

WORCESTERSHIRE WILDLIFE TRUST

England & Wales · Charity number 256618

Details

Other names	THE WORCESTERSHIRE NATURE CONSERVATION TRUST LIMITED
Status	Registered
Legal form	Charitable company
Company number	00929644
Registered	1969-07-31
Register	View on the Charity Commission register

Contact

Address	Lower Smite Farm Smite Hill Hindlip Worcester WR3 8SZ
Phone	01905754919
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Website	www.worcswildlifetrust.co.uk

Activities

Objects: 3.THE OBJECTS FOR WHICH THE TRUST IS ESTABLISHED FOR THE PUBLIC BENEFIT ARE:3.1.TO ADVANCE, PROMOTE AND FURTHER THE CONSERVATION AND PROTECTION OF NATURE RESERVES WHICH SHALL BE OWNED, MAINTAINED OR MANAGED BY THE TRUST.3.2.TO RESTORE, CREATE, STUDY AND FURTHER THE CONSERVATION OF PLACES OF ZOOLOGICAL, BOTANICAL, MYCOLOGICAL, ECOLOGICAL, GEOLOGICAL, OR GENERAL SCIENTIFIC INTEREST.3.3.TO PROMOTE, ENCOURAGE AND CARRY OUT STUDY AND RESEARCH FOR THE ADVANCEMENT OF KNOWLEDGE IN THE NATURAL SCIENCES, TO MAKE GRANTS OR DONATIONS FOR SUCH PURPOSES AND TO ENCOURAGE AND SUPPORT THE RECORDING AND PUBLICATION OF THE USEFUL RESULTS THEREOF.3.4.TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE PRINCIPLES AND PRACTICES OF BIODIVERSITY CONSERVATION AND SUSTAINABLE DEVELOPMENT WHICH MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS.

Activities: Our principal activities are: the acquisition and management of nature reserves; the collection and dissemination of biological data; the provision of advice and comment to authorities and land-managers; and

the promotion of wildlife conservation through education programmes. The principal activity of the Trust's subsidiary trading company is that of consultancy services.

Classification

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

Geography

- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,763,209	£3,297,994	£17,162,086	41
2024-03-31	£2,550,354	£2,556,300	£17,753,849	36
2023-03-31	£2,916,379	£2,314,850	£17,637,731	35
2022-03-31	£2,792,834	£2,169,528	£17,310,828	38
2021-03-31	£2,595,744	£2,117,565	£16,687,198	38

Trustees

Name	Role	Appointed
Christianne Tipping	Chair	2020-10-15
Andrew Forecast		2020-10-15
Andrew Muir		2023-10-16
Carrie Pawley		2023-10-16
Catherine Stephen		2025-10-20
Chris Greensmith		2017-10-16
Dr John Scott Dutton		2025-10-20
Dr PETER RICHARD HOLMES		1997-11-12
Gail Devries		2024-11-18
JOHN BLAKISTON		2017-01-16
James Lyndon Bracewell		2024-11-18
John Mark Douglass		2025-10-20
Julie Suzanne Button		2025-10-20
Mary Patricia Gildea		2020-10-15
ROBERT JAMES GILLMOR		2001-05-16
Richard Anthony Cory		2014-11-17
Thomas Christopher Coubrough Meikle		2020-10-15

Accounts

REGISTERED COMPANY NUMBER: 00929644 (England and Wales)
REGISTERED CHARITY NUMBER: 256618



Worcestershire Wildlife Trust

Report of the Trustees and
Consolidated Financial Statements
for the Year Ended 31 March 2025
for
Worcestershire Wildlife Trust

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Worcestershire Wildlife Trust

Contents of the Financial Statements
for the Year Ended 31 March 2025

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Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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).

Chair's statement

The past year has seen yet more change, both within our organisation and in the broader political and environmental landscape. Despite significant challenges, Worcestershire Wildlife Trust has made strong progress in delivering against our strategic priorities. With determination, collaboration and the support of our communities, we have continued to champion nature's recovery across the county.

Externally, a shifting political agenda has seen the environment assume a lower priority while economic uncertainty continues to grow, and so we have had to fight harder than ever for nature. We are particularly concerned that the Planning and Infrastructure Bill, currently being considered in Parliament, poses a significant threat to nature by weakening environmental protections, fast-tracking developments, and reducing scrutiny of planning decisions. This could lead to habitat destruction, harm to protected species, and undermine efforts to restore biodiversity, putting long-term nature recovery and climate resilience at serious risk. Locally, the disappointing decision to permit housing development adjacent to Tiddesley Wood, despite our best efforts and robust evidence, is a stark reminder of the uphill battle we face. We remain committed to holding the line and defending nature wherever it is under threat.

Internally, the year brought landmark changes to our leadership. We bade a fond farewell to Colin Raven after a staggering 38 years of dedicated service to the Trust, including 30 as Chief Executive. We also said goodbye to Helen Woodman, our Head of Conservation, as she retired shortly after year-end following a remarkable 34-year contribution to nature conservation in Worcestershire. Both Colin and Helen departed with our heartfelt thanks and very best wishes for the future. Their legacy is embedded in our work and their impact will continue to be felt for many years to come. We were delighted to welcome Mike Perry as our new Chief Executive. Mike brings a deep knowledge of the Trust's operations and a strong strategic vision, having previously served as our Head of Resources. The new senior leadership team, now complete with Steve Bloomfield as Head of Conservation, Ally Tideswell as Head of Engagement and Fundraising, and Tom Jenkins as Head of Finance and Operations, is well positioned to take our work forward. With an impressive team who are passionate about nature, exceptionally hardworking, and always cheerful and optimistic, we look to the future with confidence.

Over the past year, the Trust has delivered significant conservation impact. Across more than 75 nature reserves and beyond, we have managed over 1,300 hectares for nature, planted over 5,000 trees at Green Farm to extend Monkwood, and led on major initiatives such as heathland restoration at Dropping Well Farm and the Severn and Wye Nature collaboration. Our reserves now support iconic and rare species, from Bechstein's bat and purple emperor butterflies to spoonbills, goshawks, and lesser spotted woodpeckers. Beyond our own land, we have influenced nature recovery across thousands of hectares through partnerships with landowners, local authorities and conservation organisations. We supported more than 270 projects via the Natural Networks programme and have started planning for the expansion of key sites, including Hanley Dingle and Longdon Marsh.

We have continued to connect people with nature, which remains central to our mission. This year we worked with 500 dedicated volunteers who collectively contributed around 45,000 hours which is an incredible testament to their commitment. We have expanded our work with schools and launched the Wilder Worcestershire - Neighbourhoods Nurturing Nature initiative to help communities across Droitwich and Worcester take action for nature in their local area. Our campaign work has remained strong. We reviewed over 240 planning applications, defended key sites, and engaged with parliamentary candidates to ensure nature remains a political priority. While the decision on Tiddesley Wood was a disappointment, our voice was heard and our case was clear, showing the strength and professionalism of our advocacy efforts.

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2025

Looking ahead, we are preparing to increase significantly our reach with young people, more than doubling the number of school children we engage with each year. This is important in building a future in which nature has a stronger voice. Financially, the Trust remains secure. We have continued to diversify income, welcoming support from the National Lottery Heritage Fund, charitable trusts, corporate partners, and generous donors. Our trading subsidiary, Worcestershire Wildlife Consultancy, provides expert ecological advice and generates valuable income. We are also committed to achieving carbon neutrality by 2030 and are making solid progress through monitoring, tree planting and emissions reduction.

We are immensely grateful to everyone who makes our work possible: our staff, volunteers, members, funders, donors, and partners. Your support allows us to protect wildlife, restore habitats and inspire action - thank you for being part of this vital movement at a time when nature needs us more than ever. With your help, we will continue to act, speak up and lead nature's recovery for a wilder Worcestershire.



Christianne Tipping
Chair of the Council of Trustees

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Aims and objectives

Worcestershire Wildlife Trust's Charitable Objects as stated in our Memorandum and Articles of Association are:

- To advance, promote and further the conservation and protection of nature reserves which shall be owned, maintained or managed by the Trust.
- To restore, create, study and further the conservation of places of zoological, botanical, mycological, ecological, geological or general scientific interest.
- To promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences, to make grants or donations for such purposes and to encourage and support the recording and publication of the useful results thereof.
- To advance the education of the public in the principles and practices of biodiversity conservation and sustainable development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

The Trust is one of 46 independent local charities that co-operate across the whole of the UK and are known as The Wildlife Trusts. The Wildlife Trusts have agreed a shared Development Strategy for 2022-2030 which identifies the collective purpose, mission and key priorities, from which the Trust has developed its strategic plan.

Worcestershire Wildlife Trust's vision and mission are set out in its strategy to 2030, A Wilder Worcestershire.

Our vision is "A wilder Worcestershire - more nature everywhere, for everyone."

Our mission is "To lead nature's recovery through community action."

These will be delivered through the following three priority goals and 10 priorities:

Goal 1: Nature in recovery - 30% of land in recovery for nature by 2030

- o Priority 1: Ensure our nature reserves are places where wildlife thrives
- o Priority 2: Build bigger, wilder connected landscapes and townscapes for wildlife and for people
- o Priority 3: Demonstrate how restoring nature can deliver broader environmental and other benefits

Goal 2: Action for nature - One in four people taking action for nature by 2030

- o Priority 4: Connect people with nature
- o Priority 5: Engage and support diverse local communities to lead action for nature
- o Priority 6: Develop communications to be bolder and more transformational
- o Priority 7: Influence decision making to prioritise nature

Goal 3: Sustaining our future - More diversity, more funding, carbon neutral by 2030

- o Priority 8: Continue to grow and diversify funding streams and other resources for our work
- o Priority 9: Ensure we are a values-led inclusive organisation where all achieve their potential
- o Priority 10: Develop clear and consistent evidence-based policies

To meet the Trust's long-term objectives, annual management plans are prepared. These are approved by the trustees together with the annual budgetary review. Shorter-term projects are also developed: the necessary resources are identified, costs budgeted and timescales assessed. Where relevant, professional advice will be sought. Examples of such projects include major reserve acquisitions, reserve management, membership recruitment campaigns and temporary staff recruitment. All Trust programmes and projects have defined success criteria and these are regularly monitored, initially by key operations staff as part of working assessment and then by the trustees as part of the management reporting process.

The Trust's principal activities are:

- The acquisition and management of nature reserves
- The provision of land management and other specialist advice to land managers, public bodies, companies and other stakeholders
- The promotion of wildlife conservation through education and community programmes

The principal activity of the Trust's subsidiary W.N.C.T. Enterprises Ltd is the provision of ecological consultancy services.

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Public benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

The main benefits to the general public of the Charity are:

- Caring for over 75 nature reserves (woods, heaths, pools, marshes and meadows of national and international importance)
- Protecting endangered species such as otters, dormice and butterflies.
- Restoring and recreating wildlife habitats on derelict and agricultural land.
- Campaigning to prevent damaging developments.
- Helping local authorities, organisations and individuals to protect and create places for the county's wildlife.
- Inspiring thousands of children through our work with schools and other organisations.
- Working with local communities to encourage appreciation and enjoyment of our natural environment.
- Encouraging and supporting over 500 volunteers involved in all aspects of our work

The Trustees are of the opinion that the preservation of natural life and the promotion of the study of natural life are intended to benefit the public generally and many of the Nature Reserves managed by the Charity are open to the public to visit free of charge. In assessing the public benefit the Trustees do not believe that any detriment or harm is caused by either the aims or the actions of the Charity.

Volunteers

The Trust relies on dedicated volunteers across the organisation without whom the Trust would not be able to function. We are now supported by around 500 volunteers. Some volunteer occasionally, some every week. 80% of our volunteers are involved in practical conservation work on nature reserves. The Trust benefits from volunteer work parties for specific reserves and teams of roving volunteers who deploy across the county to reserves where work is required.

Volunteers also run our local groups, organising walks, talks and events, and raising funds for the Trust. We receive help, too, from office-based volunteers including those who staff our reception area and others who assist with school visits, assemblies and public events. The Trust also benefits from having volunteers who support fundraising and planning tasks as well as those who work remotely, including designers and photographers.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2025

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Below is a summary of the Trust's achievements and performance within the financial year under each of the three main goals of the Trust.

Goal 1: Nature in recovery - 30% of land in recovery for nature by 2030

Key achievements during the year included:

- Managed c3,250 acres/1,315 hectares of land for nature across 75+ reserves through the collective efforts of our reserves team and hundreds of conservation volunteers. This area equates to around 0.7% of the land in Worcestershire.
- Planted over 5,000 trees at Green Farm to extend and protect our Monkwood nature reserve just north of Worcester. This included restoring an area of orchard, planting areas of wood pasture (a habitat that was historically extensive in the area), reintroducing hedgerows and laying existing hedges alongside areas of woodland planting and natural regeneration. This has contributed towards an increase in the abundance of bird species including stonechat, chiffchaff, common whitethroat, goldfinch and song thrush.
- Led the Severn and Wye Nature collaboration that includes all the Wildlife Trusts operating in the 21,000 square kilometre Severn catchment alongside a range of other nature conservation organisations. Our work focused on large-scale works around natural flood management and tree planting. At the end of the year we passed the baton to our friends at Shropshire Wildlife Trust who will lead the next phase of Severn and Wye Nature.
- Continued our long-term heathland restoration plan at Dropping Well Farm near Kidderminster, the largest area of heathland restoration in Worcestershire at 40 hectares. This includes managing the area of Dropping Well Farm, The Devil's Spittleful and Blackstone Farm Fields nature reserves as a combined block and working extensively with colleagues at Wyre Forest District Council, who own and manage adjoining areas including The Rifle Range, Burlish Top and Burlish Meadows nature reserves, to form a combined area of over 250 hectares managed as nature reserves.
- Raised funds to purchase 18 hectares of land to extend and protect Hanley Dingle nature reserve near Tenbury Wells. Hanley Dingle and neighbouring dingles are Worcestershire's rainforests. The extended Hanley Dingle nature reserve will be renamed as Hanley Dingle, The Colin Raven Nature Reserve to recognise Colin Raven's immense contribution to the Trust's work over the past 38 years.
- Agreed to purchase land to extend and protect Hill Court Farm and The Blacklands, the Andrew Fraser Nature Reserve, on Longdon Marsh, and land adjacent to our Trench Wood nature reserve, subject to fundraising.
- Recorded species highlights at the Trust's nature reserves that included spoonbill and glossy ibis at Hill Court Farm and The Blacklands, Bechstein's bat and purple emperor recorded at Monkwood for the first time, goshawks recorded at four Trust reserves and lesser spotted woodpeckers recorded at two Trust reserves including The Knapp and Papermill.
- Secured the extension of the Natural Networks project, a partnership between the Trust and Worcestershire County Council, that has supported over 270 projects since being formed. It has provided advice across 3,000 hectares of land and has directly created or enhanced 164 hectares of habitat. This includes planting 31,000 trees and shrubs, planting 120,000 bulbs and plug plants and creating or improving 67 ponds.
- Continued to deliver Severn Treescapes in partnership with Gloucestershire and Herefordshire Wildlife Trusts, which has a pipeline of 360 acres of tree planting.
- Completed the final year of the Wildlife Trust's multi-year partnership with Severn Trent to deliver catchment-based land management advice across c40,000 hectares.
- Delivered advice to land managers responsible for c23% of the land area of Worcestershire to help make improvements for nature.
- Continued to influence the production and evidence for the Worcestershire's Local Nature Recovery Strategy led by Worcestershire County Council that should be in place by early 2026.
- Continued to improve the accessibility of Monkwood through a resurfaced car park, repairs to areas of the bridleway, new visitor information and dedicated disabled parking. In addition, we have updated the visitor information at both the Christopher Cadbury Wetland Reserve at Upton Warren and The Knapp and Papermill nature reserve.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2025

- Oversaw the growth of the Trust's Wildlife Sightings initiative, now having received over 2,000 species records, with our volunteer team. This evidence, largely from gardens, is providing increasingly influential biological recording data that helps better understand changes to species range and distribution over time.
- Continued to work extensively with farmers and landowners to help make improvements for nature on their land through initiatives like the Natural England supported Facilitation Fund group in the east of the county that is now working with around 100 farms and land holdings that cover thousands of hectares of land.
- Worcestershire Wildlife Consultancy has continued to provide high-quality ecological advice to clients throughout the year.

Goal 2: Action for nature - one in four people taking action for nature by 2030

Key achievements within the year included:

- Supported by around 500 volunteers across all areas of our work who contribute around 45,000 volunteer hours a year, which is valued at an estimated £900,000. Our volunteers support our practical conservation work, our local groups, our Lower Smite Farm office, our education programmes and much else.
- Began the expansion of the Trust's work with primary schools with the aim of more than doubling our reach to school-age children each year from 3,000 to 8,000 over the next three years.
- Launched the Trust's Wilder Worcestershire - Neighbourhoods Nurturing Nature project, helping communities across Droitwich and Worcester, from the River Salwarpe to the River Severn, to engage with nature and deliver improvements for nature where they live, work and study.
- Continued to stand up for nature by influencing the planning process through reviewing 240 planning applications during the year with the aim of both protecting sensitive areas and influencing the best possible outcome for nature.
- Mobilised our members and supporters to campaign to defend Tiddesley Wood from the threat of development adjacent to it. This involved reviewing extensive planning documents, gathering evidence including independent ecological surveys and taking expert legal and planning advice and attending a Public Inquiry. Unfortunately, despite the Trust's best efforts and those of our supporters the development was approved at planning appeal in January.
- Campaigned for nature during the general election by engaging with candidates across Worcestershire.
- Continued to engage with community groups, schools, colleagues and youth organisations in the wonders of heathlands through our Saving Worcestershire's Heathlands project in and around Kidderminster, Bewdley and Stourport.
- Worked with a range of schools, uniformed groups and other youth organisations to help deliver various aspects of our project including tree planting at Green Farm nature reserve adjacent to Monkwood nature reserve to the north of Worcester.

Goal 3: Sustaining our future - more diversity, more funding, carbon neutral by 2030

Key achievements during the year included:

- Continued to support our trainee team to develop skills and experience for a career in conservation, with plans to extend the trainee team from April 2025.
- Tracked and monitored our carbon emissions with the aim of being carbon neutral by 2030. This included carbon training for staff and trustees and progressing with projects to enhance the sequestration of carbon on our nature reserves.
- Continued efforts to reduce our emissions, which has included seeking opportunities to plant trees where the Trust can sequester carbon while providing great opportunities to enhance biodiversity.
- Continued to seek funding and other support for our work from a range of sources to diversify our funding and strengthen the Trust's work. This year the Trust welcomed support from the National Lottery Heritage Fund, charitable trusts and foundations, legacies, major donors and corporate supporters.
- Continued to deliver the Equality, Diversity and Inclusion plan, which has supported various actions across the Trust. We have begun to work on the third iteration of our plan.

Thank you to all our staff, volunteers, members, donors, partners, supporters and funders who make the work of the Trust possible.

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2025

ACHIEVEMENT AND PERFORMANCE

Investment performance

The performance of the investment portfolio is measured by reference to several relevant indices, including WMA Balanced, FTSE 100, FTSE All World and the ARC Charity Benchmark. During the year income amounted to £108,783 (2024: £103,140). The total portfolio value at the beginning of the year was £3,382,939, (2024: £3,268,658). Net losses at 31st March 2025 were £129,198 (2024: net gain £125,819). The total portfolio value at the year-end was £3,214,825 (2024: £3,382,939).

Investment powers and policy

Under the Memorandum and Articles of Association, the Charity has the power to make any investment, which the trustees see fit, subject to the Trustee Act 2000. The objectives of the Trust's Investment Policy are: to ensure the creation of sufficient income and capital growth, to enable the charity to carry out its purpose consistently year-by-year, with due and proper consideration for future needs, and the maintenance and, if possible, enhancement of the value of the invested funds.

The Investment Committee meet quarterly to receive reports from our stockbrokers and to review performance. Their reports and any recommendations for changes in policy are presented to the Council of trustees. The current policy is reasonably defensive, with equal capital and income growth objectives. All investments are made on the advice of our stockbrokers. The appointment of the Trust's stockbrokers is reviewed every three years.

The trustees follow Charity Commission guidance on investment, including that on ethical and responsible investment.

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2025

FINANCIAL REVIEW

Financial position

Review of the financial position at year end

At the year end total funds amounted to £17,166,988 (2024: £17,757,604). Of this balance restricted funds amounted to £8,147,823 (2024: £8,152,800).

At the year end £3,638,778 (2024: £4,193,936) of reserves were held in the designated fund. The purpose of these funds is for use on conservation and development projects as part of the Trust's strategic plan.

Included on the balance sheet at the year end are tangible fixed assets of £13,862,241 (2024: £13,848,367) and investments of £3,214,825 (2024: £3,382,939).

Free reserves at the year end, being total reserves less any restricted and designated fund and fixed and investment asset held, amounted to £584,165 deficit (2024: £503,525 deficit). A further £694,040 (2024: £546,197) was held in current assets within designated funds at the year end.

Financial effect of significant events

Receipt of legacy income in the year continued to be affected by ongoing delays in the probate system.

Although inflation rates came down during the year, the costs of procured goods and services continue to remain negatively impacted by the previously high rates.

Factors likely to affect future financial performance or position

During the year ended 31 March 2022, the trustees of the charity were made aware of a potential issue relating to the defined benefit section of the Wildlife Trust Pension Scheme. A detailed investigation has now established that there is an additional financial liability to employers who participated in that section, and that Worcestershire Wildlife Trust's share of the scheme deficit as a result of the additional liability is £498,601. It has been agreed with the Pension Trustee that this liability will be paid off over a six-year period.

The changing nature of land management payments will mean current grants will continue to decline.

Membership income has grown modestly in the year. We have a target to substantially increase this over the next five years, which will depend upon the overall economic situation and our ability to recruit actively.

The Trust is planning for a period of two to three years when net deficits will be accrued on general operational costs in order to retain the capacity and capability of the core staff upon which current delivery and future growth will depend.

The Trust has a policy of retaining net cash reserves at a minimum level of six months operating costs which is of the order of £800,000. Currently the actual net figure is significantly higher. This does not take account of any future legacy income which has been in the range of £100,000 to £500,000 per annum over the last five years.

Taking these factors into account the level of risk to the Trust as a going concern is low but rigorous planning and monitoring will still be required.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2025

FINANCIAL REVIEW

Principal funding sources

Year-to-year, Trust income from membership, the income received monthly or annually from our members, remains our most important source of income that supports the revenue costs of the Trust enabling it to deliver its core functions. The Trust benefits from Gift Aid, on membership income and other donations, which also plays a vital role in supporting the Trust's activities.

The Trust is greatly helped by gifts left in wills. These legacies are added to our Conservation Development Fund which is not used for day-to-day expenditure and is ring-fenced for special projects as agreed by our Council of Trustees. These include land acquisitions and major capital expenditure, such as restoration and maintenance (e.g. replacement fencing) on nature reserves.

The Trust receives some public income for our land holdings through the Basic Payments Scheme and Countryside Stewardship income for specific work we are undertaking on a range of nature reserves.

We receive donations, large and small, throughout the year. These include in memoriam donations, support from our local groups, corporate donations and other support. These donations support the revenue costs of the organisation and assist our general work unless specified for a purpose.

Charitable Trusts and Foundations support our work in varying ways. Some provide an annual grant for general use, others provide funding for specific purposes. The Trust has continued to benefit from Landfill Communities Fund operators. These organisations have supported land acquisitions and ongoing reserve management. The Trust has received income from the National Lottery Heritage Fund, which continues to be an important funder; they have funded many of the Trust's land acquisition and associated community engagement projects.

We run an important project working with a range of land managers. The Natural England Facilitation Fund supports this vital work with landowners beyond our nature reserves. We received income again from Severn Trent Water to work with landowners in their priority catchment to improve water quality, as well as working in partnership with Worcestershire County Council to deliver the Natural Networks project and with our colleagues in both Gloucestershire and Herefordshire Wildlife Trusts to deliver the Severn Treescapes project.

The Trust benefits from trading income, particularly through our trading subsidiary, WNCT Enterprises Ltd where revenue is generated from ecological consultancy, commercial room hire and the sale of various goods. The Trust also derives income from school visits (a subsidised charge), talks and events.

Investment policy and objectives

Under the Memorandum and Articles of Association, the Charity has the power to make any investment that the trustees see fit.

Financial Reserves policy

The trustees regularly review the level of reserves available (both unrestricted and restricted) and have considered the balance between the need to use some reserves to take advantage of key opportunities to advance the work and development of the organisation and to ensure that a secure financial base is maintained.

'Free reserves' stood at a deficit of £584,165 (2024: £503,525 deficit) at the year end. However, a further £694,040 (2024: £546,197) was held in designated current assets and £3,214,825 (2024: £3,382,939) was held in investments within unrestricted and designated funds. Of this additional sum, the trustees have agreed a policy that a minimum of six months expenditure of the charity will be retained to provide a buffer against unexpectedly difficult operating conditions.

FUTURE PLANS

A Wilder Worcestershire, the Trust's Development Strategy covering the period 2023 to 2030, based on a development strategy for The Wildlife Trusts as a whole, has been in place for around two years. Priority actions will be reviewed and amended (if necessary) from 2026.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Trust is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association.

Recruitment and appointment of new trustees

The trustees are elected by the members at the Annual General Meeting. Additional trustees may be co-opted by the existing Council of Trustees until the next AGM, taking into account the way in which their skills will complement and enhance those already available to the board.

Organisational structure

The trustees meet regularly to administer the Charity and have delegated its day-to-day management to a Chief Executive, who is supported by a team of paid staff working with teams of volunteers.

Induction and training of new trustees

All new trustees receive induction training. Further training for trustees is identified and programmed annually.

Key management remuneration

The trustees review the pay and remuneration of key management staff annually and normally increase pay levels in accordance with inflation. In view of the nature of the Charity, the trustees benchmark against pay levels in other Wildlife Trusts of a similar size.

Related parties

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county Wildlife Trusts and provides co-ordination of activities and campaigning at a UK level.

South West Wildlife Fundraising Ltd (SWWFL) is a trading company, jointly owned by eight Wildlife Trusts including Worcestershire Wildlife Trust. SWWFL's focus is on face-to-face fundraising, specifically to recruit new members to support the Charity.

Further details of related party transactions are included within the notes to the financial statements.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees review annually the Charity's principal areas of operations covering Governance and Management, Operations, Financial, Environmental and External Factors, and Compliance (Law and Regulation), and consider the major risks arising in each of these areas.

In addition, regular reviews of all Trust policies have continued during the year to ensure that the Charity maintains good governance. A Business Continuity Plan was updated in 2022 and will be reviewed in 2025.

Overall, the level of risk to the Charity is considered relatively low. The areas that were identified to be of highest potential consequence included:

IT systems failure: Much of the Charity's work depends upon IT in some form. In 2024 a review of IT systems and needs was undertaken, which has resulted in a substantial upgrade to hardware due to the move from Windows 10 to 11. This follows updates to software and systems including cyber security protection, all of which should reduce risk in this area.

Risk to land-based payments: During Q4 of 2024/5 financial year the Government closed the Sustainable Farming Incentive to new applications and announced a review of payments, which will report back in summer 2025. This may lead to a reduction in income through capped funding, targeted funding or nationally capped or reduced budgets.

Reduced profitability of trading subsidiary: As retailing and service provision both become more competitive, profit margins are becoming squeezed. A new structure in Worcestershire Wildlife Consultancy was agreed in 2024 and was being recruited for at year end.

Dependency on income sources: Key sources are reviewed at least annually. This includes membership recruitment, land management and project grants, events, work with schools, environmental consultancy and commercial lettings. Contingency arrangements to deal with these impacts have been implemented to mitigate the financial impacts wherever possible.

Employment issues: With increasing numbers of staff, the Charity is more exposed to potential disputes and the challenges of recruiting and retaining staff. To mitigate these risks, professional HR advisors are employed to provide support in this area and the terms and conditions of staff are reviewed on a regular basis. All staff are able to benefit from a hybrid working regime.

Volunteering: Volunteers are vital to every aspect of the Charity's work. Our needs for volunteers grow at a time when fewer people are retiring earlier. The Trust aspires to expand our volunteer base which includes identifying and providing opportunities for younger volunteers.

Changes to government policy: Several relevant areas of government policy relevant to the Trust's work are being reviewed or changed. This includes the Planning and Infrastructure Bill which has potentially serious implications on key environmental protections.

Compliance with changing legislation: This particularly applies to health and safety, safeguarding, employment legislations and regulations and General Data Protection Regulation. Policies and protocols are subject to regular review.

Subsidiary Undertaking

The Charity wholly owns W.N.C.T. Enterprises Limited, a company incorporated in England and Wales. W.N.C.T. Enterprises Limited performs wildlife consultancy services, arranges the hiring of rooms at Lower Smite Farm and sells goods including Christmas cards and calendars. During the year the company made a profit of £15,090 (2024: £50,883), of which £13,949 (2023: £49,542) was given by way of a deed of covenant to the Charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00929644 (England and Wales)

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2025

Registered Charity number
256618

Registered office
Lower Smite Farm
Smite Hill
Hindlip
Worcester
WR3 8SZ

Trustees

Mrs C Tipping - Chair
Mr T Meikle - Vice Chair
Mr R Gillmor - Secretary
Mr J Blakiston - Treasurer
Mr G H Green MBE - President
Mrs C Pawley - Hon. Officer for Resources
Mr C Greensmith - Hon. Officer for Conservation
Dr P Holmes
Mrs M P Gildea
Mr A Muir
Mr A Forecast
Mr R Cory
Mrs J Tullett - Co-opted October 2024
Mr J L Bracewell - Co-opted October 2024
Mrs G Devries - Co-opted October 2024
Miss S Locke - Co-opted October 2024
Miss S Young - Resigned October 2024
Mr Peter Scriven - Resigned October 2024
Mr David Mortiboys - Resigned October 2024

The directors of the charitable company (the Charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the trustees.

The Charity is limited by guarantee and does not have any issued share capital. There is therefore no beneficial interest to disclose for the above directors.

Chief Executive
Mike Perry

Company Secretary
Mr R J Gillmor

Auditors
Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors

Hallmark Whatley Hulme Solicitors
3-5 Sansome Place
Worcester
WR1 1UQ

Bankers

Lloyds Bank
112 High Street
Bromsgrove
B61 8EZ

Stockbrokers

Rathbones Greenbank
10 Queen Square
Bristol
BS1 4NT

CCLA

1 Angel Ln
London
EC4R 3AB

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on and signed on its behalf by:


.....
Mrs C Tipping - Trustee

Worcestershire Wildlife Trust

Statement of Trustees' Responsibilities for the Year Ended 31 March 2025

The trustees (who are also the directors of Worcestershire Wildlife Trust for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which 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 those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Opinion

We have audited the financial statements of Worcestershire Wildlife Trust (the 'parent company') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, Charity Balance Sheet, the Consolidated Cash Flow Statement and notes to the consolidated financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and 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 and charitable company or to cease operations, or have no realistic alternative but to do so.

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Fraud and breaches of laws and regulations - ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- o Enquiring of trustees, the finance committee and inspection of policy documentation as to the Charity's high-level policies and procedures to prevent and detect fraud as well as whether they have knowledge of any actual, suspected or alleged fraud.
- o Reading Trustees' meetings and finance committee minutes.
- o Considering performance targets for management.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because the revenue is non-judgemental and straightforward, with limited opportunity for manipulation.

We did not identify any additional fraud risks. We performed procedures including identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted by finance management/ those posted and approved by the same user/ those posted to unusual accounts.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with management (as required by auditing standards) and discussed with management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the group and Charity is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, taxation legislation and the Charities Act legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the group and Charity is subject to many other laws and regulations where the consequences of noncompliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation or the loss of the Charity's license to operate. We identified the following areas as those most likely to have such an effect: health and safety, anti-bribery, employment law, data protection, anti-money laundering and specific areas of other legislation recognising the nature of the Charity's activities.

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of management, inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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

Lisa Weaver FCCA (Senior Statutory Auditor)
for and on behalf of Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date:

Worcestershire Wildlife Trust

Consolidated Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	1,075,661	341,763	376,613	1,794,037	1,359,143
Charitable activities	5					
Land Management Grant		310,716	-	5,620	316,336	368,799
Communications and Engagement		14,908	-	14,222	29,130	79,173
Wider Countryside		26,423	-	239,048	265,471	372,592
Other trading activities	3	184,184	-	-	184,184	223,288
Investment income	4	108,783	-	-	108,783	103,140
Other income	6	37,177	13,751	14,340	65,268	44,219
Total		1,757,852	355,514	649,843	2,763,209	2,550,354
EXPENDITURE ON						
Raising funds		760,325	21,275	8,469	790,069	717,558
Charitable activities	7					
Communications and Engagement		154,135	123,399	172,357	449,891	366,412
Wider Countryside		194,593	13,108	296,217	503,918	401,306
Reserves		719,589	117,467	145,092	982,148	1,071,024
Pension adjustment		-	571,968	-	571,968	-
Total		1,828,642	847,217	622,135	3,297,994	2,556,300
Net gains/(losses) on investments		-	(129,198)	-	(129,198)	125,819
NET INCOME/(EXPENDITURE)		(70,790)	(620,901)	27,708	(663,983)	119,873
Transfers between funds	19	40,309	(7,624)	(32,685)	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		-	73,367	-	73,367	-
Net movement in funds		(30,481)	(555,158)	(4,977)	(590,616)	119,873
RECONCILIATION OF FUNDS						
Total funds brought forward		5,410,868	4,193,936	8,152,800	17,757,604	17,637,731
TOTAL FUNDS CARRIED FORWARD		5,380,387	3,638,778	8,147,823	17,166,988	17,757,604

The notes form part of these financial statements

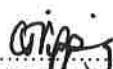
Worcestershire Wildlife Trust

Consolidated Balance Sheet
31 March 2025

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Tangible assets	13	13,862,241	13,848,367
Investments	14	<u>3,214,825</u>	<u>3,382,939</u>
		17,077,066	17,231,306
CURRENT ASSETS			
Stock		3,434	4,763
Debtors	15	432,163	476,292
Cash at bank and in hand		<u>302,347</u>	<u>287,567</u>
		737,944	768,622
CREDITORS			
Amounts falling due within one year	16	(149,421)	(242,324)
NET CURRENT ASSETS		<u>588,523</u>	<u>526,298</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		17,665,589	17,757,604
PENSION (LIABILITY)/ASSET	20	(498,601)	-
NET ASSETS		<u>17,166,988</u>	<u>17,757,604</u>
FUNDS	19		
Unrestricted funds		9,019,165	9,604,804
Restricted funds		<u>8,147,823</u>	<u>8,152,800</u>
TOTAL FUNDS		<u>17,166,988</u>	<u>17,757,604</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:


.....
Mrs C Tipping - Trustee

The notes form part of these financial statements

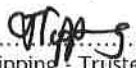
Worcestershire Wildlife Trust

Balance Sheet
31 March 2025

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Tangible assets	13	13,859,199	13,846,413
Investments	14	<u>3,224,825</u>	<u>3,392,939</u>
		17,084,024	17,239,352
CURRENT ASSETS			
Debtors	15	453,834	550,372
Cash at bank and in hand		<u>251,351</u>	<u>180,693</u>
		705,185	731,065
CREDITORS			
Amounts falling due within one year	16	<u>(128,522)</u>	<u>(216,569)</u>
NET CURRENT ASSETS		<u>576,663</u>	<u>514,496</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		17,660,687	17,753,848
PENSION (LIABILITY)/ASSET	20	<u>(498,601)</u>	-
NET ASSETS		<u>17,162,086</u>	<u>17,753,848</u>
FUNDS	19		
Unrestricted funds		9,014,263	9,632,249
Restricted funds		<u>8,147,823</u>	<u>8,121,599</u>
TOTAL FUNDS		<u>17,162,086</u>	<u>17,753,848</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:


.....
Mrs C Tipping - Trustee

The notes form part of these financial statements

Worcestershire Wildlife Trust

Cash Flow Statement
for the Year Ended 31 March 2025

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(43,503)</u>	<u>140,626</u>
Net cash provided by operating activities		<u>(43,503)</u>	<u>140,626</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(33,863)	(132,149)
Purchase of fixed asset investments		(844,216)	(330,819)
Sale of tangible fixed assets		715	-
Sale of fixed asset investments		826,864	106,226
Investment income		<u>108,783</u>	<u>103,140</u>
Net cash provided by/(used in) investing activities		<u>58,283</u>	<u>(253,602)</u>
Change in cash and cash equivalents in the reporting period		<u>14,780</u>	<u>(112,976)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>287,567</u>	<u>400,543</u>
Cash and cash equivalents at the end of the reporting period		<u>302,347</u>	<u>287,567</u>

The notes form part of these financial statements

Worcestershire Wildlife Trust

Notes to the Cash Flow Statement
for the Year Ended 31 March 2025

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.25 £	31.3.24 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(663,983)	119,873
Adjustments for:		
Depreciation charges	19,952	13,097
Losses/(gain) on investments	129,198	(125,819)
Profit on disposal of fixed assets	(678)	-
Movements in settlements pending	56,268	236,131
Investment income	(108,783)	(103,140)
Decrease/(increase) in stock	1,329	(1,539)
Decrease/(increase) in debtors	44,129	(89,639)
(Decrease)/increase in creditors	(92,903)	91,662
Difference between pension charge and cash contributions	<u>571,968</u>	<u>-</u>
Net cash provided by operations	<u>(43,503)</u>	<u>140,626</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank and in hand	<u>287,567</u>	<u>14,780</u>	<u>302,347</u>
	<u>287,567</u>	<u>14,780</u>	<u>302,347</u>
Total	<u>287,567</u>	<u>14,780</u>	<u>302,347</u>

The notes form part of these financial statements

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' 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, as modified by the revaluation of certain assets.

Group Financial Statements

The results of Worcestershire Wildlife Trust and its wholly owned subsidiary W.N.C.T. Enterprises Limited have been consolidated and group accounts have been presented. All transactions between the Charity and its subsidiary have been eliminated on consolidation. A separate statement of financial activities and income and expenditure account for the Charity itself are not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate particularly after taking account of the impact of the current external financial environment. They have re-assessed the business plans, income and expenditure projections, and taken the Charity's reserve levels into account. Their conclusion is that there is no doubt about the Charity's ability to continue operating as a going concern.

The Trustees have made this assessment for a period of a least one year from the date of approving the financial statements and are assured that the Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements.

Income

Voluntary income is received by way of donations and gifts, legacies, subscriptions and covenants and fund raising activities. The income is all credited to the income and expenditure account on a receipts basis. Tax refunds on covenant income are however accrued.

Revenue grants are credited to the income and expenditure account on a receipts basis unless they are in respect of a specific contract, when they are credited in the period in which the expenditure is incurred.

Investment income

All investment income is credited according to the date of receipt into the investment cash account.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1. ACCOUNTING POLICIES - continued

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

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

All expenditure other than that which has been capitalised is included in the income and expenditure account. Account is also taken of goods and services received at the period-end but not invoiced until after this date.

Raising funds

Costs of raising funds comprise those costs directly attributable to raising funds through activities.

Charitable activities

Charitable expenditure costs comprise those costs directly attributable to the furtherance of the Charity's principle activities.

Governance costs

Governance costs include the general overheads of the Charity and a proportion of staff costs.

Allocation and apportionment of costs

Costs are allocated to a particular activity where the cost relates to that activity. Salaries and central overhead costs not directly attributable to specific activities are apportioned to activities on the basis of estimated time spent on each activity.

Tangible fixed assets

Tangible fixed assets are stated at cost or valuation less depreciation. Provision is made for depreciation in order to write off the cost of fixed assets over their expected useful lives. The following rates have been used:

Nature Reserves & Freehold Properties	Nil
Leasehold Properties	Straight line over the life of the lease
Vehicles	25% Reducing balance and 25% straight line
Office Equipment and Fittings	25% Reducing balance
Computer Equipment	25% Straight line
Solar Panels	10% Straight line

All items of equipment are capitalised where the purchase price exceeds £250 and their useful economical life exceeds one year.

FRS102 requires that provision be made for depreciation of fixed assets having a finite useful life. However, the Trustees are of the opinion that the residual value at the end of the estimated useful life of the nature reserves and freehold properties are not likely to materially differ from its cost. This is because it is the Charity's policy to maintain the nature reserves and freehold properties in such a condition that their value is not diminished by the passage of time; the relevant expenditure is charged against income in the financial period in which it is incurred. Therefore, any element of depreciation is considered to be immaterial and no provision is made.

Capital Expenditure

Capital expenditure, where specific grants are obtained, is capitalised at full cost. Any grants received towards the purchase of such assets are added to the designated or restricted fund as appropriate.

1. ACCOUNTING POLICIES - continued

Investments

Investments are valued at mid-market price at the balance sheet date. Realised investment gains/losses represent the differences on sale of investments between the proceeds on sale and the opening market value and/or cost of additions in the period. Unrealised investment gains/losses represent the differences between the closing market value and the opening market value and/or cost of additions in the period.

Stocks

Agricultural produce is measured, at the point of harvest, at fair value less estimated point-of sale costs. Other stock is stated at the lower of cost and net realisable value

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the profit and loss account as incurred.

Taxation

No Corporation Tax is charged in the accounts of Worcestershire Wildlife Trust due to the charitable status of the Company. In addition there is a deed of covenant in place, which enables W.N.C.T Enterprises Limited to covenant its taxable profits to the Charity.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The Charity operates a defined benefit pension scheme, which is part of a multi-employer scheme and the assets are held separately from those of the charity in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses. Further details are included in the notes to the financial statements.

No new employees are eligible to join the defined benefit scheme.

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
Membership giving	743,277	-	743,277	717,360
Gift aid	190,503	-	190,503	164,307
Other Donations Received	235,183	136,999	372,182	74,890
Legacies Received	241,427	-	241,427	354,468
Grants	7,034	239,614	246,648	48,118
	<u>1,417,424</u>	<u>376,613</u>	<u>1,794,037</u>	<u>1,359,143</u>

Grants received, included in the above, are as follows:

	31.03.25 £	31.03.24 £
Restricted Fund		
National Heritage	-	48,118
Environment Agency - National Environment Investment Readiness Fund	78,195	-
HDH Willis - Protecting Worcestershire's Hidden Rainforests	30,000	-
National Lottery Heritage Fund - Neighbourhoods Nurturing Nature	67,120	-
National Lottery Heritage Fund - Green Farm Reaching Out to Ancient Woodland	15,468	-
Environment Agency - Severn Wye Nature	10,000	-
National Lottery Heritage Fund - Saving Worcestershire's Heathlands	16,258	-
Worcestershire County Council - Neighbourhoods Nurturing Nature	9,720	-
Other Misc	12,853	-
	<u>239,614</u>	<u>48,118</u>
Designated		
Under < 1k	2,000	-
Worcestershire County Council - Natural Networks Knapp & Papermill Enhancements	4,784	-
	<u>6,784</u>	<u>-</u>
Unrestricted Fund		
Under < 1k	250	-
	<u>250</u>	<u>-</u>
Total grant income	<u>246,648</u>	<u>48,118</u>

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

3. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
W.N.C.T Enterprises Ltd	171,364	-	171,364	179,919
Timber Sales	7,447	-	7,447	34,024
Sundry Income	<u>5,373</u>	<u>-</u>	<u>5,373</u>	<u>9,345</u>
	<u>184,184</u>	<u>-</u>	<u>184,184</u>	<u>223,288</u>

4. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
Income from Stock Exchange Investments - UK	<u>108,783</u>	<u>-</u>	<u>108,783</u>	<u>103,140</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.25 £	31.3.24 £
Land Management Grants	Land Management Grant	316,336	368,799
Education	Communications and Engagement	29,130	79,173
Wider Countryside income	Wider Countryside	<u>265,471</u>	<u>372,592</u>
		<u>610,937</u>	<u>820,564</u>

6. OTHER INCOME

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
Gain on sale of tangible fixed assets	678	-	678	-
Rent Received	9,610	-	9,610	13,456
Sundry Sales & Other Income	<u>40,640</u>	<u>14,340</u>	<u>54,980</u>	<u>30,763</u>
	<u>50,928</u>	<u>14,340</u>	<u>65,268</u>	<u>44,219</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Communications and Engagement	446,358	3,533	449,891
Wider Countryside	503,918	-	503,918
Reserves	934,274	47,874	982,148
Pension adjustment	571,968	-	571,968
	<u>2,456,518</u>	<u>51,407</u>	<u>2,507,925</u>

ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £	Depn £	Auditors remun- eration £	Other costs £	31.3.25 £
Raising funds	190,454	18,779	-	424,568	633,801
Investment management costs	-	-	-	10,315	10,315
W.N.C.T. Entreprises Ltd	96,365	1,173	1,708	57,022	156,268
Charitable activities	<u>1,093,237</u>	<u>-</u>	<u>6,888</u>	<u>1,397,485</u>	<u>2,497,610</u>
	<u>1,380,056</u>	<u>19,952</u>	<u>8,596</u>	<u>1,889,390</u>	<u>3,297,994</u>

8. SUPPORT COSTS

	Raising Funds £	Charitable Activities £	Governance Costs £	31.3.25 £	31.3.24 £
Administration staff wages	21,202	45,937	3,533	70,672	64,692
General office expenses	<u>60,804</u>	<u>131,742</u>	<u>10,134</u>	<u>202,680</u>	<u>201,361</u>
	<u>82,006</u>	<u>177,679</u>	<u>13,667</u>	<u>273,352</u>	<u>266,053</u>

Support costs are allocated on a percentage basis between the activities of the charity, and this methodology is reviewed annually to ensure its continued appropriateness.

9. NET INCOME/(EXPENDITURE)

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

	31.3.25 £	31.3.24 £
Auditors' remuneration	9,924	8,216
Depreciation - owned assets	19,952	13,096
Surplus on disposal of fixed assets	(678)	-
Operating leases	<u>4,390</u>	<u>4,390</u>

Excluding the activities of the subsidiary, W.N.C.T. Enterprises Limited, The Charity has a deficit in funds for the year before gains/losses on investments of £389,197 (2024: £7,286 deficit).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

Expenses of £150 (2024: £1,711) were paid to 1 (2024: 3) Trustees. These expenses are in relation to mileage and reimbursements.

11. STAFF COSTS

CHARITY	31.3.25	31.3.24
	£	£
Wages and salaries	1,040,835	972,228
Social security costs	93,816	86,221
Other pension costs	149,040	139,783
	<u>1,283,691</u>	<u>1,198,232</u>
GROUP		
	31.3.25	31.3.24
	£	£
Wages and salaries	1,120,848	1,042,753
Social security costs	101,092	92,369
Other pension costs	158,116	145,966
	<u>1,380,056</u>	<u>1,281,088</u>

The above stated pension costs include pension deficit payments of £53,108 (2024: £51,559).

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Charity Average headcount	<u>41</u>	<u>36</u>
Group Average headcount	<u>44</u>	<u>39</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.25	31.3.24
£60,001 - £70,000	<u>1</u>	<u>1</u>

The key management personnel, who consist of the Chief Executive, received employee benefits of £81,539 (2024: £79,496).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Designated fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	943,459	364,306	51,378	1,359,143
Charitable activities				
Land Management Grant	270,646	-	98,153	368,799
Communications and Engagement	15,468	-	63,705	79,173
Wider Countryside	37,482	7,452	327,658	372,592
Other trading activities	220,642	2,646	-	223,288
Investment income	103,140	-	-	103,140
Other income	38,868	4,000	1,351	44,219
Total	1,629,705	378,404	542,245	2,550,354
EXPENDITURE ON				
Raising funds	593,013	62,053	62,492	717,558
Charitable activities				
Communications and Engagement	125,565	105,301	135,546	366,412
Wider Countryside	188,071	6,106	207,129	401,306
Reserves	837,342	31,899	201,783	1,071,024
Total	1,743,991	205,359	606,950	2,556,300
Net gains on investments	-	125,819	-	125,819
NET INCOME/(EXPENDITURE)	(114,286)	298,864	(64,705)	119,873
Transfers between funds	23,297	-	(23,297)	-
Net movement in funds	(90,989)	298,864	(88,002)	119,873
RECONCILIATION OF FUNDS				
Total funds brought forward	5,501,857	3,895,072	8,240,802	17,637,731
TOTAL FUNDS CARRIED FORWARD	5,410,868	4,193,936	8,152,800	17,757,604

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

13. TANGIBLE FIXED ASSETS

CHARITY

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2024	13,782,551	45,000	9,637
Additions	-	-	-
Disposals	-	-	-
At 31 March 2025	13,782,551	45,000	9,637
DEPRECIATION			
At 1 April 2024	-	4,960	8,673
Charge for year	-	496	964
Eliminated on disposal	-	-	-
At 31 March 2025	-	5,456	9,637
NET BOOK VALUE			
At 31 March 2025	13,782,551	39,544	-
At 31 March 2024	13,782,551	40,040	964

	Office equipment and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2024	218,766	68,183	106,342	14,230,479
Additions	-	12,048	19,554	31,602
Disposals	(9,879)	(8,028)	(32,663)	(50,570)
At 31 March 2025	208,887	72,203	93,233	14,211,511
DEPRECIATION				
At 1 April 2024	206,751	68,183	95,499	384,066
Charge for year	3,758	3,012	10,549	18,779
Eliminated on disposal	(9,842)	(8,028)	(32,663)	(50,533)
At 31 March 2025	200,667	63,167	73,385	352,312
NET BOOK VALUE				
At 31 March 2025	8,220	9,036	19,848	13,859,199
At 31 March 2024	12,015	-	10,843	13,846,413

At 31 March 2021, an informal desktop valuation was performed in house on the nature reserves to review the value for impairment, the value calculated was £12.9m therefore the trustees believe there is no impairment.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

13. TANGIBLE FIXED ASSETS - continued

GROUP

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2024	13,782,551	45,000	9,637
Additions	-	-	-
Disposals	-	-	-
At 31 March 2025	13,782,551	45,000	9,637
DEPRECIATION			
At 1 April 2024	-	4,960	8,673
Charge for year	-	496	964
Eliminated on disposal	-	-	-
At 31 March 2025	-	5,456	9,637
NET BOOK VALUE			
At 31 March 2025	13,782,551	39,544	-
At 31 March 2024	13,782,551	40,040	964

	Office equipment and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2024	226,887	82,698	108,263	14,255,036
Additions	-	12,048	21,815	33,863
Disposals	(9,879)	(8,028)	(32,663)	(50,570)
At 31 March 2025	217,008	86,718	97,415	14,238,329
DEPRECIATION				
At 1 April 2024	214,357	82,698	95,981	406,669
Charge for year	3,887	3,012	11,593	19,952
Eliminated on disposal	(9,842)	(8,028)	(32,663)	(50,533)
At 31 March 2025	208,402	77,682	74,911	376,088
NET BOOK VALUE				
At 31 March 2025	8,606	9,036	22,504	13,862,241
At 31 March 2024	12,530	-	12,282	13,848,367

At 31 March 2021, an informal desktop valuation was performed in house on the nature reserves to review the value for impairment, the value calculated was £12.9m therefore the trustees believe there is no impairment.

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

14. FIXED ASSET INVESTMENTS

	Listed investments £	Cash and settlements pending £	Totals £
MARKET VALUE			
At 1 April 2024	3,290,385	92,554	3,382,939
Additions	844,216	-	844,216
Disposals	(826,864)	-	(826,864)
Revaluations	(129,198)	-	(129,198)
Movement in cash	-	(56,268)	(56,268)
At 31 March 2025	<u>3,178,539</u>	<u>36,286</u>	<u>3,214,825</u>
NET BOOK VALUE			
At 31 March 2025	<u>3,178,539</u>	<u>36,286</u>	<u>3,214,825</u>
At 31 March 2024	<u>3,290,385</u>	<u>92,554</u>	<u>3,382,939</u>

The above Market Value of listed investments can be analysed as follows:

	31.3.25
	£
Asia	33,024
Bonds	393,723
Diversifiers	171,330
European	105,058
Global	229,600
Japan	55,191
North America	436,607
UK Stock	203,683
COIF Ethical Investment Fund	1,550,323
Cash Account	36,286
WNCT	10,000
	<u>3,224,825</u>

Due to a change in the Rathbones portfolio this is the new split of analysis for the MV of listed investments. Comparative and CY to be shown year ended 31.3.26.

Fixed asset investments are held primarily to provide an investment return and are assigned to the Conservation Development Designated Fund.

The investment figure in the Company Balance Sheet also includes £10,000 (2024: £10,000) which is the nominal value of the shares held in its wholly owned subsidiary W.N.C.T. Enterprises Limited (Co No 01991532). This is eliminated on consolidation and, hence, is not included in the Group Balance Sheet. There are no fixed asset investment held within WNCT Enterprises Ltd balance sheet.

Cost or valuation at 31 March 2025 is represented by:

	Listed investments £	Cash and settlements pending £	Totals £
Valuation in 2025	3,178,539	-	3,178,539
Cost	-	36,286	36,286
	<u>3,178,539</u>	<u>36,286</u>	<u>3,214,825</u>

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

14. FIXED ASSET INVESTMENTS - continued

The company's investments at the balance sheet date in the share capital of companies include the following:

W.N.C.T. Enterprises Ltd

Registered office:

Nature of business: Environmental consultancy

Class of share:	% holding		
Ordinary	100		
		31.3.25	31.3.24
		£	£
Aggregate capital and reserves		14,902	13,755
Profit for the year		<u>1,147</u>	<u>1,341</u>

The Charity has a wholly owned trading subsidiary, which is incorporated in the United Kingdom. The principal activity of W.N.C.T. Enterprises Limited is that of environmental consultancy work. The Company covenants its taxable profits to Worcestershire Wildlife Trust. A summary of trading results is shown below. Audited accounts are filed with the Registrar of Companies. This summary includes transactions with Worcestershire Wildlife Trust which have been eliminated on consolidation.

	£	31.3.25 £	£	31.3.24 £
Turnover	171,364		192,551	
Cost of Sales	<u>(34,872)</u>		<u>(32,887)</u>	
Gross Profit		136,492		159,664
Administrative expenses				
General administrative expenses	(120,222)		(108,129)	
Depreciation	<u>(1,174)</u>		<u>(652)</u>	
				<u>(108,781)</u>
Net profit for the year		15,096		50,883
Retained (loss)/profit in Subsidiary b/fwd				
Covenanted to Worcestershire Wildlife Trust		<u>(13,949)</u>		<u>(49,542)</u>
Retained (loss)/profit in Subsidiary		<u>1,147</u>		<u>1,341</u>
Net assets held in Subsidiary		<u>14,902</u>		<u>13,755</u>

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.25	31.3.24
	£	£
Trade debtors	39,728	73,632
W.N.C.T. Enterprises Limited	33,890	80,986
Other debtors	573	2,002
VAT	34,866	21,065
Accrued income	274,105	307,229
Prepayments	<u>70,672</u>	<u>65,458</u>
	<u>453,834</u>	<u>550,372</u>

GROUP

	31.3.25	31.3.24
	£	£
Trade debtors	58,319	83,982
Other debtors	688	2,002
VAT	28,379	17,621
Accrued income	274,105	307,229
Prepayments	<u>70,672</u>	<u>65,458</u>
	<u>432,163</u>	<u>476,292</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.25	31.3.24
	£	£
Trade creditors	111,837	144,979
Social security and other taxes	380	20,641
Other creditors	-	26,786
Accrued expenses	<u>16,305</u>	<u>24,163</u>
	<u>128,522</u>	<u>216,569</u>

GROUP

	31.3.25	31.3.24
	£	£
Trade creditors	112,927	146,798
Social security and other taxes	380	20,641
Other creditors	-	50,722
Accrued expenses	<u>36,114</u>	<u>24,163</u>
	<u>149,421</u>	<u>242,324</u>

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.25	31.3.24
	£	£
Within one year	1,829	4,390
Between one and five years	<u>-</u>	<u>1,829</u>
	<u>1,829</u>	<u>6,219</u>

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
Fixed assets	5,928,266	264,800	7,669,175	13,862,241	13,848,367
Investments	36,286	3,178,539	-	3,214,825	3,382,939
Current assets	(434,744)	694,040	478,648	737,944	768,622
Current liabilities	(149,421)	-	-	(149,421)	(242,324)
Pension liability	-	(498,601)	-	(498,601)	-
	<u>5,380,387</u>	<u>3,638,778</u>	<u>8,147,823</u>	<u>17,166,988</u>	<u>17,757,604</u>

19. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	5,410,868	(70,790)	40,309	5,380,387
Designated fund	<u>4,193,936</u>	<u>(547,534)</u>	<u>(7,624)</u>	<u>3,638,778</u>
	9,604,804	(618,324)	32,685	9,019,165
Restricted funds				
Restricted funds	<u>8,152,800</u>	<u>27,708</u>	<u>(32,685)</u>	<u>8,147,823</u>
TOTAL FUNDS	<u>17,757,604</u>	<u>(590,616)</u>	<u>-</u>	<u>17,166,988</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,757,852	(1,828,642)	-	(70,790)
Designated fund	<u>355,514</u>	<u>(847,217)</u>	<u>(55,831)</u>	<u>(547,534)</u>
	2,113,366	(2,529,125)	(55,831)	(618,324)
Restricted funds				
Restricted funds	<u>649,843</u>	<u>(622,135)</u>	<u>-</u>	<u>27,708</u>
TOTAL FUNDS	<u>2,763,209</u>	<u>(3,297,994)</u>	<u>(55,831)</u>	<u>(590,616)</u>

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	5,501,857	(114,286)	23,297	5,410,868
Designated fund	<u>3,895,072</u>	<u>298,864</u>	-	<u>4,193,936</u>
	9,396,929	184,578	23,297	9,604,804
Restricted funds				
Restricted funds	8,240,802	(64,705)	(23,297)	8,152,800
TOTAL FUNDS	<u>17,637,731</u>	<u>119,873</u>	-	<u>17,757,604</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,629,705	(1,743,991)	-	(114,286)
Designated fund	<u>378,404</u>	<u>(205,359)</u>	<u>125,819</u>	<u>298,864</u>
	2,008,109	(1,949,350)	125,819	184,578
Restricted funds				
Restricted funds	542,245	(606,950)	-	(64,705)
TOTAL FUNDS	<u>2,550,354</u>	<u>(2,556,300)</u>	<u>125,819</u>	<u>119,873</u>

Designated Fund

The funds of the Charity includes the designated fund, which have been set aside out of unrestricted funds by the Trustees for specific purposes. The designated fund has been set aside for the purpose of conservation and development projects.

The trustees have reviewed the reserves above and made appropriate transfers to reflect the true position.

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

19. MOVEMENT IN FUNDS - continued

Restricted Funds

The funds of the Charity are restricted funds comprising the following:-

	Opening balance	Incoming Resources	Resources Expended	Transfers Between Funds	Closing balance
	£	£	£	£	£
<u>Fixed Assets:</u>					
Gwen Finch	214,860	-	-	-	214,860
Hunt House Wood	252,210	-	-	-	252,210
Penorchar	230,248	-	-	-	230,248
Hill Court Farm	1,637,855	-	-	-	1,637,855
Lower Smite Farm	1,660,215	-	-	-	1,660,215
Sands Lane Meadows	110,245	-	-	-	110,245
Baynhall Meadow	21,120	-	-	-	21,120
Boynes Meadows	157,689	-	-	-	157,689
Hollybed Farm	394,661	-	-	-	394,661
Blackhouse Wood	436,779	-	-	-	436,779
Grafton Wood	237,063	-	-	-	237,063
Martley Hoolwide Wood	37,800	-	-	-	37,800
Severn Waste Vehicle Grant	1	-	-	-	1
Merries Farm	17,553	-	-	-	17,553
Helen Mackaness Reserve	23,408	-	-	-	23,408
Hardwick Green	367,998	-	-	-	367,998
Nash's Meadows	234,880	-	-	-	234,880
Tor Coppice @ Knapp & Papermill	60,000	-	-	-	60,000
Rosebank Coppice	3,500	-	-	-	3,500
Mob Squinton Wood	30,000	-	-	-	30,000
Rawlings Meadow	28,200	-	-	-	28,200
Dropping Well farm	897,902	-	-	-	897,902
Green Farm @ Monkwood	416,658	-	-	-	416,658
Romsley Manor Farm Meadow	198,330	-	-	-	198,330
	7,669,175	-	-	-	7,669,175
<u>Net Current Assets:</u>					
Woodlands Fund / Mr & Mrs Clark	10,955	-	-	-	10,955
Severn Trent Catchment Partnership Agricultural Advice	-	124,489	(124,489)	-	-
Saving Worcestershire's Heathlands	296,490	21,176	(50,774)	-	266,892
Pound Green Common Restoration	2,051	14,340	(10,925)	-	5,466
Green Farm - Reaching Out to Ancient Woodland	47,766	21,404	(46,232)	-	22,938
Romsley Manor Farm Meadows	36,643	-	(4,515)	-	32,128
Nextdoor Nature	2,739	14,222	(13,643)	(3,318)	-
Severn Treescapes	-	40,156	(40,156)	-	-
Natural Networks v2	-	74,402	(74,403)	1	-
Neighbourhoods Nurturing Nature	(485)	76,840	(116,532)	-	(40,177)

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

19. MOVEMENT IN FUNDS - continued

	Opening balance	Incoming Resources	Resources Expended	Transfers Between Funds	Closing balance
	£	£	£	£	£
LSF Visitor Facilities Improvements	(342)	-	231	-	(111)
Upton Warren DEFRA Species Recovery	(525)	5,620	(6,928)	(1,833)	-
Severn Wye Nature Partnership	58,332	88,195	(112,982)	-	33,545
Protecting Worcestershire's Hidden Rainforests	(450)	168,999	(13,783)	-	154,766
Forest of Feckenham / Trench Wood expansion	(750)	-	(7,004)	-	(7,754)
	<u>452,424</u>	<u>649,843</u>	<u>(622,135)</u>	<u>(1,484)</u>	<u>478,648</u>
Total Restricted Funds of Charity	8,121,599	649,843	(622,135)	(1,484)	8,147,823
Eliminated on consolidation	<u>31,201</u>	<u>-</u>	<u>-</u>	<u>(31,201)</u>	<u>-</u>
Total Consolidated Restricted Funds	<u>8,152,800</u>	<u>649,843</u>	<u>(622,135)</u>	<u>(32,685)</u>	<u>8,147,823</u>

Various reserves - either gifted to the trust with restrictions attached or bought from donations and funds raised for a restricted purpose. All acquired in line with the Trust's objectives, to advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained or managed by the Trust; to study and further the conservation, restoration and creation of places of natural beauty, zoological, botanical, ecological, geological, or general scientific interest, and to promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences.

Transfers between funds

Transfers between funds have been made in the year for special projects supported by the conservation development fund and unrestricted funds.

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

20. EMPLOYEE BENEFIT OBLIGATIONS

The following employers are the sponsoring employers of a defined benefit pension liabilities held in the Scheme in the UK, which provides retirement benefits based on members' salaries when they left employment. Further Employers may have defined contribution benefits held within the Scheme, but these Employers are not shown here.

- Bedfordshire, Cambridgeshire, Northamptonshire Wildlife Trust
- Derbyshire Wildlife Trust
- Essex Wildlife Trust
- Gloucestershire Wildlife Trust
- Lancashire Wildlife Trust
- Leicestershire and Rutland Wildlife Trust
- Leicestershire Wildlife (Sales) Ltd
- Lincolnshire Wildlife Trust
- Nottinghamshire Wildlife Trust
- Scottish Wildlife Trust
- Sheffield and Rotherham Wildlife Trust
- The Green Estate Ltd
- Sussex Wildlife Trust
- RSWT Wildlife Trust
- Worcestershire Wildlife Trust
- WNCT Enterprises Ltd

The assets of the Scheme are held in a separately administered fund and the Scheme is administered by the Trustees (independent of the Employers) who are responsible for ensuring that the Scheme is sufficiently funded to meet current and future obligations. However, the assets and liabilities are not segregated between the Employers.

The liabilities set out in this note have been calculated based on the preliminary results of the full Scheme Funding Assessment as at 1 April 2022, updated to 31 March 2025. The present value of the defined benefit obligation was measured using the projected unit credit method.

The Employers have agreed a funding plan with the Trustees, whereby contributions are made into the Scheme in order to remove the funding deficit based on each Employer's share of the total Scheme liabilities, calculated by the Scheme Actuary as at the most recent Scheme Funding Assessment (currently, 1 April 2022).

The disclosures set out below are based on calculations carried out as at 31 March 2025 by an independent qualified actuary.

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	31.3.25 £	31.3.24 £
Current service cost	-	-
Net interest from net defined benefit asset/liability	(3,029)	(2,720)
Past service cost	<u>599,108</u>	<u>-</u>
	<u>596,079</u>	<u>(2,720)</u>
Actual return on plan assets	<u>(29,325)</u>	<u>20,343</u>

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31.3.25	31.3.24
	£	£
Opening defined benefit obligation	891,103	889,845
Past service cost	599,108	-
Interest cost	39,800	38,431
Actuarial losses/(gains)	(145,521)	7,763
Benefits paid	(40,351)	(44,936)
	<u>1,344,139</u>	<u>891,103</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31.3.25	31.3.24
	£	£
Opening fair value of scheme assets	891,103	889,845
Contributions by employer	55,056	53,450
Expected return	42,829	41,151
Actuarial gains/(losses)	(72,154)	(20,808)
Benefits paid	(40,351)	(44,936)
Administration expenses	(30,945)	(27,599)
	<u>845,538</u>	<u>891,103</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	31.3.25	31.3.24
	£	£
Actuarial gains/(losses)	<u>73,367</u>	-
	<u>73,367</u>	-

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	31.3.25	31.3.24
Overseas Equities	21%	25%
Diversified Growth Funds	11%	-
UK Government Fixed Interest B	-	11%
UK Government Index Linked Bon	-	9%
UK Corporate Bonds	10%	34%
LDI	43%	18%
Cash	14%	3%
Alternatives	1%	-
	<u>100%</u>	<u>100%</u>

The pension scheme has not invested in any of Worcestershire Wildlife Trust & WNCT Enterprises Ltd's own financial instruments, nor in properties or other assets used by Worcestershire Wildlife Trust & WNCT Enterprises Ltd. The assets are all quoted in active markets.

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31.3.25	31.3.24
Discount rate	5.80%	4.85%
RPI inflation	3.30%	3.40%
CPI inflation	2.75%	2.75%
	31.03.25	31.03.24
Life expectancy of a male aged 65 at the Balance Sheet Date	22.3	22.3
Life expectancy of a male aged 65 in 20 years from the Balance Sheet date	23.6	23.6
Life expectancy of a female aged 65 at the Balance Sheet Date	24.8	24.8
Life expectancy of a female aged 65 in 20 years from the Balance Sheet Date	26.2	26.2

	31.3.25	31.3.24
Rate of increase to pensions in payment: Fixed 5%		
paRPI max 5% pa	4.85%	3.40%
Mortality (before and after retirement)	96% S3PMA / 95% S3PFACMI 2023 M/F[1.25%] (yob), with A= 0.5%, S = 7.0, w2020 = 0%, w2021 = 0%, w2022 = 15% w2023 = 15%	96% S3PMA / 95% S3PFACMI 2022 M/F[1.25%] (yob), with A= 0.5%, S = 7.0, w2020 = 0%, w2021 = 0%, w2022 = 25%

21. RELATED PARTY DISCLOSURES

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts, and provides assistance and co-ordination of activities and campaigning at a UK level. An annual contribution is payable to RSWT, included within Charitable Expenditure, amounting to £48,870 (2024: £48,870). The Trust also purchased publications and other sundries from the RSWT amounting to £22,679 (2024: £18,760). The Trust also made sales to RSWT of £nil (2024: £4,477). At the year end there was a balance of £314 (2024: £531) due to RSW.

South West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost membership recruitment and has an employee on the Board, M Perry. The Trust paid £195,630 (2024: £131,697) to SWWFL for services in the year and there was a balance due to SWWFL of £5,638 (2024: £8,357) at the year end.

The Worcester Biological Records Centre (WBRC) is a separate legal entity operating on the Trust's site. A Muir Trustees of the Trust, are also trustees of WBRC. During the year, WBRC paid WWT rent of £1,300 (2024: £1,000) and WWT paid WBRC £10,500 (2024: £10,500) the majority of which was for an SLA. At the year end, £Nil (2024: £250) was due to the Trust.

All connected transactions occurred at arm's length.

Accounts

REGISTERED COMPANY NUMBER: 00929644 (England and Wales)
REGISTERED CHARITY NUMBER: 256618

Report of the Trustees and
Consolidated Financial Statements
for the Year Ended 31 March 2024
for
Worcestershire Wildlife Trust

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Worcestershire Wildlife Trust

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for the Year Ended 31 March 2024

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Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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 2015).

OBJECTIVES AND ACTIVITIES

Objectives and Aims

The Objects for which the Trust is established for the public benefit are:

To advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained, or managed by the Trust.

To restore, create, study and further the conservation of places of zoological, botanical, mycological, ecological, geological, or general scientific interest.

To promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences, to make grants or donations for such purposes and to encourage and support the recording and publication of the useful results thereof.

To advance the education of the public in the principles and practices of biodiversity conservation and sustainable development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

The Trust is one of 46 independent local charities that co-operate across the whole of the UK and are known as The Wildlife Trusts. The Wildlife Trusts have agreed a shared Development Strategy for 2022-2030 which identifies the collective Purpose, Mission and key priorities, from which the Trust is developing a plan for itself (see Future Plans).

Our Vision is of a thriving natural world, with our wildlife and natural habitats playing a valued role in addressing the climate and ecological emergencies, and people inspired and empowered to take action for nature.

Our Purpose is to bring wildlife back, to empower people to take action for nature, and to create a society where nature matters.

To meet the Trust's long-term objectives, annual management plans are prepared. These are approved by the Trustees together with the annual budgetary review. Shorter-term projects are also developed: the necessary resources are identified, costs budgeted, and timescales assessed. Where relevant, professional advice will be sought. Examples of such projects include major reserve acquisitions, reserve management, membership recruitment campaigns and temporary staff recruitment.

Monitoring and Review

All Trust programmes and projects have defined success criteria, and these are regularly monitored, initially by key operations staff as part of working assessment and then by the Trustees as part of the management reporting process. Any shortfalls in anticipated achievements are investigated and lessons learned for future programmes.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

Nature Reserves

Nature reserves remain a core element of our conservation strategy. During the year, the Trust has pursued several exciting and important opportunities to acquire land adjacent to existing nature reserves to create wildlife-rich habitats and sequester carbon to further mitigate the Trust's operational carbon footprint, which are likely to come to fruition during 2024/25 when fundraising will start in earnest.

These acquisitions build on the recent projects at Green Farm (adjacent to our Monkwood nature reserve) where hedgerow and tree planting has begun, and at Dropping Well Farm (between Kidderminster, Bewdley and Stourport-on-Severn) where a similar approach is being taken to create almost 100 acres of heathland habitats. The success of both projects is dependent on the support of many local partners and communities.

All acquisitions are considered against a rigorous set of criteria which ensure that where land is purchased it will have the greatest long-term impact for Worcestershire's wildlife and for people. Our overall approach can be summarised as "Bigger, Better, More Joined Up".

ACHIEVEMENTS AND PERFORMANCE
Charitable activities (continued)

With almost 3000 acres across the county, our reserves represent a major asset for wildlife but also require a significant and growing commitment of Trust resources to deliver a plethora of tasks at more than 80 sites - maintenance, conservation, infrastructure and facilities, survey and monitoring, volunteer support, etc. A huge amount of ongoing work is delivered by volunteers and contractors, led by our excellent team of Reserve Officers.

Conservation outside our nature reserves

Working with other landowners across the county is the second core element of our conservation strategy.

We have continued to expand conservation activities outside our reserves. This often involves working with farmers and landowners and is used to demonstrate best practice, particularly through special projects we are running to promote wild pollinators (through a combination of sensitive land management techniques and the provision of nesting sites) and soil health (through a long-term programme of building organic content and fertility using natural fertilisers).

This work remains at similar levels to the previous year and has been very busy and productive such that around 40,000 hectares (or 100,000 acres), representing around a quarter of the county, is influenced by our advisory team. Much of this increase is due to externally funded partnership projects: The Severn Trent Water Environment Project, Natural Networks, and Water Environment Projects and the Treescapes Project for which we partner with our neighbouring Wildlife Trusts in Gloucestershire and Herefordshire.

We are also leading the Severn and Wye Nature Partnership which is seeking to deliver a step change in the creation of habitats across ten counties constituting 11% of the land area of England and Wales. The Partnership, which originated as a Wildlife Trust initiative, now involves most of the other environmental NGOs as partners.

Our own farm (at our Lower Smite Farm Headquarters) and our nature reserves continue to act as demonstration sites for a variety of audiences.

We also continue to influence development by engagement in the planning system and through advocacy work. Specialist input into planning policy and local plans remains a vital part of our work, as does selective input into planning case work.

Engagement

To complement our conservation strategy, we run a comprehensive engagement programme. Fundamental to our work is the provision of opportunities for adults and children alike to experience and value wildlife and the environment. This includes our events programme across the county and our excellent schools programme.

Our community work has expanded significantly. In addition to existing community projects linked to Dropping Well Farm and Green Farm, and the Nextdoor Nature project, which saw us working with youth and community organisations in Bromsgrove and Redditch, we were able to plan for the next phase of this work which will focus on the Droitwich and Worcester areas.

Promoting awareness of wildlife through the media, both traditional and digital, is an increasingly important way of engaging with the wider public. Interaction via social media has continued at much higher levels than previously and this has been the main platform for our advocacy and campaigning work.

The Trust also continued the implementation of policies and operational plans to deliver its strategic commitments to increase diversity throughout its work and to be at least carbon neutral by 2030.

Volunteering remains crucial to every aspect of the Trust's work, and new initiatives have been put in place to rebuild and diversify our volunteer workforce following the pandemic, which are already bearing fruit with record numbers now volunteering.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2024

ACHIEVEMENTS AND PERFORMANCE **Charitable activities (continued)**

Fundraising activities

Although membership numbers were flat, income increased. Overall giving by members is fundamental to our operations now and in the future, through subscriptions, donations and legacies. We shall continue to focus resources on membership development - recruiting new members, retaining existing members, and providing high quality information and communications. Members are also the single biggest source for volunteers.

New legacy notifications and receipts almost doubled compared to the previous year at £350,000. Legacy receipts were designated to the Conservation Development Fund for Capital and Special Projects. The Trust continued to promote the importance of legacies and the projects that they have funded.

Other fundraising focused on specific capital and major projects included grants from landfill operators through the Landfill Communities Fund, charitable trusts, corporate supporters, and the National Lottery Heritage Fund. We continue to enjoy a high success rate in fund-raising bids despite only having a small team working on these.

Despite challenging trading conditions, the trading company made a significant profit of around £50,000 which was covenanted to the Charity.

Volunteers

The Trust relies on dedicated volunteers across the organisation without whom the Trust would not be able to function. We are now supported by almost 500 volunteers. Some volunteer occasionally, some each week. 80% of our volunteers are involved in practical conservation work on nature reserves. The Trust benefits from volunteer work parties for specific reserves, and teams of roving volunteers who work across the county in reserves where work is required.

Volunteers also run our local groups across the county. They organise walks, talks and events and raise funds for the Trust. The Trust also benefits from office-based volunteers. These include our volunteer receptionists, volunteers who help with school visits, school assemblies and public events, and volunteers who help with bird food sales or assist with our planning work. The Trust also benefits from volunteers who work remotely, including graphic designers and photographers.

Investment performance

The performance of the investment portfolio is measured by reference to several relevant indices, including WMA Balanced, FTSE 100, FTSE All World and the ARC Charity Benchmark. During the year income amounted to £103,140 (2023: £83,475). The total portfolio value at the beginning of the year was £3,268,658 (2023: £3,557,130). Net profit at 31st March 2024 was £125,819 (2023: loss of £274,626). The total portfolio value at the year end was £3,382,939 (2023: £3,268,658).

Investment powers and policy

Under the Memorandum and Articles of Association, the Charity has the power to make any investment which the Trustees see fit, subject to the Trustee Act 2000. The objectives of the Trusts Investment Policy are: to ensure the creation of sufficient income and capital growth, to enable the charity to carry out its purpose consistently year-by-year, with due and proper consideration for future needs, and the maintenance and, if possible, enhancement of the value of the invested funds.

The Investment Committee meets quarterly to receive reports from the Stockbrokers and to review performance. Their reports and any recommendations for changes in policy are presented to Trustees. The current policy is reasonably defensive, with equal capital and income growth objectives. All investments are made on the advice of our Stockbrokers, who attend Investment Committee meetings at least biannually. The appointment of the Trust's Stockbrokers is reviewed annually.

The Trustees follow Charity Commission guidance on investment, including that on ethical investment.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2024

ACHIEVEMENTS AND PERFORMANCE **Charitable activities (continued)**

Public benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

The main benefits to the public are:

- Caring for over 80 nature reserves (woods, heaths, pools, marshes, and meadows of national and international importance),
- Protecting endangered species such as otters, dormice, and butterflies,
- Restoring and recreating wildlife habitats on derelict and agricultural land,
- Campaigning to prevent damaging developments,
- Helping local authorities, organisations, and individuals to protect and create places for the county's wildlife,
- Inspiring thousands of children through our work with schools and other organisations,
- Working with local communities to encourage appreciation and enjoyment of our natural environment,
- Encouraging and supporting over 400 volunteers involved in all aspects of our work.

The Trustees are of the opinion that the preservation of natural life and the promotion of the study of natural life are intended to benefit the public generally and many of the Nature Reserves managed by the Charity are open to the public to visit free of charge. In assessing the public benefit, the Trustees do not believe that any detriment or harm is caused by either the aims or the actions of the Charity.

FINANCIAL REVIEW

Financial position

Review of the financial position at year end

At the year end total funds amounts to £17,757,604 (2023: £17,637,731); of this balance, restricted funds amounted to £8,152,800 (2023: £8,240,802).

At the year end £4,193,936 (2023: £3,895,072) of reserves were held in the designated fund. The purpose of these funds is for use on conservation and development projects as part of the Trust's strategic plan.

Included on the consolidated balance sheet at the year end are tangible fixed assets of £13,848,367 (2023: £13,729,315) and investments of £3,382,939 (2023: £3,268,658).

Free reserves at the year end, being total reserves less any restricted and designated funds and fixed and investment assets held, amounted to £503,525 deficit (2023: £416,558 deficit). A further £546,197 (2023: £484,687) was held in current assets within designated funds at the year end.

Financial effect of significant events

Receipt of legacy income in the year continued to be affected by ongoing delays in the probate system.

Although Inflation fell significantly it affected the costs of procured goods and services, and staff salary levels.

Factors likely to affect future financial performance or position

The changing nature of land management payments will mean current grants will continue to decline.

Membership income has grown modestly in the year. We have a target to substantially increase this over the next five years, which will depend upon the overall economic situation and our ability to recruit actively.

The Trust is planning for a period of two to three years when net deficits will be accrued on general operational costs in order to retain the capacity and capability of the core staff upon which current delivery and future growth will depend.

During the year ended 31 March 2022, the trustees of the charity were made aware of a potential issue relating to the defined benefit section of the Wildlife Trust Pension Scheme. A detailed investigation is drawing to a close to establish the extent to which this could result in financial liability to employers who participated in that section. The outcome of this process is expected to be known within the next 12-18 months.

The Trust has a policy of retaining net cash reserves at a minimum level of six months operating costs which is of the order of £800,000. Currently the actual net figure is significantly higher. This does not take account of any future legacy income which has been in the range of £100,000 to £500,000 per annum over the last five years.

Taking these factors into account, the level of risk to the Trust as a going concern is low but rigorous planning and monitoring will still be required.

FINANCIAL REVIEW (continued)

Principal Funding Sources

Year to year, Trust income from membership (the income received monthly or annually from our members), remains our most important source of income that supports the revenue costs of the Trust. This income enables the Trust to deliver its core functions. The Trust benefits from Gift Aid on membership income and other donations, which also plays a vital role in supporting the Trust's activities.

The Trust benefits from gifts left in Wills. These legacies are added to our Conservation Development Fund. This income is not used for day-to-day expenditure, and is ring fenced for special projects as agreed by our Council of Trustees. This includes land acquisition and major capital expenditure such as restoration and maintenance (e.g. replacement fencing) on nature reserves.

The Trust receives Basic Payment Scheme income for its land holdings, and Countryside Stewardship income for specific work we are undertaking on a range of nature reserves. This income supports the significant work required for the ongoing management of our nature reserves.

We receive donations, large and small, throughout the year, including in-memory donations and donations from our local groups. These donations support the revenue costs of the organisation and our general work (unless made for a specified purpose).

Charitable Trusts and Foundations support our work in varying ways. Some provide an annual grant for general use, others provide funding for specific purposes, including land acquisition. The Trust has benefited significantly from Landfill Communities Fund operators. These organisations have supported land acquisitions and ongoing reserve management. The Trust has received income from the National Lottery Heritage Fund which continues to be an important funder. They have funded a land acquisition and associated community engagement projects.

We run an important project working with a range of farmers. The Facilitation Fund, provided by Defra, supports this vital work with landowners beyond our nature reserves. We continue to receive income from Severn Trent Water to work with landowners in priority catchments to improve water quality.

The Trust also benefits from trading income, particularly through our trading subsidiary, W.N.C.T Enterprises Ltd where the income is generated from ecological consultancy, bird food sales, sales of goods and commercial room hire. The Trust also generates income from school visits (a subsidised charge), talks and events.

Financial Reserves policy

The Trustees regularly review the level of reserves available (both unrestricted and restricted) and have considered the balance between the need to use some reserves to take advantage of key opportunities to advance the work and development of the organisation, and to ensure that a secure financial base is maintained.

Partly due to legacy income the Trust's financial reserves continued to grow during the year. This has enabled the commencement and/or completion of several key capital projects, more of which are planned.

'Free reserves' stood at a deficit of £503,525 (2023: £416,558 deficit) at the year end. However, a further £546,197 (2023: £484,687) was held in current assets and £3,382,939 (2023: £3,268,658) was held in investments within designated funds. Of this additional sum, the trustees have agreed a policy that a minimum of six months expenditure of the charity will be retained to ensure the secure financial base is maintained.

FUTURE PLANS

A Wilder Worcestershire, the Trust's Development Strategy covering the period 2023 to 2030, based on a development strategy for The Wildlife Trusts as a whole, has been approved for implementation.

Our Vision: *A wilder Worcestershire – more nature everywhere, for everyone.*

Our Mission: *To lead nature's recovery through community action.*

The Strategic Goals in The Wildlife Trusts' Development Strategy are:

1. Nature is in recovery with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive.
2. People are taking action for nature and the climate, resulting in better decision making for the environment at both the local level and across the four nations of the UK.
3. Nature is playing a central and valued role in helping to address local and global problems.

Our 10-point plan to achieve nature's recovery and a Wilder Worcestershire:

The strategy identifies the priorities for action between 2023 and 2026 for each element of the 10-point plan and for which we shall establish a monitoring programme to inform the annual strategy review process.

1. Nature in recovery - 30% of land in recovery for nature by 2030.

- Ensure our nature reserves are places where wildlife thrives.
- Build bigger, wilder, connected landscapes and townscapes for wildlife and for people.
- Demonstrate how restoring nature can deliver broader environmental and other benefits.

2. Action for nature - One in four people taking action for nature by 2030.

- Develop communications to be bolder and transformational.
- Influence decision making to prioritise nature.
- Engage and support diverse local communities to lead action for nature.
- Connect people with nature.

3. Sustaining our future - More diversity, more funding, carbon zero by 2030.

- Continue to grow and diversify funding streams and other resources for our work.
- Ensure we are a values-led, inclusive organisation, where all achieve their potential.
- Develop clear and consistent evidence-based policies.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Trust is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association.

Recruitment and appointment of new trustees

The Trustees are appointed by the members at the annual general meeting. Additional Trustees may be co-opted by the existing board of trustees until the next annual general meeting, taking into account the way in which their skills will supplement and enhance those already available to the board.

Organisational structure

The Trustees meet regularly to administer the Charity and have delegated its day-to-day management to a Director of Operations, who is supported by a team of paid staff working with teams of volunteers.

Induction and training of new trustees

All new Trustees receive induction training. Further training for Trustees is considered annually.

Key management remuneration

The Trustees review the pay and remuneration of key management staff annually and normally increase pay levels in accordance with average earnings. In view of the nature of the Charity, the Trustees benchmark against pay levels in other wildlife trusts of a similar size.

Related parties

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts and provides co-ordination of activities and campaigning at a UK level.

Included within other debtors is an amount due from South-West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost memberships.

Further details of related party transactions are included within note 24.

Risk Management

The Trustees review annually the Charity's principal areas of operations covering Governance and Management, Operations, Financial, Environmental and External Factors, and Compliance (Law and Regulation), and consider the major risks arising in each of these areas.

In addition, regular reviews of all Trust policies have continued during the year to ensure that the Charity maintains good governance. A Business Continuity Plan was prepared in 2019 and reviewed in 2022.

Overall, the level of risk to the Charity is considered relatively low. The areas that were identified to be of highest potential consequence included:

IT systems failure: Much of the Charity's work depends upon IT in some form. In 2021 a review of IT systems and needs was undertaken, which has resulted in a substantial upgrade to hardware, software and security, all of which should reduce risk in this area.

Reduced profitability of trading subsidiary: As retailing and service provision both become more competitive, profit margins are becoming squeezed. Performance and market conditions are regularly reviewed by the subsidiary board. In 2022 a new business plan was prepared for the consultancy business, and the firewood operation was terminated in 2022 as future investment requirements could not be justified. Commercial room lettings are now growing. A process to review and identify other trading and business opportunities was initiated in 2023.

Dependency on income sources: Key sources are reviewed at least annually. This includes membership recruitment, land management and project grants, events, work with schools, environmental consultancy, and commercial lettings. Contingency arrangements to deal with these impacts have been implemented, to mitigate the financial impacts wherever possible.

Employment issues: The Charity is responsible for a substantial current deficit on an historic final salary pension scheme. Contributions are being made through a ten-year recovery plan designed to reduce the deficit and the trustees have set aside a sum from its reserves to cover the current deficit total. With increasing numbers of staff, the Charity is more exposed to potential disputes and the challenges of recruiting and retaining staff. To mitigate these risks, professional HR advisors are employed to provide support in this area, and the terms and conditions of staff are reviewed on a regular basis. All staff have now settled into a hybrid working regime.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Volunteers are vital to every aspect of the Charity's work, but the age profile of those volunteers means that there is an urgent need to attract and retain younger volunteers. Since 2017 the Charity has employed a Volunteer Development Officer to tackle this challenge. Recruitment over the last 12 months has resulted in a larger and more diverse pool of almost 500 volunteers.

Changes to government policy: The consequences of Brexit on land management policy and land management grants will affect our own land (managed as nature reserves) and our work with private landowners. The Trust has contributed to national advocacy work that seeks to influence future policy and funding and has mobilised public support in government consultations. Whilst the impacts are some years in the future the Charity continues to look at alternative funding models for land management.

Compliance with changing legislation: This particularly applies to the new General Data Protection Regulation. Policies and protocols to look at future arrangements and needs in order to minimise risk in this area are kept under annual review. Policies and procedures on Safeguarding are being further reviewed and updated. A voluntary statement on Human Trafficking and Modern Slavery is in place.

Subsidiary Undertaking

The Charity wholly owns W.N.C.T. Enterprises Limited, a company incorporated in England and Wales. W.N.C.T. Enterprises Limited performs wildlife consultancy services, arranges the hiring of rooms at Lower Smite Farm and sells woodland projects and other merchandise. During the year the company made a profit of £50,883 (2023: profit of £80,014), of which profit £49,542 (2023: £78,443) was given by way of a deed of covenant to the Charity.

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00929644 (England and Wales)

Registered Charity number
256618

Registered office
Lower Smite Farm
Smite Hill
Hindlip
Worcester
WR3 8SZ

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Ms C J Tipping
Mr D J Mortiboys
Prof G R Martin
Mr R J Gillmor
Mr J Blakiston
Mr G H Green MBE
Dr P R Holmes
Mr M D Needham
Miss S D Young
Mr R Cory
Mr PJ Scriven
Mr C J N Greensmith
Mr A Forecast
Mrs M P Gildea
Mr T C C Meikle
Mrs Carrie Pawley
Mr Andrew Muir

Chair of Council
Vice Chair of Council
Vice Chairman (Resigned 11 October 2023)
Honorary Secretary
Honorary Treasurer

(Resigned 11 October 2023)

(Appointed 16 October 2023)
(Appointed 16 October 2023)

The directors of the charitable company (the Charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the trustees.

The Charity is limited by guarantee and does not have any issued share capital. There is therefore no beneficial interest to disclose for the above directors.

Director of Operations
Mr C A Raven

Company Secretary
Mr R J Gillmor

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2024

REFERENCE AND ADMINISTRATIVE DETAILS (continued)

Auditors

Thorne Widgey Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Solicitors

Hallmark Whatley Hume
3, 4 & 5 Sansome Place
Worcester
WR1 1UQ

Bankers

Lloyds TSB Plc
112 High Street
Bromsgrove
B61 8EZ

Stockbrokers

Canaccord
Saggar House
Princes Drive
Worcester
WR1 2PG

AUDITORS

The auditors, Thorne Widgey Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 27/08/2024 and signed on its behalf by:


.....
C J Tipping - Trustee

Worcestershire Wildlife Trust

Statement of Trustees Responsibilities
for the Year Ended 31 March 2024

The trustees (who are also the directors of Worcestershire Wildlife Trust for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which 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 group and charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

Approved by order of the board of trustees on 27/08/2024 and signed on its behalf by:


.....
C J Tipping, Trustee

**Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust**

Opinion

We have audited the financial statements of Worcestershire Wildlife Trust (the 'parent company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, Charity Balance Sheet and the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and 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 and charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Fraud and breaches of laws and regulations - ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- o Enquiring of trustees, the finance committee and inspection of policy documentation as to the Charity's high-level policies and procedures to prevent and detect fraud as well as whether they have knowledge of any actual, suspected or alleged fraud.
- o Reading Trustees' meetings and finance committee minutes.
- o Considering performance targets for management.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because the revenue is non-judgemental and straightforward, with limited opportunity for manipulation.

We did not identify any additional fraud risks. We performed procedures including identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted by finance management/ those posted and approved by the same user/ those posted to unusual accounts.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with management (as required by auditing standards) and discussed with management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Charity and the group is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, taxation legislation and the Charities Act legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Secondly, the Charity is subject to many other laws and regulations where the consequences of noncompliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation or the loss of the Charity's license to operate. We identified the following areas as those most likely to have such an effect: health and safety, anti-bribery, employment law, data protection, anti-money laundering and specific areas of other legislation recognising the nature of the Charity's activities.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of management, inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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



Mrs Lisa Weaver FCCA (Senior Statutory Auditor)
for and on behalf of Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: 03/09/2024.....

Worcestershire Wildlife Trust

**Consolidated Statement of Financial Activities (including income and expenditure account)
for the Year Ended 31 March 2024**

	Notes	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	943,459	364,306	51,378	1,359,143	1,821,402
Charitable activities	5					
Land Management Grants		270,646	-	98,153	368,799	313,397
Education & Communication		15,468	-	63,705	79,173	136,025
Wider Countryside		37,482	7,452	327,658	372,592	166,666
Other trading activities	3	220,642	2,646	-	223,288	352,645
Investment Income	4	103,140	-	-	103,140	83,475
Other income	6	38,868	4,000	1,351	44,219	42,769
Total		1,629,705	378,404	542,245	2,550,354	2,916,379
EXPENDITURE ON						
Raising funds	7	593,013	62,053	62,492	717,558	785,371
Charitable activities	8					
Education & Communication		125,565	105,301	135,546	366,412	312,551
Wider Countryside		188,071	6,106	207,129	401,306	353,139
Reserves		837,342	31,899	201,783	1,071,024	863,789
Total		1,743,991	205,359	606,950	2,556,300	2,314,850
NET INCOME/(EXPENDITURE) before gains/(losses)		(114,286)	173,045	(64,705)	(5,946)	601,529
Net gains/(losses) on investments		-	125,819	-	125,819	(274,626)
NET INCOME/(EXPENDITURE)		(114,286)	298,864	(64,705)	119,873	326,903
Transfers between funds	22	23,297	-	(23,297)	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		-	-	-	-	-
Net Movement in Fund		(90,989)	298,864	(88,002)	119,873	326,903
RECONCILIATION OF FUNDS						
Total funds brought forward As previously reported		5,501,857	3,895,072	8,240,802	17,637,731	17,310,828
TOTAL FUNDS CARRIED FORWARD		5,410,868	4,193,936	8,152,800	17,757,604	17,637,731

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.
The notes form part of these financial statements

Worcestershire Wildlife Trust
Consolidated and Charity Balance Sheet at 31 March 2024

		Group		Charity	
	Notes	31.3.24 £	31.3.23 £	31.3.24 £	31.3.23 £
FIXED ASSETS					
Tangible assets	15	13,848,367	13,729,315	13,846,413	13,728,629
Investments	16	3,382,939	3,268,658	3,392,939	3,278,658
		<u>17,231,306</u>	<u>16,997,973</u>	<u>17,239,352</u>	<u>17,007,287</u>
CURRENT ASSETS					
Stocks	17	4,763	3,224		
Debtors	18	476,292	386,653	550,373	444,422
Cash at bank and in hand		287,567	400,543	180,693	311,120
		<u>768,622</u>	<u>790,420</u>	<u>731,066</u>	<u>755,542</u>
CREDITORS					
Amounts falling due within one year	19	(242,324)	(150,662)	(216,569)	(127,512)
NET CURRENT ASSETS		<u>526,298</u>	<u>639,758</u>	<u>514,497</u>	<u>628,030</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>17,757,604</u>	<u>17,637,731</u>	<u>17,753,849</u>	<u>17,635,317</u>
PENSION LIABILITY	23				
NET ASSETS		<u>17,757,604</u>	<u>17,637,731</u>	<u>17,753,849</u>	<u>17,635,317</u>
FUNDS	22				
Unrestricted funds		9,604,804	9,396,929	9,632,250	9,420,059
Restricted funds		8,152,800	8,240,802	8,121,599	8,215,258
TOTAL FUNDS		<u>17,757,604</u>	<u>17,637,731</u>	<u>17,753,849</u>	<u>17,635,317</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 27th August 2024 and were signed on its behalf by:


C J Tipping, Trustee

Worcestershire Wildlife Trust

Consolidated Cash Flow Statement
for the Year Ended 31 March 2024

	Notes	31.3.24 £	31.3.23 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>140,626</u>	<u>202,231</u>
Net cash provided by (used in) operating activities		<u>140,626</u>	<u>202,231</u>
Cash flows from investing activities:			
Investment income		103,140	83,475
Purchase of tangible fixed assets		(132,149)	(630,308)
Purchase of fixed asset investments		(330,819)	-
Sale of tangible fixed assets		-	-
Sale of fixed asset investments		<u>106,226</u>	<u>231,193</u>
Net cash provided by (used in) investing activities		<u>(253,602)</u>	<u>(315,640)</u>
Change in cash and cash equivalents in the reporting period		<u>(112,976)</u>	<u>(113,409)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>400,543</u>	<u>513,952</u>
Cash and cash equivalents at the end of the reporting period		<u><u>287,567</u></u>	<u><u>400,543</u></u>

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 March 2024

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.24	31.3.23
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	119,873	326,903
Adjustments for:		
Depreciation charges	13,097	25,407
Losses/(gain) on investments	(125,819)	274,626
Investment income	(103,140)	(83,475)
Movements in settlements pending	236,131	(217,346)
(Increase) / decrease in stocks	(1,539)	31,236
(Increase) / decrease in debtors	(89,639)	(120,289)
(Decrease)/increase in creditors	<u>91,662</u>	<u>(34,831)</u>
Net cash provided by (used in) operating activities	<u>140,626</u>	<u>202,231</u>

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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' 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, as modified by the revaluation of certain assets.

Group Financial Statements

The results of Worcestershire Wildlife Trust and its wholly owned subsidiary W.N.C.T. Enterprises Limited have been consolidated and group accounts have been presented. All transactions between the Charity and its subsidiary have been eliminated on consolidation. A separate statement of financial activities and income and expenditure account for the Charity itself are not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

Income

Voluntary income is received by way of donations and gifts, legacies, subscriptions and covenants and fund-raising activities. The income is all credited to the income and expenditure account on a receipt's basis. Tax refunds on covenant income are however accrued.

Revenue grants are credited to the income and expenditure account on a receipts basis unless they are in respect of a specific contract, when they are credited in the period in which the expenditure is incurred.

Investment income

All investment income is credited according to the date of receipt into the investment cash account.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

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

All expenditure other than that which has been capitalised is included in the income and expenditure account. Account is also taken of goods and services received at the period-end but not invoiced until after this date.

Raising funds

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

Charitable activities

Costs of charitable activities are incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

Governance costs

Governance costs include the general overheads of the Charity and a proportion of staff costs.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES - continued

Allocation and apportionment of costs

Costs are allocated to a particular activity where the cost relates to that activity. Salaries and central overhead costs not directly attributable to specific activities are apportioned to activities on the basis of estimated time spent on each activity.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Provision is made for depreciation in order to write off the cost of fixed assets over their expected useful lives. The following rates have been used:

Nature Reserves & Freehold Properties	Nil
Leasehold Properties	Straight line over the life of the lease
Vehicles	25% Reducing balance and 25% straight line
Office Equipment and Fittings	25% Reducing balance
Computer Equipment	25% Straight line
Solar Panels	10% Straight line

All items of equipment are capitalised where the purchase price exceeds £500 and their useful economical life exceeds one year.

FRS102 requires that provision be made for depreciation of fixed assets having a finite useful life. However, the Trustees are of the opinion that the residual value at the end of the estimated useful life of the nature reserves and freehold properties are not likely to materially differ from its cost. This is because it is the Charity's policy to maintain the nature reserves and freehold properties in such a condition that their value is not diminished by the passage of time; the relevant expenditure is charged against income in the financial period in which it is incurred. Therefore, any element of depreciation is considered to be immaterial and no provision is made.

Capital Expenditure

Capital expenditure, where specific grants are obtained, is capitalised at full cost. Any grants received towards the purchase of such assets are added to the designated or restricted fund as appropriate.

Investments

Investments are valued at mid-market price at the balance sheet date. Realised investment gains/losses represent the differences on sale of investments between the proceeds on sale and the opening market value and/or cost of additions in the period. Unrealised investment gains/losses represent the differences between the closing market value and the opening market value and/or cost of additions in the period.

Stocks

Agricultural produce is measured, at the point of harvest, at fair value less estimated point-of sale costs. Other stock is stated at the lower of cost and net realisable value.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1. ACCOUNTING POLICIES - continued

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the profit and loss account as incurred.

Taxation

No Corporation Tax is charged in the accounts of Worcestershire Wildlife Trust due to the charitable status of the Company. In addition, there is a deed of covenant in place, which enables W.N.C.T. Enterprises Limited to covenant its taxable profits to the Charity.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The Charity operates a defined benefit pension scheme, which is part of a multi-employer scheme and the assets are held separately from those of the charity in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses. Further details are included in the notes to the financial statements.

No new employees are eligible to join the defined benefit scheme.

Going concern

Refer to the reports of the trustee for information regarding the charity's response to the current economic climate and its affect on the charity.

This highlights the trustees' belief that the charity will be a going concern for the foreseeable future.

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

2. DONATIONS AND LEGACIES

	31.3.24 £	31.03.23 £
Restricted Fund		
Other Donations Received	3,260	619,025
Grants	48,118	36,034
Designated		
Legacies Received	354,468	224,982
Other Donations Received	-	5,672
Grants	-	13,773
Unrestricted Fund		
Membership giving	717,360	687,978
Gift aid	164,307	156,142
Other Donations Received	71,630	72,378
Grants	-	5,418
	<u>1,359,143</u>	<u>1,821,402</u>

Grants received, included in the above, are as follows:

	31.03.24 £	31.03.23 £
Restricted Fund		
National Heritage	<u>48,118</u>	<u>36,034</u>
	<u>48,118</u>	<u>36,034</u>
Designated		
WCC	-	3,023
JEC Electrical - Ozev Grant	-	10,750
	-	<u>13,773</u>
Unrestricted Fund		
WWC	-	4,668
Other < £1,000	-	750
	-	<u>5,418</u>
Total grant income	<u>48,118</u>	<u>55,225</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

3. OTHER TRADING ACTIVITIES

	31.3.24	31.3.23
	£	£
W.N.C.T. Enterprises Ltd	179,919	276,733
Timber sales	34,024	67,764
Sundry Income	<u>9,345</u>	<u>8,148</u>
	<u>223,288</u>	<u>352,645</u>

£Nil (2023: £Nil) of Trading income in 2024 relates to restricted funds, £2,646 relates to designated funds (2023: £Nil) and the remaining balance of other trading activities £220,642 (2023: £352,645) is unrestricted.

4. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Income from Stock Exchange Investments - UK	<u>103,140</u>	<u>83,475</u>
	<u>103,140</u>	<u>83,475</u>

All of the figures included in the current period and comparatives relate to unrestricted funds.

5. INCOME FROM CHARITABLE ACTIVITIES

Activity	31.3.24	31.3.23
	£	£
Land Management Grants	368,799	313,397
Education & Communication	79,173	136,025
Wider Countryside	<u>372,592</u>	<u>166,666</u>
	<u>820,564</u>	<u>616,088</u>

See the Statement of Financial Activities for the above split between funds.

6. OTHER INCOME

	31.3.24	31.3.23
	£	£
Wider Countryside Team Income	30,763	29,235
Rent Received	<u>13,456</u>	<u>13,534</u>
	<u>44,219</u>	<u>42,769</u>

Included within the current year figures, £1,351 relates to restricted funds and £4,000 relates to designated funds. All of the figures included in the comparatives relate to unrestricted funds.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

7. RAISING FUNDS

Raising donations and legacies

	31.3.24	31.3.23
	£	£
Staff costs	170,990	152,912
Repairs and maintenance	66,134	79,002
Membership publications	64,496	66,553
Membership recruitment	140,841	150,180
Membership costs	15,604	16,728
Fundraising and marketing	28,436	19,567
General office costs	57,544	52,749
Depreciation	12,445	25,179
	<u>556,490</u>	<u>562,870</u>

Investment management costs

	31.3.24	31.3.23
	£	£
Portfolio management	<u>19,401</u>	<u>16,483</u>
W.N.C.T. Enterprises Ltd	<u>141,667</u>	<u>206,018</u>
Aggregate amounts	<u>717,558</u>	<u>785,371</u>

£964 (2023: £964) of depreciation, £19,401 (2023: £16,483) of portfolio management and £41,688 (2023: £43,138) other costs in 2024 relates to designated funds. £89 (2023: £440) of depreciation relates to restricted funds. The remaining balance for raising funds of £593,013 (2023: £724,346) is unrestricted.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

8. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs (See note 9)	Totals
	£	£	£
Education & Communication	363,177	3,235	366,412
Wider Countryside	401,306	-	401,306
Reserves	<u>1,048,683</u>	<u>22,341</u>	<u>1,071,024</u>
	<u>1,813,166</u>	<u>25,576</u>	<u>1,838,742</u>

See the Statement of Financial Activities for the above split between funds.

ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £	Depn £	Auditors remuneration £	Other costs £	31.3.24 £
Raising funds	170,991	12,445	-	373,054	556,490
Investment management costs	-	-	-	19,401	19,401
W.N.C.T Enterprises Ltd	82,856	652	1,650	56,509	141,667
Charitable activities	<u>1,027,242</u>	<u>-</u>	<u>6,566</u>	<u>804,934</u>	<u>1,838,742</u>
	<u>1,281,089</u>	<u>13,097</u>	<u>8,216</u>	<u>1,253,898</u>	<u>2,556,300</u>

9. SUPPORT COSTS

	Raising Funds £	Charitable Activities £	Governance Costs £	31.3.24 £	31.3.23 £
Administration staff wages	19,405	42,052	3,235	64,692	72,907
General office expenses	<u>57,544</u>	<u>134,226</u>	<u>9,591</u>	<u>201,361</u>	<u>139,664</u>
	<u>76,949</u>	<u>176,278</u>	<u>12,826</u>	<u>266,053</u>	<u>212,571</u>

Support costs are allocated on a percentage basis between the activities of the charity. This methodology is reviewed annually to ensure its continued appropriateness.

10. NET INCOME/(EXPENDITURE)

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

	31.3.24 £	31.3.23 £
Auditors' remuneration	8,216	8,140
Depreciation - owned assets	13,096	25,407
Operating leases	<u>5,602</u>	<u>4,887</u>

Excluding the activities of the subsidiary, W.N.C.T. Enterprises Limited, The Charity has an individual surplus in funds for the year before gains/(losses) on investments of (£7,287) (2023: £599,958).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

Expenses of £1,711 (2023: £138) were paid to 3 trustees (2023: 3 Trustees). These expenses are in relation to mileage and reimbursements.

12. STAFF COSTS

	31.3.24	31.3.23
	£	£
Wages and salaries	972,228	882,739
Social security costs	86,221	68,400
Other pension costs	<u>139,783</u>	<u>124,795</u>
	<u>1,198,232</u>	<u>1,075,934</u>

The above stated pension costs include pension deficit payments of £51,559 (2023: £50,055).

GROUP

	31.3.24	31.3.23
	£	£
Wages and salaries	1,042,753	944,413
Social security costs	92,369	74,558
Other pension costs	<u>145,966</u>	<u>131,568</u>
	<u>1,281,088</u>	<u>1,150,539</u>

The above stated pension costs include pension deficit payments of £53,450 (2023: £51,891).

The average number of persons employed during the year were:

Group		Charity	
2024 No.	2023 No.	2024 No.	2023 No.
<u>39</u>	<u>35</u>	<u>36</u>	<u>33</u>

The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was nil (2023: nil).

The key management personnel of the group charity and subsidiary company received employee benefits of £79,496 (2023: £77,551). Key management consist of the Director of Operations.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

13. COMPARATIVES FOR THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	921,915	244,428	655,059	1,821,402	1,825,154
Charitable activities	5					
Education		-	-	-	-	460
Land Management Grants		287,582	-	25,815	313,397	288,863
Education & Communication		11,465	-	124,560	136,025	139,673
Wider Countryside		59,178	5,351	102,137	166,666	141,080
Other trading activities	3	352,645	-	-	352,645	285,796
Investment income	4	83,475	-	-	83,475	78,386
Other income	6	42,769	-	-	42,769	33,422
Total		1,759,029	249,779	907,571	2,916,379	2,792,834
EXPENDITURE ON						
Raising funds	7	724,346	60,585	440	785,371	812,638
Charitable activities	8					
Education & Communication		144,047	10,391	158,113	312,551	220,209
Wider Countryside		182,383	515	170,241	353,139	370,549
Reserves		766,174	46,386	51,229	863,789	766,132
Total		1,816,950	117,877	380,023	2,314,850	2,169,528
NET INCOME/(EXPENDITURE) before gains/(losses)		(57,921)	131,902	527,548	601,529	623,306
Net gains/(losses) on investments		-	(274,626)	-	(274,626)	(43,089)
NET INCOME/(EXPENDITURE)		(57,921)	(142,724)	527,548	326,903	580,217
Transfers between funds	22	22,864	20,221	(43,085)	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		-	-	-	-	43,413
Net Movement in Fund		(35,057)	(122,503)	484,463	326,903	623,630
RECONCILIATION OF FUNDS						
Total funds brought forward As previously reported		5,536,914	4,017,575	7,756,339	17,310,828	16,687,198
TOTAL FUNDS CARRIED FORWARD		5,501,857	3,895,072	8,240,802	17,637,731	17,310,828

All income and expenditure has arisen from continuing activities.

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

14. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

The Charity has a wholly owned trading subsidiary, which is incorporated in the United Kingdom. The principal activity of W.N.C.T. Enterprises Limited is that of environmental consultancy work. The Company covenants its taxable profits to Worcestershire Wildlife Trust. A summary of trading results is shown below. Audited accounts are filed with the Registrar of Companies. This summary includes transactions with Worcestershire Wildlife Trust which have been eliminated on consolidation.

	£	31.3.24 £	£	31.3.23 £
Turnover				
Sales and services - External	179,921		276,733	
Sales and services - Internal	<u>12,630</u>		<u>9,299</u>	
		192,551		286,032
Cost of Sales				
Cost of goods sold - External	(32,887)		(111,310)	
Cost of good sold - Internal	<u>-</u>		<u>-</u>	
		<u>(32,887)</u>		<u>(111,310)</u>
Gross Profit		159,664		174,722
Administrative expenses				
General administrative expenses	(108,129)		(94,480)	
Depreciation	<u>(652)</u>		<u>(228)</u>	
		<u>(108,781)</u>		<u>(94,708)</u>
Net profit for the year		50,883		80,014
Retained profit in Subsidiary b/fwd				
Covenanted to Worcestershire Wildlife Trust		<u>(49,542)</u>		<u>(78,443)</u>
Retained profit in Subsidiary c/fwd		<u>1,341</u>		<u>1,571</u>
Net assets held in Subsidiary		<u>13,755</u>		<u>12,414</u>

Included in Sales and Services to Worcestershire Wildlife Trust of £12,630 (2023: £9,299) and purchases of £Nil (2023: £Nil) which have been eliminated on consolidation.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

15. TANGIBLE FIXED ASSETS

CHARITY

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2023	13,657,551	45,000	9,637
Additions	125,000	-	-
Disposals	-	-	-
At 31 March 2024	<u>13,782,551</u>	<u>45,000</u>	<u>9,637</u>
DEPRECIATION			
At 1 April 2023	-	4,464	7,710
Charge for year	-	496	963
Eliminated on disposal	-	-	-
At 31 March 2024	<u>-</u>	<u>4,960</u>	<u>8,673</u>
NET BOOK VALUE			
At 31 March 2024	<u>13,782,551</u>	<u>40,040</u>	<u>964</u>
At 31 March 2023	<u>13,657,551</u>	<u>40,536</u>	<u>1,927</u>

	Office equipment and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2023	218,767	68,183	101,113	14,100,251
Additions	(1)	-	5,229	130,228
Disposals	-	-	-	-
At 31 March 2024	<u>218,766</u>	<u>68,183</u>	<u>106,342</u>	<u>14,230,479</u>
DEPRECIATION				
At 1 April 2023	202,717	68,183	88,548	371,622
Charge for year	4,034	-	6,951	12,444
Eliminated on disposal	-	-	-	-
At 31 March 2024	<u>206,751</u>	<u>68,183</u>	<u>95,499</u>	<u>384,066</u>
NET BOOK VALUE				
At 31 March 2024	<u>12,015</u>	<u>-</u>	<u>10,843</u>	<u>13,846,413</u>
At 31 March 2023	<u>16,050</u>	<u>-</u>	<u>12,565</u>	<u>13,728,629</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

15. TANGIBLE FIXED ASSETS - continued

GROUP

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2023	13,657,551	45,000	9,637
Additions	125,000	-	-
Disposals	-	-	-
At 31 March 2024	<u>13,782,551</u>	<u>45,000</u>	<u>9,637</u>
DEPRECIATION			
At 1 April 2023	-	4,464	7,710
Charge for year	-	496	963
Eliminated on disposal	-	-	-
At 31 March 2024	<u>-</u>	<u>4,960</u>	<u>8,673</u>
NET BOOK VALUE			
At 31 March 2024	<u>13,782,551</u>	<u>40,040</u>	<u>964</u>
At 31 March 2023	<u>13,637,551</u>	<u>40,536</u>	<u>1,927</u>

	Office equipment & fittings £	Motor vehicles £	Computer equipment £	Total £
COST				
At 1 April 2023	226,888	82,698	101,114	14,122,888
Additions	(1)	-	7,149	132,148
Disposals	-	-	-	-
At 31 March 2024	<u>226,887</u>	<u>82,698</u>	<u>108,263</u>	<u>14,255,036</u>
DEPRECIATION				
At 1 April 2023	210,151	82,698	88,550	393,573
Charge for year	4,206	-	7,431	13,096
Eliminated on disposal	-	-	-	-
At 31 March 2024	<u>214,357</u>	<u>82,698</u>	<u>95,981</u>	<u>406,669</u>
NET BOOK VALUE				
At 31 March 2024	<u>12,530</u>	<u>-</u>	<u>12,282</u>	<u>13,848,367</u>
At 31 March 2023	<u>16,737</u>	<u>-</u>	<u>12,564</u>	<u>13,729,315</u>

At 31 March 2021, an informal desktop valuation was performed in house on the nature reserves to review the value for impairment, the value calculated was £12.9m therefore the trustees believe there is no impairment.

Included within the net book value of office equipment & fitting and computer equipment above is £515 (2023: £686 which relates to the assets of W.N.C.T. Enterprises Limited).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

16. FIXED ASSET INVESTMENTS

GROUP

	Listed investments £	Cash and settlements pending £	Totals £
MARKET VALUE			
At 1 April 2023	2,939,973	328,685	3,268,658
Additions	330,819	-	-
Disposals	(106,226)	-	-
Revaluations	125,819	-	350,412
Movement on cash		(236,131)	(236,131)
At 31 March 2024	<u>3,290,385</u>	<u>92,554</u>	<u>3,382,939</u>
NET BOOK VALUE			
At 31 March 2024	<u>3,290,385</u>	<u>92,554</u>	<u>3,382,939</u>
At 31 March 2023	<u>2,939,973</u>	<u>328,685</u>	<u>3,268,658</u>

The Market Value of listed investments can be analysed as follows:

	31.3.24 £	31.3.23 £
UK Government Stocks	37,935	38,018
UK Equity Shares	546,685	604,833
UK Corporate Bonds & Unit Trusts	428,525	415,075
Foreign bonds & securities	626,613	260,911
Foreign equity	1,385,655	1,341,401
Alternative investments	<u>264,972</u>	<u>279,735</u>
	<u>3,290,385</u>	<u>2,939,973</u>

Fixed asset investments are held primarily to provide an investment return and are assigned to the Conservation Development Designated Fund.

The investment figure in the Charity Balance Sheet also includes £10,000 (2023: £10,000) which is the nominal value of the shares held in its wholly owned subsidiary W.N.C.T. Enterprises Limited (Co No 01991532). This is eliminated on consolidation and, hence, is not included in the Group Balance Sheet. There are no fixed asset investments held within W.N.C.T. Enterprises Ltd balance sheet.

The charitable company's investments at the balance sheet date in the share capital of companies include the following:

W.N.C.T. Enterprises Ltd
Nature of business: Environmental consultancy

Class of share:	% holding		
Ordinary	100		
		31.3.24 £	31.3.23 £
Aggregate capital and reserves		12,414	10,843
Profit/(Loss) for the year		<u>1,341</u>	<u>1,571</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

17. STOCK

GROUP

	31.3.24	31.3.23
	£	£
Stock	4,763	3,224
	<u>4,763</u>	<u>3,224</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.24	31.3.23
	£	£
Trade debtors	73,633	60,506
W.N.C.T. Enterprises Limited	80,986	68,565
Other debtors	2,002	-
VAT	21,065	19,195
Accrued income	307,229	274,624
Prepayments	65,458	21,532
	<u>550,373</u>	<u>444,422</u>

GROUP

	31.3.24	31.3.23
	£	£
Trade debtors	83,982	76,288
Other debtors	2,002	-
VAT	17,621	14,209
Accrued income	307,229	274,624
Prepayments	65,458	21,532
	<u>476,292</u>	<u>386,653</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.24	31.3.23
	£	£
Trade creditors	144,979	60,529
Social security and other taxes	20,641	21,330
Accrued expenses	24,163	44,113
Other creditors	26,786	1,540
	<u>216,569</u>	<u>127,512</u>

GROUP

	31.3.24	31.3.23
	£	£
Trade creditors	146,798	61,328
Social security and other taxes	20,641	21,330
Deferred income	-	-
Accrued expenses	24,163	44,113
Other creditors	50,722	23,891
	<u>242,324</u>	<u>150,662</u>

20. OPERATING LEASE COMMITMENTS

The total operating lease payments committed to be paid are as follows:

	Other operating leases	
	31.3.24	31.3.23
	£	£
Expiring:		
Within one year	4,390	5,602
Between one and five years	<u>1,829</u>	<u>6,219</u>
	<u>6,219</u>	<u>11,821</u>

21. ANALYSIS OF CONSOLIDATED NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund	Restricted funds	31.3.24 Total funds	31.3.23 Total funds
	£	£	£	£	£
Fixed assets	5,914,393	264,800	7,669,174	13,848,367	13,729,315
Investments	-	3,382,939	-	3,382,939	3,268,658
Current assets	(261,201)	546,197	483,626	768,622	790,420
Current liabilities	<u>(242,324)</u>	<u>-</u>	<u>-</u>	<u>(242,324)</u>	<u>(150,662)</u>
	<u>5,410,868</u>	<u>4,193,936</u>	<u>8,152,800</u>	<u>17,757,604</u>	<u>17,637,731</u>

Included within unrestricted funds is net assets of £3,755 (2023: £2,414) which relates to W.N.C.T. Enterprises Ltd.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

22. MOVEMENT IN FUNDS (consolidated)

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	5,501,857	(114,286)	23,297	5,410,868
Designated fund	<u>3,895,072</u>	<u>298,864</u>	<u>-</u>	<u>4,193,936</u>
	9,396,929	184,578	23,297	9,604,804
Restricted funds				
Restricted funds	8,240,802	(64,705)	(23,297)	8,152,800
TOTAL FUNDS	<u>17,637,731</u>	<u>119,873</u>	<u>-</u>	<u>17,757,604</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,629,705	(1,743,991)	-	(114,286)
Designated fund	<u>378,404</u>	<u>(205,359)</u>	<u>125,819</u>	<u>298,864</u>
	2,008,109	(1,949,350)	125,819	184,578
Restricted funds				
Restricted funds	542,245	(606,950)	-	(64,705)
TOTAL FUNDS	<u>2,550,354</u>	<u>(2,556,300)</u>	<u>125,819</u>	<u>119,873</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

22. MOVEMENT IN FUNDS - continued

Comparative for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	5,536,914	(57,921)	22,864	5,501,857
Designated fund	<u>4,017,575</u>	<u>(142,724)</u>	<u>20,221</u>	<u>3,895,072</u>
	9,554,489	(200,645)	43,085	9,396,929
Restricted funds				
Restricted funds	7,756,339	527,548	(43,085)	8,240,802
TOTAL FUNDS	<u>17,310,828</u>	<u>326,903</u>	<u>-</u>	<u>17,637,731</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,759,029	(1,816,950)	-	(57,921)
Designated fund	<u>249,779</u>	<u>(117,877)</u>	<u>(274,626)</u>	<u>(142,724)</u>
	2,008,808	(1,934,827)	(274,626)	(200,645)
Restricted funds				
Restricted funds	907,571	(380,023)	-	527,548
TOTAL FUNDS	<u>2,916,379</u>	<u>(2,314,850)</u>	<u>(274,626)</u>	<u>326,903</u>

Unrestricted Funds

Unrestricted funds consist of the reserves of the subsidiary and general fund of the charity.

	31.3.24 £	31.3.23 £
General fund of Charity	5,445,937	5,527,138
Reserves of Subsidiary company	<u>3,755</u>	<u>2,414</u>
	5,449,692	5,529,552
Unrestricted funds eliminated on consolidation	<u>(38,824)</u>	<u>(27,695)</u>
	5,410,868	5,501,857

Designated Fund

The funds of the Charity includes the designated fund, which have been set aside out of unrestricted funds by the Trustees for specific purposes. The designated fund has been set aside for the purpose of conservation and development projects.

Transfers

The trustees have reviewed the reserves above and made appropriate transfers to reflect the true position.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

22. MOVEMENT IN FUNDS - continued

Restricted Funds

The funds of the Charity are restricted funds comprising the following:-

	Opening Balance at 01.04.2023	Income	Expenditure	Gains/loss on Investments	Transfers	Closing Balance at 31.03.2024
a) Fixed assets/property						
b) Gwen Finch Wetland Reserve	214,860	-	-	-	-	214,860
c) Hunt House Wood - Restricted	252,210	-	-	-	-	252,210
d) Penorchard - Restricted	230,248	-	-	-	-	230,248
e) Hill Court Farm - Restricted	1,637,855	-	-	-	-	1,637,855
Lower Smite Farm - Restricted	1,660,215	-	-	-	-	1,660,215
Sands Lane Meadows	110,245	-	-	-	-	110,245
Baynhall Meadow - Land Purchase	21,120	-	-	-	-	21,120
Boynes Meadows	157,689	-	-	-	-	157,689
Hollybed Farm (purchase)	394,661	-	-	-	-	394,661
Suckley / Blackhouse wood	436,779	-	-	-	-	436,779
JASPER FARM (Grafton Wood & Laight Rough)	237,063	-	-	-	-	237,063
MARTLEY HILLSIDE WOOD	37,800	-	-	-	-	37,800
Vehicle Replacement - severn waste	1	-	-	-	-	1
Merries Farm - Restricted	17,553	-	-	-	-	17,553
Helen Mackaness Reserve - Restricted	23,408	-	-	-	-	23,408
Hardwick Green	367,998	-	-	-	-	367,998
Nash Meadows	234,880	-	-	-	-	234,880
Woodland at Tor Coppice, Alfrick Pound	60,000	-	-	-	-	60,000
Rosebank Coppice	3,500	-	-	-	-	3,500
Mob Squinton Wood	30,000	-	-	-	-	30,000
Rawlings Meadow	28,200	-	-	-	-	28,200
Dropping Well farm	897,902	-	-	-	-	897,902
Green Farm	416,658	-	-	-	-	416,658
Fields at Romsley Manor farm	198,330	-	-	-	-	198,330
	7,669,174	-	-	-	-	7,669,174

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

22. MOVEMENT IN FUNDS - continued

	Opening Balance at 01.04.2023	Income	Expenditure	Gains/loss on Investments	Transfers	Closing Balance at 31.03.2024
Net Asset Funds						
Woodland Fund / Mr & Mrs Clark	10,955	-	-	-	-	10,955
Emp of Officers funded by STW	0	121,690	-	121,691	-	(1)
Emp of Officers funded by ESIF	1	15,619	-	15,620	-	0
Dropping Well Farm Delivery Phase	321,716	16,818	-	42,044	-	296,490
Pound Green common restoration 2020	1,820	1,351	-	1,120	-	2,051
Land at Green Farm, Adjacent to Monkwood	-	160	-	-	(160)	-
Green Farm delivery project	86,952	31,300	-	70,486	-	47,766
Fields at Romsley Manor Farm	73,213	1,100	-	37,670	-	36,643
Wilder Worcestershire GRCF	47,956	24,990	-	51,704	(21,242)	0
Nextdoor Nature	2,538	38,715	-	38,514	-	2,739
Severn Treescapes	931	31,971	-	31,970	(932)	-
Natural Networks v2	-	54,878	-	53,915	(963)	-
Neighbourhoods Nurturing Nature	-	-	-	485	-	(485)
LSF Visitor Facilities Improvements	-	-	-	342	-	(342)
UW Enhancement Species Recovery	-	98,153	-	98,678	-	(525)
Severn Wye Project	-	105,500	-	47,168	-	58,332
Dove Tree Farm Fields	-	-	-	450	-	(450)
Trench Farm fields	-	-	-	750	-	(750)
	546,083	542,245	-	612,607	(23,297)	452,424
Total Restricted funds	8,215,257	542,245	-	612,607	(23,297)	8,121,598
Restricted funds eliminated on consolidation	25,544	-	-	5,658	-	31,202
	8,240,801	542,245	-	606,949	-	8,152,800

Gwen Finch Otter Reserve is for the creation and restoration of a large wetland on the River Avon.

Hunthouse Wood - fund is for specifically approved projects on this reserve.

Penorchard - fund is for specifically approved projects on this reserve.

Hill Court Farm - fund is for the creation and maintenance of this wetland reserve.

Lower Smite Farm - fund is for the creation and maintenance of the Education Centre and ancillary buildings.

Special projects - the special projects fund is for the delivery of a wide range of projects, often on nature reserves, using a variety of restricted income sources.

Woodlands - donation in memory of Mr and Mrs Clarke to be used specifically for buying a reserve which meets with their family's approval. We have not been able to fulfil this criteria to date.

Various reserves - either gifted to the trust with restrictions attached or bought from donations and funds raised for a restricted purpose. All acquired in line with the Trust's objectives, to advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained or managed by the Trust; to study and further the conservation, restoration and creation of places of natural beauty, zoological, botanical, ecological, geological, or general scientific interest, and to promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences.

Transfers between funds

Transfers between funds have been made in the year to reflect the correct positions on special projects.

23. EMPLOYEE BENEFIT OBLIGATIONS

The following employers are the sponsoring employers of a defined benefit pension liabilities held in the Scheme in the UK, which provides retirement benefits based on members' salaries when they left employment. Further Employers may have defined contribution benefits held within the Scheme, but these Employers are not shown here.

- Bedfordshire, Cambridgeshire, Northamptonshire Wildlife Trust
- Derbyshire Wildlife Trust
- Essex Wildlife Trust
- Gloucestershire Wildlife Trust
- Lancashire Wildlife Trust
- Leicestershire and Rutland Wildlife Trust
- Leicestershire Wildlife (Sales) Ltd
- Lincolnshire Wildlife Trust
- Nottinghamshire Wildlife Trust
- Scottish Wildlife Trust
- Sheffield and Rotherham Wildlife Trust
- The Green Estate Ltd
- Sussex Wildlife Trust
- RSWT Wildlife Trust
- Worcestershire Wildlife Trust
- W.N.C.T Enterprises Ltd

The assets of the Scheme are held in a separately administered fund and the Scheme is administered by the Trustees (independent of the Employers) who are responsible for ensuring that the Scheme is sufficiently funded to meet current and future obligations. However, the assets and liabilities are not segregated between the Employers.

The liabilities set out in this note have been calculated based on the preliminary results of the full Scheme Funding Assessment as at 1 April 2022, updated to 31 March 2024. The present value of the defined benefit obligation was measured using the projected unit credit method.

The Employers have agreed a funding plan with the Trustees, whereby contributions are made into the Scheme in order to remove the funding deficit based on each Employer's share of the total Scheme liabilities, calculated by the Scheme Actuary as at the most recent Scheme Funding Assessment (currently, 1 April 2022).

The disclosures set out below are based on calculations carried out as at 31 March 2024 by an independent qualified actuary.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

23. EMPLOYEE BENEFIT OBLIGATIONS - continued

The results of the calculations and the assumptions adopted are shown below. All figures in the disclosures are quoted to the nearest £1 unless otherwise stated.

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	31.3.24	31.3.23
	£	£
Current service cost	-	-
Net interest from net defined benefit asset/liability	(2,720)	(2,714)
Past service cost	-	-
	<u>(2,720)</u>	<u>(2,714)</u>
Actual return on plan assets	<u>(20,808)</u>	<u>(219,955)</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31.3.24	31.3.23
	£	£
Opening defined benefit obligation	844,499	987,142
Interest cost	38,431	25,264
Actuarial losses/(gains)	2,553	(133,707)
Benefits paid	(44,936)	(67,959)
Administration expenses	-	33,759
	<u>840,547</u>	<u>844,499</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31.3.24	31.3.23
	£	£
Opening fair value of scheme assets	844,499	1,080,522
Contributions by employer	53,450	51,891
Expected return	(20,808)	27,978
Actuarial gains/(losses)	35,941	(247,933)
Benefits paid	(44,936)	(67,959)
Administration expenses	(27,599)	-
	<u>840,547</u>	<u>844,499</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	31.3.24	31.3.23
	£	£
Actuarial gains/(losses)	-	-
	<u>-</u>	<u>-</u>

23. EMPLOYEE BENEFIT OBLIGATIONS - continued

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	31.3.24	31.3.23
UK Equities	0.0%	0.0%
Overseas Equities	25.0%	24.6%
Diversified Growth Funds	0.0%	0.0%
UK Government Fixed Interest B	11%	7.5%
UK Government Index Linked Bon	9%	15.7%
UK Corporate Bonds	34.0%	30.1%
Property	0%	2.8%
Cash	3%	1.2%
LDI	18%	18.1%
	<u>100.00%</u>	<u>100.00%</u>

The pension scheme has not invested in any of Worcestershire Wildlife Trust & W.N.C.T Enterprises Ltd's own financial instruments, nor in properties or other assets used by Worcestershire Wildlife Trust & W.N.C.T Enterprises Ltd. The assets are all quoted in active markets.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31.3.24	31.3.23
Discount rate	4.85%	4.68%
Future salary increases	3.40%	3.42%
Future pension increases	2.75%	2.70%

	At 31 March 2024	At 31 March 2023
Life expectancy of a male aged 65 at the Balance Sheet Date	22.3	22.5
Life expectancy of a male aged 65 in 20 years from the Balance Sheet date	23.6	25.0
Life expectancy of a female aged 65 at the Balance Sheet Date	24.8	23.8
Life expectancy of a female aged 65 in 20 years from the Balance Sheet Date	26.2	26.4

	At 31 March 2024	At 31 March 2023
Rate of increase to pensions in payment:		
Fixed 5% pa	4.85%	5.00%
RPI max 5% pa	3.40%	3.20%
Mortality (before and after retirement)	Males: 96% of S3PA Females: 95% of S3PA CMI_2022 with a long term rate of improvements of 1.25% pa; Initial addition to mortality improvements of 0.5%	Males: 96% of S3PA Females: 95% of S3PA CMI_2021 with a long term rate of improvements of 1.25% pa; Initial addition to mortality improvements of 0.5%
Cash commutation	Members assumed to take 25% of their pension as tax-free cash, subject to HMRC restrictions, using cash commutation factors currently in force.	Members assumed to take 25% of their pension as tax-free cash, subject to HMRC restrictions, using cash commutation factors currently in force.

24. CONTINGENT LIABILITIES

The charity participates in and is the principal employer of the Wildlife Trusts Pension Scheme, a multi-employer pension scheme, as described in Note 23. During the year ended 31 March 2022, the Trustees of the charity were made aware of a potential issue relating to the defined benefit section of the Scheme. A detailed investigation is currently underway to establish the extent to which this could result in financial liability to RSWT and other participating employers. As it is not possible to reliably estimate the value of any potential liability, no provision has been made for this in the financial statements above the setting aside of a designated fund to cover the net present value of the deficit recovery payments which RSWT continues to make on an ongoing basis (as described in Note 23)."

25. RELATED PARTY DISCLOSURES

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts, and provides assistance and co-ordination of activities and campaigning at a UK level. An annual contribution is payable to RSWT, included within Charitable expenditure, amounting to £48,870 (2023: £46,200). The Trust also purchased publications and other sundries from the RSWT amounting to £18,760 (2023: £16,149). The Trust also made sales to RSWT of £4,477 (2023: £3,378). At the year end there was a balance of £531 (2023: £3,354) due to RSWT.

South West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost membership recruitment and has an employee on the Board, M Perry. The Trust paid £130,114 (2023: £151,963) to SWWFL for services in the year and there was a balance due to SWWFL of £Nil (2023: £Nil) at the year end.

The Worcester Biological Records Centre (WBRC) is a separate legal entity operating on the Trust's site. G H Green, Trustee of the Trust, is also a trustee of WBRC. During the year the WBRC paid WWT rent of £1,000 (2023: £1,000) and WWT paid WBRC £10,500 (2023: £11,600) the majority of which was for an SLA. At the year end, £250 (2023: £250) was due to the Trust and £2,625 (2023: £2,625) was payable by the trust. W.N.C.T Enterprises paid WBRC £Nil (2023: £2,400) during the year which was for an SLA, there was no balance due at the year end.

All connected transactions occurred at arm's length.

Accounts

REGISTERED COMPANY NUMBER: 00929644 (England and Wales)
REGISTERED CHARITY NUMBER: 256618

Report of the Trustees and
Consolidated Financial Statements
for the Year Ended 31 March 2023
for
Worcestershire Wildlife Trust

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Worcestershire Wildlife Trust

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for the Year Ended 31 March 2023

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Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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 2015).

OBJECTIVES AND ACTIVITIES

Objectives and Aims

The Objects for which the Trust is established for the public benefit are:

To advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained, or managed by the Trust.

To restore, create, study and further the conservation of places of zoological, botanical, mycological, ecological, geological, or general scientific interest.

To promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences, to make grants or donations for such purposes and to encourage and support the recording and publication of the useful results thereof.

To advance the education of the public in the principles and practices of biodiversity conservation and sustainable development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

The Trust is one of 46 independent local charities that co-operate across the whole of the UK and are known as The Wildlife Trusts. The Wildlife Trusts have agreed a shared Development Strategy for 2022-2030 which identifies the collective Purpose, Mission and key priorities, from which the Trust is developing a plan for itself (see Future Plans).

Our Vision is of a thriving natural world, with our wildlife and natural habitats playing a valued role in addressing the climate and ecological emergencies, and people inspired and empowered to take action for nature.

Our Purpose is to bring wildlife back, to empower people to take action for nature, and to create a society where nature matters.

To meet the Trust's long-term objectives, annual management plans are prepared. These are approved by the Trustees together with the annual budgetary review. Shorter-term projects are also developed: the necessary resources are identified, costs budgeted, and timescales assessed. Where relevant, professional advice will be sought. Examples of such projects include major reserve acquisitions, reserve management, membership recruitment campaigns and temporary staff recruitment.

Monitoring and Review

All Trust programmes and projects have defined success criteria, and these are regularly monitored, initially by key operations staff as part of working assessment and then by the Trustees as part of the management reporting process. Any shortfalls in anticipated achievements are investigated and lessons learned for future programmes.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

Nature Reserves

Nature reserves remain a core element of our conservation strategy. During the year, we have completed the purchase of 59 acres of land at Green Farm, adjacent to our Monkwood nature reserve. We are taking the opportunity to extend Monkwood for the first time in over 300 years through a series of meadows, trees and hedgerows that will benefit dormice, wood white butterflies, and much else. In addition to the biodiversity benefits, the project will also sequester carbon over time.

We were also able to acquire 32 acres of meadow and pasture at Romsley Manor Farm, south of Halesowen, a wonderful collection of grassland that have been less than ideally managed for number of years, and where a restoration plan is already being implemented to substantially improve their value for a range of wildlife.

All acquisitions are considered against a rigorous set of criteria which ensure that where land is purchased it will have the greatest long-term impact for Worcestershire's wildlife and for people. Our overall approach can be summarised as "Bigger, Better, More Joined Up".

ACHIEVEMENTS AND PERFORMANCE
Charitable activities (continued)

With almost 3000 acres to care for, over 80 sites, our reserves represent a major asset for wildlife, but also a major and growing commitment for the Trust's resources to deliver a plethora of tasks across all of the sites - maintenance, conservation, infrastructure and facilities, survey and monitoring, volunteer support etc. A huge amount of ongoing work is delivered by volunteers and contractors, led by our excellent team of Reserve Officers.

At Dropping Well Farm between Kidderminster, Bewdley and Stourport-on-Severn, 95 acres of farmland purchased the previous year, we have begun the heathland restoration to benefit species such as stonechat and common lizard. A community project linked to this site is underway to ensure as many people as possible can understand and appreciate this amazing area. This important site connects over 600 acres of land managed as nature reserves across our own sites and adjoining land managed by Wyre Forest District Council.

Conservation outside our nature reserves

Working with other landowners across the county is the second core element of our conservation strategy.

We have continued to grow conservation activities outside of our reserves. This often involves working with farmers and landowners and is used to demonstrate best practice, particularly through special projects we are running to promote wild pollinators (through a combination of sensitive land management techniques and the provision of nesting sites) and soil health (through a long-term programme of building organic content and fertility using natural fertilisers).

This work remains at similar levels to the previous year and has been very busy and productive such that around 40,000 hectares (100,000 acres), which represents around a quarter of the county, is influenced by our advisory team. Much of this increase is due to externally funded partnership projects; The Severn Trent Water Environment Project, Natural Networks, and Water Environment Projects and the recently commenced Treescapes Project.

Our own farm at Lower Smite Farm, and the nature reserves continue to act as demonstration sites for a variety of audiences.

We also continue to influence development by engagement in the planning system, especially involving green infrastructure and through advocacy work. Specialist input into planning policy and local plans remains a vital part of our work, as does selective input into planning case work.

Engagement

To complement our conservation strategy, we run a comprehensive engagement programme. Fundamental to our work is the provision of opportunities for adults and children alike to experience and value wildlife and the environment. During the year much of this work continued to be delivered using internet resources, although some face-to-face activities were able to resume.

Our community work has expanded significantly. In addition to existing community projects linked to Dropping Well Farm, our Wilder Worcestershire project launched this year, funded by the Government's Green Recovery Challenge Fund, the Next-door Nature project, working with youth and community organisations, focusing on areas of Bromsgrove and Redditch, started in summer 2022. All projects aim to reach new audiences and to remove barriers for people to engage with and benefit from nature where they live. A further community project based at our new reserve at Green Farm was also initiated. Additional staff capacity has been put in place to support and co-ordinate these projects.

Promoting awareness of wildlife through the media, both traditional and digital, is an increasingly important way of engaging with the wider public. Interaction via social media has continued at much higher levels than previously and this has been the main platform for our advocacy and campaigning work.

The Trust also continued the implementation of strategies to deliver its policy commitments to increase diversity throughout its work, and to be at least carbon neutral by 2030.

Volunteering remains crucial to every aspect of the Trust's work, and new initiatives have been put in place to rebuild and diversify our volunteer workforce following the pandemic, which are already bearing fruit with record numbers now volunteering.

ACHIEVEMENTS AND PERFORMANCE
Charitable activities (continued)

Fundraising activities

Although membership numbers were flat, income increased. Overall giving by members is fundamental to our operations now and in the future, through subscriptions, donations, and legacies. We shall continue to focus resources on membership development - recruiting new members, retaining existing members, and providing high quality information and communications. Members are also the single biggest source for volunteers.

New legacy notifications and receipts remained at over £200,000, the same as the previous year. Legacy receipts were designated to the Conservation Development Fund for Capital and Special Projects. The Trust continued to promote the importance of legacies and the projects that they have funded.

Normal fundraising was able to resume in earnest following the effects of the Covid-19 pandemic, and the appointment of additional staff capacity to lead this work. Other income received for specific capital and major projects included grants from landfill operators through the Landfill Communities Fund, charitable trusts, and corporate supporters, The National Lottery Heritage Fund and The Peoples Postcode Lottery. We continue to enjoy a high success rate in fund-raising bids despite only having a small team working on these.

Despite challenging trading conditions, the trading company made a significant profit of over £80,000 which was covenanted to the Charity.

Volunteers

The Trust relies on dedicated volunteers across the organisation without whom the Trust would not be able to function. We are now supported by almost 500 volunteers. Some volunteer occasionally, some each week. 80% of our volunteers are involved in practical conservation work on nature reserves. The Trust benefits from volunteer work parties for specific reserves, and teams of roving volunteers who work across the county in reserves where work is required.

Volunteers also run our local groups across the county. They organise walks, talks, and events and raise funds for the Trust. The Trust also benefits from office-based volunteers. These include our volunteer receptionists, volunteers who help with school visits, school assemblies and public events, and volunteers who help with bird food sales or assist with our planning work. The Trust also benefits from volunteers who work remotely, including graphic designers and photographers.

Investment performance

The performance of the investment portfolio is measured by reference to several relevant indices, including WMA Balanced, FTSE 100, FTSE All World and the ARC Charity Benchmark. During the year income amounted to £83,475 (2022: £78,386). The total portfolio value at the beginning of the year was £3,557,130 (2022: £3,607,367). Net losses at 31st March 2023 were £274,626 (2022: £43,089). The total portfolio value at the year-end was £3,268,658 (2022: £3,557,130).

Investment powers and policy

Under the Memorandum and Articles of Association, the Charity has the power to make any investment, which the Trustees see fit, subject to the Trustee Act 2000. The objectives of the Trusts Investment Policy are: to ensure the creation of sufficient income and capital growth, to enable the charity to carry out its purpose consistently year-by-year, with due and proper consideration for future needs, and the maintenance and, if possible, enhancement of the value of the invested funds.

The Investment Committee meet quarterly to receive reports from the Stockbrokers and to review performance. Their reports and any recommendations for changes in policy are presented to Trustees. The current policy is reasonably defensive, with equal capital and income growth objectives. All investments are made on the advice of our Stockbrokers, who attend Investment Committee meetings at least biannually. The appointment of the Trust's Stockbrokers is reviewed annually.

The Trustees follow Charity Commission guidance on investment, including that on ethical investment.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2023

ACHIEVEMENTS AND PERFORMANCE **Charitable activities (continued)**

Public benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

The main benefits to the public are:

- Caring for over 80 nature reserves (woods, heaths, pools, marshes, and meadows of national and international importance),
- Protecting endangered species such as otters, dormice, and butterflies,
- Restoring and recreating wildlife habitats on derelict and agricultural land,
- Campaigning to prevent damaging developments,
- Helping local authorities, organisations, and individuals to protect and create places for the county's wildlife,
- Inspiring thousands of children through our work with schools and other organisations,
- Working with local communities to encourage appreciation and enjoyment of our natural environment,
- Encouraging and supporting over 400 volunteers involved in all aspects of our work.

The Trustees are of the opinion that the preservation of natural life and the promotion of the study of natural life are intended to benefit the public generally and many of the Nature Reserves managed by the Charity are open to the public to visit free of charge. In assessing the public benefit, the Trustees do not believe that any detriment or harm is caused by either the aims or the actions of the Charity.

FINANCIAL REVIEW

Financial position

Review of the financial position at year end

At the year-end total funds amounts to £17,637,731 (2022: £17,310,828), of this balance restricted funds amounted to £8,240,802 (2022: £7,756,339).

At the year-end £3,895,072 (2022: £4,017,575) of reserves were held in the designated fund. The purpose of these funds is for use on conservation and development projects as part of the Trust's strategic plan.

Included on the consolidated balance sheet at the yearend are tangible fixed assets of £13,729,315 (2022: £13,124,415) and investments of £3,268,658 (2022: £3,557,130).

Free reserves at the year end, being total reserves less any restricted and designated fund and fixed and investment asset held, amounted to £416,558 deficit (2022: £390,624 deficit). A further £484,687 (2022: £317,754) was held in current assets within designated funds at the year-end.

Financial effect of significant events

Legacy income in the year was affected by ongoing delays in the probate system.

The increased rate of inflation has impacted on the costs of procured goods and services, and staff salary levels.

Factors likely to affect future financial performance or position

The changing nature of land management payments will mean current grants will continue to decline.

Membership income has grown modestly in the year. We have a target to substantially increase this over the next 5 years, which will depend upon the overall economic situation and our ability to recruit actively.

The Trust is planning for a period of 2-3 years when net deficits will be accrued on general operational costs in order to retain the capacity and capability of the core staff upon which current delivery and future growth will depend.

The Trust has a policy of retaining net cash reserves at a minimum level of 6 months operating costs which is of the order of £800,000. This does not take account of any future legacy income which has been in the range of £100,000 to £500,000 per annum over the last five years.

Taking these factors into account the level of risk to the Trust as a going concern is low but rigorous planning and monitoring will still be required.

FINANCIAL REVIEW (continued)

Principal Funding Sources

Year-to-year, Trust income from membership (the income received monthly or annually from our members), remains our most important source of income that supports the revenue costs of the Trust. This income enables the trust to deliver its core functions. The Trust benefits from Gift Aid, on membership income and other donations, which also plays a vital role in supporting the Trust's activities.

The Trust benefits from gifts left in Wills. These legacies are added to our Conservation Development Fund. This income is not used for day-to-day expenditure, and is ring fenced for special projects as agreed by our Council of Trustees. This includes land acquisition and major capital expenditure such as restoration and maintenance (e.g. replacement fencing) on nature reserves.

The Trust receives Basic Payment Scheme income for its land holdings, and Countryside Stewardship income for specific work we are undertaking on a range of nature reserves. This work supports the significant work required for the ongoing management of our nature reserves.

We receive donations, large and small, throughout the year. These include in-memorial donations, donations from our local groups, and other donations. These donations support the revenue costs of the organisation and supports our general work unless specified for a purpose.

Charitable Trusts and Foundations support our work in varying ways. Some provide an annual grant for general use, others provide funding for specific purposes, including land acquisition. The Trust has benefitted significantly from Landfill Communities Fund operators. These organisations have supported land acquisitions and ongoing reserve management. The Trust has received income from the Heritage Lottery Fund which continues to be an important funder. They have funded a land acquisition and associated community engagement projects.

We run an important project working with a range of farmers. This Facilitation Fund, provided by Defra, supports this vital work with landowners beyond our nature reserves. We continue to receive income from Severn Trent Water to work with landowners in priority catchments to improve water quality.

The Trust also benefits from trading income, particularly through our trading subsidiary, WNCT Enterprises Ltd where the income is generated from ecological consultancy, bird food sales, sales of goods and commercial room hire. The Trust also generates income from school visits (a subsidised charge), talks and events.

Financial Reserves policy

The Trustees regularly review the level of reserves available (both unrestricted and restricted) and have considered the balance between the need to use some reserves to take advantage of key opportunities to advance the work and development of the organisation, and to ensure that a secure financial base is maintained.

Partly due to legacy income the Trust's financial reserves continued to grow during the year. This has enabled the commencement and/or completion of several key capital projects, more of which are planned.

'Free reserves' stood at a deficit of £416,558 (2022: £390,624) at the year end. However, a further £484,687 (2022: £317,754) was held in current assets within designated funds. Of this additional sum, the trustees have agreed a policy that a minimum of 6 months expenditure of the charity will be retained to ensure the secure financial base is maintained.

FUTURE PLANS

A Wilder Worcestershire, the Trust's Development Strategy covering the period 2023 to 2030, based on a development strategy for The Wildlife Trusts as a whole, has been approved for implementation.

Our Vision: *A wilder Worcestershire - more nature everywhere, for everyone.*

Our Mission: *To lead nature's recovery through community action.*

The Strategic Goals in TWT Development Strategy are:

1. Nature is in recovery with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive.
2. People are taking action for nature and the climate, resulting in better decision making for the environment at both the local level and across the four nations of the UK.
3. Nature is playing a central and valued role in helping to address local and global problems.

Our 10-point plan to achieve nature's recovery and a Wilder Worcestershire:

The strategy identifies the priorities for action between 2023 and 2026 for each element of the 10-point plan and for which we shall establish a monitoring programme to inform the annual strategy review process.

1. Nature in recovery - 30% of land in recovery for nature by 2030.

- Ensure our nature reserves are places where wildlife thrives.
- Build bigger, wilder, connected landscapes and townscape for wildlife and for people.
- Demonstrate how restoring nature can deliver broader environmental and other benefits.

2. Action for nature - One in four people taking action for nature by 2030.

- Develop communications to be bolder and transformational.
- Influence decision making to prioritise nature.
- Engage and support diverse local communities to lead action for nature.
- Connect people with nature.

Sustaining our future - More diversity, more funding, carbon zero by 2030.

- Continue to grow and diversify funding streams and other resources for our work.
- Ensure we are a values-led, inclusive organisation, where all achieve their potential.
- Develop clear and consistent evidence-based policies.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Trust is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association.

Recruitment and appointment of new trustees

The Trustees are appointed by the members at the annual general meeting. Additional Trustees may be co-opted by the existing board of trustees until the next annual general meeting, taking into account the way in which their skills will supplement and enhance those already available to the board.

Organisational structure

The Trustees meet regularly to administer the Charity and have delegated its day-to-day management to a Director of Operations, who is supported by a team of paid staff working with teams of volunteers.

Induction and training of new trustees

All new Trustees receive induction training. Further training for Trustees is considered annually.

Key management remuneration

The Trustees review the pay and remuneration of key management staff annually and normally increase pay levels in accordance with average earnings. In view of the nature of the Charity, the Trustees benchmark against pay levels in other wildlife trusts of a similar size.

Related parties

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts and provides co-ordination of activities and campaigning at a UK level.

Included within other debtors is an amount due from South-West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost memberships.

Further details of related party transactions are included within note 24.

Risk Management

The Trustees review annually the Charity's principal areas of operations covering Governance and Management, Operations, Financial, Environmental and External Factors, and Compliance (Law and Regulation), and consider the major risks arising in each of these areas.

In addition, regular reviews of all Trust policies have continued during the year to ensure that the Charity maintains good governance. A Business Continuity Plan was prepared in 2019 and reviewed in 2022.

Overall, the level of risk to the Charity is considered relatively low. The areas that were identified to be of highest potential consequence included:

IT systems failure: Much of the Charity's work depends upon IT in some form. In 2021 a review of IT systems and needs was undertaken, which has resulted in a substantial upgrade to hardware, software and security, all of which should reduce risk in this area.

Reduced profitability of trading subsidiary: As retailing and service provision both become more competitive, profit margins are becoming squeezed. Performance and market conditions are regularly reviewed by the subsidiary board. In 2022 a new business plan was prepared for the consultancy business, and the firewood operation was terminated in 2022 as future investment requirements could not be justified. Commercial room lettings are now growing. A process to review and identify other trading and business opportunities has been initiated in 2023.

Dependency on income sources: Key sources are reviewed at least annually. This includes membership recruitment, land management and project grants, events, work with schools, environmental consultancy, and commercial lettings. Contingency arrangements to deal with these impacts have been implemented, to mitigate the financial impacts wherever possible.

Employment issues: The Charity is responsible for a substantial current deficit on an historic final salary pension scheme. Contributions are being made through a ten-year recovery plan designed to reduce the deficit and the trustees have set aside a sum from its reserves to cover the current deficit total. With increasing numbers of staff, the Charity is more exposed to potential disputes and the challenges of recruiting and retaining staff. To mitigate these risks, professional HR advisors are employed to provide support in this area, and the terms and conditions of staff are reviewed on a regular basis. All staff have now settled into a hybrid working regime.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Volunteers are vital to every aspect of the Charity's work, but the age profile of those volunteers means that there is an urgent need to attract and retain younger volunteers. Since 2017 the Charity has employed a Volunteer Development Officer to tackle this challenge. Recruitment over the last 12 months has resulted in a larger and more diverse pool of almost 500 volunteers.

Changes to government policy: The consequences of Brexit on land management policy and land management grants will affect our own land (managed as nature reserves) and our work with private landowners. The Trust has contributed to national advocacy work that seeks to influence future policy and funding and has mobilised public support in government consultations. Whilst the impacts are some years in the future the Charity continues to look at alternative funding models for land management.

Compliance with changing legislation: This particularly applies to the new General Data Protection Regulation. Policies and protocols, to look at future arrangements and needs, to minimise risk in this area are kept under annual review. Policies and procedures on Safeguarding are being further reviewed and updated. A voluntary statement on Human Trafficking and Modern Slavery is in place.

Subsidiary Undertaking

The Charity wholly owns W.N.C.T. Enterprises Limited, a company incorporated in England and Wales. W.N.C.T. Enterprises Limited performs wildlife consultancy services, arranges the hiring of rooms at Lower Smite Farm and sells woodland projects and other merchandise. During the year the company made a profit £80,014 of £1,910 (2022: loss of £1,910), of which £78,443 (2022: £Nil) was given by way of a deed of covenant to the Charity.

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00929644 (England and Wales)

Registered Charity number
256618

Registered office
Lower Smite Farm
Smite Hill
Hindlip
Worcester
WR3 8SZ

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Prof G R Martin	Vice Chairman
Mr R J Gillmor	
Mr G H Green MBE	
Dr P R Holmes	
Mrs P M Morris	
Mr D J Mortiboys	Chairman
Mr M D Needham	
Mr R W D Pannell	
Miss S D Young	
Mr R Cory	Honorary Secretary
Mr PJ Scriven	
Mr J Blakiston	Honorary Treasurer
Mr C J N Greensmith	
Mr A Forecast	
Mrs M P Gildea	
Mr T C C Meikle	
Mrs C J Tipping	

The directors of the charitable company (the Charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the trustees.

The Charity is limited by guarantee and does not have any issued share capital. There is therefore no beneficial interest to disclose for the above directors.

Director of Operations

Mr C A Raven

Company Secretary

Mr R A Cory

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2023

REFERENCE AND ADMINISTRATIVE DETAILS (continued)

Auditors

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Solicitors

Whatley Weston & Fox
16 The Tything
Worcester
WR1 1HG

Bankers

Lloyds TSB Plc
112 High Street
Bromsgrove
B61 8EZ

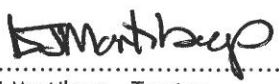
Stockbrokers

Canaccord
Saggar House
Princes Drive
Worcester
WR1 2PG

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 24/10/23 and signed on its behalf by:


.....
D J Mortiboys - Trustee

Worcestershire Wildlife Trust

Statement of Trustees Responsibilities
for the Year Ended 31 March 2023

The trustees (who are also the directors of Worcestershire Wildlife Trust for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which 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 group and charitable company for that period. In preparing those financial statements, the trustees are required to

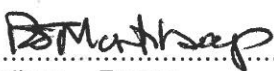
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

Approved by order of the board of trustees on 24/10/23..... and signed on its behalf by:

.....
D J Mortiboys - Trustee

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Opinion

We have audited the financial statements of Worcestershire Wildlife Trust (the 'parent company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group and charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the group and charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Fraud and breaches of laws and regulations - ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- o Enquiring of trustees, the finance committee and inspection of policy documentation as to the Charity's high-level policies and procedures to prevent and detect fraud as well as whether they have knowledge of any actual, suspected or alleged fraud.
- o Reading Trustees' meetings and finance committee minutes.
- o Considering performance targets for management.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because the revenue is non-judgemental and straightforward, with limited opportunity for manipulation.

We did not identify any additional fraud risks. We performed procedures including identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted by finance management/ those posted and approved by the same user/ those posted to unusual accounts.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with management (as required by auditing standards) and discussed with management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Firstly, the Charity is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, taxation legislation and the Charities Act legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charity is subject to many other laws and regulations where the consequences of noncompliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation or the loss of the Charity's license to operate. We identified the following areas as those most likely to have such an effect: health and safety, anti-bribery, employment law, data protection, anti-money laundering and specific areas of other legislation recognising the nature of the Charity's activities.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of management, inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the group and charitable company's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act. Our audit work has been undertaken so that we might state to the group and charitable company's trustees those matters we are required to state to them in an auditors' 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 group and charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Thorne Widgery Accountancy Ltd

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: ...31/10/23.....

Worcestershire Wildlife Trust

Consolidated Statement of Financial Activities (including income and expenditure account)
for the Year Ended 31 March 2023

	Notes	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	921,915	244,428	655,059	1,821,402	1,825,154
Charitable activities	5					
Education		-	-	-	-	460
Land Management Grants		287,582	-	25,815	313,397	288,863
Education & Communication		11,465	-	124,560	136,025	139,673
Wider Countryside		59,178	5,351	102,137	166,666	141,080
Other trading activities	3	352,645	-	-	352,645	285,796
Investment income	4	83,475	-	-	83,475	78,386
Other income	6	42,769	-	-	42,769	33,422
Total		1,759,029	249,779	907,571	2,916,379	2,792,834
EXPENDITURE ON						
Raising funds	7	724,346	60,585	440	785,371	812,638
Charitable activities	8					
Education & Communication		144,047	10,391	158,113	312,551	220,209
Wider Countryside		182,383	515	170,241	353,139	370,549
Reserves		766,174	46,386	51,229	863,789	766,132
Total		1,816,950	117,877	380,023	2,314,850	2,169,528
NET INCOME/(EXPENDITURE) before gains/(losses)		(57,921)	131,902	527,548	601,529	623,306
Net gains/(losses) on investments		-	(274,626)	-	(274,626)	(43,089)
NET INCOME/(EXPENDITURE)		(57,921)	(142,724)	527,548	326,903	580,217
Transfers between funds	22	22,864	20,221	(43,085)	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		-	-	-	-	43,413
Net Movement in Fund		(35,057)	(122,503)	484,463	326,903	623,630
RECONCILIATION OF FUNDS						
Total funds brought forward						
As previously reported		5,536,914	4,017,575	7,756,339	17,310,828	16,687,198
TOTAL FUNDS CARRIED FORWARD		5,501,857	3,895,072	8,240,802	17,637,731	17,310,828

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.
The notes form part of these financial statements

Worcestershire Wildlife Trust

Consolidated and Charity Balance Sheet at 31 March 2023

		Group		Charity	
	Notes	31.3.23 £	31.3.22 £	31.3.23 £	31.3.22 £
FIXED ASSETS					
Tangible assets	15	13,729,315	13,124,415	13,728,629	13,123,501
Investments	16	3,268,658	3,557,130	3,278,658	3,567,130
		<u>16,997,973</u>	<u>16,681,545</u>	<u>17,007,287</u>	<u>16,690,631</u>
CURRENT ASSETS					
Stocks	17	3,224	34,460	-	-
Debtors	18	386,653	266,364	444,422	314,690
Cash at bank and in hand		400,543	513,952	311,120	484,959
		<u>790,420</u>	<u>814,776</u>	<u>755,542</u>	<u>799,649</u>
CREDITORS					
Amounts falling due within one year	19	(150,662)	(185,493)	(127,512)	(180,295)
NET CURRENT ASSETS		<u>639,758</u>	<u>629,283</u>	<u>628,030</u>	<u>619,354</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>17,637,731</u>	<u>17,310,828</u>	<u>17,635,317</u>	<u>17,309,985</u>
PENSION LIABILITY	23	-	-	-	-
NET ASSETS		<u>17,637,731</u>	<u>17,310,828</u>	<u>17,635,317</u>	<u>17,309,985</u>
FUNDS	22				
Unrestricted funds		9,396,929	9,554,489	9,240,059	9,570,900
Restricted funds		8,240,802	7,756,339	8,215,258	7,739,085
TOTAL FUNDS		<u>17,637,731</u>	<u>17,310,828</u>	<u>17,635,317</u>	<u>17,309,985</u>

The group and the charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023. The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company and group keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company and group as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company and group.

These financial statements have been audited under the requirements of Section 144 of the Charities Act 2011.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 24/10/23 and were signed on its behalf by:


D J Mortiboys -Trustee

The notes form part of these financial statements

Worcestershire Wildlife Trust

Consolidated Cash Flow Statement
for the Year Ended 31 March 2023

	Notes	31.3.23 £	31.3.22 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>202,231</u>	<u>545,721</u>
Net cash provided by (used in) operating activities		<u>202,231</u>	<u>545,721</u>
Cash flows from investing activities:			
Investment income		83,475	78,386
Purchase of tangible fixed assets		(630,308)	(994,541)
Purchase of fixed asset investments		-	(230,686)
Sale of tangible fixed assets		-	2,250
Sale of fixed asset investments		<u>231,193</u>	<u>245,065</u>
Net cash provided by (used in) investing activities		<u>(315,640)</u>	<u>(899,526)</u>
Change in cash and cash equivalents in the reporting period		<u>(113,409)</u>	<u>(353,804)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>513,952</u>	<u>867,756</u>
Cash and cash equivalents at the end of the reporting period		<u>400,543</u>	<u>513,952</u>

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 March 2023

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.23	31.3.22
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	326,903	623,630
Adjustments for:		
Depreciation charges	25,407	27,346
Losses/(gain) on investments	274,626	43,089
Investment income	(83,475)	(78,386)
Movements in settlements pending	(217,346)	(7,232)
(Increase) / decrease in stocks	31,236	20,597
(Increase) / decrease in debtors	(120,289)	(93,369)
(Decrease)/increase in creditors	(34,831)	10,046
Net cash provided by (used in) operating activities	<u>202,231</u>	<u>545,721</u>

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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' 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, as modified by the revaluation of certain assets.

Group Financial Statements

The results of Worcestershire Wildlife Trust and its wholly owned subsidiary W.N.C.T. Enterprises Limited have been consolidated and group accounts have been presented. All transactions between the Charity and its subsidiary have been eliminated on consolidation. A separate statement of financial activities and income and expenditure account for the Charity itself are not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

Income

Voluntary income is received by way of donations and gifts, legacies, subscriptions and covenants and fund-raising activities. The income is all credited to the income and expenditure account on a receipt's basis. Tax refunds on covenant income are however accrued.

Revenue grants are credited to the income and expenditure account on a receipts basis unless they are in respect of a specific contract, when they are credited in the period in which the expenditure is incurred.

Investment income

All investment income is credited according to the date of receipt into the investment cash account.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

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

All expenditure other than that which has been capitalised is included in the income and expenditure account. Account is also taken of goods and services received at the period-end but not invoiced until after this date.

Raising funds

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

Charitable activities

Costs of charitable activities are incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

Governance costs

Governance costs include the general overheads of the Charity and a proportion of staff costs.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES - continued

Allocation and apportionment of costs

Costs are allocated to a particular activity where the cost relates to that activity. Salaries and central overhead costs not directly attributable to specific activities are apportioned to activities on the basis of estimated time spent on each activity.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Provision is made for depreciation in order to write off the cost of fixed assets over their expected useful lives. The following rates have been used:

Nature Reserves & Freehold Properties	Nil
Leasehold Properties	Straight line over the life of the lease
Vehicles	25% Reducing balance and 25% straight line
Office Equipment and Fittings	25% Reducing balance
Computer Equipment	25% Straight line
Solar Panels	10% Straight line

All items of equipment are capitalised where the purchase price exceeds £500 and their useful economical life exceeds one year.

FRS102 requires that provision be made for depreciation of fixed assets having a finite useful life. However, the Trustees are of the opinion that the residual value at the end of the estimated useful life of the nature reserves and freehold properties are not likely to materially differ from its cost. This is because it is the Charity's policy to maintain the nature reserves and freehold properties in such a condition that their value is not diminished by the passage of time; the relevant expenditure is charged against income in the financial period in which it is incurred. Therefore, any element of depreciation is considered to be immaterial and no provision is made.

Capital Expenditure

Capital expenditure, where specific grants are obtained, is capitalised at full cost. Any grants received towards the purchase of such assets are added to the designated or restricted fund as appropriate.

Investments

Investments are valued at mid-market price at the balance sheet date. Realised investment gains/losses represent the differences on sale of investments between the proceeds on sale and the opening market value and/or cost of additions in the period. Unrealised investment gains/losses represent the differences between the closing market value and the opening market value and/or cost of additions in the period.

Stocks

Agricultural produce is measured, at the point of harvest, at fair value less estimated point-of sale costs. Other stock is stated at the lower of cost and net realisable value.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1. ACCOUNTING POLICIES - continued

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the profit and loss account as incurred.

Taxation

No Corporation Tax is charged in the accounts of Worcestershire Wildlife Trust due to the charitable status of the Company. In addition, there is a deed of covenant in place, which enables W.N.C.T. Enterprises Limited to covenant its taxable profits to the Charity.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The Charity operates a defined benefit pension scheme, which is part of a multi-employer scheme and the assets are held separately from those of the charity in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses. Further details are included in the notes to the financial statements.

No new employees are eligible to join the defined benefit scheme.

Going concern

Refer to the reports of the trustee for information regarding the charity's response to the current economic climate and its affect on the charity.

This highlights the trustees belief that the charity will be a going concern for the foreseeable future.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

2. DONATIONS AND LEGACIES

	31.3.23 £	31.03.22 £
Restricted Fund		
Other Donations Received	619,025	557,666
Grants	36,034	127,640
Designated		
Legacies Received	224,982	218,533
Other Donations Received	5,672	25,000
Grants	13,773	25,267
Unrestricted Fund		
Membership giving	687,978	655,106
Gift aid	156,142	145,732
Other Donations Received	72,378	37,629
Grants	5,418	32,581
	<u>1,821,402</u>	<u>1,825,154</u>

Grants received, included in the above, are as follows:

	31.03.23 £	31.03.22 £
Restricted Fund		
National Heritage	36,034	-
RSWT	-	10,000
Rowlands Trust	-	3,000
Banister/Ludlow Trust	-	112,500
Severn Trent Water	-	2,140
	<u>36,034</u>	<u>127,640</u>
Designated		
WCC	3,023	-
JEC Electrical - Ozev Grant	10,750	-
Severn Trent Water	-	25,267
	<u>13,773</u>	<u>25,267</u>
Unrestricted Fund		
The Norman & Evelyn Proffitt Trust	-	4,805
Wychavon DC	-	18,000
Severn Rivers Trust	-	7,500
WWC	4,668	-
Other < £1,000	750	2,276
	<u>5,418</u>	<u>32,581</u>
Total grant income	<u>55,225</u>	<u>185,488</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

3. OTHER TRADING ACTIVITIES

	31.3.23	31.3.22
	£	£
W.N.C.T. Enterprises Ltd	276,733	229,446
Timber sales	67,764	48,247
Sundry Income	<u>8,148</u>	<u>8,103</u>
	<u>352,645</u>	<u>285,796</u>

£Nil (2022: £Nil) of Trading income in 2023 relates to restricted funds and the remaining balance of other trading activities £352,645 (2022: £285,796) is unrestricted.

4. INVESTMENT INCOME

	31.3.23	31.3.22
	£	£
Income from Stock Exchange Investments - UK	<u>83,475</u>	<u>78,386</u>
	<u>83,475</u>	<u>78,386</u>

All of the figures included in the current period and comparatives relate to unrestricted funds.

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.23	31.3.22
		£	£
Education	Education	-	460
Land Management Grants	Land Management Grants	313,397	288,863
Education	Education & Communication	136,025	139,673
Wider Countryside income	Wider Countryside	<u>166,666</u>	<u>141,080</u>
		<u>616,088</u>	<u>570,076</u>

See the Statement of Financial Activities for the above split between funds.

6. OTHER INCOME

	31.3.23	31.3.22
	£	£
Gain on sale of tangible fixed assets	-	2,665
Wider Countryside Team Income	29,235	48,624
Rent Received	<u>13,534</u>	<u>18,283</u>
	<u>42,769</u>	<u>69,572</u>

All of the figures included in the current period and comparatives relate to unrestricted funds.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

7. RAISING FUNDS

Raising donations and legacies

	31.3.23	31.3.22
	£	£
Staff costs	152,912	163,437
Repairs and maintenance	79,002	32,443
Membership publications	66,553	56,597
Membership recruitment	150,180	160,589
Membership costs	16,728	22,674
Fundraising and marketing	19,567	36,260
General office costs	52,749	52,997
Depreciation	25,179	26,920
	<u>562,870</u>	<u>551,917</u>

Investment management costs

	31.3.23	31.3.22
	£	£
Portfolio management	<u>16,483</u>	<u>13,511</u>
W.N.C.T. Enterprises Ltd	<u>206,018</u>	<u>247,210</u>
Aggregate amounts	<u>785,371</u>	<u>812,638</u>

£964 (2022: £964) of depreciation, £16,483 (2022: £13,511) of portfolio management and £43,138 (2022: £41,008) other costs in 2023 relates to designated funds. £440 (2022: £500) of depreciation relates to restricted funds. The remaining balance for raising funds of £724,346 (2022: £756,655) is unrestricted.

Worcestershire Wildlife Trust

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

8. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs (See note 9)	Totals
	£	£	£
Education & Communication	312,551	-	312,551
Wider Countryside	353,139	-	353,139
Reserves	651,218	212,571	863,789
	<u>1,316,908</u>	<u>212,571</u>	<u>1,529,479</u>

See the Statement of Financial Activities for the above split between funds.

ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £	Depn £	Auditors remuneration £	Other costs £	31.3.23 £
Raising funds	152,912	25,179	-	384,779	562,870
Investment management costs	-	-	-	16,483	16,483
W.N.C.T Enterprises Ltd	74,605	228	1,575	129,610	206,018
Charitable activities	<u>919,377</u>	<u>-</u>	<u>6,565</u>	<u>603,537</u>	<u>1,529,479</u>
	<u>1,146,894</u>	<u>25,407</u>	<u>8,140</u>	<u>1,134,409</u>	<u>2,314,850</u>

9. SUPPORT COSTS

	Raising Funds £	Charitable Activities £	Governance Costs £	31.3.23 £	31.3.22 £
Administration staff wages	21,872	47,390	3,645	72,907	58,271
General office expenses	<u>36,903</u>	<u>95,421</u>	<u>7,340</u>	<u>139,664</u>	<u>137,081</u>
	<u>58,775</u>	<u>142,811</u>	<u>10,985</u>	<u>212,571</u>	<u>195,352</u>

Support costs are allocated on a percentage basis between the activities of the charity. This methodology is reviewed annually to ensure its continued appropriateness.

10. NET INCOME/(EXPENDITURE)

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

	31.3.23 £	31.3.22 £
Auditors' remuneration	8,140	7,750
Depreciation - owned assets	25,407	27,346
Operating leases	4,887	4,887
Surplus on disposal of fixed assets	<u>-</u>	<u>(2,665)</u>

Excluding the activities of the subsidiary, W.N.C.T. Enterprises Limited, The Charity has an individual surplus in funds for the year before gains/losses on investments of £599,958 (2022: £625,216).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

Expenses of £138 (2022: £867) were paid to 3 trustees (2022: 4 Trustees). These expenses are in relation to mileage and reimbursements.

12. STAFF COSTS

	31.3.23	31.3.22
	£	£
Wages and salaries	882,739	770,629
Social security costs	68,400	67,500
Other pension costs	<u>124,795</u>	<u>111,904</u>
	<u>1,075,934</u>	<u>950,033</u>

The above stated pension costs include pension deficit payments of £50,055 (2022: £41,458).

GROUP

	31.3.23	31.3.22
	£	£
Wages and salaries	944,413	881,410
Social security costs	74,558	77,041
Other pension costs	<u>131,568</u>	<u>125,343</u>
	<u>1,150,539</u>	<u>1,083,794</u>

The above stated pension costs include pension deficit payments of £51,891 (2022: £50,380).

The average number of persons employed during the year were:

Group		Charity	
2023 No.	2022 No.	2023 No.	2022 No.
<u>35</u>	<u>38</u>	<u>33</u>	<u>33</u>

The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:

	31.03.23	31.03.22
£60,001 - £70,000	-	1

The key management personnel of the group charity and subsidiary company received employee benefits of £77,551 (2022: £84,876). Key management consist of the Director of Operations.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

13. COMPARATIVES FOR THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	871,048	268,800	685,306	1,825,154	1,838,965
Charitable activities	5					
Education		460	-	-	460	623
Land Management Grant		288,863	-	-	288,863	314,269
Education & Communication		14,723	-	124,950	139,673	-
Wider Countryside		34,206	-	106,874	141,080	-
Other trading activities	3	285,796	-	-	285,796	336,087
Investment income	4	78,386	-	-	78,386	63,839
Other income	6	33,422	-	-	33,422	41,961
Total		1,606,904	268,800	917,130	2,792,834	2,595,744
EXPENDITURE ON						
Raising funds	7	756,655	55,483	500	812,638	738,493
Charitable activities	8					
Education & Communication		132,184	40,378	47,647	220,209	220,844
Wider Countryside		169,398	-	201,151	370,549	383,029
Reserves		635,836	61,732	68,564	766,132	775,199
Total		1,694,073	157,593	317,862	2,169,528	2,117,565
NET INCOME/(EXPENDITURE) before gains/(losses)		(87,169)	111,207	599,268	623,306	478,179
Net gains/(losses) on investments		-	(43,089)	-	(43,089)	519,239
NET INCOME/(EXPENDITURE)		(87,169)	68,118	599,268	580,217	997,418
Transfers between funds	22		(101,999)	101,999	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		43,413	-	-	43,413	11,240
Net Movement in Fund		(43,756)	(33,881)	701,267	623,630	1,008,658
RECONCILIATION OF FUNDS						
Total funds brought forward As previously reported		5,580,670	4,051,456	7,055,072	16,687,198	15,678,540
TOTAL FUNDS CARRIED FORWARD		5,536,914	4,017,575	7,756,339	17,310,828	16,687,198

All income and expenditure has arisen from continuing activities.

14. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

The Charity has a wholly owned trading subsidiary, which is incorporated in the United Kingdom. The principal activity of W.N.C.T. Enterprises Limited is that of environmental consultancy work. The Company covenants its taxable profits to Worcestershire Wildlife Trust. A summary of trading results is shown below. Audited accounts are filed with the Registrar of Companies. This summary includes transactions with Worcestershire Wildlife Trust which have been eliminated on consolidation.

	£	31.3.23 £	£	31.3.22 £
Turnover				
Sales and services - External	276,733		229,446	
Sales and services - Internal	<u>9,299</u>		<u>10,600</u>	
		286,032		240,046
Cost of Sales				
Cost of goods sold - External	(111,310)		(86,740)	
Cost of good sold - Internal	<u>-</u>		<u>5,254</u>	
		<u>(111,310)</u>		<u>(81,486)</u>
Gross Profit		174,722		158,560
Administrative expenses				
General administrative expenses	(94,480)		(160,164)	
Depreciation	<u>(228)</u>		<u>(306)</u>	
		<u>(94,708)</u>		<u>(160,470)</u>
Net profit for the year		80,014		(1,910)
Retained profit in Subsidiary b/fwd				
Covenanted to Worcestershire Wildlife Trust		<u>(78,443)</u>		<u>-</u>
Retained profit in Subsidiary c/fwd		<u>1,571</u>		<u>(1,910)</u>
Net assets held in Subsidiary		<u>12,414</u>		<u>10,843</u>

Included in Sales and Services to Worcestershire Wildlife Trust of £9,299 (2022: £10,600) and purchases of £Nil (2022: £5,254 a credit note raised during the year) which have been eliminated on consolidation.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

15. TANGIBLE FIXED ASSETS

CHARITY

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2022	13,042,564	45,000	9,637
Additions	614,987	-	-
Disposals	-	-	-
At 31 March 2023	<u>13,657,551</u>	<u>45,000</u>	<u>9,637</u>
DEPRECIATION			
At 1 April 2022	-	3,968	6,746
Charge for year	-	496	964
Eliminated on disposal	-	-	-
At 31 March 2023	<u>-</u>	<u>4,464</u>	<u>7,710</u>
NET BOOK VALUE			
At 31 March 2023	<u>13,657,551</u>	<u>40,536</u>	<u>1,927</u>
At 31 March 2022	<u>13,042,564</u>	<u>41,032</u>	<u>2,891</u>

	Office equipment and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2022	213,742	68,183	156,034	13,535,160
Additions	5,025	-	10,296	630,308
Disposals	-	-	(65,217)	(65,217)
At 31 March 2023	<u>218,767</u>	<u>68,183</u>	<u>101,113</u>	<u>14,100,251</u>
DEPRECIATION				
At 1 April 2022	197,356	65,170	138,419	411,659
Charge for year	5,361	3,013	15,346	25,180
Eliminated on disposal	-	-	(65,217)	(65,217)
At 31 March 2023	<u>202,717</u>	<u>68,183</u>	<u>88,548</u>	<u>371,622</u>
NET BOOK VALUE				
At 31 March 2023	<u>16,050</u>	<u>-</u>	<u>12,565</u>	<u>13,728,629</u>
At 31 March 2022	<u>16,386</u>	<u>3,013</u>	<u>17,615</u>	<u>13,123,501</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

15. TANGIBLE FIXED ASSETS - continued

GROUP

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2022	13,042,564	45,000	9,637
Additions	614,987	-	-
Disposals	-	-	-
At 31 March 2023	<u>13,637,551</u>	<u>45,000</u>	<u>9,637</u>
DEPRECIATION			
At 1 April 2022	-	3,968	6,746
Charge for year	-	496	964
Eliminated on disposal	-	-	-
At 31 March 2023	<u>-</u>	<u>4,464</u>	<u>7,710</u>
NET BOOK VALUE			
At 31 March 2023	<u>13,637,551</u>	<u>40,536</u>	<u>1,927</u>
At 31 March 2022	<u>13,042,564</u>	<u>41,032</u>	<u>2,891</u>

	Office equipment & fittings £	Motor vehicles £	Computer equipment £	Total £
COST				
At 1 April 2022	221,863	82,698	156,035	13,557,797
Additions	5,025	-	10,296	630,308
Disposals	-	-	(65,217)	(65,217)
At 31 March 2023	<u>226,888</u>	<u>82,698</u>	<u>101,114</u>	<u>14,122,888</u>
DEPRECIATION				
At 1 April 2022	204,562	79,685	138,421	433,382
Charge for year	5,589	3,013	15,346	25,408
Eliminated on disposal	-	-	(65,217)	(65,217)
At 31 March 2023	<u>210,151</u>	<u>82,698</u>	<u>88,550</u>	<u>393,573</u>
NET BOOK VALUE				
At 31 March 2023	<u>16,737</u>	<u>-</u>	<u>12,564</u>	<u>13,729,315</u>
At 31 March 2022	<u>17,301</u>	<u>3,013</u>	<u>17,614</u>	<u>13,124,415</u>

At 31 March 2021, an informal desktop valuation was performed in house on the nature reserves to review the value for impairment, the value calculated was £12.9m therefore the trustees believe there is no impairment.

Included within the net book value of office equipment & fitting and computer equipment above is £686 (2022: £914 which relates to the assets of W.N.C.T. Enterprises Limited).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

16. FIXED ASSET INVESTMENTS

GROUP

	Listed investments £	Cash and settlements pending £	Totals £
MARKET VALUE			
At 1 April 2022	3,445,791	111,339	3,557,130
Additions	-	-	-
Disposals	(231,193)	-	(231,193)
Revaluations	(274,625)	-	(274,625)
Movement on cash		217,346	217,346
At 31 March 2023	<u>2,939,973</u>	<u>328,685</u>	<u>3,268,658</u>
NET BOOK VALUE			
At 31 March 2023	<u>2,939,973</u>	<u>328,685</u>	<u>3,268,658</u>
At 31 March 2022	<u>3,445,791</u>	<u>111,339</u>	<u>3,557,130</u>

The Market Value of listed investments can be analysed as follows:

	31.3.23 £	31.3.22 £
UK Government Stocks	38,018	42,198
UK Equity Shares	604,833	756,947
UK Corporate Bonds & Unit Trusts	415,075	385,010
Foreign bonds & securities	260,911	386,995
Foreign equity	1,341,401	1,483,059
Alternative investments	<u>279,735</u>	<u>391,582</u>
	<u>2,939,973</u>	<u>3,445,791</u>

Fixed asset investments are held primarily to provide an investment return and are assigned to the Conservation Development Designated Fund.

The investment figure in the Charity Balance Sheet also includes £10,000 (2022: £10,000) which is the nominal value of the shares held in its wholly owned subsidiary W.N.C.T. Enterprises Limited (Co No 01991532). This is eliminated on consolidation and, hence, is not included in the Group Balance Sheet. There are no fixed asset investments held within W.N.C.T. Enterprises Ltd balance sheet.

The charitable company's investments at the balance sheet date in the share capital of companies include the following:

W.N.C.T. Enterprises Ltd
Nature of business: Environmental consultancy

Class of share:	% holding	31.3.23 £	31.3.22 £
Ordinary	100		
Aggregate capital and reserves		10,843	12,753
Profit/(Loss) for the year		<u>1,571</u>	<u>(1,910)</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

17. STOCK

GROUP

	31.3.23	31.3.22
	£	£
Stock	<u>3,224</u>	<u>34,460</u>
	<u>3,224</u>	<u>34,460</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.23	31.3.22
	£	£
Trade debtors	60,506	88,269
W.N.C.T. Enterprises Limited	68,565	62,524
Other debtors	-	4,114
VAT	19,195	31,851
Accrued income	274,624	119,791
Prepayments	<u>21,532</u>	<u>8,141</u>
	<u>444,422</u>	<u>314,690</u>

GROUP

	31.3.23	31.3.22
	£	£
Trade debtors	76,288	110,230
Other debtors	-	4,114
VAT	14,209	24,088
Accrued income	274,624	119,791
Prepayments	<u>21,532</u>	<u>8,141</u>
	<u>386,653</u>	<u>266,364</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.23	31.3.22
	£	£
Trade creditors	60,529	119,713
Social security and other taxes	21,330	27,357
Accrued expenses	44,113	33,225
Other creditors	<u>1,540</u>	<u>-</u>
	<u>127,512</u>	<u>180,295</u>

GROUP

	31.3.23	31.3.22
	£	£
Trade creditors	61,328	122,091
Social security and other taxes	21,330	27,357
Deferred income	-	1,620
Accrued expenses	44,113	34,425
Other creditors	<u>23,891</u>	<u>-</u>
	<u>150,662</u>	<u>185,493</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - continued

Deferred income for the year ended 31 March 2023

	Charity 31.3.23 £	Group 31.3.23 £
Deferred income at 1 April 2022	-	1,620
Resources deferred in the year	-	-
Amounts released from previous year	-	(1,620)
	<u>-</u>	<u>-</u>

20. OPERATING LEASE COMMITMENTS

The total operating lease payments committed to be paid are as follows:

	Other operating leases 31.3.23 £	31.3.22 £
Expiring:		
Within one year	5,602	4,847
Between one and five years	<u>6,219</u>	<u>1,212</u>
	<u>11,821</u>	<u>6,059</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

21. ANALYSIS OF CONSOLIDATED NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
Fixed assets	5,918,415	141,727	7,669,173	13,729,315	13,124,415
Investments	-	3,268,658	-	3,268,658	3,557,130
Current assets	(265,896)	484,687	571,629	790,420	814,776
Current liabilities	(150,662)	-	-	(150,662)	(185,493)
Pension liability	-	-	-	-	-
	<u>5,501,857</u>	<u>3,895,072</u>	<u>8,240,802</u>	<u>17,637,731</u>	<u>17,310,828</u>

Included within unrestricted funds is net assets of £2,414 (2022: £843) which relates to W.N.C.T. Enterprises Ltd.

22. MOVEMENT IN FUNDS (consolidated)

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	5,536,914	(57,921)	22,864	5,501,857
Designated fund	<u>4,017,575</u>	<u>(142,724)</u>	<u>20,221</u>	<u>3,895,072</u>
	9,554,489	(200,645)	43,085	9,396,929
Restricted funds				
Restricted funds	<u>7,756,339</u>	<u>527,548</u>	<u>(43,085)</u>	<u>8,240,802</u>
TOTAL FUNDS	<u>17,310,828</u>	<u>326,903</u>	<u>-</u>	<u>17,637,731</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,759,029	(1,816,950)	-	(57,921)
Designated fund	<u>249,779</u>	<u>(117,877)</u>	<u>(274,626)</u>	<u>(142,724)</u>
	2,008,808	(1,934,827)	(274,626)	(200,645)
Restricted funds				
Restricted funds	<u>907,571</u>	<u>(380,023)</u>	<u>-</u>	<u>527,548</u>
TOTAL FUNDS	<u>2,916,379</u>	<u>(2,314,850)</u>	<u>(274,626)</u>	<u>326,903</u>

22. MOVEMENT IN FUNDS - continued

Comparative for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	5,580,670	(43,756)	-	5,536,914
Designated fund	<u>4,051,456</u>	<u>68,118</u>	<u>(101,999)</u>	<u>4,017,575</u>
	9,632,126	24,362	(101,999)	9,554,489
Restricted funds				
Restricted funds	7,055,072	599,268	101,999	7,756,339
TOTAL FUNDS	<u>16,687,198</u>	<u>623,630</u>	<u>-</u>	<u>17,310,828</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,606,904	(1,694,073)	43,413	(43,756)
Designated fund	<u>268,800</u>	<u>(157,593)</u>	<u>(43,089)</u>	<u>68,118</u>
	1,875,704	(1,851,666)	324	24,362
Restricted funds				
Restricted funds	917,130	(317,862)	-	599,268
TOTAL FUNDS	<u>2,792,834</u>	<u>(2,169,528)</u>	<u>324</u>	<u>623,630</u>

Unrestricted Funds

Unrestricted funds consist of the reserves of the subsidiary and general fund of the charity.

	31.3.21 £	31.3.22 £
General fund of Charity	5,527,138	5,555,476
Reserves of Subsidiary company	<u>2,414</u>	<u>843</u>
		5,556,319
Unrestricted funds eliminated on consolidation	<u>(27,695)</u>	<u>(19,403)</u>
	5,501,857	5,536,914

Designated Fund

The funds of the Charity includes the designated fund, which have been set aside out of unrestricted funds by the Trustees for specific purposes. The designated fund has been set aside for the purpose of conservation and development projects.

Transfers

The trustees have reviewed the reserves above and made appropriate transfers to reflect the true position.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

22. MOVEMENT IN FUNDS - continued

Restricted Funds

The funds of the Charity are restricted funds comprising the following:-

	Balance at 01.04.2022	Incoming Resources	Resources Expended	Transfers between funds	Balance at 31.03.2023
	£	£	£	£	£
<u>Fixed assets/property</u>					
Gwen Finch Wetland Reserve	214,860	-	-	-	214,860
Hunt House Wood	252,210	-	-	-	252,210
Penorchard	230,248	-	-	-	230,248
Hill Court Farm	1,637,855	-	-	-	1,637,855
Lower Smite Farm	1,660,215	-	-	-	1,660,215
Sands Lane Meadows	110,245	-	-	-	110,245
Baynhall Meadow	21,120	-	-	-	21,120
Boynes Meadows	157,689	-	-	-	157,689
Hollybed Farm	394,661	-	-	-	394,661
Blackhouse Wood	436,779	-	-	-	436,779
Grafton Wood & Laight Rough	237,063	-	-	-	237,063
Martley Hillside Wood	37,800	-	-	-	37,800
Vehicle Replacement - severn waste	1	-	-	-	1
Merries Farm	17,553	-	-	-	17,553
Helen Mackaness Reserve	23,408	-	-	-	23,408
Hardwick Green	367,998	-	-	-	367,998
Nash's Meadows	234,880	-	-	-	234,880
Woodland at Tor Coppice	60,000	-	-	-	60,000
Rosebank Coppice	3,500	-	-	-	3,500
Mob Squinton Wood	30,000	-	-	-	30,000
Rawlings Meadow	28,200	-	-	-	28,200
Dropping Well farm	897,902	-	-	-	897,902
Green Farm	-	-	-	416,658	416,658
Fields at Romsley Manor farm	-	-	-	198,330	198,330
	7,054,186	-	-	614,988	7,669,174

22. MOVEMENT IN FUNDS - continued

	Balance at 01.04.2022	Incoming Resources	Resources Expended	Transfers between funds	Balance at 31.03.2023
	£	£	£	£	£
Net Current Assets:					
Woodland Fund / Mr & Mrs Clark	10,955	-	-	-	10,955
Emp of Officers funded by STW	9,731	86,309	(96,040)	-	-
Emp of Officers funded by ESIF	(1,628)	60,932	(59,303)	-	1
Appeal - Dropping Wells Farm	310,933	50	-	(310,983)	-
Dropping Well Farm Delivery Phase	(4,593)	60,734	(45,408)	310,983	321,716
Mettis Aerospace Ltd donation	5,000	-	-	(5,000)	-
Enhancing Public Goods in the FoF	20,458	-	-	(20,458)	-
Pound Green common restoration 2020	1,820	-	-	-	1,820
Support for delivery of Carbon reductio	20,000	-	-	(20,000)	-
Land at Green Farm, Adjacent to Monl	219,034	298,027	(13,180)	(503,881)	-
Green Farm delivery project	-	1,114	(1,385)	87,223	86,952
Fields at Romsley Manor Farm	-	233,554	(1,865)	(158,476)	73,213
Romsley Meadow Appeal	-	26,461	(270)	(26,191)	-
Land management trial	11,290	-	-	(11,290)	-
Wilder Worcestershire GRCF	81,897	99,960	(133,901)	-	47,956
Nextdoor Nature	-	24,600	(22,062)	-	2,538
Severn Treescapes	-	15,830	(14,899)	-	931
	684,899	907,571	388,313	658,073.45	546,083
Charity	7,739,085	907,571	388,313	43,085.45	8,215,258
Restricted funds eliminated on consolidation	17,254		8,290		25,544
Total Restricted Funds - Group	7,756,339	907,571	(380,023)	(43,085)	8,240,802

22. MOVEMENT IN FUNDS - continued

Gwen Finch Otter Reserve is for the creation and restoration of a large wetland on the River Avon.

Hunthouse Wood - fund is for specifically approved projects on this reserve.

Penorchard - fund is for specifically approved projects on this reserve.

Hill Court Farm - fund is for the creation and maintenance of this wetland reserve.

Lower Smite Farm - fund is for the creation and maintenance of the Education Centre and ancillary buildings.

Special projects - the special projects fund is for the delivery of a wide range of projects, often on nature reserves, using a variety of restricted income sources.

Woodlands - donation in memory of Mr and Mrs Clarke to be used specifically for buying a reserve which meets with their family's approval. We have not been able to fulfil this criteria to date.

Various reserves - either gifted to the trust with restrictions attached or bought from donations and funds raised for a restricted purpose. All acquired in line with the Trust's objectives, to advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained or managed by the Trust; to study and further the conservation, restoration and creation of places of natural beauty, zoological, botanical, ecological, geological, or general scientific interest, and to promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences.

Transfers between funds

Transfers between funds have been made in the year to reflect the correct positions on special projects.

23. EMPLOYEE BENEFIT OBLIGATIONS

The following employers are the sponsoring employers of a defined benefit pension liabilities held in the Scheme in the UK, which provides retirement benefits based on members' salaries when they left employment. Further Employers may have defined contribution benefits held within the Scheme, but these Employers are not shown here.

- Bedfordshire, Cambridgeshire, Northamptonshire Wildlife Trust
- Derbyshire Wildlife Trust
- Essex Wildlife Trust
- Gloucestershire Wildlife Trust
- Lancashire Wildlife Trust
- Leicestershire and Rutland Wildlife Trust
- Leicestershire Wildlife (Sales) Ltd
- Lincolnshire Wildlife Trust
- Nottinghamshire Wildlife Trust
- Scottish Wildlife Trust
- Sheffield and Rotherham Wildlife Trust
- The Green Estate Ltd
- Sussex Wildlife Trust
- RSWT Wildlife Trust
- Worcestershire Wildlife Trust
- WNCT Enterprises Ltd

The assets of the Scheme are held in a separately administered fund and the Scheme is administered by the Trustees (independent of the Employers) who are responsible for ensuring that the Scheme is sufficiently funded to meet current and future obligations. However, the assets and liabilities are not segregated between the Employers.

The liabilities set out in this note have been calculated based on the preliminary results of the full Scheme Funding Assessment as at 1 April 2019, updated to 31 March 2023. The present value of the defined benefit obligation was measured using the projected unit credit method.

The Employers have agreed a funding plan with the Trustees, whereby contributions are made into the Scheme in order to remove the funding deficit based on each Employer's share of the total Scheme liabilities, calculated by the Scheme Actuary as at the most recent Scheme Funding Assessment (currently, 1 April 2019).

The disclosures set out below are based on calculations carried out as at 31 March 2023 by an independent qualified actuary.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

23. EMPLOYEE BENEFIT OBLIGATIONS - continued

The results of the calculations and the assumptions adopted are shown below. All figures in the disclosures are quoted to the nearest £1 unless otherwise stated.

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	31.3.23	31.3.22
	£	£
Current service cost	-	-
Net interest from net defined benefit asset/liability	(2,714)	1,222
Past service cost	-	-
	<u>(2,714)</u>	<u>1,222</u>
Actual return on plan assets	<u>(219,955)</u>	<u>(46,982)</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31.3.23	31.3.22
	£	£
Opening defined benefit obligation	987,142	1,107,675
Interest cost	25,264	21,296
Actuarial losses/(gains)	(133,707)	(110,469)
Benefits paid	(67,959)	(41,071)
Administration expenses	33,759	9,711
	<u>844,499</u>	<u>987,142</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31.3.23	31.3.22
	£	£
Opening fair value of scheme assets	1,080,522	1,024,815
Contributions by employer	51,891	50,380
Expected return	27,978	20,074
Actuarial gains/(losses)	(247,933)	(67,056)
Benefits paid	(67,959)	(41,071)
	<u>844,499</u>	<u>987,142</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	31.3.23	31.3.22
	£	£
Actuarial gains/(losses)	-	43,413
	<u>-</u>	<u>43,413</u>

23. EMPLOYEE BENEFIT OBLIGATIONS - continued

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	31.3.23	31.3.22
UK Equities	0.0%	4.7%
Overseas Equities	24.6%	31.5%
Diversified Growth Funds	0.0%	23.0%
UK Government Fixed Interest B	7.5%	12.5%
UK Government Index Linked Bon	15.7%	15.3%
UK Corporate Bonds	30.1%	8.6%
Property	2.8%	2.5%
Cash	1.2%	1.9%
LDI	18.1%	0.0%
	<u>100.00%</u>	<u>100.00%</u>

The pension scheme has not invested in any of Worcestershire Wildlife Trust & WNCT Enterprises Ltd's own financial instruments, nor in properties or other assets used by Worcestershire Wildlife Trust & WNCT Enterprises Ltd. The assets are all quoted in active markets.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31.3.23	31.3.22
Discount rate	4.68%	2.65%
Future salary increases	3.42%	3.65%
Future pension increases	2.70%	2.85%

	At 31 March 2023	At 31 March 2022
Life expectancy of a male aged 65 at the Balance Sheet Date	22.5	22.4
Life expectancy of a male aged 65 in 20 years from the Balance Sheet date	23.8	23.7
Life expectancy of a female aged 65 at the Balance Sheet Date	25.0	24.9
Life expectancy of a female aged 65 in 20 years from the Balance Sheet Date	26.4	26.3

	At 31 March 2023	At 31 March 2022
Rate of increase to pensions in payment:		
Fixed 5% pa	5.00%	5.00%
RPI max 5% pa	3.20%	3.35%
Mortality (before and after retirement)	Males: 96% of S3PA Females: 95% of S3PA CMI_2021 with a long term rate of improvements of 1.25% pa; Initial addition to mortality improvements of 0.5%	Males: 96% of S3PA Females: 95% of S3PA CMI_2020 with a long term rate of improvements of 1.25% pa; Initial addition to mortality improvements of 0.5%
Cash commutation	Members assumed to take 25% of their pension as tax-free cash, subject to HMRC restrictions, using cash commutation factors currently in force.	Members assumed to take 25% of their pension as tax-free cash, subject to HMRC restrictions, using cash commutation factors currently in force.

24. CONTINGENT LIABILITIES

The charity participates in and is the principal employer of the Wildlife Trusts Pension Scheme, a multi-employer pension scheme, as described in Note 23. During the year ended 31 March 2022, the Trustees of the charity were made aware of a potential issue relating to the defined benefit section of the Scheme. A detailed investigation is currently underway to establish the extent to which this could result in financial liability to RSWT and other participating employers. As it is not possible to reliably estimate the value of any potential liability, no provision has been made for this in the financial statements above the setting aside of a designated fund to cover the net present value of the deficit recovery payments which RSWT continues to make on an ongoing basis (as described in Note 23)."

25. RELATED PARTY DISCLOSURES

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts, and provides assistance and co-ordination of activities and campaigning at a UK level. An annual contribution is payable to RSWT, included within Charitable expenditure, amounting to £46,200 (2022: £46,200). The Trust also purchased publications and other sundries from the RSWT amounting to £16,149 (2022: £14,984). The Trust also made sales to RSWT of £3,378 (2022: £5,587). At the year-end there was a balance of £3,354 (2022: £2,441) due to RSWT.

South West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost membership recruitment and has an employee on the Board, M Perry. The Trust paid £151,963 (2022: £178,419) to SWWFL for services in the year and there was a balance due to SWWFL of £Nil (2022: £Nil) at the year end.

The Worcester Biological Records Centre (WBRC) is a separate legal entity operating on the Trust's site. G H Green, Trustee of the Trust, is also a trustee of WBRC. During the year the WBRC paid WWT rent of £1,000 (2022: £1,000) and WWT paid WBRC £11,600 (2022: £11,600) the majority of which was for an SLA. At the year end, £Nil (2022: £Nil) was due to the Trust. WNCT Enterprises paid WBRC £2,400 (2022: £2,400) during the year which was for an SLA, there was no balance due at the year end.

Vale Landscape Heritage trust is a registered charity which has trustees in common on the board, R Gillmor & G H Green. During the year, the Trust received £Nil (2022: £493). There were no balances due at the year-end (2022: Nil)

All connected transactions occurred at arm's length.

Accounts

REGISTERED COMPANY NUMBER: 00929644 (England and Wales)
REGISTERED CHARITY NUMBER: 256618

Report of the Trustees and
Consolidated Financial Statements
for the Year Ended 31 March 2022
for
Worcestershire Wildlife Trust

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Worcestershire Wildlife Trust

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for the Year Ended 31 March 2022

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Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of 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 2015).

OBJECTIVES AND ACTIVITIES

Objectives and Aims

The Trust's objects are to advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained or managed by the Trust; to study and further the conservation, restoration and creation of places of natural beauty, zoological, botanical, ecological, geological, or general scientific interest, and to promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences.

The Trust is one of 47 independent local charities that co-operate across the whole of the UK and are known as The Wildlife Trusts. The Wildlife Trusts have agreed a shared Development Strategy for 2022-2030 which identifies the collective Purpose, Mission and key priorities, from which the Trust is developing a plan for itself (see Future Plans).

Our Vision is of a thriving natural world, with our wildlife and natural habitats playing a valued role in addressing the climate and ecological emergencies, and people inspired and empowered to take action for nature.

Our Purpose is to bring wildlife back, to empower people to take action for nature, and to create a society where nature matters.

To meet the Trust's long-term objectives, annual management plans are prepared. These are approved by the Trustees together with the annual budgetary review. Shorter-term projects are also developed: the necessary resources are identified, costs budgeted, and timescales assessed. Where relevant, professional advice will be sought. Examples of such projects include major reserve acquisitions, reserve management, membership recruitment campaigns and temporary staff recruitment.

Monitoring and Review

All Trust programmes and projects have defined success criteria, and these are regularly monitored, initially by key operations staff as part of working assessment and then by the Trustees as part of the management reporting process. Any shortfalls in anticipated achievements are investigated and lessons learned for future programmes.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

Activities of the Trust have continued to be affected by the Covid-19 pandemic, although during the year more and more activities were able to resume. All of our nature reserves were fully open by the year end, and most volunteering had resumed. Staff were able to continue working, albeit to deliver modified work programmes, using a combination of office-based and home working.

Nature Reserves

Nature reserves remain a core element of our conservation strategy. During the year, we have completed the purchase of 95 acres of land at Dropping Well Farm between Kidderminster, Bewdley and Stourport-on-Severn. This important site connects over 600 acres of land managed as nature reserves across our sites and adjoining land managed by Wyre Forest District Council. We have begun the heathland restoration to benefit species such as stonechat and common lizard. A community project linked to this site is underway to ensure as many people as possible can understand and appreciate this amazing area. We had fantastic support from our partners and funders as well as over 1,000 members who donated to our fundraising appeal.

We have also purchased an extension to our Hollybed Farm Meadows nature reserve near Castlemorton in the south of the county, enabling us to grow this site and better connect it to the wider landscape.

During the year we began fundraising to purchase 59 acres of land at Green Farm, adjacent to our Monkwood nature reserve. If successful, we will have the opportunity to extend Monkwood for the first time in over 300 years through a series of meadows, trees and hedgerows that will benefit dormice, wood white butterflies and much else. In addition to the biodiversity benefits, the project will also sequester carbon over time. Thank you to everyone who has supported this project to date.

All acquisitions are considered against a rigorous set of criteria which ensure that where land is purchased it will have the greatest long-term impact for Worcestershire's wildlife and for people. Our overall approach can be summarised as "Bigger, Better, More Joined Up".

With almost 3000 acres to care for, over 80 sites, our reserves represent a major asset for wildlife, but also a major and growing commitment for the Trust's resources to deliver a plethora of tasks across more than 80 sites - maintenance, conservation, infrastructure and facilities, survey and monitoring, volunteer support etc. This year we increased our reserves staff complement through the employment of an additional full-time officer.

Conservation outside our nature reserves

Working with other landowners across the county is the second core element of our conservation strategy.

We have continued to grow conservation activities outside of our reserves. This often involves working with farmers and landowners and is used to demonstrate best practice, particularly through special projects we are running to promote wild pollinators (through a combination of sensitive land management techniques and the provision of nesting sites) and soil health (through a long-term programme of building organic content and fertility using natural fertilisers).

This year has been very busy and productive, such that around 40,000 hectares (or 100,000 acres) which represents around a quarter of the county is influenced by our advisory team. Much of this increase is due to externally funded partnership projects; The Severn Trent Water Environment Project, Natural Networks, and Water Environment Projects.

Our own farm at Lower Smite Farm, and the nature reserves continue to act as demonstration sites for a variety of audiences.

We also continue to influence development by engagement in the planning system and through advocacy work. Specialist input into planning policy and local plans remains a vital part of our work, as does selective input into planning case work.

Engagement

To complement our conservation strategy, we run a comprehensive engagement programme. Fundamental to our work is the provision of opportunities for adults and children alike to experience and value wildlife and the environment. During the year much of this work continued to be delivered digitally, although some face-to-face activities were able to resume.

Our community work has expanded significantly. In addition to our community project linked to Dropping Well Farm, our Wilder Worcestershire project launched this year, funded by the Government's Green Recovery Challenge Fund. Towards the end of the year, we were pleased to hear news that the Wildlife Trusts nationally have been supported to engage communities with nature to mark the Queen's Platinum Jubilee through the Next-door Nature project. In Worcestershire, we will be working with youth and community organisations, focusing on areas of Bromsgrove and Redditch, starting in summer 2022. All projects aim to reach new audiences and to remove barriers for people to engage with and benefit from nature where they live.

Promoting awareness of wildlife through the media, both traditional and digital, is an increasingly important way of engaging with the wider public. Interaction via social media has continued at much higher levels than previously and this has been the main platform for our advocacy and campaigning work.

The Trust also started the implementation of a Strategy to deliver its policy commitment to be carbon neutral by 2030. This work has been led by an officer funded by the Peoples Postcode Lottery.

Volunteering remains crucial to every aspect of the Trust's work, and new initiatives have been put in place to rebuild and diversify our volunteer workforce following the pandemic.

Fundraising activities

Despite the ongoing impacts of the pandemic membership numbers grew modestly and income also increased. Overall giving by members is fundamental to our operations now and in the future, through subscriptions, donations and legacies. We shall continue to focus resources on membership development - recruiting new members, retaining existing members, and providing high quality information and communications. Members are also the single biggest source for volunteers

New legacy notifications and receipts rose to over £200,000 from the previous year's level of £158,000. Legacy receipts were designated to the Conservation Development Fund for Capital and Special Projects. The Trust continued to promote the importance of legacies and the projects that they have funded.

Normal fundraising continued to be severely impacted by the effects of the Covid outbreak, resulting in further reductions in income, although part of this reduction was offset by the award of government grants by various bodies in response to the pandemic. Other income received for specific capital and major projects included grants from landfill operators through the Landfill Communities Fund, charitable trusts, and corporate supporters, The National Lottery Heritage Fund and The Peoples Postcode Lottery. We continue to enjoy a high success rate in fund-raising bids despite only having a small team working on these.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities (continued)

Challenging trading conditions meant that the trading company made a small loss and was unable to covenant any profit to the Charity.

Investment performance

The performance of the investment portfolio is measured by reference to several relevant indices, including WMA Balanced, FTSE 100, FTSE All World and the ARC Charity Benchmark. During the year income amounted to £78,386 (2021: £63,839). The total portfolio value at the beginning of the year was £3,607,367 (2021: £2,497,715). Net losses at 31st March 2022 were £43,089 (2021: Net surpluses of £519,239). The total portfolio value at the year-end was £3,557,130 (2021: £3,607,367).

Investment powers and policy

Under the Memorandum and Articles of Association, the Charity has the power to make any investment, which the Trustees see fit, subject to the Trustee Act 2000. The objectives of the Trusts Investment Policy are: to ensure the creation of sufficient income and capital growth, to enable the charity to carry out its purpose consistently year-by-year, with due and proper consideration for future needs, and the maintenance and, if possible, enhancement of the value of the invested funds.

The Investment Committee meet quarterly to receive reports from the Stockbrokers and to review performance. Their reports and any recommendations for changes in policy are presented to Trustees. The current policy is reasonably defensive, with equal capital and income growth objectives. All investments are made on the advice of our Stockbrokers, who attend Investment Committee meetings at least biannually. The appointment of the Trust's Stockbrokers is reviewed annually.

The Trustees follow Charity Commission guidance on investment, including that on ethical investment.

Public benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

The main benefits to the general public of the Charity are:

- Caring for over 80 nature reserves (woods, heaths, pools, marshes and meadows of national and international importance),
- Protecting endangered species such as otters, dormice and butterflies,
- Restoring and recreating wildlife habitats on derelict and agricultural land,
- Campaigning to prevent damaging developments,
- Helping local authorities, organisations and individuals to protect and create places for the county's wildlife,
- Inspiring thousands of children through our work with schools and other organisations,
- Working with local communities to encourage appreciation and enjoyment of our natural environment,
- Encouraging and supporting over 400 volunteers involved in all aspects of our work.

The Trustees are of the opinion that the preservation of natural life and the promotion of the study of natural life are intended to benefit the public generally and many of the Nature Reserves managed by the Charity are open to the public to visit free of charge. In assessing the public benefit the Trustees do not believe that any detriment or harm is caused by either the aims or the actions of the Charity.

Volunteers

The Trust relies on dedicated volunteers across the organisation without whom the Trust would not be able to function. We are supported by over 400 volunteers. Some volunteer occasionally, and some every week. Most of our volunteers are involved in practical conservation work on nature reserves. The Trust benefits from volunteer work parties for specific reserves, and teams of roving volunteers who work across the county in reserves where work is required.

Volunteers also run our local groups across the county. They organise walks, talks and events and raise funds for the Trust. The Trust also benefits from office-based volunteers. These include our volunteer receptionists, volunteers who help with school visits, school assemblies and public events, and volunteers who help with bird food sales or assist with our planning work. The Trust also benefits from volunteers who work remotely, including graphic designers and photographers.

FINANCIAL REVIEW

Financial position

Review of the financial position at year end

At the year end total funds amounts to £17,310,828 (2021: £16,687,198), of this balance restricted funds amounted to £7,756,339 (2021: £7,055,072).

At the year end £4,017,575 (2021: £4,051,456) of reserves were held in the designated fund. The purpose of these funds is for use on conservation and development projects as part of the Trust's strategic plan.

Included on the consolidated balance sheet at the yearend are tangible fixed assets of £13,124,415 (2021: £12,159,470) and investments of £3,557,130 (2021: £3,607,367).

Free reserves at the year end, being total reserves less any restricted and designated fund and fixed and investment asset held, amounted to £390,624 deficit (2021: £170,354 deficit).

Financial effect of significant events

The major event was the continued Covid-19 pandemic which affected the whole of the Trust's activities for a second year running.

All activities that required face to face contact were severely affected which had a significant impact on income generation. The trading company's activities were also affected which meant a small trading loss was incurred.

Actions taken in the previous year to enable effective home working for staff allowed a gradual return to work over the year to the point where hybrid working has become the norm.

The membership recruitment company used by the Trust was able to resume its activities for much of the year such that recruitment targets were met.

Levels of legacy income in the year increased from the previous year as previous delays in the probate system eased.

The other financial impacts of the outbreak are likely to be in future years and are included in the section below.

Factors likely to affect future financial performance or position

The level of risk was reviewed throughout the year, to take account of the impacts on specific areas of income generation which are dependent upon face-to-face contact or use of the Trust's facilities. This includes membership recruitment, events, work with schools, environmental consultancy, and commercial lettings.

As restrictions were lifted towards the end of the financial year, it is expected that activities and income generation should return to previous levels although this may take more than 12 months to achieve, so a similar level of deficit on day-to-day activities is expected in the coming year. The Trust has a policy of retaining net cash reserves at a minimum level of 6 months operating costs which is of the order of £800,000. Currently the actual net figure is significantly higher. Based on the estimate of the maximum fall in revenue of around £100,000 per annum this will enable activities to be sustained at current levels over several years, and certainly through the next two few years. This does not take account of any future legacy income which has been in the range of £100,000 to £500,000 per annum over the last five years.

Taking these factors into account the level of risk to the Trust as a going concern is low but rigorous planning and monitoring will still be required.

Principal Funding Sources

Year-to-year, Trust income from membership (the income received monthly or annually from our members), remains our most important source of income that supports the revenue costs of the Trust. This income enables the trust to deliver its core functions. The Trust benefits from Gift Aid, on membership income and other donations, which also plays a vital role in supporting the Trust's activities.

The Trust benefits from gifts left in Wills. These legacies are added to our Conservation Development Fund. This income is not used for day-to-day expenditure, and is ring fenced for special projects as agreed by our Council of Trustees. This includes land acquisition and major capital expenditure such as restoration and maintenance (e.g. replacement fencing) on nature reserves.

The Trust receives Basic Payment Scheme income for its land holdings, and Countryside Stewardship income for specific work we are undertaking on a range of nature reserves. This work supports the significant work required for the ongoing management of our nature reserves

We receive donations, large and small, throughout the year. These include in-memorial donations, donations from our local groups, and other donations. These donations support the revenue costs of the organisation and supports our general work unless specified for a purpose.

Charitable Trusts and Foundations support our work in varying ways. Some provide an annual grant for general use, others provide funding for specific purposes, including land acquisition. The Trust has benefitted significantly from Landfill Communities Fund operators. These organisations have supported land acquisitions and ongoing reserve management. The Trust has received income from the Heritage Lottery Fund which continues to be an important funder. They have funded a land acquisition and associated community engagement project and also a smaller project to record the voices of our volunteers.

We run an important project working with a range of farmers. This Facilitation Fund, provided by Defra, supports this vital work with landowners beyond our nature reserves. We have recently received income from Severn Trent Water to work with landowners in priority catchments to improve water quality.

The Trust also benefits from trading income, particularly through our trading subsidiary, WNCT Enterprises Ltd where the income is generated from ecological consultancy, bird food sales, sales of goods and commercial room hire. The Trust also generates income from school visits (a subsidised charge), talks and events.

Financial Reserves policy

The Trustees regularly review the level of reserves available (both unrestricted and restricted) and have considered the balance between the need to use some reserves to take advantage of key opportunities to advance the work and development of the organisation, and to ensure that a secure financial base is maintained.

Partly due to legacy income the Trust's financial reserves continued to grow during the year. This has enabled the commencement and/or completion of several key capital projects, more of which are planned.

'Free reserves' stood at a deficit of £390,624 (2021: deficit of £170,354) at the year end. However, a further £317,754 (2021: £300,434) was held in investments within designated funds. Of this additional sum, the trustees have agreed a policy that a minimum of 6 months expenditure of the charity will be retained to ensure the secure financial base is maintained.

FUTURE PLANS

A Strategic Plan covering the period 2022 to 2030, based on a development strategy for The Wildlife Trusts as a whole, will be developed in Spring/Summer 2022, which will be an evolution of the current Strategic Plan.

The Strategic Goals in TWT Development Strategy are:

Nature is in recovery with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive.

People are taking action for nature and the climate, resulting in better decision making for the environment at both the local level and across the four nations of the UK.

Nature is playing a central and valued role in helping to address local and global problems.

FUTURE PLANS (continued)

Make farming and fisheries management positive forces for nature's recovery through: landowner support, reserves halos, Lower Smite Farm, wild pollinators, flies and fish project, grasslands programme, advocacy, and community engagement.

Place wildlife-rich catchments and ecological solutions centre-stage in flood risk and drought management, and in water purification through: our reserves, Love Your River, natural solutions, species projects including migratory fish, awareness campaigns, landowner support, partnerships.

Restore and maintain our soils as the foundation of sustainable food production and long-term carbon storage through: Lower Smite Farm, our reserves, food sector partnerships, landowner support, research, advocacy, Vale of Evesham project.

Shift the basis of the economy so that it fully reflects the true value of a healthy natural environment through: our reserves, Lower Smite Farm, natural capital toolkit, corporate partnerships, advocacy, awareness campaigns,

Accompanying these seven key areas are seven organisational priorities that underpin the Trust's day to day operations:

Developing our people through: training and development in communications, IT and digital media, natural capital and ecosystem services, safeguarding, skills for key volunteers.

Developing knowledge and evidence about: natural capital, health and wellbeing, collaboration and partnerships, specific research and projects, state of Worcestershire's environment.

Optimising the impact of our land and buildings through: management planning flagship reserves, land acquisition strategy, developing access, developing Lower Smite farm centre, interpretation, using others' facilities

Enhancing our communications through: face to face events programme, partnerships, digital media traditional media, targeting sectors, campaigns.

Developing our external relationships through: existing relationships, project partnerships, ambassadors, new sectors, cross border collaboration, local groups development.

Strengthening our decision-making through: internal communications, staff/trustee collaboration, succession planning, empowering individuals, diversity project, regular review against strategic plan.

Maximising income generation through: membership development, legacies, in kind contributions, commercial enterprises, project bank for innovative funding.

During the year The Wildlife Trusts have been developing a Strategy for the period 2022-30 in consultation with all of the individual Wildlife Trusts. This Strategy will be approved at the national AGM in November 2021 and Worcestershire Wildlife Trust will use this as the basis for its own Strategic Plan from 2022, on which work has already commenced.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Trust is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association. This was reviewed and updated during the year.

Recruitment and appointment of new trustees

The Trustees are appointed by the members at the annual general meeting. Additional Trustees may be co-opted by the existing board of trustees until the next annual general meeting, taking into account the way in which their skills will supplement and enhance those already available to the board.

Organisational structure

The Trustees meet regularly to administer the Charity and have delegated its day-to-day management to a Director of Operations, who is supported by an administration team of paid staff working with teams of volunteers.

Induction and training of new trustees

All new Trustees receive induction training. Further training for Trustees is considered annually.

Key management remuneration

The Trustees review the pay and remuneration of key management staff annually and normally increase pay levels in accordance with average earnings. In view of the nature of the Charity, the Trustees benchmark against pay levels in other wildlife trusts of a similar size.

Related parties

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts and provides assistance and co-ordination of activities and campaigning at a UK level.

Included within other debtors is an amount due from South West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost memberships.

Further details of related party transactions are included within note 24.

Risk Management

The Trustees review annually the Charity's principle areas of operations covering Governance and Management, Operations, Financial, Environmental and External Factors, and Compliance (Law and Regulation), and consider the major risks arising in each of these areas.

In addition, regular reviews of all Trust policies have continued during the year to ensure that the Charity maintains good governance. A Business Continuity Plan was prepared in 2019.

Overall, the level of risk to the Charity is considered relatively low. The areas that were identified to be of highest potential consequence included:

IT systems failure: Much of the Charity's work depends upon IT in some form. In 2017 a new IT provider was engaged, and a review of IT systems and needs undertaken, which has resulted in a substantial upgrade to hardware, software and security, all of which should reduce risk in this area. A further upgrade was completed in 2021.

Reduced profitability of trading subsidiary: As retailing and service provision both become more competitive, profit margins are becoming squeezed. Performance and market conditions are regularly reviewed by the subsidiary board. In 2018 the consultancy business was re-structured to reduce core costs, and the firewood operation was also reviewed, and measures taken to help sustain profitability. Business Plans for both the Consultancy and the firewood operation were reviewed in 2021, resulting in a decision to wind down the firewood operation over 2 years, and to develop a new business plan for the Consultancy.

Dependency on income sources: The level of risk was reviewed throughout Covid-19 pandemic, to take account of the impacts on specific areas of income generation which are dependent upon face-to-face contact or use of the Trust's facilities. This includes membership recruitment, events, work with schools, environmental consultancy and commercial lettings. Contingency arrangements to deal with these impacts have been implemented, to mitigate the financial impacts wherever possible.

Employment issues: The Charity is responsible for a substantial current deficit on an historic final salary pension scheme. Contributions are being made through a ten-year recovery plan designed to reduce the deficit and the trustees have set aside a sum from its reserves to cover the current deficit total. During the year the scheme was subject to an actuarial review which resulted in a reduction in the deficit.

With increasing numbers of staff, the Charity is more exposed to potential disputes and the challenges of recruiting and retaining staff. To mitigate these risks, professional HR advisors are employed to provide support in this area, and the terms and conditions of staff are reviewed on a regular basis. Measures to deal with the impacts of the Covid-19 outbreak were in place to minimise risk to staff (mainly through providing facilities to enable home working).

Volunteers are vital to every aspect of the Charity's work, but the age profile of those volunteers means that there is an urgent need to attract and retain younger volunteers. Since 2017 the Charity has employed a Volunteer Development Officer to tackle this challenge. As the year progressed most volunteering was able to resume on a phased basis.

Changes to government policy: The consequences of Brexit on land management policy and land management grants will affect our own land (managed as nature reserves) and our work with private landowners. The Trust has contributed to national advocacy work that seeks to influence future policy and funding and has mobilised public support in government consultations. Whilst the impacts are some years in the future the Charity continues to look at alternative funding models for land management.

Compliance with changing legislation: This particularly applies to the new General Data Protection Regulation. Policies and protocols, to look at future arrangements and needs, to minimise risk in this area are kept under annual review. New policies relating to employees and GDPR were approved. Policies and procedures on Safeguarding have been further reviewed and updated. A voluntary statement on Human Trafficking and Modern Slavery is in place.

Worcestershire Wildlife Trust

Report of the Trustees for the Year Ended 31 March 2022

Subsidiary Undertaking

The Charity wholly owns W.N.C.T. Enterprises Limited, a company incorporated in England and Wales. W.N.C.T. Enterprises Limited performs wildlife consultancy services, arranges the hiring of rooms at Lower Smite Farm and sells woodland projects and other merchandise. During the year the company made a loss of £1,910 (2021: profit of £20,052), of which £Nil (201: £20,052) was given by way of a deed of covenant to the Charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

00929644 (England and Wales)

Registered Charity number

256618

Registered office

Lower Smite Farm
Smite Hill
Hindlip
Worcester
WR3 8SZ

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Prof G R Martin	Vice Chairman
Mr R J Gillmor	
Mr G H Green MBE	
Dr P R Holmes	
Mrs P M Morris	
Mr D J Mortiboys	Chairman
Mr M D Needham	
Mr R W D Pannell	
Miss S D Young	
Mr R Cory	Honorary Secretary
Mr PJ Scriven	
Mr J Blakiston	Honorary Treasurer
Mr C J N Greensmith	
Mr A Forecast	
Mrs M P Gildea	
Mr T C C Meikle	
Mrs C J Tipping	

The directors of the charitable company (the Charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the trustees.

The Charity is limited by guarantee and does not have any issued share capital. There is therefore no beneficial interest to disclose for the above directors.

Director of Operations

Mr C A Raven

Company Secretary

Mr R A Cory

Worcestershire Wildlife Trust

Report of the Trustees
for the Year Ended 31 March 2022

REFERENCE AND ADMINISTRATIVE DETAILS (continued)

Auditors

Thorne Widgey Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Solicitors

Whatley Weston & Fox
16 The Tything
Worcester
WR1 1HG

Bankers

Lloyds TSB Plc
112 High Street
Bromsgrove
B61 8EZ

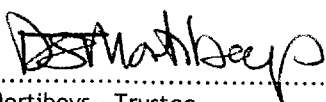
Stockbrokers

Canaccord
Saggar House
Princes Drive
Worcester
WR1 2PG

AUDITORS

The auditors, Thorne Widgey Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 23/9/22..... and signed on its behalf by:


.....
D J Mortiboys - Trustee

Worcestershire Wildlife Trust

Statement of Trustees Responsibilities
for the Year Ended 31 March 2022

The trustees (who are also the directors of Worcestershire Wildlife Trust for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which 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 group and charitable company for that period. In preparing those financial statements, the trustees are required to

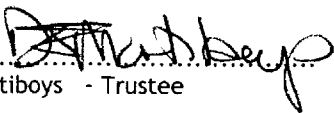
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

Approved by order of the board of trustees on 23/9/22..... and signed on its behalf by:

.....
D J Mortiboys - Trustee

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Opinion

We have audited the financial statements of Worcestershire Wildlife Trust (the 'parent company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group and charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the group and charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; 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 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Fraud and breaches of laws and regulations - ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- o Enquiring of trustees, the finance committee and inspection of policy documentation as to the Charity's high-level policies and procedures to prevent and detect fraud as well as whether they have knowledge of any actual, suspected or alleged fraud.
- o Reading Trustees' meetings and finance committee minutes.
- o Considering performance targets for management.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because the revenue is non-judgemental and straightforward, with limited opportunity for manipulation.

We did not identify any additional fraud risks. We performed procedures including identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted by finance management/ those posted and approved by the same user/ those posted to unusual accounts.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with management (as required by auditing standards) and discussed with management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Report of the Independent Auditors to the Members of
Worcestershire Wildlife Trust

Firstly, the Charity is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, taxation legislation and the Charities Act legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charity is subject to many other laws and regulations where the consequences of noncompliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation or the loss of the Charity's license to operate. We identified the following areas as those most likely to have such an effect: health and safety, anti-bribery, employment law, data protection, anti-money laundering and specific areas of other legislation recognising the nature of the Charity's activities.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of management, inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

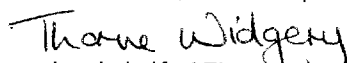
Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the group and charitable company's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act. Our audit work has been undertaken so that we might state to the group and charitable company's trustees those matters we are required to state to them in an auditors' 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 group and charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



for and on behalf of Thorne Widgey Accountancy Ltd

Chartered Accountants

Statutory Auditors

Eligible to act as an auditor in term of Section 1212 of the Companies Act 2016

2 Wyevale Business Park

Kings Acre

Hereford

Herefordshire

HR4 7BS

Date: 30/9/22.....

Consolidated Statement of Financial Activities (including income and expenditure account)
for the Year Ended 31 March 2022

	Notes	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	871,048	268,800	685,306	1,825,154	1,838,965
Charitable activities	5					
Education		460	-	-	460	623
Land Management Grant		288,863	-	92,456	381,319	314,269
Education & Communication		14,723	-	124,950	139,673	-
Other trading activities	3	315,553	-	-	315,553	336,087
Investment income	4	78,386	-	-	78,386	63,839
Other income	6	<u>37,871</u>	<u>-</u>	<u>14,418</u>	<u>52,289</u>	<u>41,961</u>
Total		1,606,904	268,800	917,130	2,792,834	2,595,744
EXPENDITURE ON						
Raising funds	7	756,655	55,483	500	812,638	738,493
Charitable activities	8					
Education & Communication		132,184	40,378	47,647	220,209	220,844
Wider Countryside		169,398	-	201,151	370,549	383,029
Reserves		<u>635,836</u>	<u>61,732</u>	<u>68,564</u>	<u>766,132</u>	<u>775,199</u>
Total		1,694,073	157,593	317,862	2,169,528	2,117,565
NET INCOME/(EXPENDITURE) before gains/(losses)		(87,169)	111,207	599,268	623,306	478,179
Net gains/(losses) on investments		<u>-</u>	<u>(43,089)</u>	<u>-</u>	<u>(43,089)</u>	<u>519,239</u>
NET INCOME/(EXPENDITURE)		(87,169)	68,118	599,268	580,217	997,418
Transfers between funds	22	<u>-</u>	<u>(101,999)</u>	<u>101,999</u>	<u>-</u>	<u>-</u>
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		<u>43,413</u>	<u>-</u>	<u>-</u>	<u>43,413</u>	<u>11,240</u>
Net Movement in Fund		(43,756)	(33,881)	701,267	623,630	1,008,658
RECONCILIATION OF FUNDS						
Total funds brought forward						
As previously reported		5,580,670	4,051,456	7,055,072	16,687,198	15,678,540
TOTAL FUNDS CARRIED FORWARD		5,536,914	4,017,575	7,756,339	17,310,828	16,687,198

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.
The notes form part of these financial statements

Worcestershire Wildlife Trust

Consolidated Balance Sheet
At 31 March 2022

		Group		Charity	
	Notes	31.3.22 £	31.3.21 £	31.3.22 £	31.3.21 £
FIXED ASSETS					
Tangible assets	15	13,124,415	12,159,470	13,123,501	12,158,250
Investments	16	3,557,130	3,607,367	3,567,130	3,617,367
		<u>16,681,545</u>	<u>15,766,837</u>	<u>16,690,631</u>	<u>15,775,617</u>
CURRENT ASSETS					
Stocks	17	34,460	55,057	-	-
Debtors	18	266,364	172,995	314,690	250,984
Cash at bank and in hand		513,952	867,756	484,959	820,969
		<u>814,776</u>	<u>1,095,808</u>	<u>799,649</u>	<u>1,071,953</u>
CREDITORS					
Amounts falling due within one year	19	(185,493)	(92,587)	(180,295)	(80,265)
NET CURRENT ASSETS		<u>629,283</u>	<u>1,003,221</u>	<u>619,354</u>	<u>991,688</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>17,310,828</u>	<u>16,770,058</u>	<u>17,309,985</u>	<u>16,767,305</u>
PENSION LIABILITY	23	-	(82,860)	-	(82,860)
NET ASSETS		<u>17,310,828</u>	<u>16,687,198</u>	<u>17,309,985</u>	<u>16,684,445</u>
FUNDS	22				
Unrestricted funds		9,554,489	9,632,125	9,570,900	9,636,177
Restricted funds		7,756,339	7,055,073	7,739,085	7,048,268
TOTAL FUNDS		<u>17,310,828</u>	<u>16,687,198</u>	<u>17,309,985</u>	<u>16,684,445</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 23/9/22 and were signed on its behalf by:


D J Mortiboys -Trustee



Worcestershire Wildlife Trust

Consolidated Cash Flow Statement
for the Year Ended 31 March 2022

	Notes	31.3.22 £	31.3.21 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>545,721</u>	<u>656,874</u>
Net cash provided by (used in) operating activities		<u>545,721</u>	<u>656,874</u>
Cash flows from investing activities:			
Investment income		78,386	63,839
Purchase of tangible fixed assets		(994,541)	(54,873)
Purchase of fixed asset investments		(230,686)	(1,148,579)
Sale of tangible fixed assets		2,250	1
Sale of fixed asset investments		<u>245,065</u>	<u>617,001</u>
Net cash provided by (used in) investing activities		<u>(899,526)</u>	<u>(522,611)</u>
Change in cash and cash equivalents in the reporting period		<u>(353,804)</u>	<u>134,263</u>
Cash and cash equivalents at the beginning of the reporting period		<u>867,756</u>	<u>733,493</u>
Cash and cash equivalents at the end of the reporting period		<u><u>513,952</u></u>	<u><u>867,756</u></u>

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 March 2022

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.22	31.3.21
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	623,630	1,008,658
Adjustments for:		
Depreciation charges	27,346	34,220
Losses/(gain) on investments	43,089	(519,239)
Investment income	(78,386)	(63,839)
Movements in settlements pending	(7,232)	(58,835)
(Increase) / decrease in stocks	20,597	17,760
(Increase) / decrease in debtors	(93,369)	290,358
(Decrease)/increase in creditors	10,046	(52,209)
Net cash provided by (used in) operating activities	<u>545,721</u>	<u>656,874</u>

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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' 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, as modified by the revaluation of certain assets.

Group Financial Statements

The results of Worcestershire Wildlife Trust and its wholly owned subsidiary W.N.C.T. Enterprises Limited have been consolidated and group accounts have been presented. All transactions between the Charity and its subsidiary have been eliminated on consolidation. A separate statement of financial activities and income and expenditure account for the Charity itself are not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

Income

Voluntary income is received by way of donations and gifts, legacies, subscriptions and covenants and fund-raising activities. The income is all credited to the income and expenditure account on a receipt's basis. Tax refunds on covenant income are however accrued.

Revenue grants are credited to the income and expenditure account on a receipts basis unless they are in respect of a specific contract, when they are credited in the period in which the expenditure is incurred.

Investment income

All investment income is credited according to the date of receipt into the investment cash account.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

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

All expenditure other than that which has been capitalised is included in the income and expenditure account. Account is also taken of goods and services received at the period-end but not invoiced until after this date.

Raising funds

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

Charitable activities

Costs of charitable activities are incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

Governance costs

Governance costs include the general overheads of the Charity and a proportion of staff costs.

1. ACCOUNTING POLICIES - continued

Allocation and apportionment of costs

Costs are allocated to a particular activity where the cost relates to that activity. Salaries and central overhead costs not directly attributable to specific activities are apportioned to activities on the basis of estimated time spent on each activity.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Provision is made for depreciation in order to write off the cost of fixed assets over their expected useful lives. The following rates have been used:

Nature Reserves & Freehold Properties	Nil
Leasehold Properties	Straight line over the life of the lease
Vehicles	25% Reducing balance and 25% straight line
Office Equipment and Fittings	25% Reducing balance
Computer Equipment	25% Straight line
Solar Panels	10% Straight line

All items of equipment are capitalised where the purchase price exceeds £500 and their useful economical life exceeds one year.

FRS102 requires that provision be made for depreciation of fixed assets having a finite useful life. However, the Trustees are of the opinion that the residual value at the end of the estimated useful life of the nature reserves and freehold properties are not likely to materially differ from its cost. This is because it is the Charity's policy to maintain the nature reserves and freehold properties in such a condition that their value is not diminished by the passage of time; the relevant expenditure is charged against income in the financial period in which it is incurred. Therefore, any element of depreciation is considered to be immaterial and no provision is made.

Capital Expenditure

Capital expenditure, where specific grants are obtained, is capitalised at full cost. Any grants received towards the purchase of such assets are added to the designated or restricted fund as appropriate.

Investments

Investments are valued at mid-market price at the balance sheet date. Realised investment gains/losses represent the differences on sale of investments between the proceeds on sale and the opening market value and/or cost of additions in the period. Unrealised investment gains/losses represent the differences between the closing market value and the opening market value and/or cost of additions in the period.

Stocks

Agricultural produce is measured, at the point of harvest, at fair value less estimated point-of sale costs. Other stock is stated at the lower of cost and net realisable value.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1. ACCOUNTING POLICIES - continued

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the profit and loss account as incurred.

Taxation

No Corporation Tax is charged in the accounts of Worcestershire Wildlife Trust due to the charitable status of the Company. In addition, there is a deed of covenant in place, which enables W.N.C.T. Enterprises Limited to covenant its taxable profits to the Charity.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The Charity operates a defined benefit pension scheme, which is part of a multi-employer scheme and the assets are held separately from those of the charity in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses. Further details are included in the notes to the financial statements.

No new employees are eligible to join the defined benefit scheme.

Going concern and Covid-19

Refer to the reports of the trustee for information regarding the charity's response to Covid-19 and its affect on the charity.

This highlights the trustees belief that the charity will be a going concern for the foreseeable future.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

2. DONATIONS AND LEGACIES

	31.3.22 £	31.03.21 £
Restricted Fund		
Other Donations Received	557,666	549,209
Grants	127,640	121,118
Designated		
Legacies Received	218,533	158,035
Other Donations Received	25,000	-
Grants	25,267	69,829
Unrestricted Fund		
Membership giving	655,106	628,872
Gift aid	145,732	168,671
Other Donations Received	37,629	57,671
Grants	32,581	85,560
	<u>1,825,154</u>	<u>1,838,965</u>

Grants received, included in the above, are as follows:

	31.03.22 £	31.03.21 £
Restricted Fund		
Heritage Lottery Fund	-	111,118
RSWT	10,000	10,000
Rowlands Trust	3,000	-
Banister/Ludlow Trust	112,500	-
Severn Trent Water	2,140	-
	<u>127,640</u>	<u>121,118</u>
Designated		
Heritage Lottery Fund	-	69,829
Severn Trent Water	25,267	-
	<u>25,267</u>	<u>69,829</u>
Unrestricted Fund		
The Norman & Evelyn Proffitt Trust	4,805	11,346
Wychavon DC	18,000	-
Severn Rivers Trust	7,500	-
Heritage Lottery Fund	-	64,214
Wychavon DC	-	10,000
Other < £1,000	2,276	-
	<u>32,581</u>	<u>85,560</u>
Total grant income	<u>185,488</u>	<u>276,507</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

3. OTHER TRADING ACTIVITIES

	31.3.22	31.3.21
	£	£
W.N.C.T. Enterprises Ltd	229,446	301,409
Rental Income	10,482	10,482
Timber sales	48,247	
Sundry Income	<u>27,378</u>	<u>24,196</u>
	<u>315,553</u>	<u>336,087</u>

£Nil (2021: £Nil) of sundry income in 2022 relates to restricted funds and the remaining balance of other trading activities £315,553 (2021: £336,087) is unrestricted.

4. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Income from Stock Exchange Investments - UK	78,386	63,839
Bank Interest	<u>-</u>	<u>-</u>
	<u>78,386</u>	<u>63,839</u>

All of the figures included in the current period and comparatives relate to unrestricted funds.

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.22	31.3.21
		£	£
Education	Education	460	623
Land Management Grants	Land Management Grant	381,319	314,269
Education	Education & Communication	<u>139,673</u>	<u>-</u>
		<u>521,452</u>	<u>314,892</u>

See the Statement of Financial Activities for the above split between funds.

6. OTHER INCOME

	31.3.22	31.3.21
	£	£
Gain on sale of tangible fixed assets	2,665	-
Wider Countryside Team Income	48,624	40,961
Rent Received	<u>1,000</u>	<u>1,000</u>
	<u>52,289</u>	<u>41,961</u>

£14,418 (2021: £12,030) of Wider Countryside income in 2022 related to restricted funds and the remaining balance of other income £37,871 (2021: £29,931) is unrestricted.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

7. RAISING FUNDS

Raising donations and legacies

	31.3.22	31.3.21
	£	£
Staff costs	163,437	154,605
Repairs and maintenance	32,443	44,078
Membership publications	56,597	61,033
Recruitment	160,589	86,915
Membership costs	22,674	12,504
Fundraising and marketing	36,260	29,139
General office costs	52,997	45,235
Depreciation	26,920	33,655

551,917 467,164

Investment management costs

	31.3.22	31.3.21
	£	£
Portfolio management	<u>13,511</u>	<u>11,512</u>

W.N.C.T. Enterprises Ltd 247,210 259,817

Aggregate amounts 812,638 738,493

£964 (2021: £964) of depreciation in 2022 relates to designated funds and £13,511 (2021: £11,512) of portfolio management relate to designated funds. The remaining balance for raising funds of £798,163 (2021: £726,017) is unrestricted.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

8. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs (See note 9)	Totals
	£	£	£
Education & Communication	220,209	-	220,209
Wider Countryside	370,549	-	370,549
Reserves	570,780	195,352	766,132
	<u>1,161,538</u>	<u>195,352</u>	<u>1,356,890</u>

See the Statement of Financial Activities for the above split between funds.

ANALYSIS OF TOTAL EXPENDITURE

	Staff costs	Depn	Auditors remuneration	Other costs	31.3.22
	£	£	£	£	£
Raising funds	163,437	26,920	-	361,560	551,917
Investment management costs	-	-	-	13,511	13,511
W.N.C.T Enterprises Ltd	133,781	306	1,500	111,623	247,210
Charitable activities	<u>786,596</u>	<u>120</u>	<u>6,250</u>	<u>563,924</u>	<u>1,356,890</u>
	<u>1,083,814</u>	<u>27,346</u>	<u>7,750</u>	<u>1,050,618</u>	<u>2,169,528</u>

9. SUPPORT COSTS

	Raising Funds	Charitable Activities	Governance Costs	31.3.22	31.3.21
	£	£	£	£	£
Administration staff wages	17,481	37,876	2,914	58,271	56,414
General office expenses	<u>41,124</u>	<u>89,103</u>	<u>6,854</u>	<u>137,081</u>	<u>115,136</u>
	<u>58,605</u>	<u>126,979</u>	<u>9,768</u>	<u>195,352</u>	<u>171,550</u>

Support costs are allocated on a percentage basis between the activities of the charity. This methodology is reviewed annually to ensure its continued appropriateness.

10. NET INCOME/(EXPENDITURE)

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

	31.3.22	31.3.21
	£	£
Auditors' remuneration	7,750	8,075
Depreciation - owned assets	27,346	34,220
Operating leases	4,887	8,158
Surplus on disposal of fixed assets	<u>(2,665)</u>	<u>-</u>

Excluding the activities of the subsidiary, W.N.C.T. Enterprises Limited, The Charity has an individual surplus in funds for the year before gains/losses on investments of £625,216 (2021: £478,179).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

Expenses of £867 (2021: £1,495) were paid to 4 trustees (2021: 5 Trustees). These expenses are in relation to mileage and reimbursements.

12. STAFF COSTS

	31.3.22	31.3.21
	£	£
Wages and salaries	770,629	744,800
Social security costs	67,500	63,958
Other pension costs	<u>111,904</u>	<u>109,927</u>
	<u>950,033</u>	<u>918,685</u>

The above stated pension costs include pension deficit payments of £41,458 (2021: £41,664).

GROUP

	31.3.22	31.3.21
	£	£
Wages and salaries	881,410	857,234
Social security costs	77,041	73,374
Other pension costs	<u>125,343</u>	<u>125,191</u>
	<u>1,083,794</u>	<u>1,055,799</u>

The above stated pension costs include pension deficit payments of £50,380 (2021: £50,630).

the average number of persons employed during the year was:

Group		Charity	
2022 No.	2021 No.	2022 No.	2021 No.
<u>38</u>	<u>38</u>	<u>33</u>	<u>33</u>

The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:

	31.03.22	31.03.21
£60,001 - £70,000	1	-

The key management personnel of the group charity and subsidiary company received employee benefits of £84,876 (2021: £82,989). Key management consist of the Director of Operations.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

13. COMPARATIVES FOR THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	940,774	227,864	670,327	1,838,965	1,877,745
Charitable activities	5					
Education		623	-	-	623	23,312
Land Management Grant		263,008	-	51,261	314,269	286,312
Other trading activities	3	336,087	-	-	336,087	347,682
Investment income	4	63,839	-	-	63,839	71,665
Other income	6	29,931	-	12,030	41,961	45,303
Total		1,634,262	227,864	733,618	2,595,744	2,652,019
EXPENDITURE ON						
Raising funds	7	680,254	26,287	31,952	738,493	732,214
Charitable activities	8					
Education & Communication		127,005	61,781	32,058	220,844	124,631
Wider Countryside		151,407	-	231,622	383,029	166,853
Reserves		603,024	69,749	102,426	775,199	888,354
Pension adjustment		-	-	-	-	-
Total		1,561,690	157,817	398,058	2,117,565	1,912,052
Net gains/(losses) on investments		-	519,239	-	519,239	(247,092)
NET INCOME/(EXPENDITURE)		72,572	589,286	335,560	997,418	492,875
Transfers between funds	22	(25,246)	29,238	(3,992)	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		11,240	-	-	11,240	(5,661)
Net Movement in Fund		58,566	618,524	331,568	1,008,658	487,214
RECONCILIATION OF FUNDS						
Total funds brought forward						
As previously reported		5,522,104	3,432,932	6,723,504	15,678,540	14,959,833
Prior year adjustment	26					231,493
		5,522,104	3,432,932	6,723,504	15,678,540	15,191,326
TOTAL FUNDS CARRIED FORWARD		5,580,670	4,051,456	7,055,072	16,687,198	15,678,540

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

14. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

The Charity has a wholly owned trading subsidiary, which is incorporated in the United Kingdom. The principal activity of W.N.C.T. Enterprises Limited is that of environmental consultancy work. The Company covenants its taxable profits to Worcestershire Wildlife Trust. A summary of trading results is shown below. Audited accounts are filed with the Registrar of Companies. This summary includes transactions with Worcestershire Wildlife Trust which have been eliminated on consolidation.

	£	31.3.22 £	£	31.3.21 £
Turnover				
Sales and services - External	229,446		301,409	
Sales and services - Internal	<u>10,600</u>		<u>3,660</u>	
		240,046		305,069
Cost of Sales				
Cost of goods sold - External	(86,740)		(98,376)	
Cost of good sold - Internal	<u>5,254</u>		<u>(25,200)</u>	
		<u>(81,486)</u>		<u>(123,576)</u>
Gross Profit				181,493
Administrative expenses				
General administrative expenses	(160,164)		(161,034)	
Depreciation	<u>(306)</u>		<u>(407)</u>	
		<u>(160,470)</u>		<u>(161,441)</u>
Net profit for the year		(1,910)		20,052
Retained profit in Subsidiary b/fwd				
Covenanted to Worcestershire Wildlife Trust		-		<u>(20,052)</u>
Retained profit in Subsidiary c/fwd		<u>(1,910)</u>		<u>2,753</u>
Net assets held in Subsidiary		<u>10,853</u>		<u>12,753</u>

Included in Sales and Services to Worcestershire Wildlife Trust of £10,600 (2021: £3,660) and purchases of £(5,254) (a credit note raised during the year) (2021: £25,200) which have been eliminated on consolidation.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

15. TANGIBLE FIXED ASSETS

CHARITY

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2021	12,055,130	45,000	9,637
Additions	987,434	-	-
Disposals	-	-	-
At 31 March 2022	<u>13,042,564</u>	<u>45,000</u>	<u>9,637</u>
DEPRECIATION			
At 1 April 2021	-	3,472	5,782
Charge for year	-	496	964
At 31 March 2022	-	<u>3,968</u>	<u>6,746</u>
NET BOOK VALUE			
At 31 March 2022	<u>13,042,564</u>	<u>41,032</u>	<u>2,891</u>
At 31 March 2021	<u>12,055,130</u>	<u>41,528</u>	<u>3,855</u>

	Office equipment and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2021	213,742	72,683	148,927	12,545,119
Additions	-	-	7,107	994,541
Disposals	-	(4,500)	-	(4,500)
At 31 March 2022	<u>213,742</u>	<u>68,183</u>	<u>156,034</u>	<u>13,535,160</u>
DEPRECIATION				
At 1 April 2021	191,884	64,407	121,324	386,869
Charge for year	5,472	3,013	17,095	27,040
Eliminated on disposal	-	(2,250)	-	(2,250)
At 31 March 2022	<u>197,356</u>	<u>64,407</u>	<u>138,419</u>	<u>411,659</u>
NET BOOK VALUE				
At 31 March 2022	<u>16,386</u>	<u>3,013</u>	<u>17,615</u>	<u>13,123,501</u>
At 31 March 2021	<u>21,858</u>	<u>8,276</u>	<u>27,603</u>	<u>12,158,250</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

15. TANGIBLE FIXED ASSETS - continued

GROUP

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2021	12,055,130	45,000	9,637
Additions	987,434	-	-
Disposals	-	-	-
At 31 March 2022	<u>13,042,564</u>	<u>45,000</u>	<u>9,637</u>
DEPRECIATION			
At 1 April 2021	-	3,472	5,782
Charge for year	-	496	964
Eliminated on disposal	-	-	-
At 31 March 2022	<u>-</u>	<u>3,968</u>	<u>6,746</u>
NET BOOK VALUE			
At 31 March 2022	<u>13,042,564</u>	<u>41,032</u>	<u>2,891</u>
At 31 March 2021	<u>12,055,130</u>	<u>41,528</u>	<u>3,855</u>

	Office equipment & fittings £	Motor vehicles £	Computer equipment £	Total £
COST				
At 1 April 2021	221,863	87,198	148,928	12,567,756
Additions	-	-	7,107	994,541
Disposals	-	(4,500)	-	(4,500)
At 31 March 2022	<u>221,863</u>	<u>82,698</u>	<u>156,035</u>	<u>13,557,797</u>
DEPRECIATION				
At 1 April 2021	198,784	78,922	121,326	408,286
Charge for year	5,778	3,013	17,095	27,346
Eliminated on disposal	-	(2,250)	-	(2,250)
At 31 March 2022	<u>204,562</u>	<u>79,685</u>	<u>138,421</u>	<u>433,382</u>
NET BOOK VALUE				
At 31 March 2022	<u>17,301</u>	<u>3,013</u>	<u>17,614</u>	<u>13,124,415</u>
At 31 March 2021	<u>23,079</u>	<u>8,276</u>	<u>27,602</u>	<u>12,159,470</u>

At 31 March 2021, an informal desktop valuation was performed in house on the nature reserves to review the value for impairment, the value calculated was £12.9m therefore the trustees believe there is no impairment.

Included within the net book value of office equipment & fitting and computer equipment above is £915 (2021: £1,221) which relates to the assets of W.N.C.T. Enterprises Limited.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

16. FIXED ASSET INVESTMENTS

GROUP

	Listed investments £	Cash and settlements pending £	Totals £
MARKET VALUE			
At 1 April 2021	3,503,260	104,107	3,607,367
Additions	230,686	-	230,686
Disposals	(245,065)	-	(245,065)
Revaluations	(43,089)	-	(43,089)
Movement on cash		7,232	7,232
At 31 March 2022	<u>3,445,791</u>	<u>111,339</u>	<u>3,557,130</u>
NET BOOK VALUE			
At 31 March 2022	<u>3,445,791</u>	<u>111,339</u>	<u>3,557,130</u>
At 31 March 2021	<u>3,503,260</u>	<u>104,107</u>	<u>3,607,367</u>

The Market Value of listed investments can be analysed as follows:

	31.3.22 £	31.3.21 £
UK Government Stocks	42,198	40,706
UK Equity Shares	756,947	877,880
UK Corporate Bonds & Unit Trusts	385,010	363,732
Foreign bonds & securities	386,995	386,874
Foreign equity	1,483,059	1,461,674
Alternative investments	<u>391,582</u>	<u>372,394</u>
	<u>3,445,791</u>	<u>3,503,260</u>

Fixed asset investments are held primarily to provide an investment return and are assigned to the Conservation Development Designated Fund.

The investment figure in the Charity Balance Sheet also includes £10,000 (2021: £10,000) which is the nominal value of the shares held in its wholly owned subsidiary W.N.C.T. Enterprises Limited (Co No 01991532). This is eliminated on consolidation and, hence, is not included in the Group Balance Sheet. There are no fixed asset investments held within W.N.C.T. Enterprises Ltd balance sheet.

The charitable company's investments at the balance sheet date in the share capital of companies include the following:

W.N.C.T. Enterprises Ltd
Nature of business: Environmental consultancy

	% holding		
Class of share:			
Ordinary	100		
		31.3.22 £	31.3.21 £
Aggregate capital and reserves		12,753	12,753
Profit/(Loss) for the year		<u>(1,910)</u>	<u>-</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

17. STOCK

GROUP

	31.3.2022	31.3.21
	£	£
Stock	<u>34,460</u>	<u>55,057</u>
	<u>34,460</u>	<u>55,057</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.22	31.3.21
	£	£
Trade debtors	88,269	37,615
W.N.C.T. Enterprises Limited	62,524	99,252
Other debtors	4,114	-
VAT	31,851	20,266
Accrued income	119,791	85,130
Prepayments	<u>8,141</u>	<u>8,721</u>
	<u>314,690</u>	<u>250,984</u>

GROUP

	31.3.22	31.3.21
	£	£
Trade debtors	110,230	62,901
Other debtors	4,114	-
VAT	24,088	16,243
Accrued income	119,791	85,130
Prepayments	<u>8,141</u>	<u>8,721</u>
	<u>266,364</u>	<u>172,995</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.22	31.3.21
	£	£
Trade creditors	119,713	46,265
Social security and other taxes	27,357	18,801
Deferred income	-	524
Accrued expenses	33,225	10,749
Other creditors	<u>-</u>	<u>3,926</u>
	<u>180,295</u>	<u>80,265</u>

GROUP

	31.3.22	31.3.21
	£	£
Trade creditors	122,091	48,545
Social security and other taxes	27,357	18,801
Deferred income	1,620	6,091
Accrued expenses	34,425	15,224
Other creditors	<u>-</u>	<u>3,926</u>
	<u>185,493</u>	<u>92,587</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - continued

Deferred income for the year ended 31 March 2022	Charity 31.3.22 £	Group 31.3.22 £
Deferred income at 1 April 2021	524	6,091
Resources deferred in the year	-	1,620
Amounts released from previous year	(524)	(6,091)
	<u>-</u>	<u>1,620</u>

Deferred income relates to the following:

Charity	31.3.22 £	31.3.21 £
School trips received in advanced	-	-
Rental income	-	524
	<u>-</u>	<u>524</u>
Group		
WNCT - Deposits received	<u>1,620</u>	<u>5,567</u>
	<u>1,620</u>	<u>6,091</u>

20. OPERATING LEASE COMMITMENTS

The total operating lease payments committed to be paid are as follows:

	Other operating leases 31.3.22 £	31.3.21 £
Expiring:		
Within one year	4,847	4,847
Between one and five years	<u>1,212</u>	<u>6,059</u>
	<u>6,059</u>	<u>10,906</u>

21. ANALYSIS OF CONSOLIDATED NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
Fixed assets	5,927,538	142,691	7,054,186	13,124,415	12,159,470
Investments	-	3,557,130	-	3,557,130	3,607,367
Current assets	(205,131)	317,754	702,153	814,776	1,095,808
Current liabilities	(185,493)	-	-	(185,493)	(92,587)
Pension liability	-	-	-	-	(82,860)
	<u>5,536,914</u>	<u>4,017,575</u>	<u>7,756,339</u>	<u>17,310,828</u>	<u>16,687,198</u>

Included within unrestricted funds is net assets of £843 (2021: £2,753) which relates to W.N.C.T. Enterprises Ltd.

22. MOVEMENT IN FUNDS (consolidated)

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	5,580,670	(43,756)	-	5,536,914
Designated fund	<u>4,051,456</u>	<u>68,118</u>	<u>(101,999)</u>	<u>4,017,575</u>
	9,632,126	24,362	(101,999)	9,554,489
Restricted funds				
Restricted funds	<u>7,055,072</u>	<u>599,268</u>	<u>101,999</u>	<u>7,756,339</u>
TOTAL FUNDS	<u>16,687,198</u>	<u>623,630</u>	<u>-</u>	<u>17,310,828</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,606,904	(1,694,073)	43,413	(43,756)
Designated fund	<u>268,800</u>	<u>(157,593)</u>	<u>(43,089)</u>	<u>68,118</u>
	1,875,704	(1,851,666)	324	24,362
Restricted funds				
Restricted funds	<u>917,130</u>	<u>(317,862)</u>	<u>-</u>	<u>599,268</u>
TOTAL FUNDS	<u>2,792,834</u>	<u>(2,169,528)</u>	<u>324</u>	<u>623,630</u>

22. MOVEMENT IN FUNDS - continued

Comparative for movement in funds

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
Unrestricted funds				
General fund	5,522,104	83,812	(25,246)	5,580,670
Designated fund	<u>3,432,932</u>	<u>589,286</u>	<u>29,238</u>	<u>4,051,456</u>
	8,955,036	673,098	3,992	9,632,126
Restricted funds				
Restricted funds	<u>6,723,504</u>	<u>335,560</u>	<u>(3,992)</u>	<u>7,055,072</u>
TOTAL FUNDS	<u>15,678,540</u>	<u>1,008,658</u>	<u>-</u>	<u>16,687,198</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,634,262	(1,561,690)	11,240	83,812
Designated fund	<u>227,864</u>	<u>(157,817)</u>	<u>519,239</u>	<u>589,286</u>
	1,862,126	(1,719,507)	530,479	673,098
Restricted funds				
Restricted funds	<u>733,618</u>	<u>(398,058)</u>	<u>-</u>	<u>335,560</u>
TOTAL FUNDS	<u>2,595,744</u>	<u>(2,117,565)</u>	<u>530,479</u>	<u>1,008,658</u>

A current year 12 months and prior year 12 months combined position is as follows

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.22
	£	£	£	£
Unrestricted funds				
General fund	5,522,104	40,056	(25,246)	5,536,914
Designated fund	<u>3,432,932</u>	<u>657,404</u>	<u>(72,761)</u>	<u>4,017,575</u>
	8,955,036	697,460	(98,007)	9,554,489
Restricted funds				
Restricted funds	<u>6,723,504</u>	<u>934,828</u>	<u>98,007</u>	<u>7,756,339</u>
TOTAL FUNDS	<u>15,678,540</u>	<u>1,632,288</u>	<u>-</u>	<u>17,310,828</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

22. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	3,241,166	(3,255,763)	54,653	40,056
Designated fund	<u>496,664</u>	<u>(315,410)</u>	<u>476,150</u>	<u>657,404</u>
	3,737,830	(3,571,173)	530,803	697,460
Restricted funds				
Restricted funds	<u>1,650,748</u>	<u>(715,920)</u>	-	<u>934,828</u>
TOTAL FUNDS	<u><u>5,388,578</u></u>	<u><u>(4,287,093)</u></u>	<u><u>530,803</u></u>	<u><u>1,632,288</u></u>

Unrestricted Funds

Unrestricted funds consist of the reserves of the subsidiary and general fund of the charity.

	31.3.22 £	31.3.21 £
General fund of Charity	5,555,476	5,586,871
Reserves of Subsidiary company	<u>843</u>	<u>2,753</u>
	5,556,319	5,529,396
Unrestricted funds eliminated on consolidation	<u>(19,403)</u>	<u>(8,954)</u>
	5,536,914	5,580,670

Designated Fund

The funds of the Charity includes the designated fund, which have been set aside out of unrestricted funds by the Trustees for specific purposes. The designated fund has been set aside for the purpose of conservation and development projects.

Transfers

The trustees have reviewed the reserves above and made appropriate transfers to reflect the true position.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

22. MOVEMENT IN FUNDS - continued

Restricted Funds

The funds of the Charity are restricted funds comprising the following:-

	Balance at 1.4.21	Incoming Resources	Resources Expended	Transfers Between Funds	Balance at 31.3.22
	£	£	£	£	£
Fixed Assets:					
a Gwen Finch	214,860	-	-	-	214,860
b Hunthouse Wood	252,210	-	-	-	252,210
c Penorchard	230,248	-	-	-	230,248
d Hill Court Farm	1,637,855	-	-	-	1,637,855
e Lower Smite Farm	1,660,334	-	(119)	-	1,660,215
Sands Lane Meadows	110,245	-	-	-	110,245
Baynhall Meadow - Land Purchase	21,120	-	-	-	21,120
Boynes Meadows	157,689	-	-	-	157,689
Hollybed Farm (Purchase)	394,661	-	-	-	394,661
Blackhouse Wood (Purchase)	436,779	-	-	-	436,779
Grafton Wood	237,063	-	-	-	237,063
Martley Hillside Wood	37,800	-	-	-	37,800
h SP - Vehicle Replacement - Severn Waste	1	-	-	-	1
Merries Farm	17,553	-	-	-	17,553
Helen Mackaness Reserve	23,408	-	-	-	23,408
Hardwick Green	367,998	-	-	-	367,998
Nash's Meadows	234,880	-	-	-	234,880
Woodland at Tor Coppice	60,000	-	-	-	60,000
Rosebank Coppice	3,500	-	-	-	3,500
Mob Squinton Wood	30,000	-	-	-	30,000
Rawlings Meadow	28,200	-	-	-	28,200
Dropping Well Farm	-	-	-	897,902	897,902
	<u>6,156,403</u>	<u>-</u>	<u>(119)</u>	<u>897,902</u>	<u>7,054,186</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

22. MOVEMENT IN FUNDS - continued

	Balance at 1.4.21	Incoming Resources	Resources Expended	Transfers Between Funds	Balance at 31.3.22
	£	£	£	£	£
f Net Current assets:					
Woodland Fund / Mr & Mrs Clark	10,955	-	-	-	10,995
Emp of Officers funded by STW	1,430	116,280	(107,979)	-	9,731
David Glaze Legacy - for new reserves	403,644	-	-	(403,644)	-
Emp of Officers funded by ESIF	(1,018)	46,033	(46,643)	-	(1,628)
UW Infrastructure, Flashes & Hen Brook improvements	(39,511)	-	-	39,511	-
Appeal - Dropping Wells Farm	342,925	118,071	(500)	(149,563)	310,933
Land at Dropping Wells Farm	(16,649)	364,973	(3,629)	(344,695)	-
Dropping Well Farm	-	-	(64,627)	64,627	-
Development Stage					
Dropping Well Farm Delivery Phase	-	-	(4,593)	-	(4,593)
Mettis Aerospace Ltd donation	5,000	-	-	-	5,000
Enhancing Public Goods in the FoF	(28,410)	94,184	(45,316)	-	20,458
Saleway PC re trenchwood	1,428	-	-	(1,428)	-
Pound Green Common grazing	711	-	-	(711)	-
Pound Green common	10,130	2,140	(10,450)	-	1,820
restoration 2020					
Support for delivery of Carbon reduction	10,000	10,000	-	-	20,000
SP - Land at Green Farm, Adjacent to Monkwood	191,225	10,000	-	17,809	219,034
Green Farm Appeal	-	17,809	-	(17,809)	-
Land management trial	-	12,690	(1,400)	-	11,290
Wilder Worcestershire GRCF	-	124,950	(43,053)	-	81,897
	<u>891,862</u>	<u>917,130</u>	<u>(328,190)</u>	<u>(795,903)</u>	<u>684,899</u>
Charity	<u>7,048,266</u>	<u>917,130</u>	<u>(328,309)</u>	<u>(101,999)</u>	<u>7,739,085</u>
Restricted funds eliminated on consolidation	<u>6,806</u>	<u>-</u>	<u>10,448</u>	<u>-</u>	<u>17,254</u>
Total Restricted Funds of Group	<u><u>7,055,072</u></u>	<u><u>917,130</u></u>	<u><u>(317,861)</u></u>	<u><u>(101,999)</u></u>	<u><u>7,756,339</u></u>

22. MOVEMENT IN FUNDS - continued

- a) Gwen Finch Otter Reserve is for the creation and restoration of a large wetland on the River Avon.
- b) Hunthouse Wood - fund is for specifically approved projects on this reserve.
- c) Penorchard - fund is for specifically approved projects on this reserve.
- d) Hill Court Farm - fund is for the creation and maintenance of this wetland reserve.
- e) Lower Smite Farm - fund is for the creation and maintenance of the Education Centre and ancillary buildings.
- f) Special projects - the special projects fund is for the delivery of a wide range of projects, often on nature reserves, using a variety of restricted income sources.
- g) Woodlands - donation in memory of Mr and Mrs Clarke to be used specifically for buying a reserve which meets with their family's approval. We have not been able to fulfil this criteria to date.
- h) Various reserves - either gifted to the trust with restrictions attached or bought from donations and funds raised for a restricted purpose. All acquired in line with the Trust's objectives, to advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained or managed by the Trust; to study and further the conservation, restoration and creation of places of natural beauty, zoological, botanical, ecological, geological, or general scientific interest, and to promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences.

Transfers between funds

Transfers between funds have been made in the year to reflect the correct positions on special projects.

23. EMPLOYEE BENEFIT OBLIGATIONS

The following employers are the sponsoring employers of a defined benefit pension liabilities held in the Scheme in the UK, which provides retirement benefits based on members' salaries when they left employment. Further Employers may have defined contribution benefits held within the Scheme, but these Employers are not shown here.

- Bedfordshire, Cambridgeshire, Northamptonshire Wildlife Trust
- Derbyshire Wildlife Trust
- Essex Wildlife Trust
- Gloucestershire Wildlife Trust
- Lancashire Wildlife Trust
- Leicestershire and Rutland Wildlife Trust
- Leicestershire Wildlife (Sales) Ltd
- Lincolnshire Wildlife Trust
- Nottinghamshire Wildlife Trust
- Scottish Wildlife Trust
- Sheffield and Rotherham Wildlife Trust
- The Green Estate Ltd
- Sussex Wildlife Trust
- RSWT Wildlife Trust
- Worcestershire Wildlife Trust
- WNCT Enterprises Ltd

The assets of the Scheme are held in a separately administered fund and the Scheme is administered by the Trustees (independent of the Employers) who are responsible for ensuring that the Scheme is sufficiently funded to meet current and future obligations. However, the assets and liabilities are not segregated between the Employers.

The liabilities set out in this note have been calculated based on the preliminary results of the full Scheme Funding Assessment as at 1 April 2019, updated to 31 March 2021. The present value of the defined benefit obligation was measured using the projected unit credit method.

The Employers have agreed a funding plan with the Trustees, whereby contributions are made into the Scheme in order to remove the funding deficit based on each Employer's share of the total Scheme liabilities, calculated by the Scheme Actuary as at the most recent Scheme Funding Assessment (currently, 1 April 2019).

The disclosures set out below are based on calculations carried out as at 31 March 2022 by an independent qualified actuary.

23. EMPLOYEE BENEFIT OBLIGATIONS - continued

The results of the calculations and the assumptions adopted are shown below. All figures in the disclosures are quoted to the nearest £1 unless otherwise stated.

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Current service cost	-	-
Net interest from net defined benefit asset/liability	1,222	2,483
Past service cost	-	-
	<u>1,222</u>	<u>2,483</u>
Actual return on plan assets	(46,982)	138,664

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Opening defined benefit obligation	1,107,675	998,275
Interest cost	21,296	22,232
Actuarial losses/(gains)	(110,469)	107,676
Benefits paid	(41,071)	(36,830)
Administration expenses	9,711	16,321
Opening defined benefit obligation (detail not provided)	-	-
	<u>987,142</u>	<u>1,107,674</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Opening fair value of scheme assets	1,024,815	869,480
Contributions by employer	50,380	53,500
Expected return	20,074	19,749
Actuarial gains/(losses)	(67,056)	118,915
Benefits paid	(41,071)	(36,830)
	<u>987,142</u>	<u>1,024,814</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
	£	£
Actuarial gains/(losses)	43,413	11,240
	<u>43,413</u>	<u>11,240</u>

23. EMPLOYEE BENEFIT OBLIGATIONS - continued

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	31.3.22	31.3.21
UK Equities	4.7%	4.3%
Overseas Equities	31.5%	29.9%
Diversified Growth Funds	23.0%	23.5%
UK Government Fixed Interest B	12.5%	14.3%
UK Government Index Linked Bon	15.3%	14.7%
UK Corporate Bonds	8.6%	9.7%
Property	2.5%	2.1%
Cash	1.9%	1.5%
	<u>100.00%</u>	<u>100.00%</u>

The pension scheme has not invested in any of Worcestershire Wildlife Trust & WNCT Enterprises Ltd's own financial instruments, nor in properties or other assets used by Worcestershire Wildlife Trust & WNCT Enterprises Ltd. The assets are all quoted in active markets.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31.3.22	31.3.21
Discount rate	2.65%	1.95%
Future salary increases	3.65%	3.45%
Future pension increases	2.85%	2.65%

	At 31 March 2022	At 31 March 2021
Life expectancy of a male aged 65 at the Balance Sheet Date	22.4	22.7
Life expectancy of a male aged 65 in 20 years from the Balance Sheet date	23.7	24.0
Life expectancy of a female aged 65 at the Balance Sheet Date	24.9	25.0
Life expectancy of a female aged 65 in 20 years from the Balance Sheet Date	26.3	26.4

	At 31 March 2022	At 31 March 2021
Rate of increase to pensions in payment:		
Fixed 5% pa	5.00%	5.00%
RPI max 5% pa	3.35%	3.20%
Mortality (before and after retirement)	Males: 96% of S3PA Females: 95% of S3PA CMI_2020 with a long term rate of improvements of 1.25% pa; Initial addition to mortality improvements of 0.5%	Males: 96% of S3PA Females: 95% of S3PA CMI_2019 with a long term rate of improvements of 1.25% pa; Initial addition to mortality improvements of 0.5%
Cash commutation	Members assumed to take 25% of their pension as tax-free cash, subject to HMRC restrictions, using cash commutation factors currently in force.	Members assumed to take 25% of their pension as tax-free cash, subject to HMRC restrictions, using cash commutation factors currently in force.

24. CONTINGENT LIABILITIES

The charity participates in and is the principal employer of the Wildlife Trusts Pension Scheme, a multi-employer pension scheme, as described in Note 23. During the year ended 31 March 2022, the Trustees of the charity were made aware of a potential issue relating to the defined benefit section of the Scheme. A detailed investigation is currently underway to establish the extent to which this could result in financial liability to RSWT and other participating employers. As it is not possible to reliably estimate the value of any potential liability, no provision has been made for this in the financial statements above the setting aside of a designated fund to cover the net present value of the deficit recovery payments which RSWT continues to make on an ongoing basis (as described in Note 23)."

25. RELATED PARTY DISCLOSURES

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts, and provides assistance and co-ordination of activities and campaigning at a UK level. An annual contribution is payable to RSWT, included within Charitable expenditure, amounting to £46,200 (2021: £41,966). The Trust also purchased publications and other sundries from the RSWT amounting to £14,984 (2021: £16,328). The Trust also made sales to RSWT of £5,587 (2021: £3,788). At the year end there was a balance of £2,441 (2021: £1,925) due to RSWT.

South West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost membership recruitment and has an employee on the Board, M Perry. The Trust paid £178,419 (2021: £106,893) to SWWFL for services in the year and there was a balance due to SWWFL of £Nil (2021: £Nil) at the year end.

The Worcester Biological Records Centre (WBRC) is a separate legal entity operating on the Trust's site. G H Green, Trustee of the Trust, is also a trustee of WBRC. During the year the WBRC paid WWT rent of £1,000 (2021: £1,000) and WWT paid WBRC £11,600 (2021: £11,600) the majority of which was for an SLA. At the year end, £Nil (2021: £Nil) was due to the Trust. WNCT Enterprises paid WBRC £2,400 (2021: £2,400) during the year which was for an SLA, there was no balance due at the year end.

Vale Landscape Heritage trust is a registered charity which has trustees in common on the board, R Gillmor & G H Green. During the year, the Trust received £493 (£106,893) in donations with the support of Severn Waste Services. There were no balances due at the year-end (2021: Nil)

All connected transactions occurred at arm's length.

Accounts

Report of the Trustees and
Consolidated Financial Statements
for the Year Ended 31 March 2021
for
Worcestershire Wildlife Trust

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Worcestershire Wildlife Trust

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for the Year Ended 31 March 2021

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Report of the Trustees
for the Year Ended 31 March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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 2015).

OBJECTIVES AND ACTIVITIES

Objectives and Aims

The Trust's objects are to advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained or managed by the Trust; to study and further the conservation, restoration and creation of places of natural beauty, zoological, botanical, ecological, geological, or general scientific interest, and to promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences.

The Trust is one of 47 independent local charities that co-operate across the whole of the UK and are known as The Wildlife Trusts. The Wildlife Trusts have agreed a shared Development Strategy for 2017-2022 which identifies the collective Purpose, Mission and key priorities, which the Trust has adopted as follows:

Our **purpose** is

Leading society in achieving an environment rich in wildlife for everyone

Through our **mission** of

Creating Living Landscapes and Securing Living Seas

A Strategic Plan has been developed for the period 2017 to 2022 based on a development strategy for The Wildlife Trusts as a whole. In Worcestershire, our work will focus on seven key areas designed to deliver our shared mission to bring about living landscapes, living seas and a society where nature matters (see "FUTURE PLANS").

To meet the Trust's long-term objectives, annual management plans are prepared. These are approved by the Trustees together with the annual budgetary review. Shorter-term projects are also developed: the necessary resources are identified, costs budgeted, and timescales assessed. Where relevant, professional advice will be sought. Examples of such projects include major reserve acquisitions, reserve management, membership recruitment campaigns and temporary staff recruitment.

Monitoring and Review

All Trust programmes and projects have defined success criteria, and these are regularly monitored, initially by key operations staff as part of working assessment and then by the Trustees as part of the management reporting process. Any shortfalls in anticipated achievements are investigated and lessons learned for future programmes.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

Since March 2020 the activities of the Trust have been affected by the Covid-19 outbreak, resulting in the closure of all or some of our nature reserves for significant periods, ceasing of all but essential volunteering, the closure of the facilities and office at Lower Smite Farm, and the cancellation of all face-to-face events and activities. Contingency plans have allowed much of the Trust's work to continue since then, but 2020-21 has been significantly affected by the crisis in terms of activity and finances (covered elsewhere in this report).

Nature Reserves

Nature reserves remain a core element of our conservation strategy. During the year, progress was made with 5 additions to our landholding. The largest and most significant is Dropping Well Farm, where we now have a short-term tenancy with an option to purchase within years on 100 acres of arable land near Kidderminster. Our ambition is to re-create a range of heathland habitats over the next 50 years, connecting 3 existing heathland reserves owned by either the Trust or Wyre Forest District Council. This is being made possible through an interim purchase arrangement with The Esmée Fairbairn Foundation (EFF). Fundraising from grant givers and members resulted in our targets being met towards the end of the year thanks to approval of a substantial grant of over £500,000 from the National Lottery Heritage Fund, so that the purchase should be complete early in 2021-22. Two other similar arrangements with EFF have also resulted in the interim purchase of around 60 acres of grassland adjacent to Monkwood reserve, and around 30 acres of outstanding grassland at Romsley. We have been developing fund-raising strategies for both, resulting in two substantial donations totalling £200,000 towards the Green Farm Project. All acquisitions are considered against a rigorous set of criteria which ensure that where land is purchased it will have the greatest long-term impact for Worcestershire's wildlife and for people. Our overall approach can be summarised as "Bigger, Better, More Joined Up". Another site, Rawling Meadow, was gifted to the Trust.

Report of the Trustees
for the Year Ended 31 March 2021

With almost 3000 acres to care for, over 80 sites, our reserves represent a major asset for wildlife, but also a major and growing commitment for the Trust's resources to deliver a plethora of tasks across more than 80 sites - maintenance, conservation, infrastructure and facilities, survey and monitoring, volunteer support etc. This year we welcomed our first intake of four Conservation Trainees and said farewell to John Hodson who had been part of the Reserves team for almost 40 years.

Conservation outside our nature reserves

Working with other landowners across the county is the second core element of our conservation strategy and this year has been the busiest and most productive ever for this work, such that around 40,000 hectares (or 100,000 acres) which represents a third of the county is influenced by our advisory team. Much of this increase is due to externally funded partnership projects; The Severn Trent Water Environment Project, Natural Networks, Wild Pollinator Projects and Water Environment Projects. Our own farm at Lower Smite Farm, and the nature reserves continue to act as demonstration sites for a variety of audiences.

We have continued to grow conservation activities outside of our reserves. This often involves working with farmers and landowners, is used to demonstrate best practice, particularly through special projects we are running to promote wild pollinators (through a combination of sensitive land management techniques and the provision of nesting sites) and soil health (through a long-term programme of building organic content and fertility using natural fertilisers).

We also continue to influence development by engagement in the planning system and through advocacy work. Specialist input into planning policy and local plans remains a vital part of our work, as does selective input into planning casework.

Engagement

To complement our conservation strategy, we run a comprehensive engagement programme. Fundamental to our work is the provision of opportunities for adults and children alike to experience and value wildlife and the environment. During the year much of this work moved from face-to-face activities to those delivered digitally.

The team have been central to a creation of an Equality, Diversity and Inclusion Plan - "Wild About Inclusion" - the aim of which is to remove barriers and be more proactive in developing links with communities who are not currently involved with nature conservation or the Trust, and to work towards ensuring that all of our work is more representative of the diversity of the county. Work on implementing this plan has continued through the year.

Promoting awareness of wildlife through the media, both traditional and digital, is an increasingly important way of engaging with the wider public. Interaction via social media has grown hugely this year and this has been the main platform for our advocacy and campaigning work. On a national level we have continued to campaign to have a meaningful Environment Act and an Agriculture Act to put into law the need for farming to also take care of Nature, and to cease the culling of badgers.

The Trust also approved a Strategy to deliver its policy commitment to be carbon neutral by 2030. This work has been developed by a working group of trustees and staff, who are now developing a detailed action plan, which includes the employment of a new officer to lead this work.

Volunteering remains crucial to every aspect of the Trust's work.

Fundraising activities

Despite the impacts of the pandemic membership numbers fell only very slightly and income increased slightly. Overall giving by members is fundamental to our operations now and in the future, through subscriptions, donations and legacies. We shall continue to focus resources on membership development - recruiting new members, retaining existing members, and providing high quality information and communications. Members are also the single biggest source for volunteers.

New legacy notifications and receipts fell to £158,000 from the previous year's level of £572,000. The cash receipts, some of which carried restrictions on their use, were designated to the Conservation Development Fund for Capital and Special Projects. The Trust continued to promote the importance of legacies and the projects that they have funded.

Normal fundraising activities were severely impacted, resulting in further reductions in income, although a major part of this was offset by the award of government grants awarded via Wychavon District Council and the National Lottery Heritage Fund. Grants were received from fundraising included grants from landfill operators through the Landfill Communities Fund, charitable trusts, and corporate supporters. We continue to enjoy a high success rate in fund-raising bids despite only having a small team working on these.

Receipts covenanted by the trading subsidiary held firm this year despite challenging trading conditions.

ACHIEVEMENTS AND PERFORMANCE
Charitable activities (continued)

Investment performance

The performance of the investment portfolio is measured by reference to several relevant indices, including WMA Balanced, FTSE 100, FTSE All World and the ARC Charity Benchmark. During the year income amounted to £63,839 (2020: £71,665). The total portfolio value at the beginning of the year was £2,497,715 (2020: £2,501,141). Net surpluses at 31st March 2021 were £519,239 (2020: losses of £247,092). The total portfolio value at the year-end was £3,607,367 (2020: £2,497,715).

Investment powers and policy

Under the Memorandum and Articles of Association, the Charity has the power to make any investment, which the Trustees see fit, subject to the Trustee Act 2000. The objectives of the Trusts Investment Policy are: to ensure the creation of sufficient income and capital growth, to enable the charity to carry out its purpose consistently year-by-year, with due and proper consideration for future needs, and the maintenance and, if possible, enhancement of the value of the invested funds.

The Investment Committee meet quarterly to receive reports from the Stockbrokers and to review performance. Their reports and any recommendations for changes in policy are presented to Trustees. The current policy is reasonably defensive, with equal capital and income growth objectives. All investments are made on the advice of our Stockbrokers, who attend Investment Committee meetings at least biannually. The appointment of the Trust's Stockbrokers is reviewed annually.

The Trustees follow Charity Commission guidance on investment, including that on ethical investment.

Public benefit

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

The main benefits to the general public of the Charity are:

- Caring for over 80 nature reserves (woods, heaths, pools, marshes and meadows of national and international importance),
- Protecting endangered species such as otters, dormice and butterflies,
- Restoring and recreating wildlife habitats on derelict and agricultural land,
- Campaigning to prevent damaging developments,
- Helping local authorities, organisations and individuals to protect and create places for the county's wildlife,
- Inspiring thousands of children through our work with schools and other organisations,
- Working with local communities to encourage appreciation and enjoyment of our natural environment,
- Encouraging and supporting over 400 volunteers involved in all aspects of our work.

The Trustees are of the opinion that the preservation of natural life and the promotion of the study of natural life are intended to benefit the public generally and many of the Nature Reserves managed by the Charity are open to the public to visit free of charge. In assessing the public benefit the Trustees do not believe that any detriment or harm is caused by either the aims or the actions of the Charity.

Volunteers

The Trust relies on dedicated volunteers across the organisation without whom the Trust would not be able to function. We are supported by over 400 volunteers. Some volunteer occasionally, and some every week. Most of our volunteers are involved in practical conservation work on nature reserves. The Trust benefits from volunteer work parties for specific reserves, and teams of roving volunteers who work across the county in reserves where work is required.

Volunteers also run our local groups across the county. They organise walks, talks and events and raise funds for the Trust. The Trust also benefits from office-based volunteers. These include our volunteer receptionists, volunteers who help with school visits, school assemblies and public events, and volunteers who help with bird food sales or assist with our planning work. The Trust also benefits from volunteers who work remotely, including graphic designers and photographers.

FINANCIAL REVIEW

Financial position

Review of the financial position at year end

At the year end total funds amounts to £16,687,198 (2020: £15,678,540), of this balance restricted funds amounted to £7,055,072 (2020: £6,723,504).

At the year end £4,051,456 (2020: £3,432,932) of reserves were held in the designated fund. The purpose of these funds is for use on conservation and development projects as part of the Trust's strategic plan.

Included on the consolidated balance sheet at the yearend are tangible fixed assets of £12,159,470 (2020: £12,138,818) and investments of £3,607,367 (2020: £2,497,715).

Free reserves at the year end, being total reserves less any restricted and designated fund and fixed and investment asset held, amounted to £170,354 deficit (2020: £210,927 deficit).

Financial effect of significant events

The major event was the continued Covid-19 pandemic which affected the whole of the Trust's activities throughout the year.

All activities that required face to face contact were severely affected which had a significant impact on income generation, particularly during the first quarter of the financial year, when virtually all activities were either cancelled or severely disrupted. Early action was taken to enable effective home working for staff wherever possible, and where necessary, staff were redeployed to activities that were possible to complete. No staff were furloughed or laid off, and thanks to the availability of grants linked to the impacts of the Covid-19 pandemic (via Wychavon District Council and the National Lottery Heritage Fund) much of the reduction in income was able to be offset.

The membership recruitment company used by the Trust was also severely affected by the pandemic and was only actively recruiting for very limited periods.

Levels of legacy income in the year were lower than in recent years which we believe is because delays in the probate system have resulted in a backlog.

The other financial impacts of the outbreak are likely to be in future years and are included in the section below.

Factors likely to affect future financial performance or position

The level of risk was reviewed throughout the Covid-19 outbreak, to take account of the impacts on specific areas of income generation which are dependent upon face-to-face contact or use of the Trust's facilities. This includes membership recruitment, events, work with schools, environmental consultancy, and commercial lettings. Contingency arrangements to deal with these impacts have been agreed for the short and medium-term and arrangements are in place to monitor impacts.

As the Trust's base core income level fell during the year, this will have a consequential effect on the same income in future years. Some sources of income may well return to previous normal levels once restrictions are lifted (such as consultancy, events, schools etc) but others are likely to take some time to recover (such as membership). The overall impact is currently estimated at less than £100,000 for 2021-22.

The Trust has a policy of retaining net cash reserves at a minimum level of 6 months operating costs which is of the order of £700,000. Currently the actual net figure is significantly higher. Based on the estimate of the maximum fall in revenue of around £100,000 per annum this will enable activities to be sustained at current levels over several years, and certainly through the main period of the Covid-19 outbreak. This does not take account of any future legacy income which has been in the range of £100,000 to £500,000 per annum over the last five years.

Taking these factors into account the level of risk to the Trust as a going concern is low but rigorous planning and monitoring will still be required.

Principal Funding Sources

Year-to-year, Trust income from membership (the income received monthly or annually from our members), remains our most important source of income that supports the revenue costs of the Trust. This income enables the trust to deliver its core functions. The Trust benefits from Gift Aid, on membership income and other donations, which also plays a vital role in supporting the Trust's activities.

The Trust benefits from gifts left in Wills. These legacies are added to our Conservation Development Fund. This income is not used for day-to-day expenditure, and is ring fenced for special projects as agreed by our Council of Trustees. This includes land acquisition and major capital expenditure such as restoration and maintenance (e.g. replacement fencing) on nature reserves.

The Trust receives Basic Payment Scheme income for its land holdings, and Countryside Stewardship income for specific work we are undertaking on a range of nature reserves. This work supports the significant work required for the ongoing management of our nature reserves

We receive donations, large and small, throughout the year. These include in-memorial donations, donations from our local groups, and other donations. These donations support the revenue costs of the organisation and supports our general work unless specified for a purpose.

Charitable Trusts and Foundations support our work in varying ways. Some provide an annual grant for general use, others provide funding for specific purposes, including land acquisition. The Trust has benefitted significantly from Landfill Communities Fund operators. These organisations have supported land acquisitions and ongoing reserve management. The Trust has received income from the Heritage Lottery Fund which continues to be an important funder. They have funded a land acquisition and associated community engagement project and also a smaller project to record the voices of our volunteers.

We run an important project working with a range of farmers. This Facilitation Fund, provided by Defra, supports this vital work with landowners beyond our nature reserves. We have recently received income from Severn Trent Water to work with landowners in priority catchments to improve water quality.

The Trust also benefits from trading income, particularly through our trading subsidiary, WNCT Enterprises Ltd where the income is generated from ecological consultancy, bird food sales, sales of goods and commercial room hire. The Trust also generates income from school visits (a subsidised charge), talks and events.

Financial Reserves policy

The Trustees regularly review the level of reserves available (both unrestricted and restricted) and have considered the balance between the need to use some reserves to take advantage of key opportunities to advance the work and development of the organisation, and to ensure that a secure financial base is maintained.

Partly due to legacy income the Trust's financial reserves continued to grow during the year. This has enabled the commencement and/or completion of several key capital projects, more of which are planned.

'Free reserves' stood at a deficit of £170,354 (2020: 210,927) at the year end. However, a further £300,434 (2020: £790,599) was held in investments within designated funds. Of this additional sum, the trustees have agreed a policy that a minimum of 6 months expenditure of the charity will be retained to ensure the secure financial base is maintained.

FUTURE PLANS

A Strategic Plan covering the period 2017 to 2022, based on a development strategy for The Wildlife Trusts as a whole. In Worcestershire our work focuses on seven key areas designed to deliver our shared mission to bring about living landscapes, living seas and a society where nature matters:

Ensure a wildlife-rich natural world contributes to the health and wellbeing of our society through: volunteer development, community engagement, events and activities, access to reserves, wildlife gardening & allotments projects, partnership projects.

Put as wildlife-rich natural world at the heart of education and learning for all through: schools and teachers' programmes, apprenticeships, training and courses, partnership projects including colleges and universities, river rangers, wildlife information service.

Make it normal for all housing, commercial and infrastructure development to contribute positively to nature's recovery on land and at sea through: planning authorities, strategic plans and policies, key developments, sector corporate partnerships, Local Wildlife Sites, Green Infrastructure, advocacy and community planning.

FUTURE PLANS (continued)

Make farming and fisheries management positive forces for nature's recovery through: landowner support, reserves halos, Lower Smite Farm, wild pollinators, flies and fish project, grasslands programme, advocacy, and community engagement.

Place wildlife-rich catchments and ecological solutions centre-stage in flood risk and drought management, and in water purification through: our reserves, Love Your River, natural solutions, species projects including migratory fish, awareness campaigns, landowner support, partnerships.

Restore and maintain our soils as the foundation of sustainable food production and long-term carbon storage through: Lower Smite Farm, our reserves, food sector partnerships, landowner support, research, advocacy, Vale of Evesham project.

Shift the basis of the economy so that it fully reflects the true value of a healthy natural environment through: our reserves, Lower Smite Farm, natural capital toolkit, corporate partnerships, advocacy, awareness campaigns,

Accompanying these seven key areas are seven organisational priorities that underpin the Trust's day to day operations:

Developing our people through: training and development in communications, IT and digital media, natural capital and ecosystem services, safeguarding, skills for key volunteers.

Developing knowledge and evidence about: natural capital, health and wellbeing, collaboration and partnerships, specific research and projects, state of Worcestershire's environment.

Optimising the impact of our land and buildings through: management planning flagship reserves, land acquisition strategy, developing access, developing Lower Smite farm centre, interpretation, using others' facilities

Enhancing our communications through: face to face events programme, partnerships, digital media traditional media, targeting sectors, campaigns.

Developing our external relationships through: existing relationships, project partnerships, ambassadors, new sectors, cross border collaboration, local groups development.

Strengthening our decision-making through: internal communications, staff/trustee collaboration, succession planning, empowering individuals, diversity project, regular review against strategic plan.

Maximising income generation through: membership development, legacies, in kind contributions, commercial enterprises, project bank for innovative funding.

During the year The Wildlife Trusts have been developing a Strategy for the period 2022-30 in consultation with all of the individual Wildlife Trust. This Strategy will be approved at the national AGM in November 2021 and Worcestershire Wildlife Trust will use this as the basis for its own Strategic Plan from 2022, on which work has already commenced.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Trust is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association. This was reviewed and updated during the year.

Recruitment and appointment of new trustees

The Trustees are appointed by the members at the annual general meeting. Additional Trustees may be co-opted by the existing board of trustees until the next annual general meeting, taking into account the way in which their skills will supplement and enhance those already available to the board.

Organisational structure

The Trustees meet regularly to administer the Charity and have delegated its day-to-day management to a Director of Operations, who is supported by an administration team of paid staff working with teams of volunteers.

Induction and training of new trustees

All new Trustees receive induction training. Further training for Trustees is considered annually.

Key management remuneration

The Trustees review the pay and remuneration of key management staff annually and normally increase pay levels in accordance with average earnings. In view of the nature of the Charity, the Trustees benchmark against pay levels in other wildlife trusts of a similar size.

Related parties

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts and provides assistance and co-ordination of activities and campaigning at a UK level.

Included within other debtors is an amount due from South West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost memberships.

Further details of related party transactions are included within note 24.

Risk Management

The Trustees review annually the Charity's principle areas of operations covering Governance and Management, Operations, Financial, Environmental and External Factors, and Compliance (Law and Regulation), and consider the major risks arising in each of these areas.

In addition, regular reviews of all Trust policies have continued during the year to ensure that the Charity maintains good governance. A Business Continuity Plan was prepared in 2019.

Overall, the level of risk to the Charity is considered relatively low. The areas that were identified to be of highest potential consequence included:

IT systems failure: Much of the Charity's work depends upon IT in some form. In 2017 a new IT provider was engaged, and a review of IT systems and needs undertaken, which has resulted in a substantial upgrade to hardware, software and security, all of which should reduce risk in this area. A further upgrade is planned for 2021.

Reduced profitability of trading subsidiary: As retailing and service provision both become more competitive, profit margins are becoming squeezed. Performance and market conditions are regularly reviewed by the subsidiary board. In 2018 the consultancy business was re-structured to reduce core costs, and the firewood operation was also reviewed, and measures taken to help sustain profitability. Business Plans for both the Consultancy and the firewood operation will be reviewed in 2021.

Dependency on income sources: The level of risk was reviewed throughout Covid-19 pandemic, to take account of the impacts on specific areas of income generation which are dependant upon face to face contact or use of the Trust's facilities. This includes membership recruitment, events, work with schools, environmental consultancy and commercial lettings. Contingency arrangements to deal with these impacts have been implemented, to mitigate the financial impacts wherever possible.

Employment issues: The Charity is responsible for a substantial current deficit on an historic final salary pension scheme. Contributions are being made through a ten-year recovery plan designed to reduce the deficit and the trustees have set aside a sum from its reserves to cover the current deficit total. During the year the scheme was subject to an actuarial review which resulted in a reduction in the deficit.

With increasing numbers of staff, the Charity is more exposed to potential disputes and the challenges of recruiting and retaining staff. To mitigate these risks, professional HR advisors are employed to provide support in this area, and the terms and conditions of staff are reviewed on a regular basis. Measures to deal with the impacts of the Covid-19 outbreak have been put in place to minimise risk to staff (mainly through providing facilities to enable home-working).

Volunteers are vital to every aspect of the Charity's work, but the age profile of those volunteers means that there is an urgent need to attract and retain younger volunteers. Since 2017 the Charity has employed a Volunteer Development Officer to tackle this challenge. Throughout the year all but essential volunteering ceased due to the Covid-19 pandemic.

Changes to government policy: The consequences of Brexit on land management policy and land management grants will affect our own land (managed as nature reserves) and our work with private landowners. The Trust has contributed to national advocacy work that seeks to influence future policy and funding and has mobilised public support in government consultations. Whilst the impacts are some years in the future the Charity continues to look at alternative funding models for land management.

Compliance with changing legislation: This particularly applies to the new General Data Protection Regulation. Policies and protocols, to look at future arrangements and needs, to minimise risk in this area are kept under annual review. New policies relating to employees and GDPR were approved. Policies and procedures on Safeguarding have been further reviewed and updated. A voluntary statement on Human Trafficking and Modern Slavery is in place.

Report of the Trustees
for the Year Ended 31 March 2021

Subsidiary Undertaking

The Charity wholly owns W.N.C.T. Enterprises Limited, a company incorporated in England and Wales. W.N.C.T. Enterprises Limited performs wildlife consultancy services, arranges the hiring of rooms at Lower Smite Farm and sells woodland projects and other merchandise. During the year the company made a profit of £20,052 (2020: £43,303), of which £20,052 (2020: £43,688) was given by way of a deed of covenant to the Charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

00929644 (England and Wales)

Registered Charity number

256618

Registered office

Lower Smite Farm
Smite Hill
Hindlip
Worcester
WR3 8SZ

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Prof G R Martin	Vice Chairman
Mr R J Gillmor	
Mr G H Green MBE	
Dr P R Holmes	
Mrs P M Morris	
Mr D J Mortiboys	Chairman
Mr M D Needham	
Mr R W D Pannell	
Miss S D Young	
Mr R Cory	Honorary Secretary
Mr PJ Scriven	
Mr J Blakiston	Honorary Treasurer
Mr C J N Greensmith	
Mr A Forecast	Appointed 15 October 2020
Mrs M P Gildea	Appointed 15 October 2020
Mr T C C Meikle	Appointed 15 October 2020
Mrs C J Tipping	Appointed 15 October 2020

The directors of the charitable company (the Charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the trustees.

The Charity is limited by guarantee and does not have any issued share capital. There is therefore no beneficial interest to disclose for the above directors.

Director of Operations

Mr C A Raven

Company Secretary

Mr R A Cory

REFERENCE AND ADMINISTRATIVE DETAILS (continued)

Auditors

Thorne Widgey Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Solicitors

Whatley Weston & Fox
16 The Tything
Worcester
WR1 1HG

Bankers

Lloyds TSB Plc
112 High Street
Bromsgrove
B61 8EZ

Stockbrokers

Canaccord
Saggar House
Princes Drive
Worcester
WR1 2PG

AUDITORS

The auditors, Thorne Widgey Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on and signed on its behalf by:

.....
D J Mortiboys - Trustee

Statement of Trustees Responsibilities
for the Year Ended 31 March 2021

The trustees (who are also the directors of Worcestershire Wildlife Trust for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which 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 group and charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

Approved by order of the board of trustees on and signed on its behalf by:

.....
D J Mortiboys - Trustee

Opinion

We have audited the financial statements of Worcestershire Wildlife Trust (the 'parent company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group and charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the group and charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; 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 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Fraud and breaches of laws and regulations - ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- o Enquiring of trustees, the finance committee and inspection of policy documentation as to the Charity's high-level policies and procedures to prevent and detect fraud as well as whether they have knowledge of any actual, suspected or alleged fraud.
- o Reading Trustees' meetings and finance committee minutes.
- o Considering performance targets for management.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because the revenue is non-judgemental and straightforward, with limited opportunity for manipulation.

We did not identify any additional fraud risks. We performed procedures including identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted by finance management/ those posted and approved by the same user/ those posted to unusual accounts.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with management (as required by auditing standards) and discussed with management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Charity is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, taxation legislation and the Charities Act legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charity is subject to many other laws and regulations where the consequences of noncompliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation or the loss of the Charity's license to operate. We identified the following areas as those most likely to have such an effect: health and safety, anti-bribery, employment law, data protection, anti-money laundering and specific areas of other legislation recognising the nature of the Charity's activities.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of management, inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the group and charitable company's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act. Our audit work has been undertaken so that we might state to the group and charitable company's trustees those matters we are required to state to them in an auditors' 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 group and charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in term of Section 1212 of the Companies Act 2016
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date:

Consolidated Statement of Financial Activities (including income and expenditure account)
for the Year Ended 31 March 2021

		Unrestricted fund £	Designated fund £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
Notes						
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	940,774	227,864	670,327	1,838,965	1,877,745
Charitable activities	5					
Education		623	-	-	623	23,312
Land Management Grant		263,008	-	51,261	314,269	286,312
Other trading activities	3	336,087	-	-	336,087	347,682
Investment income	4	63,839	-	-	63,839	71,665
Other income	6	29,931	-	12,030	41,961	45,303
Total		1,634,262	227,864	733,618	2,595,744	2,652,019
EXPENDITURE ON						
Raising funds	7	680,254	26,287	31,952	738,493	732,214
Charitable activities	8					
Education & Communication		127,005	61,781	32,058	220,844	124,631
Wider Countryside		151,407	-	231,622	383,029	166,853
Reserves		603,024	69,749	102,426	775,199	888,354
Total		1,561,690	157,817	398,058	2,117,565	1,912,052
NET INCOME/(EXPENDITURE) before gains/(losses)		72,572	70,047	335,560	478,179	739,967
Net gains/(losses) on investments		-	519,239	-	519,239	(247,092)
NET INCOME/(EXPENDITURE)		72,572	589,286	335,560	997,418	492,875
Transfers between funds	22	(25,246)	29,238	(3,992)	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		11,240	-	-	11,240	(5,661)
Net Movement in Fund		58,566	618,524	331,568	1,008,658	487,214
RECONCILIATION OF FUNDS						
Total funds brought forward						
As previously reported		5,522,104	3,432,932	6,723,504	15,678,540	14,959,833
Prior year adjustment	12					231,493
		5,522,104	3,432,932	6,723,504	15,678,540	15,191,326
TOTAL FUNDS CARRIED FORWARD		5,580,670	4,051,456	7,055,072	16,687,198	15,678,540

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

Worcestershire Wildlife Trust

Consolidated Balance Sheet
At 31 March 2021

		Group		Charity	
	Notes	31.3.21 £	31.3.20 £	31.3.21 £	31.3.20 £
FIXED ASSETS					
Tangible assets	15	12,159,470	12,138,818	12,158,250	12,137,189
Investments	16	3,607,367	2,497,715	3,617,367	2,507,715
		<u>15,766,837</u>	<u>14,636,533</u>	<u>15,775,617</u>	<u>14,644,904</u>
CURRENT ASSETS					
Stocks	17	55,057	72,817	-	-
Debtors	18	172,995	463,353	250,984	598,981
Cash at bank and in hand		867,756	733,493	820,969	650,100
		<u>1,095,808</u>	<u>1,269,663</u>	<u>1,071,953</u>	<u>1,249,081</u>
CREDITORS					
Amounts falling due within one year	19	(92,587)	(98,861)	(80,265)	(89,403)
NET CURRENT ASSETS		<u>1,003,221</u>	<u>1,170,802</u>	<u>991,688</u>	<u>1,159,678</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		16,770,058	15,807,335	16,767,305	15,804,582
PENSION LIABILITY	23	(82,860)	(128,795)	(82,860)	(128,795)
NET ASSETS		<u>16,687,198</u>	<u>15,678,540</u>	<u>16,684,445</u>	<u>15,675,787</u>
FUNDS	22				
Unrestricted funds		9,632,125	8,955,036	9,636,177	8,958,087
Restricted funds		7,055,073	6,723,504	7,048,268	6,717,700
TOTAL FUNDS		<u>16,687,198</u>	<u>15,678,540</u>	<u>16,684,445</u>	<u>15,675,787</u>

The notes form part of these financial statements

Worcestershire Wildlife Trust

Balance Sheet - continued

At 31 March 2021

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on and were signed on its behalf by:

.....
D J Mortiboys -Trustee

.....
R Cory -Trustee

The notes form part of these financial statements

Worcestershire Wildlife Trust

Consolidated Cash Flow Statement
for the Year Ended 31 March 2021

	Notes	31.3.21 £	31.3.20 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>656,874</u>	<u>580,161</u>
Net cash provided by (used in) operating activities		<u>656,874</u>	<u>580,161</u>
 Cash flows from investing activities:			
Investment income		63,839	71,665
Purchase of tangible fixed assets		(54,873)	(88,925)
Purchase of fixed asset investments		(1,148,579)	(737,355)
Sale of tangible fixed assets		1	1
Sale of fixed asset investments		<u>617,001</u>	<u>514,542</u>
 Net cash provided by (used in) investing activities		<u>(522,611)</u>	<u>(240,072)</u>
 Change in cash and cash equivalents in the reporting period		 134,263	 340,089
Cash and cash equivalents at the beginning of the reporting period		<u>733,493</u>	<u>393,404</u>
 Cash and cash equivalents at the end of the reporting period		<u><u>867,756</u></u>	<u><u>733,493</u></u>

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 March 2021

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.21	31.3.20
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	1,008,658	487,214
Adjustments for:		
Depreciation charges	34,220	30,420
Losses/(gain) on investments	(519,239)	247,092
Investment income	(63,839)	(71,665)
Movements in settlements pending	(58,835)	(20,853)
(Increase) / decrease in stocks	17,760	19,163
(Increase) / decrease in debtors	290,358	(67,315)
(Decrease)/increase in creditors	<u>(52,209)</u>	<u>(43,895)</u>
Net cash provided by (used in) operating activities	<u>656,874</u>	<u>580,161</u>

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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' 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, as modified by the revaluation of certain assets.

Group Financial Statements

The results of Worcestershire Wildlife Trust and its wholly owned subsidiary W.N.C.T. Enterprises Limited have been consolidated and group accounts have been presented. All transactions between the Charity and its subsidiary have been eliminated on consolidation. A separate statement of financial activities and income and expenditure account for the Charity itself are not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

Income

Voluntary income is received by way of donations and gifts, legacies, subscriptions and covenants and fund-raising activities. The income is all credited to the income and expenditure account on a receipt's basis. Tax refunds on covenant income are however accrued.

Revenue grants are credited to the income and expenditure account on a receipts basis unless they are in respect of a specific contract, when they are credited in the period in which the expenditure is incurred.

Investment income

All investment income is credited according to the date of receipt into the investment cash account.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

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

All expenditure other than that which has been capitalised is included in the income and expenditure account. Account is also taken of goods and services received at the period-end but not invoiced until after this date.

Raising funds

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

Charitable activities

Costs of charitable activities are incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

Governance costs

Governance costs include the general overheads of the Charity and a proportion of staff costs.

1. ACCOUNTING POLICIES - continued

Allocation and apportionment of costs

Costs are allocated to a particular activity where the cost relates to that activity. Salaries and central overhead costs not directly attributable to specific activities are apportioned to activities on the basis of estimated time spent on each activity.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Provision is made for depreciation in order to write off the cost of fixed assets over their expected useful lives. The following rates have been used:

Nature Reserves & Freehold Properties	Nil
Leasehold Properties	Straight line over the life of the lease
Vehicles	25% Reducing balance and 25% straight line
Office Equipment and Fittings	25% Reducing balance
Computer Equipment	25% Straight line
Solar Panels	10% Straight line

All items of equipment are capitalised where the purchase price exceeds £500 and their useful economical life exceeds one year.

FRS102 requires that provision be made for depreciation of fixed assets having a finite useful life. However, the Trustees are of the opinion that the residual value at the end of the estimated useful life of the nature reserves and freehold properties are not likely to materially differ from its cost. This is because it is the Charity's policy to maintain the nature reserves and freehold properties in such a condition that their value is not diminished by the passage of time; the relevant expenditure is charged against income in the financial period in which it is incurred. Therefore, any element of depreciation is considered to be immaterial and no provision is made.

Capital Expenditure

Capital expenditure, where specific grants are obtained, is capitalised at full cost. Any grants received towards the purchase of such assets are added to the designated or restricted fund as appropriate.

Investments

Investments are valued at mid-market price at the balance sheet date. Realised investment gains/losses represent the differences on sale of investments between the proceeds on sale and the opening market value and/or cost of additions in the period. Unrealised investment gains/losses represent the differences between the closing market value and the opening market value and/or cost of additions in the period.

Stocks

Agricultural produce is measured, at the point of harvest, at fair value less estimated point-of sale costs. Other stock is stated at the lower of cost and net realisable value.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1. ACCOUNTING POLICIES - continued

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the profit and loss account as incurred.

Taxation

No Corporation Tax is charged in the accounts of Worcestershire Wildlife Trust due to the charitable status of the Company. In addition, there is a deed of covenant in place, which enables W.N.C.T. Enterprises Limited to covenant its taxable profits to the Charity.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The Charity operates a defined benefit pension scheme, which is part of a multi-employer scheme and the assets are held separately from those of the charity in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses. Further details are included in the notes to the financial statements.

No new employees are eligible to join the defined benefit scheme.

Going concern and Covid-19

Refer to the reports of the trustee for information regarding the charity's response to Covid-19 and its affect on the charity.

This highlights the trustees belief that the charity will be a going concern for the foreseeable future.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

2. DONATIONS AND LEGACIES

	31.3.21 £	31.3.20 £
Restricted Fund		
Other Donations Received	549,209	293,323
Grants	121,118	163,901
Designated		
Legacies Received	158,035	572,237
Other Donations Received	-	-
Grants	69,829	-
Unrestricted Fund		
Membership giving	628,872	634,755
Gift aid	168,671	139,183
Other Donations Received	57,671	55,625
Grants	85,560	18,721
	<u>1,838,965</u>	<u>1,877,745</u>

Grants received, included in the above, are as follows:

	31.03.21 £	31.03.20 £
Restricted Fund		
Vale Landscape	-	135,000
Heritage Lottery Fund	111,118	28,901
RSWT	10,000	-
	<u>121,118</u>	<u>163,901</u>
Designated		
Vale Landscape	-	12,000
Heritage Lottery Fund	69,829	-
	<u>69,829</u>	<u>12,000</u>
Unrestricted Fund		
The Norman & Evelyn Proffitt Trust	11,346	9,421
TK Maxx & HS Grant	-	800
Margaret Westwood Memorial Charity	-	1,000
Severn Rivers Trust	-	7,500
Heritage Lottery Fund	64,214	-
Wychavon DC	10,000	-
Other < £1,000	-	-
	<u>85,560</u>	<u>18,721</u>
Total grant income	<u>276,507</u>	<u>182,622</u>

3. OTHER TRADING ACTIVITIES

	31.3.21 £	31.3.20 £
W.N.C.T. Enterprises Ltd	301,409	301,199
Rental Income	10,482	10,482
Sundry Income	<u>24,196</u>	<u>36,001</u>
	<u>336,087</u>	<u>347,682</u>

£Nil (2020: £4,646) of sundry income in 2021 relates to restricted funds and the remaining balance of other trading activities £336,087 (2020: £343,036) is unrestricted.

4. INVESTMENT INCOME

	31.3.21 £	31.3.20 £
Income from Stock Exchange Investments - UK	63,839	71,474
Bank Interest	-	191
	<u>63,839</u>	<u>71,665</u>

All of the figures included in the current period and comparatives relate to unrestricted funds.

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.21 £	31.3.20 £
Education	Education	623	23,312
Land Management Grants	Land Management Grant	<u>314,269</u>	<u>286,312</u>
		<u>314,892</u>	<u>309,624</u>

£51,261 (2020: £19,836) of land management grants in 2021 related to restricted funds and the remaining balance of income from charitable activities £263,008 (2020: £289,788) is unrestricted.

6. OTHER INCOME

	31.3.21 £	31.3.20 £
Gain on sale of tangible fixed assets	-	-
Wider Countryside Team Income	40,961	44,161
Rent Received	1,000	1,000
Sundry Sales & Other Income	-	142
	<u>41,961</u>	<u>45,303</u>

All of the figures included in the current period and comparatives relate to unrestricted funds.

£12,030 (2020: £Nil) of Wider Countryside income in 2021 related to restricted funds and the remaining balance of other income £29,931 (2020: £45,303) is unrestricted.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

7. RAISING FUNDS

Raising donations and legacies

	31.3.21	31.3.20
	£	£
Staff costs	154,605	146,120
Repairs and maintenance	44,078	20,795
Membership publications	61,033	61,324
Recruitment	86,915	128,954
Membership costs	12,504	7,177
Fundraising and marketing	29,139	15,656
Staff training	-	233
General office costs	45,235	46,346
Depreciation	<u>33,655</u>	<u>29,664</u>
	<u>467,164</u>	<u>456,269</u>

Investment management costs

	31.3.21	31.3.20
	£	£
Portfolio management	<u>11,512</u>	<u>9,702</u>
W.N.C.T. Enterprises Ltd	<u>259,817</u>	<u>266,243</u>
Aggregate amounts	<u>738,493</u>	<u>732,214</u>

£964 (2020: £964) of depreciation in 2021 relates to designated funds, £Nil (2020: £4,013) of depreciation in 2021 relates to restricted funds and £11,512 (2020: £9,702) of portfolio management relate to designated funds. The remaining balance for raising funds of £726,017 (2020: £717,535) is unrestricted.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

8. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs (See note 9)	Totals
	£	£	£
Education & Communication	220,844		220,844
Wider Countryside	383,029		383,029
Reserves	<u>663,692</u>	<u>111,507</u>	<u>775,199</u>
	<u>1,267,565</u>	<u>111,507</u>	<u>1,379,072</u>

The expenditure included in reserves above is spent from multiple funds, £69,749 (2020: £87,197) from designated funds and £102,426 (2020: £277,269) from restricted funds. The expenditure included in education & communication above is spent from multiple funds, £61,781 (2020: £Nil) from designated funds and £32,058 (2020: £Nil) from restricted funds. The expenditure included in wider countryside above is spent from multiple funds £231,622 (2020: £Nil) from restricted funds. The remaining reserves and charitable activities costs are spent from unrestricted funds.

ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £	Depn £	Auditors remuneration £	Other costs £	31.3.21 £
Raising funds	154,605	33,655		278,904	467,164
Investment management costs				11,512	11,512
W.N.C.T Enterprises Ltd	137,114	407	1,500	120,796	259,817
Charitable activities	<u>764,080</u>	<u>158</u>	<u>6,575</u>	<u>608,259</u>	<u>1,379,072</u>
	<u>1,055,799</u>	<u>34,220</u>	<u>8,075</u>	<u>1,019,471</u>	<u>2,117,565</u>

9. SUPPORT COSTS

	Raising Funds £	Charitable Activities £	Governance Costs £	31.3.21 £	31.3.20 £
Administration staff wages	16,924	36,669	2,821	56,414	62,682
Staff training	-	-	-	-	775
General office expenses	<u>34,541</u>	<u>74,838</u>	<u>5,757</u>	<u>115,136</u>	<u>106,295</u>
	<u>51,465</u>	<u>111,507</u>	<u>8,578</u>	<u>171,550</u>	<u>169,752</u>

Support costs are allocated on a percentage basis between the activities of the charity. This methodology is reviewed annually to ensure its continued appropriateness.

10. NET INCOME/(EXPENDITURE)

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

	31.3.21 £	31.3.20 £
Auditors' remuneration	8,075	7,275
Depreciation - owned assets	34,220	29,877
Operating leases	<u>8,158</u>	<u>9,261</u>

Excluding the activities of the subsidiary, W.N.C.T. Enterprises Limited, The Charity has an individual surplus in funds for the year before gains/losses on investments of £478,179 (2020: £740,352).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

Expenses of £1,495 (2020: £282) were paid to 5 (2020: 2 Trustees). These expenses are in relation to mileage and reimbursements.

12. STAFF COSTS

	31.3.21 £	31.3.20 £
Wages and salaries	744,800	766,483
Social security costs	63,958	57,408
Other pension costs	<u>109,927</u>	<u>105,177</u>
	<u>918,685</u>	<u>929,068</u>

The above stated pension costs include pension deficit payments of £41,664 (2020: £45,924).

Included within Other Pension costs in 2019 was a pension adjustment of £294,072 (as a result of a decrease in the pension provision. Therefore, excluding this adjustment, the staff costs for the year end 31 March 2019 would be £846,452). This required a prior year adjustment in the 2020 accounts.

GROUP

	31.3.21 £	31.3.20 £
Wages and salaries	857,234	880,702
Social security costs	73,374	66,383
Other pension costs	<u>125,191</u>	<u>124,173</u>
	<u>1,055,799</u>	<u>1,071,258</u>

The above stated pension costs include pension deficit payments of £50,630 (2020: £55,121).

the average number of persons employed during the year was:

Group		Charity	
2021 No.	2020 No.	2021 No.	2020 No.
<u>38</u>	<u>40</u>	<u>33</u>	<u>35</u>

The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:

	31.03.21	31.03.20
£60,001 - £70,000	1	-

The key management personnel of the group charity and subsidiary company received employee benefits of £82,989 (2020: £81,699). Key management consist of the Director of Operations.

13. COMPARATIVES FOR THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.20 Total funds £	31.3.19 Total funds as restated £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	848,284	572,237	457,224	1,877,745	1,571,307
Charitable activities	5					
Education		23,312	-	-	23,312	22,188
Land Management Grant		266,476	-	19,836	286,312	261,376
Other trading activities	3	343,036	-	4,646	347,682	361,653
Investment income	4	71,665	-	-	71,665	57,796
Other income	6	45,303	-	-	45,303	27,340
Total		1,598,076	572,237	481,706	2,652,019	2,301,660
EXPENDITURE ON						
Raising funds	7	717,535	10,666	4,013	732,214	719,996
Charitable activities	8					
Education & Communication		124,631	-	-	124,631	118,781
Wider Countryside		166,853	-	-	166,853	168,268
Reserves		523,888	87,197	277,269	888,354	1,051,585
Pension adjustment		-	-	-	-	(294,072)
Total		1,532,907	97,863	281,282	1,912,052	1,764,558
Net gains/(losses) on investments		-	(247,092)	-	(247,092)	(73,506)
NET INCOME/(EXPENDITURE)		65,169	227,282	200,424	492,875	610,608
Transfers between funds	22	18,598	(17,200)	(1,398)	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		(5,661)	-	-	(5,661)	-
Net Movement in Fund		78,106	210,082	199,026	487,214	610,608
RECONCILIATION OF FUNDS						
Total funds brought forward						
As previously reported		5,212,505	3,222,850	6,524,478	14,959,833	14,580,718
Prior year adjustment	26	231,493	-	-	231,493	-
		5,443,998	3,222,850	6,524,478	15,191,326	14,580,718
TOTAL FUNDS CARRIED FORWARD		5,522,104	3,432,932	6,723,504	15,678,540	15,191,326

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

14. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

The Charity has a wholly owned trading subsidiary, which is incorporated in the United Kingdom. The principal activity of W.N.C.T. Enterprises Limited is that of environmental consultancy work. The Company covenants its taxable profits to Worcestershire Wildlife Trust. A summary of trading results is shown below. Audited accounts are filed with the Registrar of Companies. This summary includes transactions with Worcestershire Wildlife Trust which have been eliminated on consolidation.

	£	31.3.21 £	£	31.3.20 £
Turnover				
Sales and services - External	301,409		299,529	
Sales and services - Internal	<u>3,660</u>		<u>10,017</u>	
		305,069		309,546
Cost of Sales				
Cost of goods sold - External	98,376		100,554	
Cost of good sold - Internal	<u>25,200</u>		<u>-</u>	
		(123,576)		(100,554)
Gross Profit		181,493		208,992
Administrative expenses				
General administrative expenses	161,034		165,146	
Depreciation	<u>407</u>		<u>543</u>	
		(161,441)		(165,689)
Net profit for the year		20,052		43,303
Retained profit in Subsidiary b/fwd				3,138
Covenanted to Worcestershire Wildlife Trust		<u>(20,052)</u>		<u>(43,688)</u>
Retained profit in Subsidiary c/fwd		<u>2,753</u>		<u>2,753</u>
Net assets held in Subsidiary		<u>12,753</u>		<u>12,753</u>

Included in Sales and Services to Worcestershire Wildlife Trust of £3,660 (2020: £8,348) and purchases of £25,200 (2020: £Nil) which have been eliminated on consolidation.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

15. TANGIBLE FIXED ASSETS

CHARITY

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2020	12,021,080	45,000	9,637
Additions	34,050	-	-
Disposals	-	-	-
At 31 March 2021	<u>12,055,130</u>	<u>45,000</u>	<u>9,637</u>
DEPRECIATION			
At 1 April 2020	-	2,976	4,819
Charge for year	-	496	963
At 31 March 2021	-	<u>3,472</u>	<u>5,782</u>
NET BOOK VALUE			
At 31 March 2021	<u>12,055,130</u>	<u>41,528</u>	<u>3,855</u>
At 31 March 2020	<u>12,021,080</u>	<u>42,024</u>	<u>4,818</u>

	Office equipment and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2020	198,077	72,683	143,769	12,490,246
Additions	15,665	-	5,158	54,873
Disposals	-	-	-	-
At 31 March 2021	<u>213,742</u>	<u>72,683</u>	<u>148,927</u>	<u>12,545,119</u>
DEPRECIATION				
At 1 April 2020	184,594	60,269	100,399	353,057
Charge for year	7,290	4,138	20,925	33,812
At 31 March 2021	<u>191,884</u>	<u>64,407</u>	<u>121,324</u>	<u>386,869</u>
NET BOOK VALUE				
At 31 March 2021	<u>21,858</u>	<u>8,276</u>	<u>27,603</u>	<u>12,158,250</u>
At 31 March 2020	<u>13,483</u>	<u>12,414</u>	<u>43,370</u>	<u>12,137,189</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

15. TANGIBLE FIXED ASSETS - continued

GROUP

	Nature reserves & freehold property £	Leasehold property £	Solar panels £
COST			
At 1 April 2020	12,021,080	45,000	9,637
Additions	34,050	-	-
Disposals	-	-	-
At 31 March 2021	<u>12,055,130</u>	<u>45,000</u>	<u>9,637</u>
DEPRECIATION			
At 1 April 2020	-	2,976	4,819
Charge for year	-	496	-
Eliminated on disposal	-	-	-
At 31 March 2021	<u>-</u>	<u>3,472</u>	<u>5,782</u>
NET BOOK VALUE			
At 31 March 2021	<u>12,055,130</u>	<u>41,528</u>	<u>3,855</u>
At 31 March 2020	<u>12,021,080</u>	<u>42,024</u>	<u>4,818</u>

	Office equipment & fittings £	Motor vehicles £	Computer equipment £	Total £
COST				
At 1 April 2020	206,198	87,198	150,029	12,519,142
Additions	15,665	-	5,158	54,873
Disposals	-	-	(6,259)	(6,259)
At 31 March 2021	<u>221,863</u>	<u>87,198</u>	<u>148,928</u>	<u>12,567,756</u>
DEPRECIATION				
At 1 April 2020	191,086	74,784	106,659	380,324
Charge for year	7,698	4,138	20,925	34,220
Eliminated on disposal	-	-	(6,258)	(6,258)
At 31 March 2021	<u>198,784</u>	<u>78,922</u>	<u>121,326</u>	<u>408,286</u>
NET BOOK VALUE				
At 31 March 2021	<u>23,079</u>	<u>8,276</u>	<u>27,602</u>	<u>12,159,470</u>
At 31 March 2020	<u>15,112</u>	<u>12,414</u>	<u>43,370</u>	<u>12,138,818</u>

At the year end, an informal desktop valuation was performed in house on the nature reserves to review the value for impairment, the value calculated was £12.9m therefore the trustees believe there is no impairment.

Included within the net book value of office equipment & fitting and computer equipment above is £1,221 (2020: £1,629) which relates to the assets of W.N.C.T. Enterprises Limited.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

16. FIXED ASSET INVESTMENTS

GROUP

	Listed investments £	Cash and settlements pending £	Totals £
MARKET VALUE			
At 1 April 2020	2,452,443	45,272	2,497,715
Additions	1,148,579		1,148,579
Disposals	(617,001)		(617,001)
Revaluations	519,239		519,239
Movement on cash		58,835	58,835
	<u>3,503,260</u>	<u>104,107</u>	<u>3,607,367</u>
At 31 March 2021	<u>3,503,260</u>	<u>104,107</u>	<u>3,607,367</u>
NET BOOK VALUE			
At 31 March 2021	<u>3,503,260</u>	<u>104,107</u>	<u>3,607,367</u>
At 31 March 2020	<u>2,452,443</u>	<u>45,272</u>	<u>2,497,715</u>

The Market Value of listed investments can be analysed as follows:

	31.3.21 £	31.3.20 £
UK Government Stocks	40,706	-
UK Equity Shares	877,880	763,304
UK Corporate Bonds & Unit Trusts	363,732	320,702
Foreign bonds & securities	386,874	282,936
Foreign equity	1,461,674	834,779
Alternative investments	372,394	250,722
	<u>3,503,260</u>	<u>2,452,443</u>

Fixed asset investments are held primarily to provide an investment return and are assigned to the Conservation Development Designated Fund.

The investment figure in the Charity Balance Sheet also includes £10,000 (2020: £10,000) which is the nominal value of the shares held in its wholly owned subsidiary W.N.C.T. Enterprises Limited (Co No 01991532). This is eliminated on consolidation and, hence, is not included in the Group Balance Sheet. There are no fixed asset investments held within W.N.C.T. Enterprises Ltd balance sheet.

The charitable company's investments at the balance sheet date in the share capital of companies include the following:

W.N.C.T. Enterprises Ltd
Nature of business: Environmental consultancy

Class of share:	% holding	31.3.21 £	31.3.20 £
Ordinary	100		
Aggregate capital and reserves		12,753	12,753
Profit/(Loss) for the year		<u>-</u>	<u>(385)</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

17. STOCK

GROUP

	31.3.201	31.3.20
	£	£
Stock	<u>55,057</u>	<u>72,817</u>
	<u>55,057</u>	<u>72,817</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.21	31.3.20
	£	£
Trade debtors	37,615	36,839
W.N.C.T. Enterprises Limited	99,252	211,336
Other debtors	-	-
VAT	20,266	22,928
Accrued income	85,130	318,536
Prepayments	<u>8,721</u>	<u>9,342</u>
	<u>250,984</u>	<u>598,981</u>

GROUP

	31.3.21	31.3.20
	£	£
Trade debtors	62,901	120,343
VAT	16,243	15,132
Accrued income	85,130	318,536
Prepayments	<u>8,721</u>	<u>9,342</u>
	<u>172,995</u>	<u>463,353</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.3.21	31.3.20
	£	£
Trade creditors	46,265	56,743
Social security and other taxes	18,801	19,117
Deferred income	524	1,774
Accrued expenses	10,749	11,769
Other creditors	<u>3,926</u>	<u>-</u>
	<u>80,265</u>	<u>89,403</u>

GROUP

	31.3.21	31.3.20
	£	£
Trade creditors	48,545	57,018
Social security and other taxes	18,801	19,117
Deferred income	6,091	8,557
Accrued expenses	15,224	14,169
Other creditors	<u>3,926</u>	<u>-</u>
	<u>92,587</u>	<u>98,861</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - continued

Deferred income for the year ended 31 March 2021	Charity 31.3.21 £	Group 31.3.21 £
Deferred income at 1 April 2020	1,774	8,557
Resources deferred in the year	524	6,091
Amounts released from previous year	<u>(1,774)</u>	<u>(8,557)</u>
	<u>524</u>	<u>6,091</u>

Deferred income relates to the following:

Charity	31.3.21 £	31.3.20 £
School trips received in advanced	-	1,250
Rental income	<u>524</u>	<u>524</u>
	<u>524</u>	<u>1,774</u>
Group		
WNCT - Deposits received	<u>5,567</u>	<u>6,783</u>
	<u>6,091</u>	<u>8,557</u>

20. OPERATING LEASE COMMITMENTS

The total operating lease payments committed to be paid are as follows:

	Other operating leases 31.3.21 £	31.3.20 £
Expiring:		
Within one year	4,847	8,158
Between one and five years	<u>6,059</u>	<u>10,906</u>
	<u>10,906</u>	<u>19,064</u>

21. ANALYSIS OF CONSOLIDATED NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Designated fund £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
Fixed assets	5,833,884	143,655	6,181,931	12,159,470	12,138,818
Investments	-	3,607,367	-	3,607,367	2,497,715
Current assets	(81,693)	300,434	877,067	1,095,808	1,269,663
Current liabilities	(88,661)	-	(3,926)	(92,587)	(98,861)
Pension liability	(82,860)	-	-	(82,860)	(128,795)
	<u>5,580,670</u>	<u>4,051,456</u>	<u>7,055,072</u>	<u>16,687,198</u>	<u>15,678,540</u>

Included within unrestricted funds is net assets of £2,753 (2020: £2,753) which relates to W.N.C.T. Enterprises Ltd.

22. MOVEMENT IN FUNDS (consolidated)

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	5,522,104	83,812	(25,246)	5,580,670
Designated fund	<u>3,432,932</u>	<u>589,286</u>	<u>29,238</u>	<u>4,051,456</u>
	8,955,036	673,098	3,992	9,632,126
Restricted funds				
Restricted funds	<u>6,723,504</u>	<u>335,560</u>	<u>(3,992)</u>	<u>7,055,072</u>
TOTAL FUNDS	<u>15,678,540</u>	<u>1,008,658</u>	<u>-</u>	<u>16,687,198</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,634,262	(1,561,690)	11,240	83,812
Designated fund	<u>227,864</u>	<u>(157,817)</u>	<u>519,239</u>	<u>589,286</u>
	1,862,126	(1,719,507)	530,479	673,098
Restricted funds				
Restricted funds	<u>733,618</u>	<u>(398,058)</u>	<u>-</u>	<u>335,560</u>
TOTAL FUNDS	<u>2,595,744</u>	<u>(2,117,565)</u>	<u>530,479</u>	<u>1,008,658</u>

22. MOVEMENT IN FUNDS - continued

Comparative for movement in funds

	At 1.4.19 As restated £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	5,443,998	59,508	18,598	5,522,104
Designated fund	<u>3,222,850</u>	<u>227,282</u>	<u>(17,200)</u>	<u>3,432,932</u>
	8,666,848	286,790	1,398	8,955,036
Restricted funds				
Restricted funds	<u>6,524,478</u>	<u>200,424</u>	<u>(1,398)</u>	<u>6,723,504</u>
TOTAL FUNDS	<u>15,191,326</u>	<u>487,214</u>	<u>-</u>	<u>15,678,540</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,598,076	(1,532,907)	(5,661)	59,508
Designated fund	<u>572,237</u>	<u>(97,863)</u>	<u>(247,092)</u>	<u>227,282</u>
	2,170,313	(1,630,770)	(252,753)	286,790
Restricted funds				
Restricted funds	<u>481,706</u>	<u>(281,282)</u>	<u>-</u>	<u>200,424</u>
TOTAL FUNDS	<u>2,652,019</u>	<u>(1,912,052)</u>	<u>(252,753)</u>	<u>487,214</u>

A current year 12 months and prior year 12 months combined position is as follows

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	5,443,998	143,320	(6,648)	5,580,670
Designated fund	<u>3,222,850</u>	<u>816,568</u>	<u>12,038</u>	<u>4,051,456</u>
	8,666,848	959,888	5,390	9,632,126
Restricted funds				
Restricted funds	<u>6,524,478</u>	<u>535,984</u>	<u>(5,390)</u>	<u>7,055,072</u>
TOTAL FUNDS	<u>15,191,326</u>	<u>1,495,872</u>	<u>-</u>	<u>16,687,198</u>

22. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	3,232,338	(3,094,597)	5,579	143,320
Designated fund	<u>800,101</u>	<u>(255,680)</u>	<u>272,147</u>	<u>816,568</u>
	4,032,439	(3,350,277)	277,726	959,888
Restricted funds				
Restricted funds	<u>1,215,324</u>	<u>(679,340)</u>	-	<u>535,984</u>
TOTAL FUNDS	<u><u>5,247,763</u></u>	<u><u>(4,029,617)</u></u>	<u><u>277,726</u></u>	<u><u>1,495,872</u></u>

Unrestricted Funds

Unrestricted funds consist of the reserves of the subsidiary and general fund of the charity.

	31.3.21 £	31.3.20 £
General fund of Charity	5,586,871	5,526,643
Reserves of Subsidiary company	<u>2,753</u>	<u>2,753</u>
		5,529,396
Unrestricted funds eliminated on consolidation	<u>(8,954)</u>	<u>(7,292)</u>
	5,580,670	5,522,104

Designated Fund

The funds of the Charity includes the designated fund, which have been set aside out of unrestricted funds by the Trustees for specific purposes. The designated fund has been set aside for the purpose of conservation and development projects.

Transfers

The trustees have reviewed the reserves above and made appropriate transfers to reflect the true position.

22. MOVEMENT IN FUNDS - continued

Restricted Funds

The funds of the Charity are restricted funds comprising the following:-

	Balance at 1.4.20	Incoming Resources	Resources Expended	Transfers Between Funds	Balance at 31.3.21
	£	£	£	£	£
Fixed Assets:					
a Gwen Finch	214,860	-	-	-	214,860
b Hunthouse Wood	252,210	-	-	-	252,210
c Penorchard	230,248	-	-	-	230,248
d Hill Court Farm	1,637,855	-	-	-	1,637,855
e Lower Smite Farm	1,660,492	-	(158)	-	1,660,334
Sands Lane Meadows	110,245	-	-	-	110,245
Baynhall Meadow - Land Purchase	21,120	-	-	-	21,120
Boynes Meadows	157,689	-	-	-	157,689
Hollybed Farm (Purchase)	394,661	-	-	-	394,661
Blackhouse Wood (Purchase)	436,779	-	-	-	436,779
Grafton Wood	237,063	-	-	-	237,063
h Martley Hillside Wood	37,800	-	-	-	37,800
Merries Farm	17,553	-	-	-	17,553
Helen Mackaness Reserve	23,408	-	-	-	23,408
Hardwick Green	367,998	-	-	-	367,998
Nash's Meadows	234,880	-	-	-	234,880
Woodland at Tor Coppice	60,000	-	-	-	60,000
Rosebank Coppice	3,500	-	-	-	3,500
Mob Squinton Wood	30,000	-	-	-	30,000
Rawlings Meadow		28,200			28,200
	<u>6,128,361</u>	<u>28,200</u>	<u>(158)</u>	<u>-</u>	<u>6,156,403</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

22. MOVEMENT IN FUNDS - continued

	Balance at 1.4.20	Incoming Resources	Resources Expended	Transfers Between Funds	Balance at 31.3.21
	£	£	£	£	£
f Special Projects Fund:					
Land at Eldersfield/ Hardwick Green	(37,609)	21,636	(611)	16,584	-
Emp of Officers funded by STW	1,330	93,500	(93,400)	-	1,430
David Glaze Legacy - for new reserves	403,644			-	403,644
Future Forest Generation	9,831			(9,831)	-
Emp of Officers funded by ESIF	(549)	54,783	(55,252)	-	1,018
UW Infrastructure, Flashes & Hen Brook improvements	(9,511)		(30,000)		(39,511)
Appeal - Dropping Wells Farm	199,318	147,856	(4,249)		342,925
Land at Dropping Wells Farm	(16,649)				(16,649)
Dropping Well Farm Development Stage	11,428	18,425	(24,583)	(5,270)	-
Mettis Aerospace Ltd donation	5,000	-	-	-	5,000
RSWT - Wilder Future Project BR	681	-	-	(681)	-
Enhancing Public Goods in the FoF	(6,882)	54,231	(75,758)		(28,410)
Saleway PC re trenchwood	2,948		(1,518)		1,430
Feckenham WM water/grazing	5,500		(8,500)	3,000	-
Ipsley Alders water supply	3,000		(3,000)		-
Pound Green Common grazing	4,500		(3,789)		711
National lottery Heritage Fund Emergency	-	71,057	(68,057)	(3,000)	-
Pound Green common restoration 2020	-	26,370	(16,240)	-	10,130
Support for delivery of Carbon reduction	-	10,000	-	-	10,000
SP - Land at Green Farm, Adjacent to Monkwood	-	200,000	(6,384)	(2,391)	191,225
Land management trial	-	7,560	(7,560)	-	-
g Woodlands	10,955	-	-	-	10,955
Butterfly Conservation	2,403	-	-	(2403)	-
	<u>589,338</u>	<u>705,418</u>	<u>(398,901)</u>	<u>(3,992)</u>	<u>891,863</u>
Total Restricted Funds of Charity	<u>6,717,700</u>	<u>733,618</u>	<u>(399,059)</u>	<u>(3,992)</u>	<u>7,048,268</u>
Restricted funds eliminated on consolidation	5,804		1,000		6,804
Total Restricted Funds of Group	<u>6,723,504</u>	<u>733,618</u>	<u>(398,059)</u>	<u>(3,992)</u>	<u>7,055,072</u>

22. MOVEMENT IN FUNDS - continued

- a) Gwen Finch Otter Reserve is for the creation and restoration of a large wetland on the River Avon.
- b) Hunthouse Wood - fund is for specifically approved projects on this reserve.
- c) Penorchard - fund is for specifically approved projects on this reserve.
- d) Hill Court Farm - fund is for the creation and maintenance of this wetland reserve.
- e) Lower Smite Farm - fund is for the creation and maintenance of the Education Centre and ancillary buildings.
- f) Special projects - the special projects fund is for the delivery of a wide range of projects, often on nature reserves, using a variety of restricted income sources.
- g) Woodlands - donation in memory of Mr and Mrs Clarke to be used specifically for buying a reserve which meets with their family's approval. We have not been able to fulfil this criteria to date.
- h) Various reserves - either gifted to the trust with restrictions attached or bought from donations and funds raised for a restricted purpose. All acquired in line with the Trust's objectives, to advance, promote and further the conservation and protection of Nature Reserves which shall be owned, maintained or managed by the Trust; to study and further the conservation, restoration and creation of places of natural beauty, zoological, botanical, ecological, geological, or general scientific interest, and to promote, encourage and carry out study and research for the advancement of knowledge in the natural sciences.

Transfers between funds

Transfers between funds have been made in the year to reflect the correct positions on special projects.

23. EMPLOYEE BENEFIT OBLIGATIONS

The following employers are the sponsoring employers of a defined benefit pension liabilities held in the Scheme in the UK, which provides retirement benefits based on members' salaries when they left employment. Further Employers may have defined contribution benefits held within the Scheme, but these Employers are not shown here.

- Bedfordshire, Cambridgeshire, Northamptonshire Wildlife Trust
- Derbyshire Wildlife Trust
- Essex Wildlife Trust
- Gloucestershire Wildlife Trust
- Lancashire Wildlife Trust
- Leicestershire and Rutland Wildlife Trust
- Leicestershire Wildlife (Sales) Ltd
- Lincolnshire Wildlife Trust
- Nottinghamshire Wildlife Trust
- Scottish Wildlife Trust
- Sheffield and Rotherham Wildlife Trust
- The Green Estate Ltd
- Sussex Wildlife Trust
- RSWT Wildlife Trust
- Worcestershire Wildlife Trust
- WNCT Enterprises Ltd

The assets of the Scheme are held in a separately administered fund and the Scheme is administered by the Trustees (independent of the Employers) who are responsible for ensuring that the Scheme is sufficiently funded to meet current and future obligations. However, the assets and liabilities are not segregated between the Employers.

The liabilities set out in this note have been calculated based on the preliminary results of the full Scheme Funding Assessment as at 1 April 2019, updated to 31 March 2021. The present value of the defined benefit obligation was measured using the projected unit credit method.

The Employers have agreed a funding plan with the Trustees, whereby contributions are made into the Scheme in order to remove the funding deficit based on each Employer's share of the total Scheme liabilities, calculated by the Scheme Actuary as at the most recent Scheme Funding Assessment (currently, 1 April 2019).

The disclosures set out below are based on calculations carried out as at 31 March 2021 by an independent qualified actuary.

23. EMPLOYEE BENEFIT OBLIGATIONS - continued

The results of the calculations and the assumptions adopted are shown below. All figures in the disclosures are quoted to the nearest £1 unless otherwise stated.

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	31.3.21	31.3.20
	£	£
Current service cost	-	-
Net interest from net defined benefit asset/liability	2,483	3,415
Past service cost	-	-
	<u>2,483</u>	<u>3,415</u>
Actual return on plan assets	<u>138,664</u>	<u>(6,697)</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31.3.21	31.3.20
	£	£
Opening defined benefit obligation	998,275	1,030,782
Interest cost	22,232	24,323
Actuarial losses/(gains)	107,676	(21,944)
Benefits paid	(36,830)	(41,969)
Administration expenses	16,321	7,083
Opening defined benefit obligation (detail not provided)	-	-
	<u>1,107,674</u>	<u>998,275</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31.3.21	31.3.20
	£	£
Opening fair value of scheme assets	869,480	866,210
Contributions by employer	53,500	51,936
Expected return	19,749	20,908
Actuarial gains/(losses)	118,915	(27,605)
Benefits paid	(36,830)	(41,969)
	<u>1,024,814</u>	<u>869,480</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	31.3.21	31.3.20
	£	£
Actuarial gains/(losses)	<u>11,240</u>	<u>5,661</u>
	<u>11,240</u>	<u>5,661</u>

23. EMPLOYEE BENEFIT OBLIGATIONS - continued

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	31.3.21	31.3.20
UK Equities	4.3%	4.0%
Overseas Equities	29.9%	22.3%
Diversified Growth Funds	23.5%	22.4%
UK Government Fixed Interest B	14.3%	18.8%
UK Government Index Linked Bon	14.7%	16.9%
UK Corporate Bonds	9.7%	10.3%
Property	2.1%	2.5%
Cash	1.5%	2.8%
	<u>100.00%</u>	<u>100.00%</u>

The pension scheme has not invested in any of Worcestershire Wildlife Trust & WNCT Enterprises Ltd's own financial instruments, nor in properties or other assets used by Worcestershire Wildlife Trust & WNCT Enterprises Ltd. The assets are all quoted in active markets.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31.3.21	31.3.20
Discount rate	1.95%	2.25%
Future salary increases	3.45%	2.70%
Future pension increases	2.65%	1.70%

	At 31 March 2021	At 31 March 2020
Life expectancy of a male aged 65 at the Balance Sheet Date	22.7	22.5
Life expectancy of a male aged 65 in 20 years from the Balance Sheet date	24.0	23.9
Life expectancy of a female aged 65 at the Balance Sheet Date	25.0	24.8
Life expectancy of a female aged 65 in 20 years from the Balance Sheet Date	26.4	26.2

	At 31 March 2021	At 31 March 2020
Rate of increase to pensions in payment:		
Fixed 5% pa	5.00%	5.00%
RPI max 5% pa	3.20%	2.65%
Mortality (before and after retirement)	Males: 96% of S3PA Females: 95% of S3PA CMI_2019 with a long term rate of improvements of 1.25% pa; Initial addition to mortality improvements of 0.5%	Males: 96% of S3PA Females: 95% of S3PA CMI_2018 with a long term rate of improvements of 1.25% pa; Initial addition to mortality improvements of 0.5%
Cash commutation	Members assumed to take 25% of their pension as tax-free cash, subject to HMRC restrictions, using cash commutation factors currently in force.	Members assumed to take 25% of their pension as tax-free cash, subject to HMRC restrictions, using cash commutation factors currently in force.

24. RELATED PARTY DISCLOSURES

The Trust is affiliated to The Royal Society of Wildlife Trusts (RSWT), a registered Charity that acts as an umbrella group for county wildlife trusts, and provides assistance and co-ordination of activities and campaigning at a UK level. An annual contribution is payable to RSWT, included within Charitable expenditure, amounting to £41,966 (2020: £42,450). The Trust also purchased publications and other sundries from the RSWT amounting to £16,328 (2020: £17,851). The Trust also made sales to RSWT of £3,788 (2020: £3,991). At the year end there was a balance of £1,925 (2020: £700) due to RSWT.

South West Wildlife Fundraising Ltd (SWWFL), a company which the Trust has invested in to boost membership recruitment and has an employee on the Board, M Perry. The Trust paid £106,893 (2020: £155,360) to SWWFL for services in the year and there was a balance due to SWWFL of £Nil (2020: £3,757) at the year end.

The Worcester Biological Records Centre (WBRC) is a separate legal entity operating on the Trust's site. G H Green, Trustee of the Trust, is also a trustee of WBRC. During the year, the Trust recharged overheads to WBRC of £Nil (2020: £218 wages were also recharged in 2020). During the year the WBRC paid WWT rent of £Nil (2020: £1,000) and WWT paid the WBRC £11,600 (2020: £11,000) the majority of which was for a SLA. At the year end, £Nil (2020: £Nil) was due to the Trust.

Vale Landscape Heritage trust is a registered charity which has trustees in common on the board, R Gillmor & G H Green. During the year, the Trust received £106,893 (£135,000) in donations with the support of Severn Waste Services. During the year, the Trust paid £Nil to Vale Landscape, in the prior year the Trust incurred £120 of sundry expenditure. There were no balances due at the year-end (2020: Nil)

All connected transactions occurred at arm's length.