

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 31<sup>st</sup> 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](http://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 £
<b>INCOME AND ENDOWMENTS FROM</b>						
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
<b>Total</b>		<b>1,629,705</b>	<b>378,404</b>	<b>542,245</b>	<b>2,550,354</b>	<b>2,916,379</b>
<b>EXPENDITURE ON</b>						
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
<b>Total</b>		<b>1,743,991</b>	<b>205,359</b>	<b>606,950</b>	<b>2,556,300</b>	<b>2,314,850</b>
<b>NET INCOME/(EXPENDITURE) before gains/(losses)</b>		<b>(114,286)</b>	<b>173,045</b>	<b>(64,705)</b>	<b>(5,946)</b>	<b>601,529</b>
Net gains/(losses) on investments		-	125,819	-	125,819	(274,626)
<b>NET INCOME/(EXPENDITURE)</b>		<b>(114,286)</b>	<b>298,864</b>	<b>(64,705)</b>	<b>119,873</b>	<b>326,903</b>
Transfers between funds	22	23,297	-	(23,297)	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains/(losses) on defined benefit schemes		-	-	-	-	-
<b>Net Movement in Fund</b>		<b>(90,989)</b>	<b>298,864</b>	<b>(88,002)</b>	<b>119,873</b>	<b>326,903</b>
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward As previously reported		5,501,857	3,895,072	8,240,802	17,637,731	17,310,828
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>5,410,868</b>	<b>4,193,936</b>	<b>8,152,800</b>	<b>17,757,604</b>	<b>17,637,731</b>

**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 £
<b>FIXED ASSETS</b>					
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>
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS</b>					
Amounts falling due within one year	19	(242,324)	(150,662)	(216,569)	(127,512)
<b>NET CURRENT ASSETS</b>		<u>526,298</u>	<u>639,758</u>	<u>514,497</u>	<u>628,030</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>17,757,604</u>	<u>17,637,731</u>	<u>17,753,849</u>	<u>17,635,317</u>
<b>PENSION LIABILITY</b>	23				
<b>NET ASSETS</b>		<u>17,757,604</u>	<u>17,637,731</u>	<u>17,753,849</u>	<u>17,635,317</u>
<b>FUNDS</b>	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
<b>TOTAL FUNDS</b>		<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 27<sup>th</sup> 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 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	1	<u>140,626</u>	<u>202,231</u>
<b>Net cash provided by (used in) operating activities</b>		<u>140,626</u>	<u>202,231</u>
<b>Cash flows from investing activities:</b>			
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>
<b>Net cash provided by (used in) investing activities</b>		<u>(253,602)</u>	<u>(315,640)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>(112,976)</u>	<u>(113,409)</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>400,543</u>	<u>513,952</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<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
	£	£
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>119,873</b>	<b>326,903</b>
<b>Adjustments for:</b>		
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>
<b>Net cash provided by (used in) operating activities</b>	<b><u>140,626</u></b>	<b><u>202,231</u></b>

**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 £
<b>Restricted Fund</b>		
Other Donations Received	3,260	619,025
Grants	48,118	36,034
<b>Designated</b>		
Legacies Received	354,468	224,982
Other Donations Received	-	5,672
Grants	-	13,773
<b>Unrestricted Fund</b>		
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 £
<b>Restricted Fund</b>		
National Heritage	<u>48,118</u>	<u>36,034</u>
	<u>48,118</u>	<u>36,034</u>
<b>Designated</b>		
WCC	-	3,023
JEC Electrical - Ozev Grant	-	10,750
	-	<u>13,773</u>
<b>Unrestricted Fund</b>		
WWC	-	4,668
Other < £1,000	-	750
	-	<u>5,418</u>
<b>Total grant income</b>	<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 £
<b>INCOME AND ENDOWMENTS FROM</b>						
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	<u>42,769</u>	<u>-</u>	<u>-</u>	<u>42,769</u>	<u>33,422</u>
<b>Total</b>		<b>1,759,029</b>	<b>249,779</b>	<b>907,571</b>	<b>2,916,379</b>	<b>2,792,834</b>
<b>EXPENDITURE ON</b>						
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		<u>766,174</u>	<u>46,386</u>	<u>51,229</u>	<u>863,789</u>	<u>766,132</u>
<b>Total</b>		<b>1,816,950</b>	<b>117,877</b>	<b>380,023</b>	<b>2,314,850</b>	<b>2,169,528</b>
<b>NET INCOME/(EXPENDITURE) before gains/(losses)</b>		<b>(57,921)</b>	<b>131,902</b>	<b>527,548</b>	<b>601,529</b>	<b>623,306</b>
Net gains/(losses) on investments		-	(274,626)	-	(274,626)	(43,089)
<b>NET INCOME/(EXPENDITURE)</b>		<b>(57,921)</b>	<b>(142,724)</b>	<b>527,548</b>	<b>326,903</b>	<b>580,217</b>
Transfers between funds	22	<u>22,864</u>	<u>20,221</u>	<u>(43,085)</u>	<u>-</u>	<u>-</u>
<b>Other recognised gains/(losses)</b>						
Actuarial gains/(losses) on defined benefit schemes		-	-	-	-	43,413
<b>Net Movement in Fund</b>		<b><u>(35,057)</u></b>	<b><u>(122,503)</u></b>	<b><u>484,463</u></b>	<b><u>326,903</u></b>	<b><u>623,630</u></b>
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward As previously reported		5,536,914	4,017,575	7,756,339	17,310,828	16,687,198
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>5,501,857</u></b>	<b><u>3,895,072</u></b>	<b><u>8,240,802</u></b>	<b><u>17,637,731</u></b>	<b><u>17,310,828</u></b>

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 £
<b>Turnover</b>				
Sales and services - External	179,921		276,733	
Sales and services - Internal	<u>12,630</u>	192,551	<u>9,299</u>	286,032
<b>Cost of Sales</b>				
Cost of goods sold - External	(32,887)		(111,310)	
Cost of good sold - Internal	<u>-</u>	<u>(32,887)</u>	<u>-</u>	<u>(111,310)</u>
<b>Gross Profit</b>		159,664		174,722
<b>Administrative expenses</b>				
General administrative expenses	(108,129)		(94,480)	
Depreciation	<u>(652)</u>	<u>(108,781)</u>	<u>(228)</u>	<u>(94,708)</u>
<b>Net profit for the year</b>		50,883		80,014
<b>Retained profit in Subsidiary b/fwd</b>				
Covenanted to Worcestershire Wildlife Trust		<u>(49,542)</u>		<u>(78,443)</u>
<b>Retained profit in Subsidiary c/fwd</b>		<u>1,341</u>		<u>1,571</u>
<b>Net assets held in Subsidiary</b>		<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 £
<b>COST</b>			
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>
<b>DEPRECIATION</b>			
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>
<b>NET BOOK VALUE</b>			
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 £
<b>COST</b>				
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>
<b>DEPRECIATION</b>				
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>
<b>NET BOOK VALUE</b>				
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 £
<b>COST</b>			
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>
<b>DEPRECIATION</b>			
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>
<b>NET BOOK VALUE</b>			
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 £
<b>COST</b>				
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>
<b>DEPRECIATION</b>				
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>
<b>NET BOOK VALUE</b>				
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 £
<b>MARKET VALUE</b>			
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>
<b>NET BOOK VALUE</b>			
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 £
<b>Unrestricted funds</b>				
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
<b>Restricted funds</b>				
Restricted funds	8,240,802	(64,705)	(23,297)	8,152,800
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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
<b>Restricted funds</b>				
Restricted funds	542,245	(606,950)	-	(64,705)
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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
<b>Restricted funds</b>				
Restricted funds	7,756,339	527,548	(43,085)	8,240,802
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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)
<b>Restricted funds</b>				
Restricted funds	907,571	(380,023)	-	527,548
<b>TOTAL FUNDS</b>	<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
	<b>7,669,174</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>7,669,174</b>

## 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
<b>Net Asset Funds</b>						
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
<b>Total Restricted funds</b>	<b>8,215,257</b>	<b>542,245</b>	<b>-</b>	<b>612,607</b>	<b>(23,297)</b>	<b>8,121,598</b>
Restricted funds eliminated on consolidation	25,544	-	-	5,658	-	31,202
	<b>8,240,801</b>	<b>542,245</b>	<b>-</b>	<b>606,949</b>	<b>-</b>	<b>8,152,800</b>

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.