



giving  
nature  
a home



# Annual Report 2020



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About the cover:  
This year's RSPB Annual Report cover is by illustrator Kate Slater.

The scene is comprised of habitats that can be found across our nature reserves, reflecting the RSPB's heritage and history, which you can read more about in these pages.



# Welcome

## Kevin Cox RSPB Chair

This year has been unlike anything most of us have ever lived through and while there are plenty of unprecedented challenges, the good news is that we have many conservation successes to celebrate.

In a historic first, the RSPB purchased land in a UK Overseas Territory. Ten acres of biodiversity-rich tropical rainforest in the Cayman Islands, home to the Grand Cayman blue iguana, are now protected.

Britain's loudest bird almost vanished from our shores, but with our help, bitterns have staged a remarkable comeback and last year, over 100 male bitterns were recorded on RSPB reserves. Thanks to two EU-funded projects, they can be heard booming at Minsmere, Ham Wall and Leighton Moss, amongst others.

The restoration of Blue Circle Island at our Larne Lough reserve in Northern Ireland has resulted in good news for roseate terns, the rarest breeding seabird in Europe. Supported by the Roseate Tern LIFE Recovery Project, two roseate tern chicks hatched in 2019. Last year, I visited Coquet Island off the Northumberland coast, home to the UK's largest colony of roseate terns. 2019 was their best year since we've managed the island with 122 breeding pairs.

As one conservation project finished in Scotland, another began in Wales. Being lead partner of the Peatlands Partnership, the RSPB restored nearly seven square miles of blanket bog in the heart of the Flow Country. RSPB Cymru helped launch the Celtic Rainforests Wales LIFE project to restore, protect and enhance the ancient Welsh woodlands.

The threats to the natural world have not gone away but the successes show we can make progress. Thank you to our members, for your invaluable support and for the commitment of our employees and volunteers. Nature needs us now more than ever.

*Kevin Cox*



## Beccy Speight RSPB Chief Executive

As I write this, the world is a dramatically different place from when I joined the RSPB just back in August 2019. The global pandemic has changed all our lives, sometimes with tragic consequences.

Now's the time to ensure that the natural world is central to a green recovery from the crisis, with healthy communities and a more resilient and sustainable economic approach also at its heart.

There were few benefits of the unprecedented lockdown, but people reconnecting with nature was certainly one of them. We spent time watching and learning about the house sparrows on our feeders and delighting at the screaming swifts overhead. But the truth is that the fate of all wildlife is intrinsically linked to the global crises of climate change and nature depletion.

We are at a pivotal moment, a perfect opportunity to join with partners across the conservation sector and beyond to ensure nature is not forgotten as we look for solutions. We have opportunities with UK legislation and at the delayed 26th Conference of the Parties, due to be held in the UK in November 2021, where we will be pushing for a new deal for nature across the world.

We must put wildlife and the planet first, both locally and globally, whether working with farmers and land managers in the UK to encourage best practice and support for wildlife, or working overseas to stop the extinction of species. We must steward our natural resources, investing in win-win natural climate solutions such as protecting the UK's vast peatland stores.

Please visit our spectacular reserves when you can and take pleasure in the benefits of basking in nature. Please also help us to shape a greener world not just for the sake of our wildlife, but to ensure we have a thriving planet for future generations to inhabit and inherit.

*Beccy Speight*





# The essence of what we do

Nature needs all of us. Our vision is a world in which wild birds and other wildlife are recovering everywhere. Through passionate, determined work, driven by science, we hope that future generations inherit a safe, healthy world, rich in wildlife that's available to all.

## Our vision

### A world richer in nature

Imagine that the world has worked together to save nature. Birds and other wildlife are flourishing. Our natural environment is enriching people's lives. There's clean air and water, a stable climate, a sustainable economy and abundant wildlife. This is the vision we're working towards. Everything we do is bringing us closer.

## Our mission

Saving the home we share with nature is our driving force. We bring people together to understand the threats facing our natural world, find sustainable solutions, and act to save it. Together we:

- save threatened wild birds and other wildlife
- protect, restore and create wild places
- inspire people to take action for nature

For over 100 years we've been rallying people together to save nature. While we've got birds in our title, and birds are our focus, we work to save all nature. Because all nature is connected. For birds to thrive, the whole ecosystem must thrive.

Right now, nature faces its biggest ever challenge. Exploitation, pollution and destruction of our natural world is being intensified by a planet in climate crisis. It's affecting all life – wild birds, other wildlife and humans alike. Nature is in crisis, but together we can save it, while using our natural world to help fight climate change.

**Let's stand together as an unstoppable force for nature.**

## Policy and campaigning

Our policy work covers a range of issues, from agriculture to energy, transport, overseas aid, education and the economy. We defend and promote the implementation of laws and policies to protect wildlife.

We drive policy change by fostering a community of supporters who are informed and active, and can be mobilised to create public pressure, and support and amplify the work of others. We deploy a range of campaign tactics to bring about change while building a more inclusive and diverse environmental movement.

## Centre for Conservation Science

The Centre for Conservation Science was set up in 2014. We identify and prioritise conservation problems, diagnose their causes, develop solutions, discover solutions, and then test how effective they are. Our team of 50 scientists, plus technical and support staff, intervene to save species and sites, empower people to take part in surveys and monitoring, and work with partners to tackle the issues that threaten nature. We support nearly 30 PhD students and many Masters projects.

## Working locally and globally

delivering conservation across the four UK countries and internationally.



## Education, families and youth

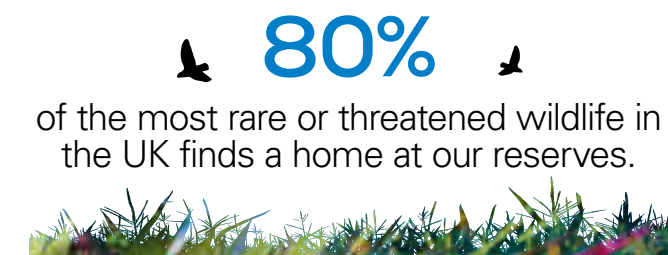
We're committed to helping young people develop a greater sense of connection to nature. We do this by helping hundreds of thousands of young people to have exciting experiences of nature every year.

Young people are vital in the fight to save nature. We are rapidly increasing our efforts to help them play a greater role in this, as both allies and as leaders. We are working to support some inspirational youth networks, and our Youth Council leads and influences work across the RSPB.

## Reserves

Nature reserves are at the heart of what we do. They're vital to our conservation work and provide essential wild spaces for everyone to get close to nature. We manage 220 nature reserves, covering 158,725 hectares and providing a home to over 17,500 species. More than 3,500 are of conservation concern.

Reserves allow us to safeguard existing habitat and recreate new ones throughout England, Northern Ireland, Scotland and Wales. Our facilities and the expertise of employees and volunteers bring people closer to nature, every day. Our conservation work across the UK, in the UK Overseas Territories and internationally is underpinned by research and investigation.



## International

We work locally and globally: in the UK, the UK Overseas Territories and the Crown Dependencies. Globally, we work as part of BirdLife International, the world's largest conservation partnership, to campaign for meaningful global agreements to protect nature. We play a lead role in protecting the East Atlantic Flyway migration route, working on species and habitats where we can make a real difference.

We also directly intervene where we can create a massive impact or model change, such as ridding continents of toxic drugs or preventing marine life from unnecessary killing.

## Volunteering

We couldn't do all we do for nature without our volunteers, all 12,441 of them. In 2019, they gave 1,026,218 hours of their time to the RSPB. Our volunteers help in many ways: from monitoring little tern nests to opening children's eyes to the wonders of wildlife, the opportunities are as diverse as our volunteers themselves. They are an essential part of our UK-wide team to save nature, and a source of energy, enthusiasm, passion, skills and support.

## Funding

Most of our work requires funding. Income streams are varied, which helps to ensure a level of stability enabling us to commit to long-term work programmes. We also have the support of more than a million members. Without grants from institutional bodies, amazing corporate partnerships, philanthropic donations, gifts left to us in Wills and people buying from our shops and cafés, we wouldn't be able to do our work.





## Mass protesting

On 20 September 2019, RSPB employees and volunteers stood in solidarity with the Global Earth and Youth Climate Strikes, supporting young people to demand action for our future. By joining school pupils, other organisations and the wider public, we embraced a movement aiming to have a profound impact on public and political action for the environment.

Recognising the climate emergency as the greatest threat to wildlife, more than 300 employees took part in events across the UK. Around the world, an estimated 4 million people joined the climate strikes, including 300,000 people in the UK, making the day the world's biggest ever environmental protest.

We'll continue to amplify the voices of young people, empower them to act and engage them in our decision making. Whatever the future of campaigning looks like, we will continue to add our voice to the fight for nature.

**All**  
employees  
given the time  
to join the  
protests.



## Birdsong takes over the airwaves

Throughout 2019, our Let Nature Sing campaign got the public talking about birdsong and the shocking fact that the UK has lost over 40 million birds in the last 50 years.

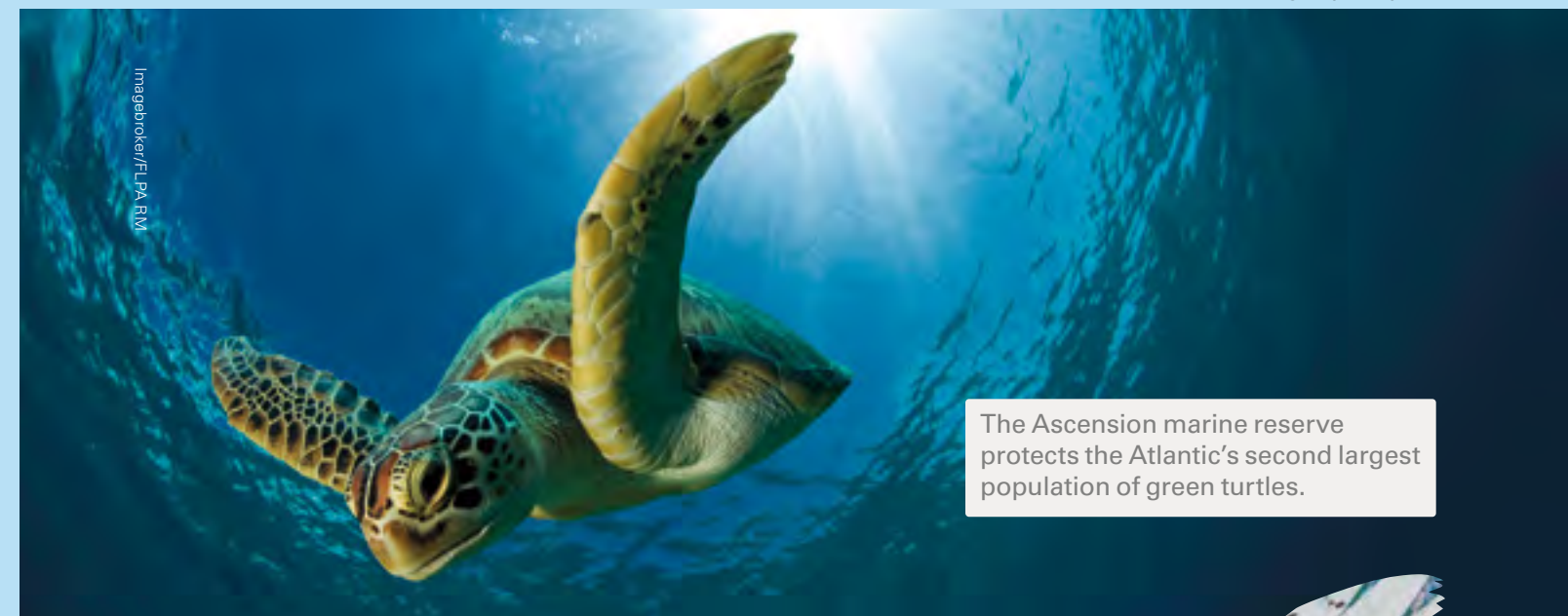
In a first for the RSPB, our single of pure birdsong, *Let Nature Sing*, reached number 18 in the UK music charts.

This was followed by the "Birdsong Takeover", where an estimated five million people heard birdsong in more than 5,000 unexpected locations including Westfield Shopping Centre, the National Assembly for Wales, Murrayfield Stadium, London Underground stations and Translink stations in Northern Ireland. This was joined by community organised events, where people listened to birdsong in their homes and workplaces.

The event was a huge success and reported in over 250 media outlets, as a powerful message to politicians about what we all stand to lose if the crisis facing nature is not addressed.



Ben Andrew (rspb-images.com)



The Ascension marine reserve protects the Atlantic's second largest population of green turtles.

## Stunning sealife safeguarded by marine reserve

Ascension Island is a UK Overseas Territory that lies 1,000 miles from the coast of West Africa in the Atlantic Ocean. It's one of 50 marine areas highlighted as "Hope Spots": critical to the future health of the world's oceans.

Ascension has the second largest green turtle population in the Atlantic and its waters are home to tuna, resplendent angelfish and vulnerable sharks. It is also one of the world's most important breeding sites for tropical seabirds, so this massive reserve will protect much of their feeding grounds, including those of the unique Ascension frigatebird.

We became concerned about Ascension's industrial fishery in 2012. We believed the best option for

the Ascension marine environment and the 800 residents on Ascension was to create a fully protected offshore marine reserve, leaving the inshore area where all the local fishing effort takes place open to sustainable fishing practices.

An effective partnership with the local community and members of the Great British Oceans coalition grew over the years. This culminated in August 2019, when Ascension designated the Atlantic's largest marine reserve. An area of 440,000 square kilometres where commercial fishing and mineral extraction will be prohibited, ensuring one of the highest levels of protection possible.

## Tackling bird trappers in Cyprus

We are marking another successful year tackling gangs that illegally trap and kill songbirds at a British overseas territory in Cyprus.

Figures released by BirdLife Cyprus revealed the continued success in reducing illegal songbird trapping on the Dhekelia Sovereign Base Area (SBA), a British overseas territory. An almost 90% reduction in illegal

netting in the Dhekelia Sovereign Base Area (compared to the 2002 baseline) has prevented tens of thousands of songbirds from being killed and sold to restaurants on the black market. Thanks to funders the A.G. Leventis Foundation.

The SBA authorities working closely with BirdLife Cyprus, the RSPB and Committee Against Bird Slaughter have reduced the number of illegally trapped and killed songbirds to an estimated 117,000 in 2019, down from around 900,000 in 2016.

The situation in the Republic of Cyprus is less encouraging, with a second successive increase in trapping since 2017.

Working in partnership has acted as a major deterrent in the fight against bird trapping. The hard work and persistence by the SBA authorities and NGOs since 2016 shows what can be achieved. There are still areas of non-native acacia that need to be removed as we continue to drive out this illegal trade, giving these gangs no place to hide their mist nets.



# Strike a pose

In 2019, more than 800 people joined the Puffarazzi – turning their love of puffins into science by submitting their photos of puffins with food in their beaks.

Launched in 2017, Puffarazzi is an RSPB citizen science project trying to find out why puffins are declining. The species is now vulnerable to extinction, and one likely reason is that the climate crisis is causing their food sources to shift. People's photos are invaluable clues into how the type and size of puffins' food has changed over time across the UK.

In 2019, we once again asked people for their photos – this time, asking them to submit historic photos as well as go out to puffin colonies and take new ones: a treasure trove of historic data! In 2017, an impressive 602 people joined the Puffarazzi, sending in 1,402 photos from 35 colonies. Since 2019 this has risen to 817 people sending in 2,669 photos from 50 colonies.

To find out more, visit [rspb.org.uk/projectpuffin](https://rspb.org.uk/projectpuffin)



## 2,669

puffin photos, in 50 colonies between 2019–2020.

Puffin by Steve Knell (rspb-images.com)

Kevin Cox



Cameron's Cottage will be surrounded by almost 1,000 acres of woodland.

## From rundown cottage to residential centre

When in March 2018 we took on Franchises Lodge, our first reserve in the New Forest National Park, it included a derelict and rundown cottage deep in the middle of the reserve. We had ambitions to turn this into something amazing, for example a residential field centre for young people, but the cost seemed beyond us. Which is why we were delighted when the Cameron Bepolka Trust approached us looking for a site to create "Cameron's Cottage". Cameron died in a tragic accident aged just 16. He was a young man full of promise, who had a very strong love of nature from an early age. As he grew older, birding became his passion.

Our shared vision is an innovative new study centre within a high quality, low impact building renovation. It will provide research facilities and residential accommodation for use by small groups from schools, colleges, universities and other organisations, enabling young people to experience and study nature. There will be an outside classroom and study centre, with solar panels and batteries providing the power for a truly off-grid centre.

Together, the RSPB and Cameron Bepolka Trust have been working to bring the vision of Cameron's Cottage closer to reality. In October 2019, we were granted planning permission. This has enabled us to begin the work to renovate the building. We are now working on a National Lottery Heritage Funding bid for set up costs and a Project Officer for the first two years of operation.

It has never been more critical to engage young people in nature. Cameron's Cottage is a truly wonderful venture that provides an unparalleled opportunity for people to completely absorb themselves in trees, plants and wildlife, free from electricity and the bonds of daily life.



## £425,000

for capital works.  
Thank you Cameron Bepolka Trust.

## Conservation for the future

Volunteers are the lifeblood of our organisation and finding more opportunities for younger volunteers brings a different energy and perspective to our work. The youth volunteering party at our Sandwell Valley reserve shows how a new and exciting approach can pay dividends.

The group has been running since 2018, welcoming 13 to 18-year-olds, with the support of site manager Cathy Taylor and a committed team of volunteers to manage it practically. Growing from seven or eight original members to 14 regular attendees, it's now oversubscribed, and has a waiting list.

The group undertakes whatever tasks the reserve needs doing: incredibly varied activities that include everything from practical tasks like scrub clearance to visitor engagement. The benefits for the reserve range from increased working capacity to stronger community links and the chance to engage with a wider demographic. It is also providing a whole raft of conservation skills and knowledge for a future workforce and generation who need to care and be equipped to help nature.

Regular volunteer, Adam Pagel, 15, said; "The RSPB young volunteers group has helped me find a new love of conservation and nature. I have gained confidence in my own abilities and learned new skills that will help me in the future."

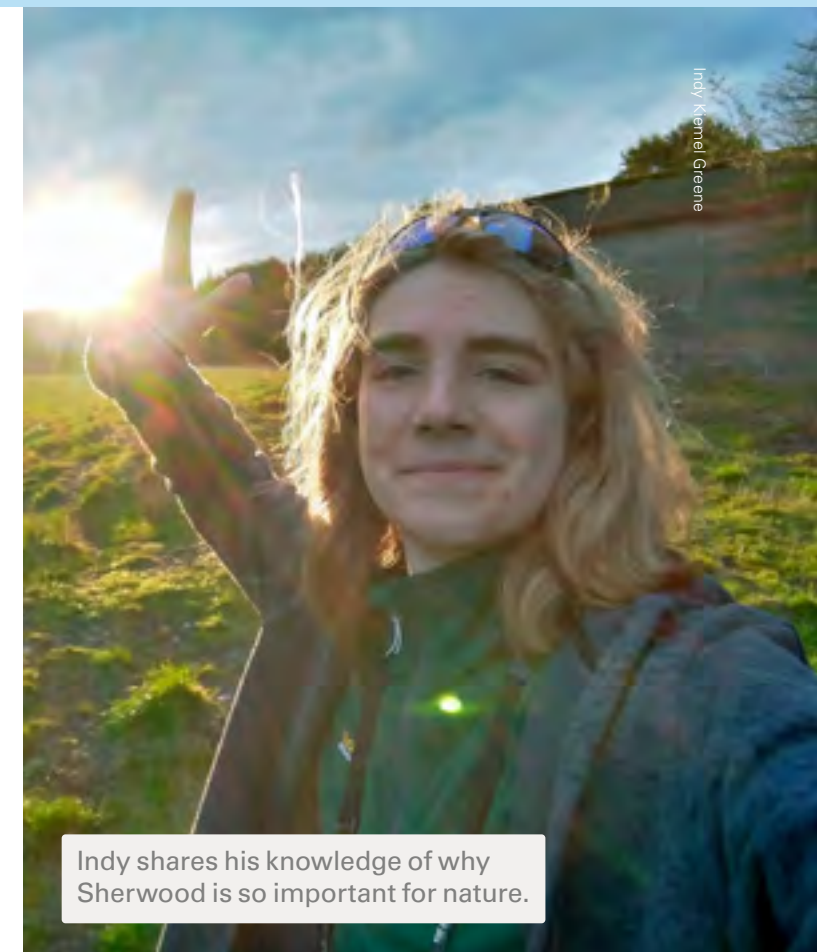
We hope this model can now be adapted and used across our wider reserve network.



Peter Cairns (rspb-images.com)

12,000 volunteers freely give their time to help on reserves and in our offices.

Indy Kiemel Greene



Indy shares his knowledge of why Sherwood is so important for nature.

## Indy is an inspiration

Volunteers are vital to our plans to save nature through people, just look at the great example of 14-year-old Indy Kiemel Greene.

Over the last 12 months, he has built his knowledge of Sherwood Forest and his skills and confidence in interpreting this for others. This has culminated in Indy becoming a guided walk leader for the reserve.

Indy has already ensured that hundreds of visitors have come away from our reserve with not just a greater understanding of why this ancient woodland is so important, but a desire to protect it, which is so critical to our conservation effort.

He has an astounding knowledge of nature, and a visible joy in sharing that knowledge with others.

Indy and other young volunteers are great ambassadors for the RSPB, bringing an enthusiasm which helps us to reach new audiences, including younger visitors.





Curlews benefit from cattle being able to graze on the islands of Lower Lough Erne.

## New boat honours work of RSPB hero

A brand-new cot – a vessel for transporting livestock and machinery on and off the islands of Lower Lough Erne – was launched in September 2019. The vessel has been named the “Joe Magee” after the pioneering former RSPB Fermanagh warden. Joe was warden between 1971 and 1998 and was one of the first people to notice the alarming declines in breeding wading birds in Fermanagh.

The team operates the cot throughout the year to move up to 150 cattle and 60 sheep back and forth to managed islands, as well as livestock to other privately-owned

islands. The cattle and sheep graze grass and vegetation on the islands, which creates ideal habitat for breeding wading birds to nest and raise their young in.

Joe Magee said: “We originally used a wooden cot, which a farmer let us use. Then we built our own, although at first it had no engine on it, and we had to tow it using another boat. So eventually we got an engine and that made life easier! I knew that across the island of Ireland curlew numbers were dropping, so it’s important that work is still being done to look after them.”

*This project is part of the much larger Co-operation Across Borders for Biodiversity (CABB) programme, targeting the conservation of peatlands and wet grassland across Northern Ireland, Ireland and South West Scotland. It was made possible thanks to funding from the European Union’s INTERREG VA Programme managed by the Special EU Programmes Body (SEUPB) and The Banister Charitable Trust.*

## A win for nature in south-east Wales

Over 2,500 species call the Gwent Levels their home. After years of campaigning by RSPB Cymru, various environmental non-government organisations and campaigning groups against a proposed motorway diversion through the levels, First Minister Mark Drakeford announced his decision not to proceed in June 2019.

For more than 20 years, RSPB Cymru has stood firm against various versions of a motorway proposal on the grounds that the new section of road would cut through four of the Gwent Levels Sites of Special Scientific Interest, causing damage and destroying the habitats of the area.

Following a lengthy public inquiry, the Welsh Government decided that the projects’ adverse environmental impact outweighed the advantages. The ditches of the low-lying coastal plain are home to various species, from rare great silver water beetles to grass snakes and little egrets. Other species that could have been at risk include the first pair of common cranes to breed in Wales in over 400 years.

RSPB Cymru provided written evidence on the impact on the protected sites and the birdlife of the Levels, and 5,000 RSPB members and supporters submitted objections to the proposed M4 relief road. We are truly grateful for your support.

17

pairs of breeding cranes on RSPB reserves in 2019, the highest number ever! 11 chicks fledged.



Gwent Levels is safe from motorway diversion plans.



This stunning landscape has been protected from development.

## Coul Links campaign success

In February 2020, we welcomed the decision by Scottish Ministers to refuse planning permission to build a golf course at Coul Links in East Sutherland.

Coul Links is a beautiful, natural coastal dune system to the south of Loch Fleet. It’s home to a rich variety of plants, butterflies and moths as well as birds such as terns, curlews, cuckoos, skylarks, geese and eiders.

The area is one of the most protected places in Scotland, designated as a Site of Special Scientific Interest, Special Protection Area and Ramsar site. The golf course would have caused significant damage to the unique dune habitats and their wildlife.

The campaign to #SaveCoulLinks was a huge collective effort involving us, Buglife Scotland, Butterfly Conservation Scotland, Plantlife Scotland, the Marine Conservation Society, the National Trust for Scotland, the Scottish Wildlife Trust and many members of the public.

13,000 people asked the Scottish Government to “call-in” the planning decision for further examination, after Councillors at Highland Council voted to approve the application. The application was called-in and scrutinised through a public Inquiry.

It resulted in Scottish Ministers refusing permission due to the significant negative effects on wildlife and the dune system itself – all things that make Coul Links so special.





Ben Andrew (rsb-images.com)

Nicole (right) shares her passion for turtle doves.

## Turtle dove champion

Conservation advisor Nicole Khan is a fantastic example of how we can harness the expertise and passion of a few and magnify it to empower far greater numbers of people to care about and engage with nature conservation.

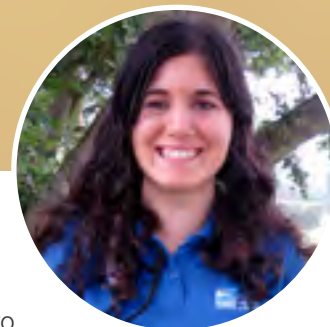
Working in Kent, one of the last turtle dove strongholds in the UK, Nicole has encouraged a whole community to care about this threatened species and change their ways to help protect it for the future.

As part of Operation Turtle Dove, Nicole is a member of a team working directly with farmers and landowners to improve the landscape for wildlife. The team works with key sites to provide seeds for planting that will provide suitable turtle dove habitat and food, as well as

supplementary seed mix to sustain them after spring migration.

Nicole has worked with a range of sites, from farms to campsites and even a vineyard. By sharing her passion for turtle doves, she has helped the community to understand and care for these special birds.

"Kent is one of the remaining UK strongholds for turtle doves and for those that are from Kent, it's a growing point of pride and motivation to help," she explained. "Knowing that these birds are in trouble can spark people into action. The involvement has been incredibly proactive and there are huge opportunities for this species, and more and more sites evolving organically."



## Gamebird shooting review

We started a phased review of gamebird shooting in 2020. This was due to public concern and mounting evidence about the impacts of driven grouse moor management and large-scale gamebird releases.

Impacts include the ongoing and systematic illegal persecution of birds of prey such as hen harriers; ecological impact of high numbers of game birds; mass culling of mountain hares; use of lead ammunition; impact of burning peatlands and medicating wild animals for shooting.

We conducted the review in three phases. We received views from a randomly selected sample of 5,265

RSPB members, an additional 663 RSPB members who wanted to contribute, 2,847 RSPB employees and volunteers, and more than 20 relevant organisations. We also conducted confidential conversations with 50 interested individuals.

The second phase involved completing scientific reviews of the evidence of impacts from the two most intensive forms of shooting, to help assess these against the conservation principles developed by the RSPB. The final phase involves reviewing the RSPB's existing policy on driven grouse shooting and developing a new position on gamebird releases. An update will be given at the RSPB AGM, see [rsb.org.uk/agm](https://rsb.org.uk/agm) for more details.



## Assessing the State of Nature

In October 2019, the RSPB joined with over 70 conservation organisations and government agencies to present the *State of Nature* 2019 report – the clearest picture to date of the status of UK species across land and sea. Following the two previous *State of Nature* reports in 2013 and 2016, the news for our wildlife was alarming, with 15% of species threatened with extinction from Great Britain.

For the first time, the report began with a foreword from some of the UK's most passionate and committed young conservationists to explain what nature meant to them and why the declining trends needed to be reversed. Aged between 13 and 24, the contributors spoke of their favourite aspects of nature as well as their concerns and hopes for our wildlife's recovery.

Channel 4 News examined some of the key data in a special news bulletin, live from Wimpole Hall Farm in Cambridgeshire, as part of *Extinction Britain*. It featured



two of the young contributors, Bella Lack and James Miller, voicing their love for nature and their distress at the climate and environment crises.

While there is much cause for concern, with more than 26% of UK mammals at risk of disappearing, there is also cause for hope, with species such as the bittern and the large blue butterfly saved through the determination of organisations and individuals.

Through the passion and resolve of partnerships, supporters, volunteers and these incredible young conservationists, there is still cause for hope.

**1 in 7**

British species threatened with extinction from Great Britain.



## Mapping nature to tackle the climate crisis

New maps, created by the Conservation Data Management team, reveal that the best places for nature also hold over two gigatons of carbon dioxide. That's the equivalent of all the greenhouse gases the UK generates in four years.

The project began by mapping the best places for nature in the UK. Carbon data for each habitat was then applied, including the topsoil layer. Analysing the plants and topsoil in these areas revealed how much carbon is locked up in the land and vegetation.

**2 gigatons of CO<sub>2</sub>**

held in the best places for nature.



These nature-rich landscapes play a vital role in supporting the UK's wildlife and storing carbon. However, two thirds of these carbon stores are in locations that are unprotected. This means that they are haemorrhaging carbon into the atmosphere, instead of storing it safely in the ground.

Our work shows we need the government to urgently protect these areas and take an important step in addressing the current crises for both nature and the climate.





## 50 years of RSPB local groups



2019 marked 50 years since the RSPB Local Members Groups were launched. Our volunteer-led local groups are the face and voice of the RSPB in their local community.

We invited local groups to join in the celebration by hosting events and set an ambitious target to fundraise an additional £50,000

for the RSPB – which we reached in part thanks to a limited-edition golden robin pin badge. The RSPB

Coventry and Warwickshire Local Group, for example, ran “50 events for 50 years” covering all sorts from talks to bug hunts.

Since 1969, RSPB local groups have raised over £25 million for saving nature; given over 12 million volunteer hours; led over 120,000 guided walks showing people wildlife; and held over 80,000 wildlife talks open to the public. It's no exaggeration to say they have inspired a generation with thousands and thousands of talks in schools and communities, radio and TV interviews, and attendance at events. Here's to another 50 years!

## Getting a taste for the job

“Growing up I always dreamt of being a warden and working for the RSPB while still living in Wales and speaking my native tongue,”

says Gethin Elias, Warden at the RSPB's Lake Vyrnwy nature reserve.



Residential volunteering gave Gethin that opportunity as he did a year's internship split between Ynys Hir and Lake Vyrnwy. He says: “This is one of the best decisions I ever made. As I have experienced, volunteering is a great way to start a journey into the world of conservation and hopefully make dreams come

true. I now get to follow my fathers' footsteps, working on the moorland while also following a passion to bring back hay meadows.

Residential volunteers provide hours of time and support to the RSPB. Whether it's a year's internship or a few weeks of volunteering, the time spent helps to achieve conservation and visitor targets. Volunteers at Lake Vyrnwy can experience the full swing of the breeding season, surveying iconic species such as hen harriers and curlews, inputting breeding season data and habitat management in autumn and winter. There are a range of similar opportunities at the RSPB's nature reserves throughout the UK and every hour of time given is valued. Our volunteers bring a variety of skill and in turn they are provided with a wonderful way to meet new people who share the same passion, or to spend time alone in nature.

## Moving to more nature-friendly farming

At the time of writing, the Agriculture Bill is making its way through Parliament, creating history as the first Bill to use electronic voting and marking a significant step towards a more nature friendly farming system.

The mistakes of previous policies are evident through the downward trajectory of farmland wildlife, squeezed out of the countryside. This new policy should bring life back to our hedgerows and fields by rewarding farmers for managing habitats, alongside fairer returns for produce.

We've campaigned for years for this change, so it is exciting to see it finally coming to fruition. We've worked closely with environmental organisations through networks including Wildlife and Countryside Link and Greener UK, but it is heartening too to see the changes championed by farmers

themselves. While relatively new, the vision and enthusiasm of the Nature Friendly Farmers Network has seen their number swell to over 1,300 farmers, 6,200 public supporters and more than 100 organisations.

Nowhere has the potential for change been so clear than at our own Hope Farm in Cambridgeshire. This year is its 20th anniversary and over that time we have seen its bird population increase three-fold and butterfly numbers increase by 400%. It's an inspiring example of farming with nature in mind.

The new Agriculture Bill – if it makes it into law and is implemented well – should mark the start of a new era for our countryside. But there is still work to do to ensure farmers and land managers are supported as we move to a new system.

**400%**  
increase in butterflies  
at Hope Farm in the last  
20 years.



## Hope for corn buntings

Corn buntings declined by 83% in eastern Scotland between 1989 and 2007. At that time, it was thought that just 800 singing males were left in four strongholds – Fife, Angus, North East Scotland and the Western Isles.

In Angus, corn bunting numbers increased by 10.5% between 2016 and 2019. All Angus corn buntings now have access to safe nesting places, insect-rich summer foraging habitats and winter seed food.

In Fife, more than 20 farms are also involved in the Corn Bunting Recovery Project. In addition, Fife Council and others have established corn bunting seed mix plots on council-owned land with the help of local schoolchildren. Corn bunting numbers increased by 53%

between 2016 and 2019. Their numbers have more than doubled since their lowest point in 2001 and their range has expanded too.

This success has been achieved through a mix of greening, agri-environment schemes and voluntary measures and wouldn't have happened without the commitment of local farmers, estates and other landowners.



**Doubled**  
the number of  
corn buntings in Fife  
(since 2001).



# A year of saving nature

Some highlights of the past year.

► **Welcome to the species that have been recorded on our nature reserves for the first time.**

Great white egrets arrived at Burton Mere and are successfully breeding.



► **Proud parents**

Two pairs of spoonbills fledged a chick each at Fairburn Ings.

Critically endangered European eels recorded at Loch Spynie.



**17,500**  
species on our nature reserves

**3,500**  
species of conservation concern



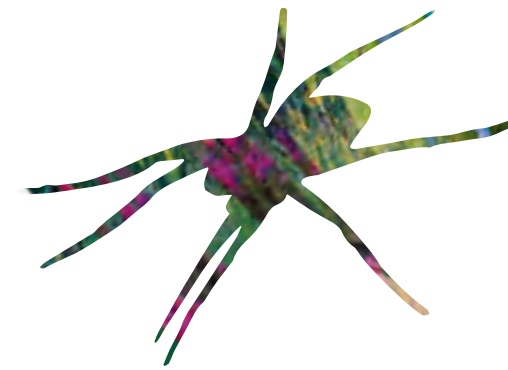
**95%**

increase in spotted rock rose at South Stack Cliffs.



**122 pairs**

of roseate terns on Coquet Island.

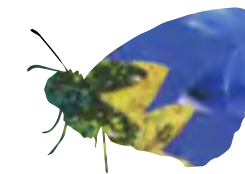


Fen raft spiders found in 1/4 of Cantley Marshes – a successful reintroduction.



**31**

breeding pairs of cirl buntings at Labrador Bay.



**144**

Small heath butterflies at Portmore Lough.



**334**

male field crickets recorded at Farnham Heath.

**Record breakers**

**Species settling in**



**220**  
nature reserves

**158,725**  
hectares in total

**4x**

the size of the Isle of Wight





The impact of noise and artificial light from Sizewell C could have a devastating impact on Minsmere's wildlife.



"2019–2020 was a big year for the RSPB in England – and significant threats from badly-designed and sited infrastructure remain a key focus. Minsmere continues to face potentially catastrophic impacts from Sizewell C and we vocally came out in opposition to HS2, but we've also had a bumper year for bitterns and cranes. That gives us hope."

**Emma Marsh**  
Director, England

## How we #LoveMinsmere

In May 2020, EDF Energy submitted their final proposals to build a twin nuclear reactor, Sizewell C, on the Suffolk coast. This would bring the Sizewell Estate right up to the border of RSPB Minsmere, one of our most wildlife-rich nature reserves. Our key concerns are the impact of noise and artificial light on rare wildlife and the potential erosion of Minsmere's coastline.

The Government has already recognised in their National Policy Statement for Nuclear Power Generation (EN-6) that Sizewell C could have detrimental impacts on landscapes, habitats and species.

We asked for your help – to tell EDF what you think, and to protect this special landscape for the future. We launched our #LoveMinsmere campaign last year which saw 20,419 of you write to EDF stating why you love Minsmere and why the reserve must be protected. The campaign also has support from Chris Packham, Iolo Williams, Bill Turnbull and Diana Quick.

We called on EDF to make a public statement that Minsmere will be protected from any potential harm; to fully assess the impact that Sizewell C could have on Minsmere's habitats and wildlife; and to publish a clear plan outlining how EDF will address any potential impacts.

We have not seen the evidence from EDF that Sizewell C can be built without detrimentally impacting habitats and species. Without this, we conclude that the build must not go ahead.

The Planning Inspectorate have now accepted EDF's final plans application, which has now been made publicly available. We will put all we can into engaging with the application consideration examination process to achieve the best outcome for nature and continue to stand against harmful developments such as Sizewell C.

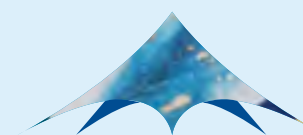
### Best year yet for bitterns

Shy, but with an incredible booming voice, bitterns were at the brink of extinction by 1997 when numbers dropped to just 11 males.

This included two males at RSPB Minsmere in Suffolk, which has a long history of providing a last stronghold for reedbed species in the UK.

In 1997 we started a research programme to investigate the needs of this wetland bird. Due to strong partnerships between reedbed organisations and funding by two EU-Life projects, the research moved quickly to save this species from UK extinction.

This research meant we could give clear reedbed management recommendations that were implemented across many sites, and it worked: in 2019, we celebrated the bitterns' best year since records began!



# 1,000

people at the  
#LoveMinsmere  
Festival.

# 11 male

bitterns.  
A record number  
for Lakenheath Fen.



# 100+

booming bitterns  
on our UK  
nature reserves.





Corncrakes are creeping back to Rathlin Island thanks to a huge nettle-planting effort.



"This year we've been working hard for our most endangered species as well as showcasing the issues they face through TV documentaries and our campaigning activity.

The NI Assembly returned after three years, so we redoubled our efforts to improve the laws that will impact on nature when the UK leaves the EU, working in coalition with other organisations and volunteers, members and supporters."

**Joanne Sherwood**

Director, RSPB Northern Ireland

## Rathlin's a *Love Island* for corncrakes

Corncrakes are one of Northern Ireland's rarest and most secretive birds, and are a red-listed species of high conservation concern. Rathlin is the only place in Northern Ireland that probable breeding has been confirmed and a male has been heard calling in one location there since 2016. In 2019, RSPB NI employees recorded two breeding males at two separate sites.

Corncrakes like to settle in tall vegetation like nettles, so on one of the sites – Church Bay – where the land is managed by RSPB NI, nettles were planted to encourage the birds. These birds are summer migrants from western Africa and are rarely spotted, but the male bird corncrake at Church Bay has been heard and occasionally spotted.

RSPB Rathlin Island Warden Liam McFaul has a theory about why the "Love Island" bird was so vocal and has been seen. "He has been calling out in two or three different locations and then he's moving across the road to the other side and is calling quite a lot, all night long and quite often during the day. This could indicate that there could be more than one female in that area and he's tending to two areas at once."

RSPB NI has been creating areas of early cover for the corncrakes to shelter under and feed in over the last 15 years. This has involved teams of volunteers working across NI in winter to dig up nettle rhizomes (the underground stems). Planting them early encourages the birds to come in. On Rathlin Island volunteers play a hugely valuable role for the RSPB and the community and we'd like to thank them all.

## A "rosy" future for rare terns

In 2019, the restoration of Blue Circle Island, which is part of the RSPB's Larne Lough reserve in County Antrim, was completed. The island's sea defences had collapsed, and up to a third of it had eroded through flooding. RSPB-led works shored up the island and extended the nesting area, making it a prime potential site for roseate terns.

Roseate terns are the rarest breeding seabirds in Europe and are critically endangered. The entire UK and Ireland population was found at three colonies: Rockabill Island and Lady Island Lake in the Republic of Ireland, and Coquet Island in Northumberland. The terns spend the winter on the West African coast and return to these colonies in May.

In the 1980s there were up to 35 breeding pairs of roseate terns in Larne Lough, but just one pair has been recorded in recent years. However, we're delighted that two roseate tern chicks hatched in July 2019. Tern conservation officer Monika Wojcieszek said: "This is fantastic news... we're hopeful we can see their numbers increase year on year".

Project costs were partially covered by the EU-funded Roseate Tern LIFE Recovery Project, with match funding from Tarmac and the RSPB.



2

male singing corncrakes on Rathlin Island.



2

**roseate**

tern chicks hatched at Larne Lough.





An immense effort over five years has restored large areas of the Flow Country.



2019 was a big year for nature in Scotland. We celebrated 25 years of working in the Flow Country. The Orkney Native Wildlife Project began in earnest and BBC Springwatch spent a season in the Highlands showcasing some of Scotland's iconic wildlife. We added a new reserve, Loch Druidibeg in the Outer Hebrides, and co-ordinated the first-ever Dolphinest in Aberdeen.

**Anne McCall**  
Director, RSPB Scotland

# Flows now flourishing

Flows to the Future was an ambitious five-year project to restore large areas of blanket bog in the heart of the Flow Country – Europe's largest blanket bog. It also connected people to this precious habitat.

In the last year, the Forsinard team hosted 13 volunteers from different parts of Europe as part of the World Heritage Volunteer programme. They took part in conservation tasks including removing over 30,000 non-native conifer saplings to help the restoration of these important peatlands. An immersive art event "Below the Blanket" also took Edinburgh by storm. Held in the Royal Botanic Garden Edinburgh during the 2019 Edinburgh Festival, it was rated one of the best outdoor art events in Britain by The Times.

Over the five years, restoration work was started on nearly seven square miles of blanket bog by removing 837.4 hectares of non-native trees from deep peat and clearing 564 hectares of non-native conifers. Visitor and research facilities were created including the Flows Lookout – an award-winning six metre-high viewing tower – a new Flows Field Centre at Forsinard and visitor information points across the Flow Country. There was also an extensive programme of school and community activities.

The £11.3 million project was carried out by the Peatlands Partnership with the RSPB as lead partner. It was funded by the National Lottery Heritage Fund, along with many other supporters. Although this project has finished, our work to help protect, restore and celebrate the Flow Country continues. The Peatlands Partnership includes Scottish Natural Heritage, Forest and Land Scotland, Scottish Forestry, The Highland Council, RSPB Scotland, Plantlife Scotland, Highlands & Islands Enterprise, The Highland Third Sector Interface, The Flow Country Rivers Trust, and The Environmental Research Institute.

## Success at Cairngorms Connect

Cairngorms Connect is a partnership of four land managers with a 200-year vision to improve habitats and help restore natural processes within the Cairngorms National Park.

Though the area is known for its fragments of ancient Caledonian pinewood, there are also Scots pine plantations present. Over the last year, 122 hectares of these plantations were restructured to function more naturally. Native tree species have been planted in areas to provide seed sources where they should be present but aren't, including five hectares of broadleaves in Glenmore and 550 hectares of native species on Wildland.

It was an active year for collecting baseline data of various species and habitats. This included surveying moths, songbirds and vegetation in remote and challenging locations. There was continued work on establishing relationships between the partners and engaging stakeholders, from hosting a conference to featuring on BBC *Springwatch*. In addition, the project launched an album of traditional music by a local composer Hamish Napier inspired by the woodlands of the partnership area.

At the end of 2018, the partnership of RSPB Scotland, Scottish Natural Heritage, Forest and Land Scotland and Wildland Limited, was awarded \$5 million (USD) by the Endangered Landscapes Programme for habitat restoration alongside scientific monitoring of the landscape over five years.



270

volunteers contributed

5,500

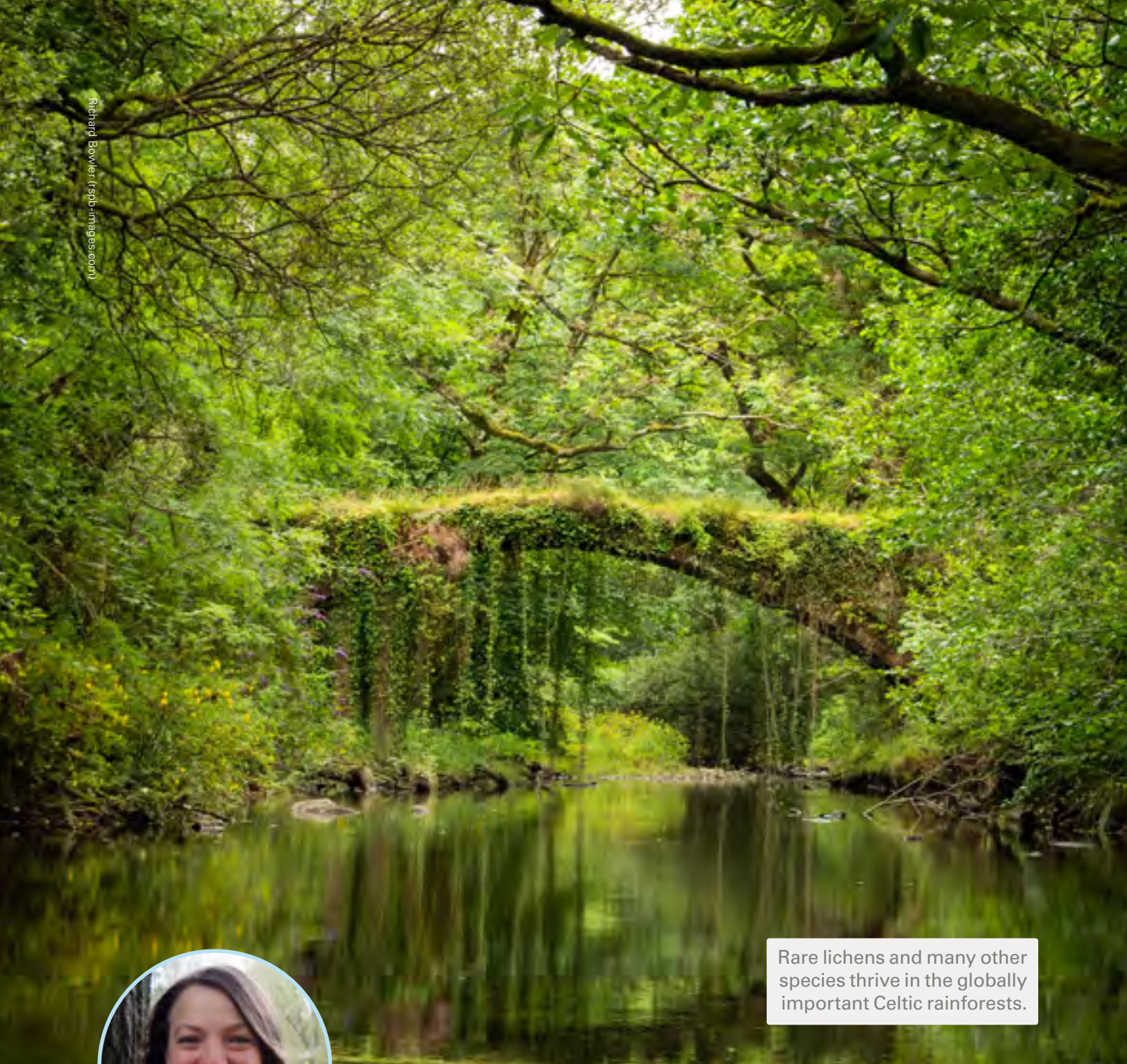
days to help restore the Flow Country.



184

hectares of non-native tree species removed.





Rare lichens and many other species thrive in the globally important Celtic rainforests.



"We've seen increased public awareness about environmental issues and we're starting to see this reflected in the willingness of our politicians to take pro-nature decisions.

The publication of the third *State of Nature* report in Wales and World Environment Day celebrations in Cardiff were key opportunities to show the need for a step change in our relationship with the natural world."

**Katie-Jo Luxton**

Director, RSPB Cymru

## Protecting ancient habitats

The Celtic Rainforests Wales LIFE project mentioned in last year's annual report has officially launched, and the work to restore, protect and enhance these fragile habitats is well underway.

Celtic rainforests are made up of our ancient oak woodlands, thousands of years old, that are characterised by a wet and humid climate. They are globally important and support an astonishing variety of wildlife. A large percentage of the UK's breeding population of many summer migrant birds, including redstarts, pied flycatchers and wood warblers, can be found here, as well as nuthatches, sparrowhawks and hawfinches. The woodlands also support a wide variety of insects.

The Celtic Rainforests Wales LIFE project is funded by the EU's LIFE programme and the Welsh Government, and led by the Snowdonia National Park Authority. It works to protect ancient woodlands from overgrazing, lack of management and threats such as invasive plants like rhododendron. The RSPB is working on the southern half of the project from the Mawddach valley down to RSPB Gwenffrwd Dinas. Here, we're removing non-native invasive plants and undertaking woodland management, such as halo thinning around ancient oaks.

Grazing animals are also key. The ancient woodlands have a long history of grazing, but overgrazing damages young saplings. To tackle this, many woodlands were fenced off for protection, however vigorous undergrowth then took over, blocking out the light to young trees. Balancing the type of grazing for each site can be effective in creating breathing space for the rare lichens that thrive on the woodland floor. At our reserves at RSPB Coed-y-parc and Coed Garth Gell, we've introduced cattle – including Connor the Highland steer and two Highland cattle, known as "The Twins" – to keep the overgrowing bracken, brambles and ivy, under control.

## A busy year for the Living Levels team

The Living Levels Landscape Partnership is a coalition of organisations that celebrate and conserve the natural heritage of the Gwent Levels in south-east Wales. Joint activities between RSPB Wildlife Explorer and Young Archaeologists groups help to spark young people's interest in wildlife.

24 projects are being undertaken to help reconnect local people to the heritage, wildlife and beauty of the Gwent Levels. This landscape stretches from Cardiff and the River Rhymney in the west to Chepstow on the River Wye in Monmouthshire to the east. Through the partnership, 169 year 5 and 6 pupils in Cardiff, Newport and Chepstow, have experienced the landscape through theatre and drama workshops at venues including Tredegar House and Caldicot Castle.

The "Heritage Heroes" project is a great example of where cooperation between RSPB Cymru and Living Levels has been at its most effective. The scheme aims to help people living in the area to learn new skills, and to look after the Levels in the long term. The partnership consists of stakeholders and organisations including the three local authorities, Natural Resources Wales, Gwent Wildlife Trust, with RSPB Cymru as the lead partner.



**200**

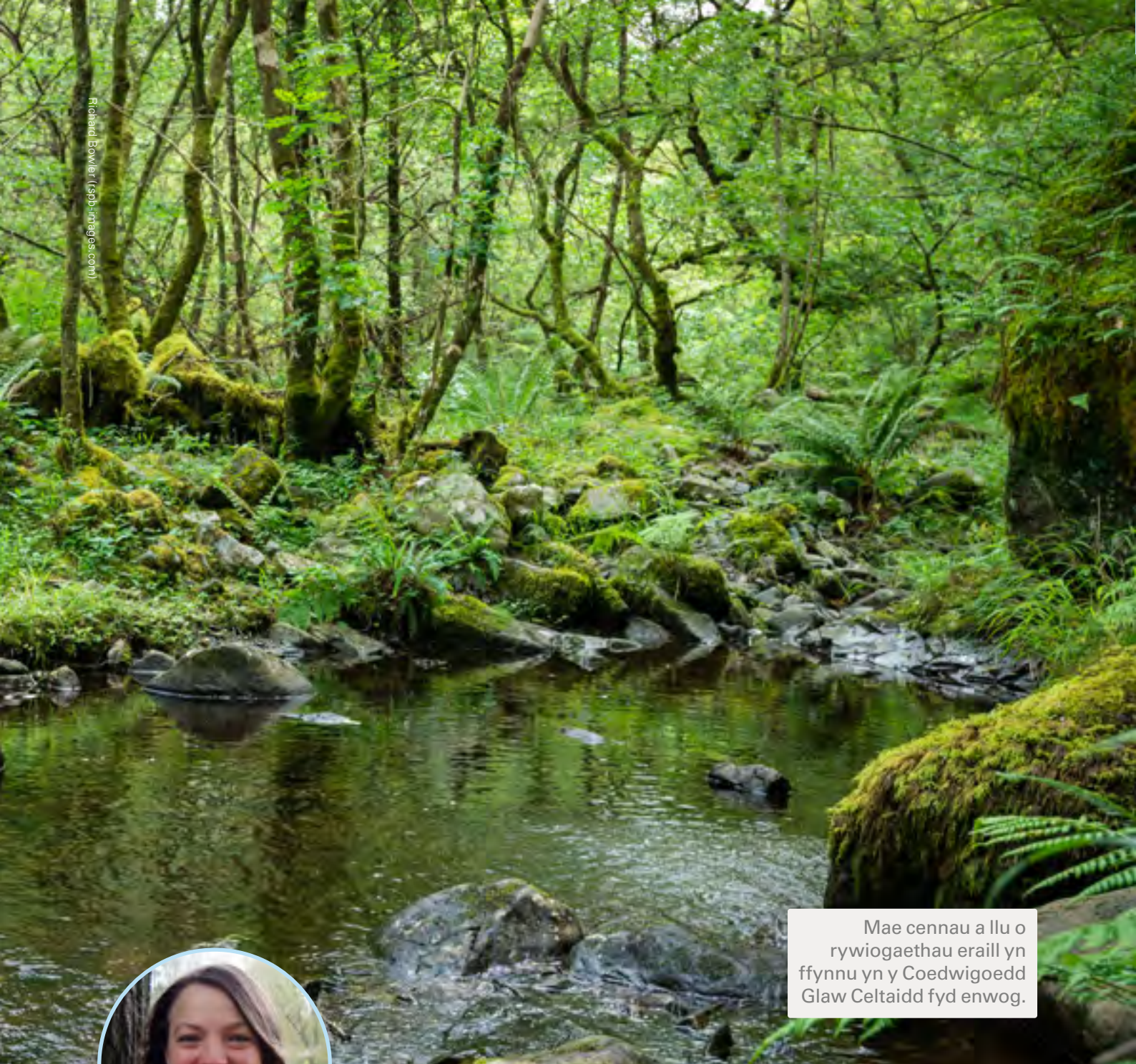
moth species  
in the ancient  
woodlands.



**5,700**

hectares, including  
8 Sites of Special  
Scientific Interest,  
comprise the  
Gwent Levels.





Mae cennau a llu o rywiogaethau eraill yn ffynnu yn y Coedwigoedd Glaw Celtaidd fyd enwog.



“Rydym wedi gweld cynnydd yn ymwybyddiaeth y cyhoedd o faterion amgylcheddol ac yn gweld hyn yn cael ei adlewyrchu ym mharodrwydd ein gwleidyddion i wneud penderfyniadau o blaid natur. Bu cyhoeddi trydydd adroddiad *State of Nature* yng Nghymru a dathliadau Diwrnod Amgylchedd y Byd yng Nghaerdydd yn gyfleoedd allweddol i bwysleisio’r angen am gam i gyfeiriad newydd yn ein perthynas â’r byd naturiol.”

**Katie-Jo Luxton**  
Cyfarwyddwr, RSPB Cymru

# Gwarchod cynefinoedd hynafol

Mae prosiect Coedwigoedd Glaw Celtaidd Cymru LIFE, a gafodd sylw yn ein hadroddiad blynnyddol y llynedd, wedi ei lansio’n swyddogol ac mae’r gwaith o adfer, gwarchod a gwella’r cynefinoedd bregus hyn yn mynd rhagddo’n dda.

Y Coedwigoedd Glaw Celtaidd yw ein hen goetiroedd derw, miloedd o flynyddoedd oed, a nodweddir gan eu hinsawdd wleib a llaith. Maent o bwys rhyngwladol ac yn cynnal amrywiaeth rhyfeddol o fywyd gwyllt. Yn y coetiroedd hyn gellir dod o hyd i ganran uchel iawn o adar mudol yr haf, gan gynnwys y tingoch, gwybedog brith bach a’r telor elyllbren yn ogystal â thelor y cnau, y gwalch bach a’r gylfinbraff. Mae’r coedlannau hefyd yn gartref i amrywiaeth eang o bryfed.

Ariennir Coedwigoedd Glaw Celtaidd Cymru LIFE gan gynllun LIFE yr UE a Llywodraeth Cymru dan arweiniad Awdurdod Parc Cenedlaethol Eryri. Mae’n ymdrechu i warchod coetiroedd hynafol rhag gor-bori, diffyg rheolaeth a bygythiad planhigion ymwthiol fel rhododendron. Mae’r RSPB yn gweithio ar ran deheuol y prosiect o ddyffryn Mawddach i lawr at RSPB Gwenffrwd Dinas. Yma, rydym yn tynnu a chael gwared â phlanhigion ymwthiol, nad ydynt yn frodorol, drwy ddulliau fel teneuo ar ffurf halo o amgylch hen goed derw.

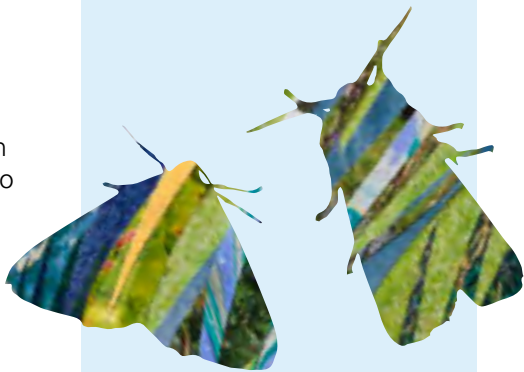
Mae anifeiliaid sy’n pori yn allweddol hefyd. Mae gan y coetiroedd hanes o bori ond mae gor-bori yn difrodi glasbrennau a thyfiant ifanc. Yn y frwydr yn erbyn hynny mae sawl coetir wedi ei ffensio, ond serch hynny bu tyfiant brwd dan yr wyneb a oedd wedi cymryd drosodd a lleihau’r golau i’r coed ifanc. Mae cael cydbwysedd pori penodol ar gyfer safleoedd yn gallu bod yn effeithiol iawn yn creu lle i anadlu i’r cen hynafol sy’n byw ar lawr y goedwig. Yn ein gwarchodfeydd yn RSPB Coed-y-parc a Choed Garth Gell, i gadw trefn ar y rhedyn, drain ac eiddew, rydym wedi cyflwyno gwartheg - gan gynnwys bustych Connor a dwy fuwch ucheldir o’r enw “Yr Efeiliaid”.

## Blwyddyn brysur i dîm Lefelau Byw

Clymblaid o sefydliadau yw Partneriaeth Tirlun Lefelau Byw sy’n dathlu a gwarchod treftadaeth naturiol Lefelau Gwent yn ne ddwyrain Cymru. Mae gweithgareddau ar y cyd rhwng Wildlife Explorer a grwpiau Young Archaeologists yn helpu hybu diddordeb pobl ifanc mewn bywyd gwyllt.

Mae 24 prosiect yn helpu ail-gysylltu pobl leol â threftadaeth, bywyd gwyllt a harddwch Lefelau Gwent. Mae’r tirlun yn ymestyn o Gaerdydd ac Afon Rhymni yn y gorllewin hyd at Gas-gwent ar lannau Gwy, Sir Fynwy yn y dwyrain. Drwy waith y bartneriaeth mae 169 o ddisgyblion blynnyddoedd 5 a 6 o Gaerdydd, Casnewydd a Chas-gwent wedi profi’r tirlun drwy weithdai drama a theatr mewn lleoliadau fel Tŷ Tredegar a Chastell Cil-y-Coed.

Mae’r prosiect “Arwyr Treftadaeth” yn enghraifft arbennig o’r cyd-weithio rhwng RSPB Cymru a Lefelau Bywyd ac wedi bod yn hynod o effeithiol. Nod y cynllun yw helpu pobl leol yr ardal i ddysgu sgiliau newydd a gwarchod y Lefelau yn y tymor hir. Yn y bartneriaeth mae rhanddeiliaid a sefydliadau yn ogystal â thri awdurdod lleol, Cyfoeth Naturiol Cymru, Ymddiriedolaeth Natur Gwent, gyda RSPB Cymru yn arwain.



**200**  
rhywogaeth o wyfynod mewn coedwigoedd hynafol.

**Dros 260**  
o bryfed y gwlypdiroedd a rhywogaethau eraill.





# Birdlife International – connecting to save nature

The greatest challenges to nature and wildlife are global, and in order to rise to the joint crises affecting the climate and biodiversity, we must act locally and internationally. This is why our partnership with BirdLife International is vital to our work and the global effort to protect our natural world.

The UK may be a small corner of the North Atlantic, but we have Overseas Territories that span the world, and our summer and winter migrants are living proof that nature knows no boundaries.

BirdLife International is our most important partnership. As the UK partner, we work with conservation organisations in more than 120 countries. Through the partnership, we work to achieve our international objectives: to save nature wherever it goes, especially across the UK, on the 14 UK Overseas Territories and

along the African-Eurasian flyway – a group of routes that migratory birds take between Africa and Europe.

Through BirdLife International, we can join forces with partners around the world, and play our part in rising to the challenge of halting and reversing biodiversity loss. This is through practical conservation interventions such as SAVE (Saving Asia's Vultures from Extinction) and the global marine programme, and also by exerting influence at global environmental conventions.

Our best strategy for saving species and habitats is sharing science and conservation experience with our partners, as well as learning from them. As part of an international partnership, we can work together and speak with a powerful voice, to help secure the comprehensive international agreements we need for nature conservation and the environment.

## Brighter future for blue iguanas on Grand Cayman

The RSPB has purchased a pocket of tropical dry forest in the Cayman Islands. This marks an exciting new chapter in our conservation programme in the Caribbean Overseas Territories, securing the future of the endemic blue iguana.

The Caribbean region hosts five of the fourteen UK Overseas Territories (UKOTs): Anguilla, the British Virgin Islands, the Cayman Islands, Montserrat, and the Turks

**1,000+**  
blue iguanas



and Caicos Islands. Across this region, weak or non-existent controls on development have sadly resulted in the loss of some important habitats such as mangroves, dry forest and wetlands.

Until better development controls are in place and enforced, the purchase of land here is the most effective conservation tool.

The Cayman Islands were chosen for this because they have endemic threatened species, important sites and habitats that are both unprotected and vulnerable, and the RSPB is already working in partnership with the National Trust for the Cayman Islands (NTCI).

Approximately ten acres of tropical dry forest in the Cayman Islands has been saved from potentially damaging development thanks to a joint land purchase by the RSPB and Rainforest Trust. The site is

leased to and protected by the RSPB's partner, the National Trust for the Cayman Islands.

The parcel of land, adjacent to the Salina Reserve – a 647-acre Important Bird and Biodiversity Area in eastern Grand Cayman – is home to around half the Grand Cayman blue iguana population, and many globally threatened endemic trees such as the endangered ironwood.

Due to a concerted on-island effort led by the NTCI and the Department of Environment, the Grand Cayman blue iguana population has recovered from a population of 10–12 individuals to over 1,000. Around half of these live in the Salina Reserve.

Thanks to our fantastic Caribbean conservation and international land acquisition programme, we can continue to do amazing work to safeguard globally threatened species and habitats.

## From minefield to nature reserve in the Falklands

In 2019, we were delighted to contribute funding to Falklands Conservation, our BirdLife Partner, to work with the local community and school to establish a nature reserve in the Fox Bay area of the Falkland Islands, where a minefield had been cleared the previous year.

This reserve is on land owned by the Falkland Islands Government and is one of a small number of community-led reserves on the islands. The minefield, a legacy from the Falklands conflict, was cleared by a team of expert Zimbabwean de-miners from Safelane Global.

The Fox Bay Nature Area is a haven for native wildlife, with plants including coastal nassauvia, a low-growing "cushion plant" which is only found in the Falklands. Dolphins and sei whales can be spotted from the beach.

Re-establishment of native plants in the area has already started, including fragrant fachine bushes, a clifftop Falklands boxwood mini-forest, and tussac grass which is capable of storing significant amounts of carbon. Future plans for the site include coastal walking trails for tourists, and regular beach cleans.

70% of the world population of black-browed albatrosses breed in the Falklands.



David Trilling (rspb-images.com)



Restoration work on Gough island has been postponed as a result of the coronavirus pandemic.

Atlantic petrel by Kate Lawrence (rspb-images.com)

## STOP PRESS: Gough Island

Gough Island is home to more than eight million breeding birds, including threatened species such as the Atlantic yellow-nosed albatross and Gough bunting.

Mice were accidentally introduced during the 19th century and now exploit all available food sources – including seabirds. We have video footage revealing

how mice eat the flesh of live seabird chicks.

Our major project to restore the island has now been postponed, due to the coronavirus pandemic. But we know that we could save two million seabirds each year. This project has been years in the planning, and so we're in good stead for next year.





## Young naturalist recognised

An inspirational young naturalist, activist and writer from Northern Ireland is following in the footsteps of Sir David Attenborough and the Prince of Wales.

Dara McNulty has been recognised for his outstanding contribution to conservation by being awarded the RSPB's most prestigious award – the RSPB medal. He is the youngest ever recipient of this award, being only 15 when it was presented.

Dara was singled out for this honour as he is a passionate

campaigner for the natural world. He started his popular blog aged 12 and is an effective campaigner on biodiversity loss, raptor persecution, climate change and young people's involvement with nature.

He speaks publicly at conferences and through social media, leads an eco group at school and was involved in the September 2019 Youth Climate Strikes. He was one of 12 young people who fronted the launch of the *State of Nature* report and has spoken at 10 Downing Street, Westminster, St James' Palace, and to 10,000 people at Chris Packham's Walk for Wildlife in London! He also raised £6,000 for the Northern Ireland Raptor Study Group, to enable them to satellite tag raptors and help fund a people engagement project.

Dara is autistic and has said that nature helps with the challenges and anxieties that come with autism.

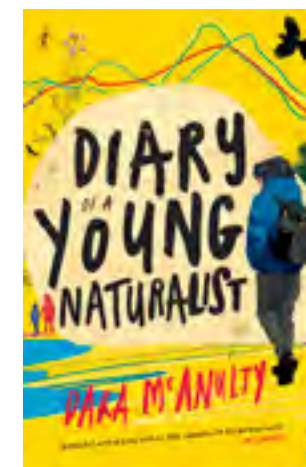
Claire Barnett, RSPB NI Area Manager said: "Dara is playing an important role in helping more people

to understand not just what is on their doorstep, but the threats faced by the natural world. We're immensely proud to have made Dara the youngest-ever recipient of the RSPB's Medal for Services to Conservation as he continues to inspire us all".

**Dara said:** "I wouldn't be getting this award without the immense support and encouragement I have received from my family, my community and the wildlife organisations I have volunteered for over the last few years. Getting this award will, I hope, encourage and inspire other young people to be the change they wish to see in the world.

There is still so much to do, but we must all rise to the job which is so essential to all life, to protect nature, our life support system, immediately."

Unsurprisingly, the RSPB is not the only organisation to have recognised what a special voice for nature Dara has. He has also been given the BBC *Springwatch* Unsung Hero Award, and is one of the *Big Issue's* Top 100 Changemakers.



If you'd like to know more about Dara you can read his book *The Diary of a Young Naturalist*. It's a combination of nature book and memoir, covering the year between his 14th and 15th birthdays and was published in May 2020. It was chosen as Book of the Week by Radio 4 and was featured at the 2020 Hay Festival.

You can see his updates on

@NaturalistDara

or @dara\_mcanulty

Hear our latest success stories from the past year, and our work to protect precious species and habitats at

# The RSPB AGM

Our first virtual AGM

**10 October 2020**

To keep everyone safe from COVID-19, this year's meeting will be virtual.



Chaired by RSPB President, Miranda Krestovnikoff

There will also be updates from our Chief Executive, Chair of Council, and Treasurer.

The formal AGM business includes:

- Matters arising from the 2019 minutes
- Presentation of the Annual Report and Accounts for year ended 31 March 2020 and adoption of the Accounts
- Election of new Council members
- Appointment of auditors

## 3 ways to register your place:

Web: [rspb.org.uk/agm](https://rspb.org.uk/agm)  
Email: [agm@rspb.org.uk](mailto:agm@rspb.org.uk)

or call the Events Team: **01767 680 551**,  
or alternatively: **07912 780 790**

If you're unable to join the event online, but want to ask a question, please write to the Events Team.

The address to write to is: RSPB Events Team, The Lodge, Sandy, Bedfordshire, SG19 2DL.

Exclusively for  
RSPB members



# Our focus 2020–21 and the impact of COVID-19

The global pandemic has impacted every organisation in the UK. Lockdown, social distancing, movement restrictions, changes to income flows and the domestic and global calendar have disrupted our conservation work and our ability to reach and inspire our members and the wider public. At the same time, we have seen an upsurge in interest in birds and nature and an appreciation of positive changes such as improved air quality. There is a growing consensus that we must rebuild our economy in a way that better reflects the twin climate and ecological crises, towards a so-called “green recovery”.

In 2020–21 we will resume normal activities where possible, while continuing to prioritise the health, safety and wellbeing of our workforce, our visitors and supporters, and the communities we operate in. This may include limiting access to reserves or finding new, socially-distanced ways to interact with the public to educate and inspire them about the natural world. For some activities, such as scientific research and monitoring, we are likely to lose an entire field season and are currently considering whether to extend projects to compensate for this, where resources and other priorities allow.

Some conservation projects, such as our efforts to eradicate mice from Gough Island in the South Atlantic to benefit birds including threatened albatrosses, are too important to cancel. Having brought our Gough team home safely in early 2020 due to the pandemic, we will plan to try again in 2021. The logistical challenges in doing so, and additional costs incurred, will be significant.

Much of our work in the UK’s Overseas Territories and along the Africa-Eurasia flyway depends on our local partners. We are helping establish the impacts of the pandemic on their activities and long-term plans, and will adjust our own plans accordingly.

In the UK, several large species and habitat restoration projects will need to be extended, meaning we will rely on the goodwill and flexibility of our partners and funders to help make this possible. It is not clear how much of the annual management programme on our nature reserves will be possible – we are expecting that important work will

be delayed until 2021. We will continue to ensure safe access to our nature reserves and offices, as well as a safe working environment, which will require significant adjustments to operations, including at our visitor centres and at events.

Much of our planned educational, inspirational and campaigning work has been changed or postponed. This includes large campaigns that would have brought people together following the success of Let Nature Sing and the Youth Climate Strikes. This would have supported our calls to Westminster in demonstrating public concern over key legislation and our representations to global leaders at the UN’s Conference of the Parties climate change conference in Glasgow.

Much of our policy and campaigning work across the four UK countries will now be focused on creating the conditions for a green recovery from the pandemic. We also need to prepare for the rescheduled global conferences on biodiversity and climate change that will take place in 2021 in a very different context. Under normal circumstances hundreds of thousands of people would have visited our nature reserves in 2020. Our recruitment and education teams would have been out in communities, talking to people about the importance of our work and seeking support for it. Instead, we have created online communities to both support and inspire the public to discover nature at home. Initiatives such as the #BreakfastBirdwatch on social media have helped us to encourage thousands of people to discover and identify garden birds.

Our income streams for this year and into next are already seriously affected and it is likely we will have to reshape our approach to fundraising. Our initial assessment of the COVID-19 financial impact indicates a 9% fall in income, however the full extent of the impact won’t be known for a number of months, going into 2021–22. A review of a range of scenarios to assess the impact of COVID-19 on income projections has confirmed that our financial reserves are sufficient to enable us to manage and adapt to the potential longer-term impacts of COVID-19.

With the closure of our reserves, shops and visitor centres, many of the places where people would normally support us, through shopping, donating or becoming members, became inaccessible. Public concern about the economy and job security has

impacted on membership numbers. We have seen a bigger decrease in donations than previous years, with some members listing the virus as a reason for cancelling or lowering their membership. However, starting in July, staff and volunteers returned to work through a gradual and safe re-opening of reserves which allowed us to increase our vital conservation work and recommence our face-to-face membership recruitment.

Along with many other organisations we have accessed the Government’s Job Retention Scheme, with around 1,100 employees (50% of our paid employees) furloughed. We also temporarily closed all reserves and offices, limiting work to remote or home working. We lost an estimated 85,000 hours of volunteers’ time just in the first two months following lockdown in March 2020.

## Strategic risks

The RSPB’s risk registers include the following significant risks that we need to engage with to deliver our mission and our strategy.

- The major uncertainty we face is how our operating environment will have changed in the light of COVID-19: all country plans and major projects have been reviewed to assess the impact of COVID-19 and they continue to be the subject of regular reassessment.
- Threats to birds, other wildlife and the habitats on which they depend, in particular from climate change, continue to grow: our strategy, mission and purpose as a charity is designed to address these threats.
- Funding constraints mean that governments have less to dedicate to long-term environmental data gathering: we proactively build relationships with the statutory sector and demonstrate its value through promoting case studies and supporting statutory agencies in delivering for priority species and habitats.
- Presumption in favour of development leads to the loss of important wildlife sites: we engage in advocacy across the UK and internationally to strengthen the regulatory framework and its implementation through development casework.

- Weakened legal framework for conservation emerges as a result of political developments: we pursue a continuing advocacy programme in favour of strong legal protections, initiating Judicial Reviews and legal challenges when required.
- The rise of activism, for example #YouthStrike, Extinction Rebellion, Wild Justice, #NetsDown means that we may not be perceived as being as relevant as others in moments of crisis: we will continue to pursue a twin-track approach – increasing our ability to anticipate, react and respond to emerging issues whilst also reviewing our stance on the fundamental issues, taking account of where the RSPB adds most value, the science and the our relationship with our existing and potential supporters.
- We experience a decline in support: we are developing new income streams matched to new audiences and new opportunities.
- Dilapidation of the infrastructure on our reserves requires work to comply with buildings regulations and relevant standards. We are exploring a programme of funding bids and potential further funding streams.

We are reviewing the RSPB’s strategy for the next ten years, with the aim of beginning to adjust our activities accordingly from 2021 onwards. In doing so, we will take account of the full range of significant and emerging risks, including those above, to delivering our mission.



## 137 million birds

(estimated) have been counted since the Big Garden Birdwatch began in 2001



# Thank you

We're so proud and thankful for the support we've received from so many people over the past year. Here are just a few of those people whose support we're very grateful for.

## A thank you to our philanthropic supporters

### Committed to conservation

#### David and Sarah Gordon

As a keen birder from an early age and a former Director of the RSPB, David and his wife Sarah show great commitment to our conservation work and to that of our BirdLife partners. They have attended events, come to meetings at The Lodge and made substantial gifts. Most recently they have supported our priority Gough Island Restoration programme and initiatives that aim to prevent the extinction of Pacific Island endemics.

#### Life Fellow

##### Nicholas Sherwin

During his career as a lawyer at Clifford Chance, Nick initiated the pro-bono arrangement we've had for a number of years, which has given us access to high-quality legal support. A Life Fellow since 2000, Nick has supported us generously on a personal basis too, contributing to a wide range of causes. Nick chairs the board of a chalk grassland conservation charity on his home turf of Sussex, is on the board of the British Trust for Ornithology and is passionate about our natural world.

### Loyal supporter

#### Sir Charles Chadwyck-Healey

Photographer and publisher Sir Charles Chadwyck-Healey has been a keen birder since his school days and is a loyal and generous supporter of the RSPB. His charitable trust has recently completed a five-year funding commitment to our migrants programme Birds Without Borders and will be supporting the Gough Island Restoration programme in 2021, when the mice eradication operation is scheduled to take place.

Thank you also to our members who passionately protect nature. Here are just a couple of their stories.

### Bitten by the bug

Growing up in urban Birmingham, Aaron Bhambra had little connection to nature. However, he says "Having stumbled across an education internship with the RSPB in Sandwell Valley, I applied and made my first-ever visit to a nature reserve for the interview. I was lucky enough to get the role, and my life changed quite dramatically."

Aaron was enthralled by the staggering variety of insects and how little we knew of their lives. Within a year of completing his internship, Aaron was investigating wild bees for his master's thesis, and is now working as a researcher monitoring and surveying bee and wasp populations.



### Confronting the nets

Many of you may have seen the media coverage of sand martins returning to their nesting-holes on the Norfolk coast, only to find their access blocked by netting. Local resident Maggie Wilcox saw the early tweets about it and wanted to do something.

She said: "When I saw the photo of the netting I was overwhelmed with thoughts of what impact this could have on our local wildlife, and in particular the sand martins that had nested on Bacton Cliffs for decades."

Maggie drove a social media campaign that brought the issue to the world's attention. She was instrumental in getting widespread support, and there's no doubt the nets wouldn't have been taken down without her.

## Acknowledgements 2019-20: thank you for supporting us

### Members and supporters

The support and loyalty of our members is critical to the success and achievements of the RSPB. Meeting the rigorous conservation targets that we set would not be possible without the enormous contributions that members make.

Members help in many ways, all of them equally important, including: financially, through volunteering, by supporting RSPB campaigns through letter writing, and by helping to deliver RSPB projects on the ground through local groups.

We would also like to thank all of the supporters who contribute generously through in memoriam, raffles, lotteries, payroll giving, regular gifts, appeals and other forms of support. It is greatly appreciated and crucial to helping save nature.

## Legacies

Legacy income makes a vital impact on our conservation work each year. Whilst it is impossible to thank every single one of our generous benefactors here, we would like to mention the following:

- Ms Pearl Moya Catherine Arnett
- Miss Val Cotton
- Mrs Gillie Dobson and Mr Andrew Dobson
- Mr William Fordham
- Mrs Nora Howes
- Mr Ian John Joyce and Mrs Linda Mary Joyce
- Mrs Barbara Grace Louise Morris and Mr Peter Shane Morris
- Mr Peter Schau

## Community groups

RSPB local groups, RSPB Wildlife Explorer groups and RSPB Phoenix groups worked unstintingly over the year. Our local groups provide a great focus for us in local communities, involve many people in our work, and raised £317,000 for RSPB conservation projects.

## Volunteers

The RSPB enjoyed the support of 12,441 volunteers last year, giving the RSPB a gift of time of 1,026,218 hours. Volunteers account for 85% of our workforce.

These volunteers helped with virtually every aspect of the RSPB's work, and we cannot thank them enough for their generous support. Additionally, 408,842 people gave an hour of their time to participate in the RSPB's Big Garden Birdwatch.

# 25%

of all the time worked to save nature is undertaken by our volunteers.





Thank you.  
Without your support  
we couldn't research  
and trial ways to avoid  
the accidental bycatch of  
albatrosses. If you'd like to  
donate to the RSPB, visit  
[rspb.org.uk/donate](https://rspb.org.uk/donate)

**National Lottery  
Heritage Fund**  
The National Lottery Heritage Fund (NLHF) has  
provided essential support for RSPB projects to restore  
our natural heritage and bring nature into people's  
everyday lives. The RSPB is indebted to NLHF for their  
continued support for our work.

**Charitable trusts,  
non-governmental  
organisations and  
individual donors**

We are grateful for the support received  
and would particularly like to acknowledge  
the following:

- Agreement on the Conservation of Albatrosses and Petrels (ACAP)
- American Friends of BirdLife
- Angus and Dundee Bird Club
- A J H Ashby Will Trust
- Patience Anastasia Backhouse Discretionary Trust
- Philip Baldwin and Phillip Arnold
- Mr Geoff Ball
- Baltic Sea Conservation Foundation
- The Banister Charitable Trust
- Birders Against Wildlife Crime (BAWC)
- British Trust for Ornithology (BTO)
- Brown Forbes Memorial Fund
- Cambridge Conservation Initiative (CCI)
- Cambridgeshire Community Foundation
- The Chadwyck-Healey Charitable Trust
- Professor J and Mr R Clack
- Maureen Cluer
- Conservation International (CI)
- Kevin & Donna Cox
- Mrs M J Crawshaw
- D.A.T Dart Will Discretionary Trust
- Ms E Desmond
- Devon Birds
- Disney Conservation Fund
- EcoFac
- The Ellem Foundation
- John Ellerman Foundation
- The Endangered Landscapes Programme (ELP)
- The ERM Foundation
- Esmée Fairbairn Foundation
- Farming the Future
- Fort Worth Zoo
- Mr J W Foster Discretionary Trust
- Friends of South Georgia Island
- Mr C M and Mrs C A Frood
- The Gannochy Trust
- Garfield Weston Foundation
- The Horace and Helen Gillman Trusts
- David and Sarah Gordon
- Susan H Guy Charitable Trust
- Mr Richard Hale

- Peter Harrison and Shirley Metz
- The Hasluck Charitable Trust
- Henocq Law Trust
- Mr M and Mrs S Hunter
- Andrew, Robert and Christopher Hunter
- IDH The Sustainable Trade Initiative
- International Centre for Birds of Prey
- International Eco Fund
- International Iguana Foundation
- Helena Jefferson
- Miss Bridget Catherine Johnson Charitable Settlement
- Mrs Christine Mary Kitchen Discretionary Trust
- Denise Landau (President and COO of Friends of South Georgia Island) and Dick Filby
- A. G. Leventis Foundation
- Ludwick Family Foundation
- Thomas C Maconochie Trust
- The Makin Family Trust
- Mr S Martin
- MAVA Foundation
- The Maytham Discretionary Trust
- Robert McCracken QC
- The Gerald Micklem Charitable Trust
- Millhills Charitable Trust
- National Fish and Wildlife Foundation
- National Geographic
- The National Trust
- The National Trust for Scotland
- The Nature Trust (Sandy)
- The Northwick Trust
- The Bill Nygren Foundation
- Mr A Oliver
- The David and Lucile Packard Foundation
- The Peacock Charitable Trust
- Pew Charitable Trust
- Cecil Pilkington Charitable Trust
- Planeterra International Foundation
- Postcode Local Trust
- Rainforest Trust
- Mrs Caroline Robertson
- Mr Uwe Röttgering
- The Rufford Foundation
- San Diego Zoo Global
- ScottishPower Foundation
- Dorothy Mary Senior Discretionary Trust
- Mr Nicholas Sherwin and Dame Sarah Asplin
- The Shears Foundation
- Ms Hilda Mary Slee Discretionary Trust
- Kathleen Beryl Sleigh Charitable Trust
- Sloane Robinson Foundation
- The Peter Smith Charitable Trust for Nature
- South Georgia Heritage Trust
- Mr Chris Spooner
- Staffordshire Wildlife Trust
- The Henry Starnes Charitable Settlement
- John and Beverly Stauffer Foundation
- Nini Isabel Stewart Trust
- Sussex Lund
- Sussex Ornithological Society
- John Swire 1989 Charitable Trust
- Teesside Environmental Trust
- Gillian Tucker
- Ulster Garden Villages
- University of Cambridge

- Vetwork UK
- Mrs F Vogel
- Christine and David Walmsley
- Michael and Rosemary Warburg
- Whitley Animal Protection Trust
- Colin Williams Charitable Trust
- J and J R Wilson Trust
- Mrs M J Witham
- The Woodland Trust
- Mrs Judith Woodman
- The Woodspring Trust
- The John Young Charitable Settlement

We would also like to acknowledge supporters  
who wish to remain anonymous, who have  
generously contributed towards our  
conservation work.

**Landfill Communities Fund**

We are grateful for funding support from the  
following organisations through the Landfill  
Communities Fund and the Scottish Landfill  
Communities Fund:

- Biffa Award
- EB Scotland Ltd
- Enover Community Trust – (formerly Cory Environmental Trust in Britain)
- FCC Communities Foundation
- Ibstock Enover Trust (formerly Ibstock Cory Environmental Trust)
- Lancashire Environmental Fund
- SUEZ Communities Trust Ltd
- Teesside Environmental Trust
- Veolia Environmental Trust
- Veolia Havering Riverside Maintenance Trust
- Veolia Pitsea Marshes Maintenance Trust
- Viridor Credits Environmental Company

**Business supporters**

The RSPB enjoys successful partnerships  
with business supporters to our mutual benefit.  
We would particularly like to acknowledge  
the following:

- Affinity Water
- Anesco Ltd
- Appleby (Cayman) Ltd
- The Ardmore
- Balfour Beatty
- Barratt Developments Plc
- The Botanist Gin
- The Caravan and Motorhome Club (CAMC)
- CEMEX UK Ltd
- Chocolatemakers



- Clifford Chance LLP
- David Cowdry
- Divine Chocolate
- Ecotricity Group Ltd
- The Famous Grouse
- Freeths LLP
- Hafren Dyfrdwy
- Heatherlea
- Hewitsons LLP
- holidaycottages.co.uk
- HSBC UK
- Hurtigruten Ltd
- idverde UK Ltd
- John Laing Environmental Assets Group
- Kantar
- Kingfisher Plc
- Lush Ltd
- Maginus Software Solutions Limited
- Marshalls Mono Ltd
- Mills & Reeve LLP
- Mines Restoration Ltd
- Natural Resources Wales
- NIRAS
- PwC
- R&A Championships Ltd
- Raileasy
- Red Rock Power Limited
- Reed Smith LLP
- SAGES – Scottish Alliance for Geoscience Environment and Society
- St Davids Gin & Kitchen
- SC Johnson
- Scotrail
- ScottishPower
- ScottishPower Renewables
- Scottish Water
- Secret Herb Garden – Wild Gin
- Severn Trent
- Severn Trent Boost for Biodiversity Fund
- The South Staffs Water and Cambridge Water's PEBBLE Fund
- SSE Renewables
- SSE Renewable Generation (Seagreen Wind Energy Ltd)
- Swarovski Optik
- Tarmac
- Thames Water
- Turcan Connell
- Weird Fish Clothing Ltd
- Yorkshire Water

## Support from statutory sector and other public bodies

We are grateful for co-operation and support from organisations of many kinds, and would especially like to thank the following:

- Aberdeen City Council
- Aberdeen Harbour's Community Action Fund
- Barnsley Metropolitan Borough Council
- Cairngorms National Park Authority
- Centre for Environment Fisheries and Aquaculture Science (Cefas)
- Clackmannanshire Council
- Critical Ecosystem Partnership Fund (CEPF)
- D2N2 Local Enterprise Partnership
- The Darwin Initiative – funded by the UK Government
- Department for Environment, Food and Rural Affairs (Defra)
- Department of Agriculture, Environment and Rural Affairs, Northern Ireland (DAERA) – Environment Fund – Strategic Strand
- Department of Agriculture, Environment and Rural Affairs, Northern Ireland - Environment Fund – In Year Capital Strand
- Department of Justice NI
- DFID Community Radio Shows
- Environment Agency
- EU Protected Areas Management Support (PAP-For)
- European Agricultural Fund for Rural Development (EAFRD)
- European Commission – BEST
- European Commission – Biodiversity and Protected Areas Management Programme (BIOPAMA)
- European Commission – DG Environment
- European Commission – LIFE
- European Commission – Thematic Programme for environment and sustainable management of natural resources, including energy (ENRTP)
- The European Regional Development Fund (INTERREG VA) managed by the Special EU Programmes Body (SEUPB)
- European Union and Orkney Islands LEADER Programme 2014–2020
- Falkirk Council
- Fermanagh & Omagh District Council
- Fife Council
- Forest and Land Scotland
- The German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (BMU): International Climate Initiative (IKI)
- Green Infrastructure Community Engagement Fund
- Haryana state Govt: MoEFCC, India
- Highlands and Islands Enterprise
- Historic Environment Scotland
- International Union for Conservation of Nature (IUCN)
- IUCN Species Survival Commission

- Kelvingrove Museum
- Kreditanstalt für Wiederaufbau (KfW, Credit Institute for Reconstruction), Germany
- Loch Lomond and The Trossachs National Park Authority
- Marine Scotland
- National Lottery Community Fund
- National Lottery Heritage Fund
- National Lottery Heritage Fund – Landscape Partnership Scheme
- National Lottery Heritage Fund – Living Levels Landscape Partnership
- National Lottery Heritage Fund – Lough Erne Landscape Partnership
- National Lottery Heritage Fund – Midlands and East
- National Lottery Heritage Fund – North
- National Lottery Heritage Fund – Northern Ireland – RKites project
- National Lottery Heritage Fund – South
- National Lottery Heritage Fund – Wales
- Natural England
- Natural England – Action for Birds in England partnership
- Natural Environment Research Council (NERC)
- Natural Resources Wales/Cyfoeth Naturiol Cymru
- Newry, Mourne & Down District Council
- North Ayrshire Council
- Nottinghamshire County Council
- Orkney Islands Council
- Peak District National Park Authority
- Port of London Authority
- Rural Development Programme for England
- Rural Development Programme, Northern Ireland – Environmental Farming Scheme
- Scottish Government
- Scottish Natural Heritage
- Scottish Natural Heritage Biodiversity Challenge Fund
- Scottish Natural Heritage Peatland Action Fund
- Scottish Rural Development Programme – Agri-Environment Climate Scheme
- Stirling Council
- Sustrans Community Links Fund
- Teignbridge District Council
- UK Government – Conflict, Stability and Security Fund (CSSF)
- The United Nations Environment Programme/Agreement on the Conservation of African-Eurasian Migratory Waterbirds (UNEP/AEWA)
- University of Glasgow
- USAID: West Africa Biodiversity and Climate Change
- Visit Wales
- Water Environment Grant (EAFRD as part of the RDPE)
- Waterways Ireland
- Welsh Government Core Funding
- Welsh Government Glastir
- Welsh Government Green Infrastructure
- Welsh Government RCDF
- Welsh Government SMS
- West Bengal state Govt. MoEFCC, India
- Year of Coasts and Waters 2020

**Thank you.**  
Without your support we couldn't build structures like the Flows Lookout viewing tower on our reserves. If you'd like to donate to support the RSPB's work for wildlife, visit [rspb.org.uk/donate](https://rspb.org.uk/donate)



# Part two

## The RSPB:

### Registration

Charity registered in England and Wales (number 207076) and in Scotland (number SC037654).

### Registered office

The Lodge, Sandy,  
Bedfordshire, SG19 2DL

### Patron

Her Majesty the Queen

### President

Mrs Miranda Krestovnikoff

### Vice Presidents

Dr Elizabeth Andrews MBE DL  
Sir David Attenborough OM CH CVO CBE FRS  
Mr Nick Baker  
Dr Mike Clarke  
Mr Adrian Darby OBE  
Mr Ian Darling FRICS OBE  
Ms Kate Humble  
Professor Sir John Lawton CBE FRS  
The Earl of Lindsay  
Sir John Lister-Kaye Bt OBE  
Professor Ian Newton OBE FRS FRSE  
Mr Bill Oddie OBE  
Professor Steve Ormerod FCIEEM FLSW  
Mr Chris Packham CBE  
Mr Julian Pettifer OBE  
Sir Graham Wynne CBE  
Baroness Young of Old Scone

33  
choughs

bred on RSPB nature  
reserves in 2019 – a slight  
increase since 2018.



A highlight this year was 286 pairs of breeding lapwings across three RSPB reserves: St Aidan's, Rainham Marshes and Inner Marsh Farm.



# Governance review

The RSPB is a non-statutory body incorporated by Royal Charter. The charity originated in 1889. Our Charter was originally granted in 1904 and, together with the Statutes, it provides the rules and guidelines under which the RSPB operates. The most recent revision followed a thorough constitutional review process, leading to the current Charter and Statutes and the new Bye-laws. The Privy Council approved our new Charter and Statutes in February 2019. The new Bye-laws were first introduced by Council in March 2019 and will be updated from time to time.



## Over 1 million members

One of the largest wildlife  
conservation organisations  
in the world.

The RSPB is committed to the highest standards of governance, and we use the Charity Governance Code to check our ways of working, and so that you can review our work. This report is structured to match the principles of the code:

1. Organisational purpose (see page 43) ►
2. Leadership (see pages 44 onwards) ►
3. Integrity (see page 48) ►
4. Decision-making, risk and control (see page 49) ►
5. Council effectiveness (see page 50) ►
6. Diversity (see page 50) ►
7. Openness and accountability (see page 51) ►



## The RSPB's purpose and public benefit

Charities exist to fulfil their charitable purpose. Trustees have a responsibility to understand the environment in which the charity is operating, and to lead the charity in fulfilling its purpose as effectively as possible with the resources available while maintaining a focus on strategy, performance and assurance.

The objects of the RSPB as set out in its Royal Charter are to:

- 1) promote the conservation of biological diversity and the natural environment for the public benefit, in particular but not exclusively by:
  - (a) conserving wild birds and other wildlife, and the environment on which they depend; and
  - (b) protecting, restoring and recreating habitats. This includes raising public understanding and awareness of, and providing information on, such matters.
- 2) advance education of the public in conservation of the natural environment.

We exist to save the home we share with nature, and seek to achieve this in three main ways:

- We act to save birds and other threatened wildlife, guided by science.
- We protect, restore and create habitats on land and at sea, benefitting wildlife, our climate and people.
- We connect people with, and inspire and empower them to act for, nature.

We know that birds, other wildlife and the habitats on which these depend are interconnected – all part of the web of life, or biological diversity. We recognise that the health and resilience of our society and economy is dependent on the health and sustainability of the planet's ecosystems.

Our purpose is to make things better for the public good, by tackling the causes of harm and restoring nature. We believe that we will have the greatest impact if our strategy is informed by the values of our supporters, but also by our understanding of the state of species and ecosystems.

We fulfil our purpose through scientific research, direct conservation delivery, public and political advocacy and education. The Society believes that in delivering a public benefit, we are effective because we bring the breadth of our capabilities to bear on the complex challenges facing species and ecosystems.

The RSPB's strategy clarifies how it will deliver its charitable purpose. The Society's trustees regularly review an assessment of progress against strategic objectives and the general performance of the organisation in a way that enables debate on, and refinement of, strategic priorities.

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011. The impact we have locally and globally is described in the first part of this report, including a special focus on each of the four countries of the UK and internationally (pp.18–29).



# Leadership

The RSPB is a globally based, unitary charity working on its own behalf in England, Wales, Scotland, Northern Ireland, in the Crown Dependencies and the UK Overseas Territories, and throughout the world in collaboration with BirdLife International and others. The headquarters are in England with country headquarters in Cardiff (RSPB Cymru), Edinburgh (RSPB Scotland), Belfast (RSPB NI) and Birmingham (RSPB England), with a network of local offices, and with nature reserves throughout the United Kingdom.



RSPB employees, volunteers and supporters gathered to strike for the climate.

Effective leadership helps the charity adopt an appropriate strategy for effectively delivering its aims. It also sets the tone for the charity, including its vision, values and reputation.

## Governing body

The governing body is the RSPB Council, which comprises up to 18 Council members. Current members are listed on the next page. These include the Chair of Council, the Treasurer and other committee chairs. The Council may nominate any person to the honorary office of President and appoint any person as Vice President. The President and Vice Presidents are not Council members and take no part in making or influencing decisions of the Council.

Council sets policy and is responsible for the conduct of the RSPB’s affairs and for ensuring that the Charity operates in accordance with the Royal Charter, the Statutes, the Bye-laws and the law.

Council is currently supported by several committees with specific roles, each reporting directly to Council, each of which meets four times each year. Other subcommittees are established from time to time, in every case accountable directly to Council.

**Finance, Audit and Risk Committee** reviews financial performance, the financial plan, the internal and external audit processes and the approach to risk management, and reports on these to Council. It oversees contracted-out financial functions such as pensions and investment management.

**Nominations Committee** reviews the pattern of trustee retirement, identifying the skills and experience required to ensure Council’s effectiveness, oversees the checks to be conducted prior to nomination and scrutinises the applications and nominations received.

**Conservation Committee** formulates and approves the Society’s conservation policy; considers and approves the annual conservation objectives, and monitors progress; considers and approves the land acquisition strategy and recommends to Council individual acquisitions and disposals.

**Fundraising and Communications Committee** considers and recommends to Council policies and strategies for ensuring public support for conservation as well as for the public reputation of the RSPB, its education activities and its communications. This includes the role and development of adult and junior membership, and monitors progress and the conduct of fundraising.

**Country Advisory Committees** for Scotland, Northern Ireland, Wales and England advise on RSPB policy, review the impact the charity has locally, and take on any duties specifically delegated to them from time to time. These committees consist of a majority of non-trustees and are chaired by a Council member.

# Members of RSPB Council

Role	Name					
		Conservation	Fundraising and Communications	Finance, Audit and Risk	Remuneration	Nominations
Council Chair	1 Mr Kevin Cox	✓	✓	✓	✓	✓
Treasurer and Finance, Audit and Risk Chair	2 Mr Robert Cubbage	✓	✓	✓	✓	✓
Conservation Chair	3 Mr David Baldock	✓	✓		✓	✓
Fundraising and Communications Chair	4 Mr John Bullock	✓	✓	✓	✓	✓
Committee for England Chair	5 Ms Victoria Chester (appointed 26th October 2019)	✓	✓			
Committee for Northern Ireland Chair	6 Mr Clive Mellon	✓	✓			
Committee for Scotland Chair	7 Professor Colin Galbraith	✓	✓			
Committee for Wales Chair	8 Professor Sir Adrian Webb	✓	✓			
Trustee	9 Ms Helen Browning	✓	✓			
Trustee	10 Mr Matt Taylor	✓	✓			
Trustee	11 Ms Kerry ten Kate	✓	✓			
Trustee	12 Professor Rosie Hails	✓	✓			✓
Trustee	13 Viscount Chris Mills	✓	✓			
Trustee	14 Mr Stephen Moss	✓	✓			
Trustee	15 Dr Vicki Nash (appointed 26th October 2019)	✓	✓	✓		
Trustee	16 Professor Debbie Pain (appointed 26th October 2019)	✓	✓			
Trustee	17 Ms Veronica Pickering (appointed 26th October 2019)	✓	✓			
Trustee	Mr Neal Ransome (retired 26th October 2019)	✓	✓	✓		
Trustee	18 Mr Martin Saunders	✓	✓			
Trustee	Ms Jennifer Ullman (retired 26th October 2019)	✓	✓	✓		

## Trustees





# Management Board

The day-to-day management of the Charity is delegated by Council to the Chief Executive and carried out by directors within the Management Board which consists of:

**Chief Executive**

Ms Beccy Speight *(appointed 19 August 2019)*  
Dr Mike Clarke *(vacated post 16 August 2019)*  
Mr Martin Harper  
Ms Rebecca Munro  
Ms Ann Kiceluk  
Mr Shaun Thomas  
Mr Russell Hollinshead *(appointed 31 January 2020)*

**Director, Conservation**  
**Director, Fundraising and Communications**  
**Director, People**  
**Director, Operations**  
**Director, Finance and Governance**

## Principal professional advisers

**Bankers**

Lloyds Bank PLC  
249 Silbury Boulevard  
Secklow Gate West  
Milton Keynes  
Buckinghamshire MK9 1NA

Co-operative Bank PLC  
4th Floor  
9 Prescot Street  
London E1 8BE

**Independent auditor**

Crowe U.K. LLP  
Chartered Accountants & Registered Auditors  
St. Bride’s House  
10 Salisbury Square  
London EC4Y 8EH

**Insurance broker**

Griffiths & Armour Limited  
12 Princes Parade  
Princes Dock  
Liverpool L3 1BG

**Investment adviser**

Lane Clark Peacock LLP  
95 Wigmore Street  
London W1U 1DQ

**Pension actuary**

Mercer Limited  
One Christchurch Way  
Woking GU21 6JG

**Pension administrator**

Lane Clark Peacock LLP  
95 Wigmore Street  
London W1U 1DQ

**Legal advisers**

Withers LLP  
16 Old Bailey  
London EC4M 7EG

Clifford Chance LLP  
10 Upper Bank Street  
London E14 5JJ

Hewitsons LLP  
Shakespeare House  
42 Newmarket Road  
Cambridge CB5 8EP

Turcan Connell  
Princes Exchange  
1 Earl Grey Street  
Edinburgh EH3 9EE

Charles Russell Speechlys LLP  
5 Fleet Place  
London  
EC4M 7RD



# Our approach to leadership

The RSPB has developed frameworks to guide and describe how we want to work:

- Our ethical principles describe how we want to engage with the world.
- Our brand values are how we want to be thought of, by our supporters, stakeholders and the wider public.
- Our cultural values underpin how we go about our work and how we relate to each other.
- Our code of conduct describes how each member of the workforce behaves.
- Our competency framework describes the behaviours we expect from our workforce when performing their roles.

These form part of the induction for our whole workforce and are included as part of everyone’s annual Career Performance and Development Plan (CPDP).

Prospective trustees are given information about the RSPB and the duties of trustees, and make a formal confirmation of their willingness to serve. Following their election to Council, each trustee receives an in-depth briefing pack outlining their role, duties and accountabilities, together with information about the RSPB, its policies, structures and work. Each trustee completes a register of interests and related party transactions: this register is updated annually and whenever any changes occur. An induction day, taking a strategic look at the roles and responsibilities of trustees and management, is provided to each new trustee. They are also offered opportunities to learn more about specialist areas of our work, through individual meetings with employees and site visits to nature reserves throughout the UK, and specific training on important areas of work. A special weekend event is held each year in an area of high nature conservation importance, focusing on species and habitat management work being undertaken. Similar events are held for the Country Advisory Committees.



Ring ouzels breed at a number of our upland nature reserves including Dove Stone, Haweswater, Eastern Moors and Geltsdale.

Mike Lane (rspb-images.com)



# Integrity

Trustees, and the Council collectively, have ultimate responsibility for the charity’s funds and assets as well as its reputation.

Our first ethical principle is Beneficiaries First. The interests of our beneficiaries and the cause we work for are at the heart of everything we do. To ensure we have the greatest impact, we:

- Carry out our purpose to provide the greatest impact for universal public benefit and for our cause with integrity, regardless of whether this might initially be deemed to have a negative impact on the RSPB’s reputation, operation or leadership.
- Enhance trust in the RSPB by considering scientific evidence as part of how we operate and by listening and responding to our beneficiaries, facilitating engagement and communication.
- Ensure that all relevant policies and procedures are drawn up with the interests of our beneficiaries in mind.
- Promote and seek support from, or collaboration with, organisations and individuals with goals and values that are consistent with those of the RSPB, while exercising due diligence in understanding the ethical standards of partners and individuals.

Our second ethical principle is Environment. Nature needs us now more than ever. This means we continually need to adapt and change the way we work to achieve our vision of a world richer in nature.

Our conservation work has a huge and positive environmental impact by preserving and restoring natural habitats for people and wildlife. To ensure we have the greatest positive impact for nature, we are working to reduce the footprint of *all* our operations through our environmental management systems and policies. In this we are guided by our alignment with the 10 principles of the UN Global Compact, the world’s largest corporate sustainability initiative, covering human rights, labour, environment and anti-corruption principles. For environmental management we:

- support a precautionary approach to environmental challenges (principle 7);
- undertake initiatives to promote greater environmental responsibility (principle 8); and
- encourage the development and diffusion of environmentally friendly technologies (principle 9).

## Streamlined Environmental and Carbon reporting (SECR)

SECR Regulations were brought in by the UK Government in 2019 to replace a number of statutory requirements on companies to report on their environmental performance, particularly carbon emissions. It introduces a requirement on large Limited Liability Partnerships, quoted and unquoted companies to report on “UK energy use and associated greenhouse gas emissions as a minimum relating to gas, electricity and transport fuel, as well as an intensity ratio and information relating to energy efficiency action, through their annual reports.”

Total energy consumption in kWh	12,930,152
Electricity kWh	3,437,817
Gas and oil kWh	3,495,940
Transport fuel – fleet cars kWh	3,022,798*
Reserves’ machinery kWh	1,595,136
Other – woodfuel kWh	609,096
Other – renewables (PV & wind) kWh	769,365
Emissions from combustion in tCO2e (tonnes of CO2 emitted)	
Gas and oil (Scope 1)	802
Fuel for transport purposes (Scope 1)	749*
Woodfuel for heating (Scope 1)	10
Emissions from business travel in vehicles (Scope 3)	462
Emissions from purchased electricity (Scope 2, location-based)	879
Total gross CO2e based on above	2,901
Intensity ratio: tCO2e gross / staff member	1.3
Methodology	GHG Reporting Protocol

\*Figure for 18/19 financial year

While our full report will not be available until next year, we can also report now that, in the course of 2019/20 we have completed several energy efficiency projects including the installation of PV panels and more efficient boilers at several sites and offices.

# Decision-making, risk and control

We strive for decision-making processes that are rigorous and efficient, incorporate effective delegation, and are informed by assessments of risk and control. This builds on our approach to Integrity, which is our third ethical principle.

For us, upholding the highest level of institutional integrity and personal conduct includes:

- Ensuring appropriate systems are in place to help guarantee that all decisions are well-considered and free from conflict of interest, such as our delegation, decision-making, assurance and project management frameworks.
- Ensuring our resources are managed responsibly and our funds are properly protected, applied and accounted for, including policies and procedures to combat the risk of bribery, fraud, corruption and extortion; systems and processes to enable auditing of expenditure, enabling money, funding and grants to be tracked from receipt to expenditure.

## Decision-making

RSPB Council delegates authority to the Chief Executive and to the employees for certain activities. There is a detailed schedule of delegation in place which is re-confirmed annually. We have systems and policies in place to monitor these delegations. Major strategic, financial and policy decisions are reserved to Council and its committees, all of which have formal terms of reference. Our approach to integrity includes alignment with a key part of the UN Global Compact:

- Businesses should work against corruption in all its forms, including extortion and bribery (principle 10).

In support of this we have developed anti-bribery and anti-money laundering policies which are built into our procurement processes.

## Risk management

The trustees are responsible for identifying and managing the major risks facing the charity. Risk management is considered in every aspect of the RSPB’s work: managing large areas of countryside with much of it visited by many people, entails risk and demands constant attention. In response to the recommendations set out in the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the trustees consider risk management in a broad and strategic manner. They consider all relevant internal and external factors that might alter or undermine the capacity of the charity to fulfil its charitable objectives, its mission and its strategy. Risk registers, risk mapping and internal audit provide assurance of the following areas of risk and control:

- Delivery of our strategy and projects.
- Our responsibility to employees, volunteers, supporters, and visitors, and in particular to safeguard the wellbeing of vulnerable individuals.
- Our reputation, including our environmental credentials.
- Our compliance with relevant law and regulation.
- Our physical assets, including land, buildings, data, technological and financial assets.
- Retaining and building know-how.
- Protecting and growing our sources of income.

Reviews assess each of the major risks and the effectiveness of the arrangements for managing them. The resulting report is scrutinised by Council. Following the most recent review in March 2020, the trustees confirmed that they are satisfied with such arrangements and identified a number of strategic risks for the year ahead that represent, by their nature, both opportunity and challenge, which are described on page 33. The RSPB will work to limit any possible negative impact on the delivery of our charitable objects and to secure all possible positive outcomes in line with our overall risk appetite.

Since the construction of the nature reserve at Snape between 2010 and 2014 the wetlands have become home to marsh harriers, bearded tits, otters and water voles.





## Control

We have a clear framework for monitoring our impact, our progress and our approach to risk management. We have risk registers that cover the full range of financial and non-financial risks and we operate the "three lines of defence" model for risk control and monitoring, which separates execution from control policies and from audit; and maps and rates the control framework. Council approves a plan for internal audits, and a full review of external audit service provisions is undertaken periodically with the active involvement of suitably experienced trustees.

## Council effectiveness

The board of a charity has a key impact on whether the charity thrives. The tone it sets through its leadership, behaviour, culture and overall performance is critical to success. RSPB Council works as an effective team, using an appropriate balance of skills, experience, backgrounds and knowledge.

Trustee vacancies are advertised via the RSPB website and the members' magazine. The appointment process is rigorous, including interviews and due diligence checks, and the involvement of Council's Nominations Committee, and each Council member adheres to a formal Code of Conduct. Every year we conduct a review of the skills our trustees bring to the Council, and an overall review of Council's effectiveness. We conduct an appraisal for the Chair of Council every year. We also check our ways of working to ensure full alignment with the Charity Governance Code.

## Diversity

Diversity, in the widest sense, is essential for boards to stay informed and responsive and to navigate the fast-paced and complex changes facing the voluntary sector. Boards whose trustees have different backgrounds and experience are more likely to encourage debate and to make better decisions. The term "diversity" includes the nine protected characteristics of the Equality Act 2010 as well as different backgrounds, life experiences, career paths and diversity of thought.

Council's Nominations Committee pays particular attention to diversity. Unconscious bias training has been made available to all Council members, and Council has received briefings on equality, diversity and inclusion. Annually, Council reviews a report on diversity at the RSPB which includes specific targets, including for Council's own diversity. Council has made and continues to make changes to its ways of working to support growing diversity and to ensure that a wider range of views can be heard. It also receives reports from the four Country Advisory Committees.



A new accessible underpass at Loch Leven allows more people to get close to nature.



## Openness and accountability

Our fourth ethical principle is Openness. We try to create a culture where donors and supporters, our workforce of employees and volunteers, our institutional partners, as well as the wider public, can see and understand how we work, how we deal with problems when they arise and how we spend our funds. Through our magazine, our website and our wider communications we strive to keep people involved and informed about the huge range of projects and activities we deliver. This means we:

- Operate a presumption of openness and transparency; subject to complying with existing legal and regulatory requirements, we are willing to share information about how we work, ensuring it is easily accessible.
- Publish (predominantly on our website):
  - our annual reports: this includes a section explaining how our purpose, mission and values are being fulfilled
  - our reports, briefings and position statements relating to the delivery of our purpose
  - our approach to safeguarding, bullying and harassment
  - our complaints procedure
  - our "Speak up" policy
  - information on any gender pay gap
  - our approach to equality, diversity and inclusion
  - our policies on remuneration and conflicts of interest
  - our clear lines of responsibility and accountability for all our work, both internally and externally where applicable.

## Statement of trustees' responsibilities

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity and group's transactions, disclose with reasonable accuracy at any time the financial position of the Charity and group, and enable them to ensure that the financial statements comply with the reporting and legal regulations and the provisions of the Charity's constitution as set out in the Charter and Statutes. They are responsible for preparing the Trustees' Report and the financial statements in accordance with FRS102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland.

The law applicable to charities in England, Wales, Scotland and Northern Ireland 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 Charity and the group, and of the income and application of resources of the charity and group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in business.

They are also responsible for safeguarding the assets of the Charity and the group and for taking reasonable steps to prevent and detect fraud and other irregularities.





## Oversight of remuneration

All employees, including the Chief Executive and the Executive Board, are covered by the same remuneration policy which is based on externally-benchmarked salary bands. The remuneration policy is approved by Council and subject to periodic review. To ensure clear governance and transparency, the remuneration of the Chief Executive is overseen by a committee comprising the Treasurer and Chairs of Conservation and Communication; chaired by the Chair of Council. The performance of the Chief Executive is subject to formal appraisal against previously agreed measures and is discussed at an annual appraisal meeting. Any recommendation for progression is made in line with the RSPB's pay policy for all employees. The Chief Executive is responsible for overseeing the salaries of the Executive Board in line with the same policy.

## Safeguarding and the RSPB

As an organisation that works with children and vulnerable adults, the RSPB acknowledges its duty of care to safeguard and promote the welfare of children and vulnerable adults. We are committed to ensuring our safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and regulatory requirements wherever we operate as a charity. Our safeguarding policy is published on our website.

There's a positive relationship between a person's connection to nature and their health and wellbeing.

## The right to be safe

Every person who volunteers with, works for, or comes into contact with us, should be treated with dignity and respect and feel that they are in a safe and supportive environment. This is our fifth ethical principle. It means we:

- Stand against and have a clear approach to prevent abuse of trust and power including bullying, intimidation, harassment, discrimination or victimisation in all our activities.
- Create a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour.
- Ensure that anyone working or volunteering for us understands the expectations placed upon them, and we provide the relevant training to support them in meeting their responsibilities.
- Ensure that anyone who works or volunteers for us has access to proper support and advice if they experience or witness unacceptable behaviour, raise a concern or make an allegation about the actions of others, or don't feel safe.
- Stand against all forms of forced and compulsory labour and for the effective abolition of child labour.



## Caring for our supporters

### Volunteering

Volunteers are at the heart of what we do and achieve; without their help, our work would be greatly diminished. Volunteers founded the RSPB in 1889 and they are still fundamental to our work. They carry out a variety of roles, from practical conservation and field surveys, to support for office and retail activities, to running the RSPB as members of Council. In addition, hundreds of thousands of people put time and enthusiasm into the RSPB's citizen science projects, such as the Big Garden Birdwatch.

Our ability to speak out for nature depends upon the support of our volunteers. The activities of our volunteers are crucial to our work and the RSPB seeks volunteer involvement wherever appropriate.

Our volunteering policy aims to reflect the high esteem in which the RSPB holds volunteers. Volunteers are an established, valued and integral part of the RSPB. They enhance our work by bringing valuable skills, experiences and energy as well as their gift of time. They champion the cause and often challenge opinions and perspectives whilst demonstrating loyalty and commitment to our mission.

More widely, we provide services to our members and supporters and respond to more than 225,000 enquiries each year. We sustain our relationships with around two million individuals including members, supporters and volunteers. We send our members a magazine to keep them aware of, and involved with, our work. Our website receives around 19 million visits each year.

## Oversight of fundraising activities

### How we generate funds to save nature

- We receive most of our financial support from individuals through a range of activities. RSPB supporters are the foundation of everything we do.
- We aim to build lasting support from institutional bodies. These include statutory grant funders, trusts and corporate businesses.
- Much of what we do to deliver conservation also generates income. This ranges from land and farming income through to the sale of research to other appropriate organisations.
- Our trading operation focuses on the sale of bird care products, optics and educational material to support our work.

Giving nature a home is only possible thanks to the generosity of our supporters and members.

Our promise to our supporters is that: "Saving nature is the motivation for everything we do. We are dedicated to inspiring every generation to have a lifelong commitment to the natural world. We always seek to improve how we work and welcome your feedback. We fundraise in a fair and responsible way and ensure funds are spent in the most effective way to save birds and other wildlife. We show our gratitude for your money, time and the action you take for nature. We share with you the latest news of what you are helping us to achieve, and give you control over how you hear from us."

To achieve our objectives we have to raise vital funds by carrying out fundraising. Our employees do this with the help of carefully selected professional fundraisers and commercial participants.

- Professional fundraisers are fundraising agencies or third-party service providers who act as agents in raising funds on the Charity's behalf.
- Commercial participants are usually businesses who encourage the sale of their goods or services on the basis that the Charity will receive funding as a result.

In all cases, we make sure we have contractual arrangements in place with these fundraising partners that set out the standards and obligations that must be met in all our fundraising activities.



We work closely with all our fundraising partners to ensure that, together, we act in accordance with the high standards that both the RSPB and the public expect. We regularly monitor the quality of all outbound telephone marketing calls and conduct “mystery shopping” surveys with our face-to-face fundraisers. We seek feedback from all new members to understand their experience of joining us, thus identifying any areas where we can make further improvements.

As part of our promise, we ensure that fundraising is conducted to the highest quality and that practices and procedures are in place and closely adhered to – particularly in protecting individuals who may be in vulnerable circumstances. All RSPB fundraisers are properly trained and we have set clear guidance to help them respond to a vulnerable person’s needs.

The RSPB is a member of the Institute of Fundraising – we participate in its Public Fundraising Certification Programme – and the Direct Marketing Association, and is registered with the Fundraising Regulator. We are also signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications from us. Alongside our high standards, where possible, we go beyond their Codes of Practice to ensure that, in our fundraising efforts, supporters have the best possible experience. We encourage our fundraising service providers to sign up to the code, and we ensure that they understand the RSPB’s promise to our supporters.

The RSPB complies with the Data Protection Act and the Information Commissioner’s guides and code. The RSPB’s processes ensure that the RSPB is compliant with the requirements. RSPB members have the opportunity to express their preferences on how their personal data is handled.

Whilst we endeavour to provide an exemplary service, we do not always get it right. Our website outlines our complaints policy for the public and clearly explains how an individual can complain. Last year we received 78 complaints (60 in 2018/19) about our fundraising by phone, post, email, SMS or face to face. Each complaint was fully investigated and improvements were made to allow us to retain supporter trust and improve our service.

## Modern Slavery Act (2015) and the RSPB

The Modern Slavery Act (2015) is aimed at combatting crimes of slavery and human trafficking. The RSPB considers as a matter of policy that modern slavery is a human rights abuse which undermines human dignity, and is inconsistent with the RSPB’s identity as an ethical organisation. In pursuing our work to preserve the natural world, it would never be acceptable to contribute to or turn a blind eye to the problem of modern slavery.

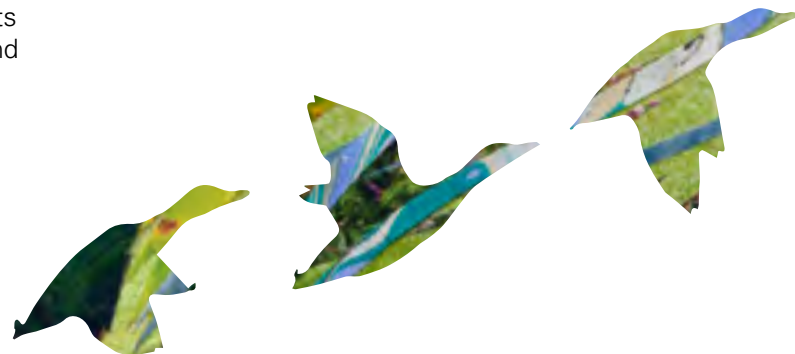
All those working for or on behalf of the RSPB must:

- Report any slavery concerns in accordance with this policy; and
- Be conscious of slavery risks, especially when working in a higher risk sector or region.

The RSPB’s Ethical Procurement Policy sets out labour standards expected of suppliers, including that there is no forced, bonded or involuntary prison labour. The RSPB’s standard terms and conditions require suppliers and recipients of funding to undertake that they comply with the Modern Slavery Act (2015). The RSPB’s standard contracts include anti-slavery compliance provisions where relevant. The RSPB has adopted policies that indirectly support and underpin the combating of slavery within our supply chains.

The approach we take to the right to be safe aligns with the UN Global Compact:

- businesses should support and respect the protection of internationally proclaimed human rights (principle 1); and
- make sure that they are not complicit in human rights abuses (principle 2);
- businesses should eliminate all forms of forced and compulsory labour (principle 4);
- ensure the effective abolition of child labour (principle 5); and
- ensure the elimination of discrimination in respect of employment and occupation (principle 6).



# Financial review 2019-20

The accounts, which form part of this report, comply with the requirements of FRS102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland. The trustees consider that in preparing these accounts, they have consistently applied appropriate accounting policies supported by reasonable and prudent judgements and estimates where required.

A resolution to appoint the firm Crowe U.K. LLP as auditors to the organisation was passed at the Annual General Meeting on 26th October 2019. Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor.

## Financial report on the year

### Summary

Another strong financial performance saw net resources available for charitable activities increase by £5.2 million to £115.7 million whilst charitable expenditure fell by £5.8 million to £93.8 million with delays causing some project spend to move to next year as well as several projects completing during the year. This has resulted in a surplus before the actuarial gain in respect of the pension scheme of £21.4 million. Cash and investments increased by £14.9 million to £44.7 million, with the surplus of £21.4 million supported by a £4.1m decrease in working capital partly offset by fixed asset additions including land acquisitions of £4.3 million.

Free financial reserves increased by £11.6 million to £47.9 million, representing 25 weeks’ expenditure cover. This is above the range of 8–16 weeks set by Council as a result of expenditure delays. This puts us in a strong financial position to manage the wide-ranging impacts of the COVID-19 crisis which is more fully covered later in the report.

Continuing with our Conservation Investment Programme we have secured a further loan of £0.5 million from Lloyds Bank to finance the purchase of land at Ash Hill in Devon. 37ha of land was acquired to help offset the loss of cirl bunting habitat to housing expansion in the area. The loan will be repaid using designated Section 106 funding from Teignbridge Council over the five-year loan period. This builds on last year’s investment programme when a loan from Triodos Bank was used to fund a range of renewable energy projects across our nature reserves and offices as part of our ongoing sustainability programme. These are the first steps in an exciting and progressive

way of using debt finance to fund major investment programmes from the RSPB.

The deficit in respect of the defined benefit pension scheme, that closed to future accrual in 2017, decreased by £16.3 million to £48.2 million due mainly to strong investment returns and continued deficit recovery payments. This decrease has helped increase our unrestricted reserves to £65.7 million. The deficit recovery payments in respect of this liability are determined by triennial valuations undertaken by the pension trustees. The next triennial valuation will reflect the funding position as at 1 April 2021.

### Income

Overall income grew year on year by £4.3 million (3%) to £147 million. Legacy income performed very strongly for another year growing by £0.9 million (3%) to £37.6 million. Grants Corporates and Trusts saw a 13% increase to £29.5 million with funding secured for a wide range of domestic and international projects.

Overall membership subscriptions and donations was slightly down at £51.9 million. The adult membership retention rate remains stable at 88% but the number of new members was insufficient to cover these losses and therefore the number of members at year end was down slightly at 1,153,768. The number of membership recruiters was due to be increased but this recruitment is on hold as a result of the COVID-19 situation. Once the membership teams are able to restart, the initial focus will be on recruiting new members on reserves. As well as being a key component of our financial security the number of members we have enables us to speak with confidence and authority when we undertake our advocacy work.

Our four key income streams are complemented by a range of smaller, but still important income sources. This diversity of our income streams is a financial strength that helps us plan and invest for the future with confidence, to support our mission for nature.

Legacy income increased by £0.9 million to a record £37.6 million. Our legacy income allows us to invest in large scale conservation projects for the benefit of future generations.

Grants, Corporates and Trusts income increased by £3.3 million to £29.5 million. Grants income increased by £2 million with large receipts from Heritage Lottery Fund of £0.8 million and National Parks funding of £0.8 million. We also received notable grants towards the following large projects: Orkney Native Wildlife project of £1.4 million; Co-operation Across Borders for Biodiversity project £0.9 million; Gough Island Restoration project of £0.8 million and Celtic Rainforest



of £0.8 million. This illustrates the range of large-scale conservation projects we lead and partner with other organisations in delivering for nature.

Commercial trading income at £20.4 million was £0.3 million lower than the previous year. Last year saw mail order turnover fall by £1.3 million following the introduction of the new General Data Protection Regulations and it is pleasing to see that the mail order income has bounced back to pre-GDPR levels with a year on year increase of over £1.1 million. Retail and catering sales were lower than the previous year due to a reduction in foot fall and the temporary closure of our South Stack outlet.

Fees and grants for services income increased by £0.2 million, to £2.9 million. This benefitted from the remediation work at our Sherwood Forest visitor centre, a joint project that was run with Nottinghamshire County Council.

Expenditure

The cost of raising funds reduced by £0.8 million to £31.3 million reflecting efficiency savings for our commercial trading operation, and lower membership recruitment costs.

Expenditure on charitable activities was £93.8 million, together with a further £10.3 million of capital expenditure including land acquisition and investment in visitor infrastructure of £7 million.

We have 220 nature reserves, covering 158,725 hectares providing a home to over 17,500 species of which more than 3,500 are of conservation concern. We spent £39.7 million managing these nature reserves, a decrease of £1.6 million from the prior year due to the completion of the Wallasea Island Wild Coast project in Essex and the Sherwood Forest Visitor Centre last year. The lower spend for these projects was partly offset by a £0.9 million increase in spend for the Orkney Native Wildlife project which is a partnership between RSPB Scotland, Scottish Natural Heritage and Orkney Islands Council which aims to safeguard the unique and internationally important native wildlife of Orkney.

Research, policy and advisory expenditure at £33.4 million was £1.8 million lower, reflecting the completion of the work to re-focus our resources to have the greatest impact. Linked to this we have continued preparations for the non-native mouse eradication project on Gough Island in the South Atlantic with a further £1.9 million of expenditure in the year. However, this project which was due to take place in 2020 has now been delayed until 2021 at the earliest, reflecting the impact of COVID-19. Members

of the team were on the island and all were safely repatriated. However, despite these difficult operating conditions we continue our amazing work across the four countries of the UK, in the UK Overseas Territories and in the Crown Dependencies.

The work we undertake to educate and inspire support, whether through our members, volunteers, grant funders, politicians or our partners, is designed to build momentum for our saving nature campaign. Consequently, we have reviewed our structures and the teams who deliver this support to continue to develop our digital communications capability as well as offering a wide range of supporter engagement activities. In doing this work we spent £16.8 million, a reduction of £1.5 million as we reduced our reliance on freelance contracted services.

Supporter care expenditure reduced by £1 million reflecting the introduction of new team structures and a continued focus on delivering operational efficiency.

Reserves policy

Each year the trustees consider the appropriate level of free financial reserves. They review the RSPB’s requirements and consider a sustained fall in income of 10–15% to be a reasonable basis for setting a minimum level. It is the intention of the trustees to hold sufficient reserves to enable expenditure to be reduced in a managed fashion, should the need arise, avoiding the need to halt work abruptly. The trustees have agreed that free reserves should normally be within a range of 8 to 16 weeks’ worth of expenditure.

Free financial reserves at 31 March 2020 were £47.9 million representing 25 weeks’ future expenditure, which is outside the range set by Council as a result of a strong income performance as well as a delay in project spend originally planned for this year to next. However, the higher than normal level of financial reserves provides an important financial buffer in the current climate of heightened uncertainty. It is anticipated that Free Financial Reserves will return to the required range over the next couple of years.

The RSPB holds financial reserves to support future activities in a number of categories:

- Total financial reserves at 31 March 2020 were £227.4 million, which is made up of:
  - Tangible fixed assets of £215.5 million
  - Cash and investments of £44.7 million
  - Working capital of £15.4 million
  - Pension liability of £48.2 million.
- Unrestricted reserves, available to be applied, at the discretion of the trustees, to any of the

RSPB’s charitable purposes, at 31 March 2020 were £65.7 million, made up of:

- General funds of £52.2 million including £4.3 million of tangible fixed assets, £29.2 million cash and investments and £18.7 million working capital.
- Designated funds of £61.7 million represented by nature reserves owned by the RSPB. There are no plans to dispose of these nature reserves.
- Pension reserve liability of £48.2 million.
- Restricted reserves, to be applied to the specific purpose(s) intended by the donor, at 31 March 2020 were £161.1 million, made up of:
  - Nature reserves of £148.1 million
  - Other tangible assets of £1.4 million
  - Investments of £3.0 million
  - Working capital of £8.6 million.
- Endowment reserves are restricted funds that are to be retained for the benefit of the Charity as a capital fund. Permanent endowments require the capital to be maintained and only the income and capital growth can be utilised. With expendable endowments the capital may also be utilised. At 31 March 2020 endowment funds were £0.6 million.

Investment policy and powers

The RSPB’s investment powers are as set out in the Charter and Statutes and are wider than those contained in the Trustees Investment Act 2000.

Approach

The RSPB’s income is derived primarily from donations and from the delivery of charitable activities. In order to secure the RSPB’s financial stability, through prudence the RSPB has built up free financial reserves. As a proportion of the financial reserves are likely to be held in the longer term, it is appropriate to invest a proportion of the funds conservatively to maintain the overall value of reserves compared to inflation and also to generate real growth and/or income that can be applied directly to achieving the Objects of the charity.

The RSPB’s primary investment objective is to maintain the real value of its investments. Investment properties arising from legacies are managed by the RSPB until disposal.

Equities

We hold investments in a variety of publicly listed equities, consisting of companies listed on stock

exchanges. Within our public equities are UK and global portfolios. See Note 13 for a breakdown of investment holdings.

Performance

The trustees rely upon specialist advice for fund selection and allocation. Our investment objective is to generate a return of no less than inflation (RPI) as a minimum requirement and ideally to outperform an agreed independent composite benchmark by at least 1% per annum over a rolling three-year period.

Responsible investment

In managing investments, since 2001 we have followed principles of socially responsible investing. These principles are to:

- invest in companies that make a positive contribution to society.
- use influence as an investor to encourage best practice management of social responsibility issues.
- avoid investing in companies whose activities conflict strongly with the Society’s objectives.

We believe that taking account of environmental, social and governance (ESG) issues is an intrinsic part of being a good long-term investor, for both ethical and financial reasons. For example, through our investment managers, we minimise exposure to fossil fuels. We hold a de minimis exposure to companies with fossil fuel reserves (circa 0.00%) at 31 March 2020.

Relationship with subsidiaries

The RSPB group includes several subsidiary companies and partnerships and holds interests in a number of other non-profit organisations as set out in Note 23 to the Accounts. This year we have added RSPB Cayman Islands Nature Limited to the group, which thanks to generous support from the Rainforest Trust, acquired approximately ten acres of biodiversity-rich tropical dry forest in the Cayman Islands to save it from a potentially damaging development. It will be leased in perpetuity to and protected by the RSPB’s in-territory partner, the National Trust for the Cayman Islands.

The Trustees regularly check the value, performance and sustainability of these relationships, particularly the performance of the main trading subsidiary, and they are satisfied that the interests of the charity are well served by the relationships, all of which assist the RSPB in achieving its charitable objects for the public benefit.



Nectar mix in field margin by Colin Wilkinson (rspb-images.com)

Pension

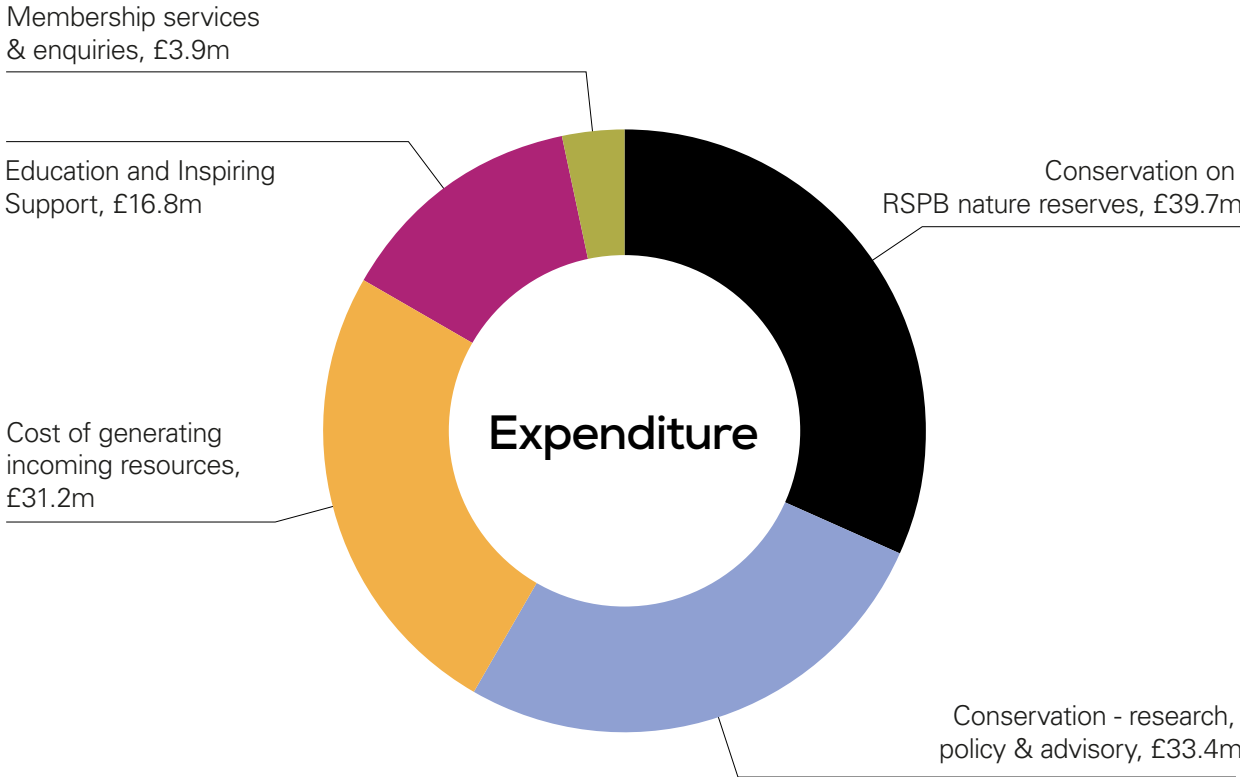
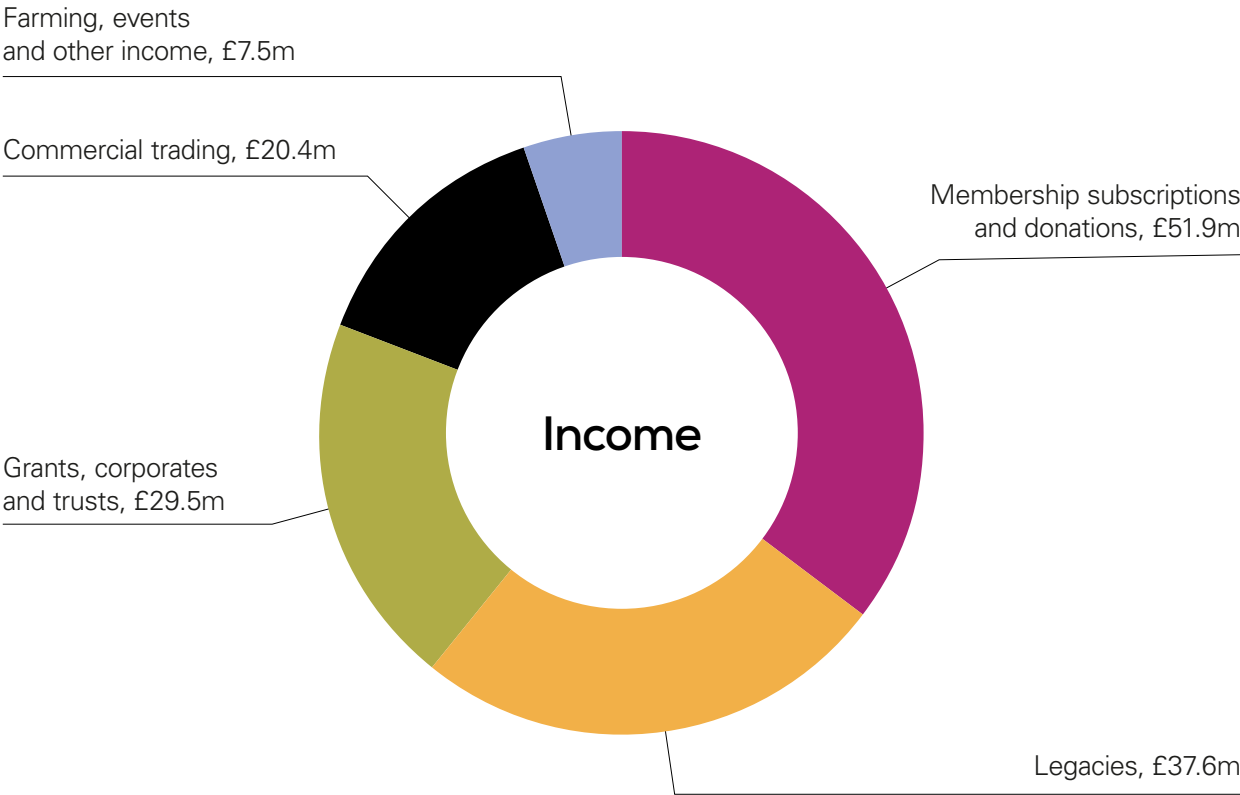
The pension liability in respect of the defined benefit pension scheme that was closed to future accrual in 2017 continues to change significantly from one year to the next. This is largely driven by factors outside our control: performance of the assets in the pension scheme and sensitivity of the pension liability to changes in interest and inflation rates. The trustees continue to take steps to reduce the costs and risks of the pension scheme. In addition to closing the defined benefit scheme to new entrants and future accrual, the RSPB trustees have agreed a deficit recovery plan with the pension trustees which both minimises the impact on our work but closes the deficit over a reasonable period. The annual employer contributions needed to fund this deficit are determined by reference to triennial valuations undertaken by the pension trustees. The latest triennial valuation reflected the position as at 1 April 2018 and has resulted in an increase in annual employer contributions to £6.9 million per annum, this is due to be revised from 1 April 2021. This level of contribution is calculated to eliminate the deficit over a 12-year period. The deficit recovery plan is underpinned by an agreement with the pension trustees that, in the unlikely event of the RSPB being unable to meet its obligations to the scheme, land would be passed to the pension fund to cover the shortfall. The total value of specified land available to cover any shortfall is £57 million.

Outlook for the future

Looking forward, our thoughts and actions are dominated by the economic impact of COVID-19. We are closely monitoring the effect of social distancing on our fundraising operations together with the likely wider impact of a recession and increased unemployment across all our income streams. The financial impact of COVID-19 has been central to our assessments. A review of a range of scenarios assessing its impact on income projections has confirmed that appropriate actions can be implemented to maintain financial reserves within policy range and it is reasonable to expect the RSPB to have adequate resources to continue to operate for the foreseeable future. Consequently, Council consider it appropriate for the financial statements to be prepared using the going concern basis of accounting. However, this is also a time to be bold and innovative. These difficult times have shown the importance of nature to people and we will build on these connections so that the natural world is central to a green recovery with healthy communities at the heart of a sustainable economic future.

Kevin Cox

Signed on behalf of Council,  
Kevin Cox, Chair, 20 August 2020







79 cryptic wood white butterflies were counted at their peak at Belfast Lough.

# Independent auditor's report to the trustees of the Royal Society for the Protection of Birds

## Opinion

We have audited the financial statements of the Royal Society for the Protection of Birds for the year ended 31 March 2020 which comprise the Group Statement of Financial Activities, the Group and Charity Balance Sheets, the Group Statement of Cash Flows 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, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charity's affairs as at 31 March 2020 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.



## Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient and proper accounting records have not been kept by the parent charity; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of trustees

As explained more fully in the trustees responsibilities statement set out on page 51 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that

includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

[frc.org.uk/auditorsresponsibilities](http://frc.org.uk/auditorsresponsibilities)

This description forms part of our auditor's report.

## Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Crowe UK LLP*

**Crowe U.K. LLP**  
Statutory Auditor  
**London**

21 August 2020

Crowe U.K. LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

## Consolidated statement of financial activities for the year ended 31 March 2020

INCOME AND EXPENDITURE	Note	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	2020 Total £'000	2019 Total £'000
<b>INCOME AND ENDOWMENTS</b>						
<b>Voluntary income</b>						
Membership subscriptions and donations	3	48,731	3,190	-	<b>51,921</b>	52,075
Legacies	4	33,985	3,599	-	<b>37,584</b>	36,668
Grants, corporates and trusts	5	1,667	28,124	(280)	<b>29,511</b>	26,216
<b>Total voluntary income</b>		<b>84,383</b>	<b>34,913</b>	<b>(280)</b>	<b>119,016</b>	<b>114,959</b>
Commercial trading	6	20,405	-	-	<b>20,405</b>	20,671
Investment income and interest	7	380	-	4	<b>384</b>	107
<b>Charitable activities</b>						
Fees and grants for services		2,941	-	-	<b>2,941</b>	2,683
Land and farming income		2,362	-	-	<b>2,362</b>	2,324
Events and media sales		1,153	-	-	<b>1,153</b>	1,291
<b>Total income from charitable activities</b>		<b>6,456</b>	<b>-</b>	<b>-</b>	<b>6,456</b>	6,298
Other income						
Net gains on disposals of fixed assets	7	653	-	-	<b>653</b>	556
<b>Total income</b>		<b>112,277</b>	<b>34,913</b>	<b>(276)</b>	<b>146,914</b>	142,591
<b>EXPENDITURE ON:</b>						
<b>Cost of raising funds</b>						
Costs of commercial trading		19,476	-	-	<b>19,476</b>	19,690
Costs of generating voluntary income		11,632	-	-	<b>11,632</b>	12,429
Investment management costs		150	-	-	<b>150</b>	52
<b>Total cost of raising funds</b>		<b>31,258</b>	<b>-</b>	<b>-</b>	<b>31,258</b>	32,171
<b>Net resources available for charitable activities</b>		<b>81,019</b>	<b>34,913</b>	<b>(276)</b>	<b>115,656</b>	110,420
<b>Charitable activities</b>						
Managing RSPB nature reserves		22,733	16,955	-	<b>39,688</b>	41,317
Research, policy and advisory		19,488	13,912	-	<b>33,400</b>	35,182
Education and inspiring support		16,564	207	-	<b>16,771</b>	18,228
Supporter care		3,925	-	-	<b>3,925</b>	4,887
<b>Total expenditure on charitable activities</b>		<b>62,710</b>	<b>31,074</b>	<b>-</b>	<b>93,784</b>	99,614
<b>Total expenditure</b>		<b>93,968</b>	<b>31,074</b>	<b>-</b>	<b>125,042</b>	131,785
Net (losses)/gains on investments		(503)	-	-	<b>(503)</b>	1,960
<b>NET INCOME/(EXPENDITURE)</b>		<b>17,806</b>	<b>3,839</b>	<b>(276)</b>	<b>21,369</b>	12,766
Actuarial gains on pension scheme		10,958	-	-	<b>10,958</b>	8,397
<b>NET MOVEMENT IN FUNDS</b>		<b>28,764</b>	<b>3,839</b>	<b>(276)</b>	<b>32,327</b>	21,163
<b>Reconciliation of funds</b>						
<b>Total funds brought forward</b>		<b>36,933</b>	<b>157,306</b>	<b>880</b>	<b>195,119</b>	173,956
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>65,697</b>	<b>161,145</b>	<b>604</b>	<b>227,446</b>	195,119

All the above results arise from continuing activities. Detailed comparative information is provided in note 26. Notes 1 to 26 form an integral part of these accounts.



## Charity and consolidated balance sheets as at 31 March 2020

	Note	2020 Consolidated total £'000	2019 Consolidated total £'000	2020 Charity £'000	2019 Charity £'000
<b>Fixed assets</b>					
Nature reserves	12	209,776	204,787	209,080	204,237
Other tangible assets	12	5,688	4,820	5,688	4,820
Investments	13	32,833	20,964	32,833	20,964
Investment in subsidiary companies	13	-	-	3,801	3,801
		<b>248,297</b>	230,571	<b>251,402</b>	233,822
<b>Current assets</b>					
Stock		3,747	4,112	-	-
Debtors	14	25,691	28,610	27,849	32,981
Short-term cash		11,936	8,926	9,179	4,667
		<b>41,374</b>	41,648	<b>37,028</b>	37,648
<b>Creditors</b> amounts falling due within one year	15	<b>(12,096)</b>	(11,179)	<b>(11,001)</b>	(10,430)
<b>Net current assets</b>		<b>29,278</b>	30,469	<b>26,027</b>	27,218
<b>Total assets less current liabilities</b>		<b>277,575</b>	261,040	<b>277,429</b>	261,040
<b>Creditors</b> amounts falling due in more than one year	15	<b>(1,958)</b>	(1,507)	<b>(1,958)</b>	(1,507)
Net assets excluding pension liability		<b>275,617</b>	259,533	<b>275,471</b>	259,533
Pension scheme liability	25	(48,171)	(64,414)	<b>(48,171)</b>	(64,414)
<b>Net assets including pension liability</b>		<b>227,446</b>	195,119	<b>227,300</b>	195,119
<b>The funds of the charity</b>					
<b>Unrestricted funds</b>					
General funds		52,214	40,091	52,068	40,091
Designated funds		61,654	61,256	61,654	61,256
Pension reserve	25	<b>(48,171)</b>	(64,414)	<b>(48,171)</b>	(64,414)
		<b>65,697</b>	36,933	<b>65,551</b>	36,933
<b>Restricted funds</b>		<b>161,145</b>	157,306	<b>161,145</b>	157,306
<b>Endowment funds</b>		<b>604</b>	880	<b>604</b>	880
<b>Total funds</b>	21 & 22	<b>227,446</b>	195,119	<b>227,300</b>	195,119

Notes 1 to 26 form an integral part of these accounts.  
 Authorised for issue by RSPB Council on 20 August 2020 and signed on behalf of Council by:

*Kevin Cox*

**Kevin Cox**  
Chair

*Robert Cubbage*

**Robert Cubbage**  
Treasurer

## Application of net incoming resources

for the year ended 31 March 2020

	2020 £'000	2019 £'000
Net resources available for charitable purposes	<b>115,656</b>	110,420
Less total expenditure on charitable activities	<b>(93,784)</b>	(99,614)
	<b>21,872</b>	10,806
Net incoming resources before gains	<b>10,455</b>	10,357
Gains on investments and pension scheme		
	<b>32,327</b>	21,163
Net movement in funds as per Consolidated statement of financial activities		
Application of net funds for charity use:		
Nature reserves	<b>4,989</b>	2,103
Other tangible assets	<b>868</b>	556
Movement on stock, debtors and creditors	<b>(4,652)</b>	4,657
Movement on pension scheme	<b>16,243</b>	9,202
	<b>17,448</b>	16,518
Movement in cash and investments available for future activities	<b>14,879</b>	4,645
Cash and investments available at start of year	<b>29,890</b>	25,245
	<b>44,769</b>	29,890

## Consolidated statement of cash flows

for the year ended 31 March 2020

	Note	2020 £'000	2019 £'000
Cash flows from operating activities			
Net cash provided by operating activities	24	<b>24,289</b>	7,918
Cash flows from investing activities			
Interest and dividends received		<b>233</b>	107
Additions to nature reserves		<b>(6,997)</b>	(4,445)
Purchase of other tangible fixed assets		<b>(3,261)</b>	(2,678)
Proceeds from disposal of fixed assets		<b>765</b>	1,124
Purchase of investments		<b>(20)</b>	(15)
Sale of investments		<b>1,673</b>	52
Net cash used for investing activities		<b>(7,607)</b>	(5,855)
Cash flows from financing activities:			
Bank loan		<b>466</b>	710
Net cash provided by financing activities		<b>466</b>	710
Change in cash and cash equivalents in the reporting periods		<b>17,148</b>	2,773
Cash and cash equivalents at the start of the year		<b>16,017</b>	13,244
		<b>33,165</b>	16,017
Cash and cash equivalents at the end of the year		<b>33,165</b>	16,017
Analysis of cash and cash equivalents:			
Cash in hand		<b>11,936</b>	8,926
Notice deposits (less than 3 months)		<b>21,229</b>	7,091
Cash and cash equivalents		<b>33,165</b>	16,017





# Notes to the accounts

## 1) Charity information

The Royal Society for the Protection of Birds is a non-statutory body incorporated by Royal Charter and a charity registered in England and Wales (number 207076) and in Scotland (number SC037654). The address of the registered office is The Lodge, Sandy, Bedfordshire, SG19 2DL.

## 2) Accounting policies

### Basis of preparation

The accounts have been prepared to give a “true and fair” view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a “true and fair view”. This departure has involved following the 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 (FRS102) issued on 16 July 2014 rather than the previous Statement of Recommended Practice: Accounting and Reporting by Charities, which was effective from 1 April 2005 but which has since been withdrawn. Other standards applied in preparation of these financial statements include the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

The RSPB meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The Statement of financial activities (SOFA) and balance sheet consolidate, on a line-by-line basis, the financial statements of the Charity and its subsidiary undertakings.

The Charity has taken advantage of the exemption in FRS102 from the requirement to prepare a charity-only cash flow statement and certain disclosures about the Charity’s financial statements.

None of the subsidiary directors received any remuneration or emoluments in respect of their services to those subsidiaries. Where directors are officers/employees of the RSPB they will receive remuneration only from the RSPB.

The RSPB’s commercial activities are undertaken by its wholly-owned trading subsidiary, RSPB Sales Limited,

and all distributable profits are donated under Gift Aid to the RSPB. RSPB Sales Limited was incorporated as a company limited by shares in 1992 to conduct trading activities in support of the RSPB’s charitable objectives. The principal activities are the sale of goods by mail order and through retail outlets, consulting and advice, farming, publications, trade and catering, lottery, commercial and direct fundraising. The company is registered under company number 02693778.

March Farmers (Washland) Limited, a company limited by shares (registration number 01039814). This entity is a wholly-owned subsidiary acquired in 2008 to secure the leasehold interest in land adjacent to the Nene Washes reserve in Cambridgeshire. Through the March Farmers Habitat Restoration project, the former arable land is being restored to floodplain grazing marsh.

Farming for Nature, a company limited by guarantee (registration number 07982175), incorporated in 2012. This entity is being used in collaboration with United Utilities, from whom the company leases land on the Haweswater Estate in Cumbria, to deliver habitat restoration, drive improvements to water quality and benefit a range of upland wildlife while maintaining a viable farming enterprise.

RSPB Oronsay, a Scottish Limited Partnership of which the RSPB is the General Partner. This entity was established in 1996 to carry out the business of farming and nature conservation on the island of Oronsay.

RSPB Cayman Islands Nature Limited, a wholly-owned subsidiary and a non-profit company limited by shares, registered in the Cayman Islands (registration number 304647). This entity was established in 2015 to promote the conservation of biological diversity and the natural environment through the acquisition of land to create or extend nature reserves in the Cayman Islands.

The RSPB holds a 33% joint venture interest in Yayasan Konservasi Ekosistem Hutan, a non-profit organisation registered in Indonesia established to facilitate the acquisition and management of the Harapan Rainforest in Sumatra. The results have not been included in these accounts; to do so would not materially alter them.

The RSPB holds a 33% interest in Gola Rainforest Conservation LG, a non-profit company limited by guarantee registered in Sierra Leone and established to conserve and help fund the Gola Rainforest National Park. The results have not been included in these accounts; to do so would not materially alter them.

The Royal Society for the Protection of Birds is a

registered charity and as such is potentially exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes. There was no tax charge during the year. The subsidiaries donate, under Gift Aid, all distributable profits to the Charity each year.

### Critical accounting judgements and key sources of estimation uncertainty

In the application of the Charity’s accounting policies, trustees are required to make judgements, estimates, and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period to which they relate.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are related to pension liability. The Charity recognises its liability to its defined benefit pension scheme which involves a number of estimations as disclosed in note 25.

### Funds

Unrestricted funds:  
General funds are available for use at the discretion of the trustees in furtherance of the objectives of the Charity and which have not been designated for other purposes.

Designated funds are unrestricted funds, which have been applied or reserved by the trustees for a specific purpose. The aim and use of each designated fund is set out in note 22.

### Restricted funds:

Restricted funds are those which are to be used in accordance with specific restrictions of the donors or which have been raised by the Charity for particular purposes. The purpose for which restricted funds are held is analysed in note 22.

### Endowment funds:

Endowment funds are restricted funds that are held for the benefit of the Charity as a capital fund. Permanent endowments require the capital to be maintained and only the income and capital growth can be utilised. With expendable endowments, the capital may also be

utilised. The purpose for which endowment funds are held is analysed in note 22.

### Capital expenditure

Purchased assets, individually exceeding £2,500 at cost, are included on the balance sheet at historic cost less depreciation and any impairment in accordance with FRS102 “Property, Plant and Equipment” (note 12). Donated assets are included at market value as determined by the trustees. Expenditure on fixed assets is capitalised in the year of acquisition and depreciation is charged annually. During the transition to FRS102 in 2016, selected nature reserves were restated to their fair value (note 12).

### Depreciation

Nature reserves, either owned as freehold land or held as leasehold land where the lease is held in perpetuity, are considered to have an indefinite useful life and are not depreciated. Other fixed assets are depreciated on a straight-line basis over their anticipated useful lives as follows:

Freehold buildings.....	50 years
Leasehold land and.....	Period of lease
buildings with a fixed term	or 50 years
	whichever is
	shorter
Other fixed assets .....	4 to 50 years
	depending on
	the nature of
	the asset

### Going Concern

The Board has reviewed the RSPB’s activities, financial position and risk management policies together with factors likely to affect future development, including the impact of economic uncertainty on voluntary income. The financial impact of COVID-19 was central to these assessments. A review of a range of scenarios assessing the impact of COVID-19 on income projections has confirmed that appropriate actions can be implemented to maintain financial reserves within policy range and it is reasonable to expect the RSPB to have adequate resources to continue in operation for the foreseeable future. Consequently, Council consider it appropriate for the financial statements to be prepared using the going concern basis of accounting.

The assessment of the wider impact of the COVID-19 global pandemic on our operations and our immediate response is fully set out on page 32.



The financial impact of COVID-19 has been significant and we have responded by scaling back some of the work programmes planned for 2020/21 and secured additional financial support by accessing the UK Government's Job Retention Scheme.

Whilst a range of income streams have been significantly affected by COVID-19, our two largest – from membership and from legacies – have so far held up well and demonstrate once again the incredible support we receive from our members and supporters for the work we do.

The financial outcome for 2019/20 was strong, closing with free financial reserves of £47.9 million and cash and cash equivalents of £33.2 million. Given this strong closing financial position, the resilience of our major income streams and our prudent approach to future financial planning, RSPB Council considers that it is appropriate for the financial statements to be prepared using the going concern basis.

Investments

The investments in the subsidiary undertakings are stated at cost less provision for impairment. All other investments are stated at fair value with gains and losses being recognised within income and expenditure. Properties included in investments are those assigned under legacy bequests, awaiting disposal at a future date, and are stated at their fair value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year. Investment cash is held for investment purposes only. It is the intention of the trustees that fixed asset investments will not be drawn upon within the following year.

Stocks

Stocks, which include livestock and products for resale, are stated at the lower of cost and net realisable value.

Financial instruments

The RSPB has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors (see note 20).

Income

Income is included in the SOFA when the RSPB is entitled to the income, the receipt is probable and the

amount can be quantified with reasonable accuracy. If these conditions are not met then the income is deferred. The following specific policies apply to categories of income:

- i) Membership income is treated as a donation and is accounted for when received.
- ii) Legacies are accounted for based on settlement of the estate or receipt of payment, whichever is earlier.
- iii) Grants, including government grants, received in advance of the associated work being carried out are deferred only when the donor has imposed preconditions on the expenditure of resources (see Note 17).
- iv) Donated assets are recognised at 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. They are included in the SOFA and balance sheet as appropriate.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Costs incurred that relate to multiple purposes are analysed and allocated to the appropriate categories in line with the joint cost allocation principles in the Charities SORP (FRS102).

- i) Costs of generating voluntary income do not include the costs of disseminating information in support of the charitable activities.
- ii) Commercial trading includes the cost of goods sold in mail order, retail and catering activities.
- iii) Costs of managing RSPB nature reserves are those incurred in managing the network of nature reserves including land management, habitat restoration and visitor facilities.
- iv) Research, policy and advisory includes the costs associated with scientific research and our advocacy work to influence public policy to benefit nature.
- v) Education and inspiring support includes the costs of activities to inspire children, young people and families to connect with nature and to enable supporters to use their voice most effectively to benefit nature conservation.
- vi) Supporter care includes the costs of providing information to our members and supporters including a quarterly magazine providing information on the work being done by the RSPB and its partners.
- vii) Support costs have been allocated to the headings in the SOFA on the basis of salary percentage. This applies to office facilities and accommodation,

finance, information technology, human resources, management and governance.

- viii) The RSPB makes grants to organisations that further our charitable objectives through:
  - ongoing support to the BirdLife International partnership which provides a coordinated global framework to secure the comprehensive international agreements needed for nature conservation and the environment.
  - the funding of specific projects that support the protection, creation or restoration of priority habitats or other work to protect critically endangered species.

Pensions

The defined benefit scheme was closed on 31 March 2017 and replaced with a defined contribution scheme.

The defined benefit scheme amount charged in resources expended is the net of the interest cost and interest income on assets. Re-measurements are recognised immediately in Other recognised gains and losses.

Defined benefit schemes are funded, with the assets of the scheme held separately from those of the group, 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 method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent currency and term to the scheme liabilities. The resulting defined benefit asset or liability is presented separately after other net assets on the face of the balance sheet. Full actuarial valuations are obtained triennially.

In the view of the trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

With regard to the defined contribution scheme the amounts charged in resources expended are the employer contributions in the year. The employer contribution rate matches the employee rate up to a maximum of 7%.

Redundancy and settlement payments

Redundancy and settlement liabilities are recognised when the obligation to transfer economic benefits has arisen. The value of this liability represents the best estimate of expenditure required to settle the obligation(s) at the reporting date.

Operating leases

Operating lease rentals are charged and credited to the SOFA on a straight-line basis over the length of the lease.

Foreign currency

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year-end, in accordance with FRS102. Any gains or losses arising on translations are reported as part of the transaction within the SOFA and are not material; they are therefore not disclosed separately.

Forward contracts

Forward contracts are measured at fair value on the date the contract is entered into and subsequently measured at fair value through the SOFA.



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3) Membership subscriptions and donations

	2020 £'000	2019 £'000
Membership subscriptions	44,825	45,240
Donations	7,096	6,835
	<u>51,921</u>	<u>52,075</u>

4) Legacies

The estimated value of legacies notified, but neither received nor included in income, is £23,238,985 (2019: £27,383,649).

5) Grants, corporates and trusts

	2020 £'000	2019 £'000
Grants	24,854	22,948
Corporates	1,707	1,356
Trusts	2,950	1,912
	<u>29,511</u>	<u>26,216</u>
Amounts received from corporates during the year include the following donations:		
Services	49	46
Goods	17	17
	<u>66</u>	<u>63</u>
	<u>2020 £'000</u>	<u>2019 £'000</u>

Major grants received during the year include the following:

UK

Department for Environment, Food and Rural Affairs*	8,683	6,594
Scottish Natural Heritage*	1,510	1,733
Landfill Communities Fund	1,500	1,087
Scottish Government*	1,018	1,676
Welsh Government/ Natural Resources Wales*	1,005	875
Natural England*	651	79
Department of Agriculture, Environment, and Rural Affairs*	308	175
Environment Agency*	152	135
Forestry Commission*	(1)	168
	<u>14,826</u>	<u>12,522</u>

International

European Union	3,014	3,439
National Lottery: Heritage Lottery Fund and Big Lottery Fund	3,526	2,941
Local Councils and Other	3,488	4,046
	<u>24,854</u>	<u>22,948</u>

\* Government grants used to fund conservation projects and recognised in the accounts. There are no unfulfilled conditions or contingencies relating to the government grants or other forms of government assistance from which the charity has directly benefitted recognised in the accounts.

The Coastal Communities Fund Grant provided funding of £nil (2019: £101,442) towards our “Farming for Wildlife; Supporting People, Sustaining Nature” project in Egilsay, Orkney. This income has been included within our restricted funds. All funds received were spent in the year.

	2020 £'000	2019 £'000
Grants received were for the following purposes:		
Managing RSPB nature reserves	18,797	17,197
Research, policy and advisory	5,170	4,485
Education and inspiring support	107	114
	<u>24,074</u>	<u>21,796</u>
Acquisition of nature reserves	780	1,152
	<u>24,854</u>	<u>22,948</u>

6) Commercial trading

	2020 £'000	2019 £'000
Retail, mail order and trade	15,291	15,002
Catering	3,232	3,590
Lottery	1,191	1,228
Advertising	691	851
	<u>20,405</u>	<u>20,671</u>

7) Investment income and interest

	2020 £'000	2019 £'000
Income received from:		
Interest on cash	194	86
Gain on foreign exchange	151	-
Listed Stock Exchange investments	39	21
	<u>384</u>	<u>107</u>
Other income:		
Net gain on disposals of fixed assets	653	556

Included above is investment income of £4,444 (2019: £7,347) which relates to the Hanson Environment Trust. This treatment has been agreed with the donor and the fund is held as an expendable endowment.

Mountain hares are present on some of our upland nature reserves including Abernethy Forest, Crannach, Hoy and Forsinard Flows.





8) Total expenditure

	Direct costs £'000	Support costs £'000	2020 Total £'000	2019 Total £'000
<b>Cost of raising funds:</b>				
Costs of generating voluntary income:				
Membership subscriptions and donations	7,882	663	8,545	8,199
Grants, corporates and trusts	1,638	223	1,861	3,291
Legacies	1,174	52	1,226	939
Total cost of generating voluntary income	10,694	938	11,632	12,429
Commercial trading	18,909	567	19,476	19,690
Investment management costs	150	-	150	52
<b>Total cost of raising funds</b>	29,753	1,505	31,258	32,171
<b>Charitable activities</b>				
Managing RSPB nature reserves	38,290	1,398	39,688	41,317
Research, policy and advisory	30,491	2,909	33,400	35,182
Education and inspiring support	15,271	1,500	16,771	18,228
Supporter care	3,898	27	3,925	4,887
	87,950	5,834	93,784	99,614
	117,703	7,339	125,042	131,785

Research, policy and advisory includes grant payments amounting to £6,210,851 with support costs of £364,529 (2019: £6,555,574; £399,460). Grants were awarded to 125 (2019: 139) organisations; no grants were made to individuals. A full list is available on [rspb.org.uk/grants](https://rspb.org.uk/grants).

**Future commitments:**  
Future commitments relating to charitable work carried out by other organisations on behalf of the RSPB, amount to £1,339,152 (2019: £817,516). These represent contracts signed before 1 April 2020 for payments in future years.

Orkney Native Wildlife Project began eradication trapping, aiming to safeguard wildlife such as Orkney voles, hen harriers and short-eared owls.

9) Support costs

	Premises £'000	Finance & IT £'000	Human Resources £'000	Management & other £'000	Governance Total £'000	2020 Total £'000	2019 Total £'000
Generating incoming resources	339	503	360	186	117	1,505	1,818
Charitable expenditure:							
Managing RSPB nature reserves	315	467	335	173	108	1,398	1,453
Research, policy and advisory	654	973	697	360	225	2,909	2,762
Education and inspiring support	338	501	359	186	116	1,500	1,163
Supporter care	6	9	7	3	2	27	73
Total Charitable expenditure	1,313	1,950	1,398	722	451	5,834	5,451
Total support costs	1,652	2,453	1,758	908	568	7,339	7,269

Support costs are included in the expenditure reported in the Consolidated statement of financial activities and have been allocated on the basis of salary percentage. The cost allocation includes an element of judgement and the RSPB has had to consider the cost benefit of detailed calculations and record keeping.

Governance costs include audit, legal advice for Trustees and the costs associated with the constitutional and statutory requirements, such as Trustees' meetings.

10) Audit fees

	2020 £'000	2019 £'000
The total audit fees were:		
Statutory audit:		
Charity	39	38
RSPB Sales Limited	25	25
March Farmers (Washland) Limited	3	3
Farming for Nature	3	3
RSPB Cayman Islands Nature Limited	-	-
	70	69

During the year there were £19,055 (2019: £nil) fees for non-audit services provided by Crowe U.K. LLP.



11) Staff costs

The average number of employees during the year was 2,074 (2019: 2,139).

Average staff numbers by activity:

	2020	2019
	No.	No.
Generating incoming resources	550	569
Managing RSPB nature reserves	628	620
Research, policy and advisory	607	637
Education and inspiring support	253	270
Supporter care	36	43
	2,074	2,139

The nature of work undertaken by individual staff traverses the categories above; therefore, the allocation includes an element of judgement. In accordance with the Statement of Recommended Practices the average number of employees for 2020 represents the average number of staff employed each month.

	2020	2019
	£'000	£'000
Remuneration	44,901	48,596
National Insurance	3,775	3,966
Pension contributions (including GMP equalisation)	5,346	7,567
	54,022	60,129

Included within pension contributions in 2019 is an estimate of the costs to the scheme as a result of the court judgement on GMP equalisation of £2.7 million. There were no costs charged in 2020.

The key management personnel of the charity comprise the Trustees and the Directors, including the Chief Executive, as detailed on page 45 and 46.

The total salary of all higher paid employees earning in excess of £60,000, including Directors, are shown in bands of £10,000 below.

	2020	2019
	No.	No.
£60,001 - £70,000	9	18
£70,001 - £80,000	7	3
£80,001 - £90,000	-	1
£90,001 - £100,000	5	4
£100,001 - £110,000	-	-
£110,001 - £120,000	-	-
£120,001 - £130,000	-	1
	21	27

Under the RSPB’s pension scheme, which is open to all eligible staff, benefits are accruing for 21 (2019: 27) higher-paid employees including Directors. There are no enhanced pension benefits for any employees or Directors. No other benefits were paid during the year. Pension contributions are made in line with the payment schedule recommended by the scheme actuary at the last triennial valuation (see Note 25). The highest amount of pension contributions paid to the scheme on behalf of one individual during the year was £6,486 (2019: £6,422).

A review of our operating structures to maximise our impact for nature was initiated in 2019. Associated with this review were redundancy and settlement payments of £317,179 (2019: £2,247,312).

The total employee benefits (including employer pension contributions and national insurance) of the 7 (2019:7) Directors were £719,922 (2019: £726,878) of which £166,483 (2019: £145,640) was for the two Chief Executives in post during the year. The total travelling, accommodation and subsistence expenses reimbursed to them was £20,858 (2019: £27,358).

The trustees do not receive any employee benefits. The total reimbursement of travelling, accommodation and subsistence expenses incurred by 19 (2019: 12) trustees on Council business amounted to £32,803 (2019: £18,595).

Indemnity insurance premiums paid by the RSPB amounted to £3,850 (2019: £2,800).

12) Tangible fixed assets – charity and consolidated

	Freehold land	Nature reserves Leasehold land	Buildings	Other tangible assets Other properties	Motor vehicles	Equipment, fixtures and fittings	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost</b>							
At 1 April 2019	169,772	1,711	55,450	3,662	4,577	20,176	255,348
Additions	4,274	5	2,718	-	491	2,770	10,258
Disposals	-	-	(62)	-	(181)	(489)	(732)
	174,046	1,716	58,106	3,662	4,887	22,457	264,874
<b>Depreciation</b>							
At 1 April 2019	-	515	21,631	2,223	4,054	17,318	45,741
Charge for the year	-	18	1,944	85	363	1,878	4,288
Disposals	-	-	(16)	-	(175)	(428)	(619)
	-	533	23,559	2,308	4,242	18,768	49,410
Net book amount:							
<b>At 31 March 2020</b>	174,046	1,183	34,547	1,354	645	3,689	215,464
	169,772	1,196	33,819	1,439	523	2,858	209,607
Net book amount:							
						2020 £'000	2019 £'000
Nature reserves:							
Freehold land						174,046	169,772
Leasehold land						1,183	1,196
Buildings						34,547	33,819
						209,776	204,787
Other tangible assets:							
Other properties						1,354	1,439
Motor vehicles						645	523
Equipment, fixtures and fittings						3,689	2,858
						5,688	4,820
						215,464	209,607

The wholly owned subsidiary March Farmers (Washland) Limited holds leasehold land of £550,000 (2019: £550,000). The wholly owned subsidiary RSPB Cayman Islands Nature Limited acquired leasehold land of £146,000 in the year (2019: £nil). The leases for this land are held in perpetuity and no depreciation arises.

In 2013, the RSPB entered into a Contingent Asset Agreement with the RSPB Pension Scheme. Under this agreement, specified land and buildings, with a fair value of £57,280,000, would pass to the Pension Scheme in the unlikely event of the RSPB being unable to meet its obligations to the Scheme. The land selected is unencumbered by any legal charges or funding restrictions. In 2016, land with an historic cost of £42.401,000 was revalued at £97,779,000. This £55,378,000 increase in value was reflected in the financial statements for the year ended 31 March 2016.



13) Investments – charity and consolidated

	<u>2020</u>	<u>2019</u>
	<b>£'000</b>	£'000
Investments at fair value:		
Investment cash	<b>21,229</b>	7,091
Equities, bonds and other stocks:		
Equities	<b>7,666</b>	8,369
Corporate bonds	<b>1,095</b>	1,076
Government bonds	<b>1,733</b>	1,645
Listed Stock Exchange investments	<b>5</b>	5
	<b>10,499</b>	11,095
Investment properties within the UK	<b>1,105</b>	2,778
	<b>32,833</b>	20,964
Equities, Corporate bonds and Government bonds are held in unit trusts.		
Investment properties are revalued every five years by professional external valuers. The amount includes property assigned under legacy bequests and donated property.		
	<u>2020</u>	<u>2019</u>
	<b>£'000</b>	£'000
Movement during the year:		
Fair value at 1 April	<b>20,964</b>	16,036
Disposals	<b>(1,673)</b>	(52)
Fees	<b>(113)</b>	(40)
Additions	<b>14</b>	15
Dividends reinvested	<b>6</b>	5
Net (loss)/gain on revaluation at 31 March	<b>(503)</b>	1,944
Movement in investment cash	<b>14,138</b>	3,056
<b>Fair value at 31 March</b>	<b>32,833</b>	20,964
Historical cost as at 31 March	<b>27,278</b>	13,179

Investment of the Charity in its wholly-owned subsidiaries are held at cost and represent the aggregate amount of the subsidiaries’ assets, liabilities and funds. The subsidiary investments are:

	<u>2020</u>	<u>2019</u>
	<b>£'000</b>	£'000
RSPB Sales Limited	<b>3,250</b>	3,250
March Farmers (Washland) Limited	<b>551</b>	551
	<b>3,801</b>	3,801

14) Debtors – charity and consolidated

	<u>2020</u>	<u>2019</u>	<u>2020</u>	<u>2019</u>
	<b>Consolidated</b>	Consolidated	<b>Charity</b>	Charity
	<b>£'000</b>	£'000	<b>£'000</b>	£'000
Trade debtors	<b>4,072</b>	4,085	<b>2,412</b>	1,758
Other debtors	<b>4,946</b>	3,317	<b>4,876</b>	3,245
Legacies	<b>3,083</b>	2,652	<b>3,083</b>	2,652
Prepayments and accrued income	<b>13,590</b>	18,556	<b>12,955</b>	17,912
Amounts due from subsidiaries	<b>-</b>	-	<b>4,523</b>	7,414
	<b>25,691</b>	28,610	<b>27,849</b>	32,981

There was £nil (2019: £2,987) as a provision for accrued income as a result of gain on revaluation of forward exchange contracts at their fair value at year-end.

There were no forward exchange contracts at the year-end (2019: 2 with a sales value of €310,000).

Contracts to sell Euro are taken out in order to hedge forward currency exposure on future income.

15) Creditors – charity and consolidated

Amounts falling due within one year	<u>2020</u>	<u>2019</u>	<u>2020</u>	<u>2019</u>
	<b>Consolidated</b>	Consolidated	<b>Charity</b>	Charity
	<b>£'000</b>	£'000	<b>£'000</b>	£'000
Trade creditors	<b>2,298</b>	2,876	<b>2,008</b>	2,512
Other creditors	<b>2,269</b>	1,856	<b>2,269</b>	1,855
Deferred income (see note 17)	<b>932</b>	1,565	<b>561</b>	1,335
Accruals	<b>6,597</b>	4,882	<b>6,163</b>	4,728
	<b>12,096</b>	11,179	<b>11,001</b>	10,430
Amounts falling due in more than one year	<u>2020</u>	<u>2019</u>	<u>2020</u>	<u>2019</u>
	<b>Consolidated</b>	Consolidated	<b>Charity</b>	Charity
	<b>£'000</b>	£'000	<b>£'000</b>	£'000
Deferred income – lease premium	<b>782</b>	797	<b>782</b>	797
Bank loan	<b>1,176</b>	710	<b>1,176</b>	710
	<b>1,958</b>	1,507	<b>1,958</b>	1,507

On 31 March 2019 the RSPB entered into a loan agreement with Triodos Bank. The loan was for £0.7 million and was used to finance a range of sustainable energy projects across our nature reserves. The capital and interest will be repaid over a 20 year period using the ongoing energy savings together with income from electricity generation.

On 6 December 2019 the RSPB entered into a loan agreement with Lloyds Bank. This loan was for £0.5 million and was used to purchase land at Ash Hill to offset the loss of cirl bunting habitat to housing expansion in the area. The loan will be repaid using designated Section 106 funding from Teignbridge Council over the five-year loan period.

16) Commitments

Commitments for capital expenditure at 31 March 2020 not provided for in the accounts were £156,472 (2019: £1,852,304).

17) Deferred income – charity and consolidated

Movement during the year:	<u>2020</u>	<u>2019</u>
	<b>£'000</b>	£'000
Creditors amounts falling due in more than one year		
Balance at 1 April	<b>797</b>	825
Amount released to income	<b>-</b>	(14)
Amounts due within one year	<b>(15)</b>	(14)
Balance at 31 March	<b>782</b>	797
Creditors amounts falling due within one year		
Balance at 1 April	<b>1,565</b>	1,670
Amount released to income	<b>(1,565)</b>	(1,589)
Amounts due within one year	<b>917</b>	1,470
Amounts transferred from creditors due in more than one year	<b>15</b>	14
Balance at 31 March	<b>932</b>	1,565
Deferred income: Balance at 31 March	<b>1,714</b>	2,362

Deferred income includes lease premiums of £797,000 (2019: £811,000) received and amortised over the life of the leases. Income of £917,000 (2019: £1,470,000) was deferred in the year. Deferred income comprised grants and other income of £547,000 (2019: £1,240,000) and commercial trading £370,000 (2019: £230,000), which does not meet the criteria for income recognition during the financial year.



18) Operating leases – commitments and contracted income

Commitments: Properties and equipment are leased by the RSPB for defined periods. The full cost of these over the lease period is shown below:				
	Land and buildings £'000	Other £'000	<b>2020</b> <b>£'000</b>	<b>2019</b> £'000
Less than 1 year	2,166	62	<b>2,228</b>	2,389
2–5 years	5,280	-	<b>5,280</b>	5,755
Over 5 years	9,296	-	<b>9,296</b>	10,354
	<u>16,742</u>	<u>62</u>	<u><b>16,804</b></u>	<u>18,498</u>

Lease payments of £2,646,951 (2019: £2,593,824) were charged to the Consolidated Statement of Financial Activities during the year.

Contracted income:	<b>2020</b> <b>£'000</b>	<b>2019</b> £'000
Less than 1 year	<b>963</b>	863
2–5 years	<b>873</b>	1,010
Over 5 years	<b>2,542</b>	2,655
	<u><b>4,378</b></u>	<u>4,528</u>

Lease income of £940,347 (2019: £761,733) was credited to the Consolidated Statement of Financial Activities during the year. All lease income relates to land and buildings.

19) Contingent liabilities

The trustees have given indemnities to executors under the standard terms for legacies received; they believe the chance of significant claims arising as a result of these to be negligible.

20) Financial instruments

	Fair value £'000	Amortised cost £'000	Total financial instruments £'000	Non-financial instruments £'000	<b>2020</b> <b>Total</b> <b>£'000</b>	<b>2019</b> Total £'000
<b>Assets</b>						
Tangible assets	-	-	-	215,464	<b>215,464</b>	209,607
Investments	32,833	-	32,833	-	<b>32,833</b>	20,964
Stock	-	-	-	3,747	<b>3,747</b>	4,112
Debtors	-	23,501	23,501	2,190	<b>25,691</b>	28,610
Cash at bank and in hand	-	11,936	11,936	-	<b>11,936</b>	8,926
<b>Liabilities</b>						
Creditors due within one year	-	(11,164)	(11,164)	(932)	<b>(12,096)</b>	(11,179)
Creditors due after one year	(1,176)	-	(1,176)	(782)	<b>(1,958)</b>	(1,507)
	<u>31,657</u>	<u>24,273</u>	<u>55,930</u>	<u>219,687</u>	<u><b>275,617</b></u>	<u>259,533</u>

The income, expenditure and net gains and losses recognised in the Consolidated Statement of Financial Activities are shown below:

	Fair value £'000	Amortised cost £'000	<b>2020</b> <b>Total</b> <b>£'000</b>	<b>2019</b> Total £'000
Investment income	39	194	<b>233</b>	107
Investment management costs	(150)	-	<b>(150)</b>	(52)
Foreign exchange gain/(loss)	-	151	<b>151</b>	(28)
Net (losses)/gains on investments	(503)	-	<b>(503)</b>	1,960
	<u>(614)</u>	<u>345</u>	<u><b>(269)</b></u>	<u>1,987</u>

21) Statement of funds – charity and consolidated

The purpose for which funds are held can be analysed as follows:

<b>Consolidated</b>	Total funds 1 April 2019 £'000	Income £'000	Expenditure £'000	Other recognised gains / (losses) £'000	Transfers £'000	<b>Total funds</b> <b>31 March</b> <b>2020</b> <b>£'000</b>
<b>Unrestricted funds:</b>						
General funds	40,091	112,277	(92,503)	(503)	(7,148)	<b>52,214</b>
Designated land fund	61,256	-	-	-	398	<b>61,654</b>
Pension liability	(64,414)	-	(1,465)	10,958	6,750	<b>(48,171)</b>
Total unrestricted funds	<u>36,933</u>	<u>112,277</u>	<u>(93,968)</u>	<u>10,455</u>	<u>-</u>	<u><b>65,697</b></u>
<b>Restricted funds:</b>						
Nature reserves	150,554	2,764	-	-	-	<b>153,318</b>
Other tangible assets	1,030	783	(431)	-	-	<b>1,382</b>
Managing RSPB nature reserves	1,739	16,283	(16,524)	-	-	<b>1,498</b>
Research, policy and advisory	3,639	15,057	(13,912)	-	-	<b>4,784</b>
Education and inspiring support	344	26	(207)	-	-	<b>163</b>
Total restricted funds	<u>157,306</u>	<u>34,913</u>	<u>(31,074)</u>	<u>-</u>	<u>-</u>	<u><b>161,145</b></u>
<b>Endowment funds</b>	<u>880</u>	<u>(276)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u><b>604</b></u>
Total funds	<u>195,119</u>	<u>146,914</u>	<u>(125,042)</u>	<u>10,455</u>	<u>-</u>	<u><b>227,446</b></u>

A review of funds during the year resulted in the net transfer of £398,000 from the General fund to the Designated land fund.



In 2019, there were two breeding pairs of cattle egret at our Northward Hill nature reserve, which fledged at least three young – the first breeding record for Kent.



21) Statement of funds – charity and consolidated (continued)

Inter-company reconciliation							
	RSPB Charity	Farming for Nature	March Farmers (Washland) Ltd	RSPB Sales Ltd	RSPB Cayman Islands Nature Ltd	Elimination	RSPB Consolidated
	2020 £'000	2020 £'000	2020 £'000	2020 £'000	2020 £'000	2020 £'000	2020 £'000
Income	126,595	378	168	25,648	146	(6,021)	146,914
Expenditure	(104,869)	(228)	(106)	(19,912)	-	73	(125,042)
Other recognised gains	10,455	-	-	-	-	-	10,455
Profit	32,181	150	62	5,736	146	(5,948)	32,327
Gift aided	-	(150)	(62)	(5,736)	-	5,948	-
Net movement in funds	32,181	-	-	-	146	-	32,327
Net assets at 31 March 2019	195,119	-	551	3,250	-	(3,801)	195,119
Net assets at 31 March 2020	227,300	-	551	3,250	146	(3,801)	227,446

The Charity holds a 33% joint venture interest in Yayasan Konservasi Ekosistem Hutan, a non-profit organisation registered in Indonesia and established to facilitate the acquisition and management of the Harapan Rainforest, Sumatra. Based on the latest financial statements available for the year ending 31 March 2020, the Charity’s share of the net assets, income and surplus were £228,854, £132,308 and £50,040 respectively (2019: £251,123, £95,286 and £11,701).

The results have not been consolidated into the core financial statements; to do so would not materially alter them.

During the year ended 31 March 2020, the Charity paid £ £427,948 (2019: £524,567) to Yayasan Konservasi Ekosistem Hutan.

Unrestricted funds include free and general funds that are not designated for particular purposes.

Designated funds comprise the Land Fund which represents land and buildings purchased using unrestricted funds including the investment in March Farmers (Washland) Limited.

Restricted funds comprise:

- The nature reserves fund represents the historic cost of nature reserves acquired using restricted funds and a further £5,195,763 (2019: £7,022,216) is held for future acquisitions.
- The other funds held for charitable objectives include grants received of £4,710,536 (2019: £3,468,872) in advance of the associated work being carried out.

Endowment funds comprise the following expendable and permanent endowments:

- The Hanson Environment Fund granted an expendable endowment of £1,000,000 in 2002 for the creation and management of Needingworth wetland nature reserve. Investment income, net of fees, for this endowment is currently accruing to the fund. During the year, £281,600 (2019: £391,662) was expended on the nature reserve. It is the RSPB’s intention to fully spend the total funds on the project on compliant Landfill Communities Fund works as soon as practicably possible – both the capital and the interest.

22) Analysis of net assets between funds

The trustees consider that sufficient resources are held in a suitable form to enable them to be applied in accordance with any restrictions imposed, as set out below:

Asset type:	Unrestricted funds		Restricted funds	Endowment funds	Total funds
	General	Designated			31 March 2020
	£'000	£'000	£'000	£'000	£'000
Nature reserves	-	61,654	148,122	-	209,776
Other tangible assets	4,306	-	1,382	-	5,688
Investments	29,217	-	3,012	604	32,833
Current assets	32,340	-	9,034	-	41,374
Current liabilities	(11,691)	-	(405)	-	(12,096)
Long-term liabilities	(1,958)	-	-	-	(1,958)
Net assets excluding pension liability	52,214	61,654	161,145	604	275,617
Pension liability	(48,171)	-	-	-	(48,171)
Net/assets	4,043	61,654	161,145	604	227,446

Free reserves which are available to be applied at the discretion of the trustees are held as investments or working capital:

	Unrestricted funds		Restricted funds	Endowment funds	Total funds
	General	Designated			
	£'000	£'000	£'000	£'000	£'000
Net assets excluding pension liability	52,214	61,654	161,145	604	275,617
Less: Operating assets					
Nature reserves	-	(61,654)	(148,122)	-	(209,776)
Other tangible assets	(4,306)	-	(1,382)	-	(5,688)
Available reserves	47,908	-	11,641	604	60,153
Less: restricted and endowment	-	-	(11,641)	(604)	(12,245)
Free reserves	47,908	-	-	-	47,908

2,842  
species of fungi have  
been recorded on RSPB  
nature reserves.





23) Connected charities and related party transactions

The RSPB is one of the global partners in BirdLife International (registered charity number 1042125), an umbrella organisation for entities with similar objectives throughout the world. Further information about this organisation can be obtained by writing to BirdLife International at The David Attenborough Building, Pembroke Street, Cambridge, CB2 3QZ.

There have been no related party transactions that require disclosure other than transactions with the subsidiaries, as set out below

Transactions with subsidiaries during the year:

Subsidiaries	Farming for Nature Limited £'000	March Farmers (Washland) £'000	RSPB Sales Limited £'000	RSPB Cayman Islands Nature Limited £'000
Balance at 1 April 2019	711	150	6,554	-
Gift aid paid	(156)	(68)	(5,513)	-
Gift aid due	150	62	5,736	-
Grants received	-	-	-	73
Other Inter-company transactions	(67)	9	(3,045)	(73)
Balance at 31 March 2020	638	153	3,732	-

24) Reconciliation of net income to net cash flow from operating activities

	2020 £'000	2019 £'000
Net income for the year	21,369	12,766
Adjustments for:		
Depreciation on fixed assets	4,288	3,896
Loss/(gains) on investments	617	(1,909)
Interest and dividends received	(233)	(107)
Profit on sale of tangible assets	(653)	(556)
Decrease/(increase) in stocks	365	(97)
Decrease/(increase) in debtors	2,919	(4,413)
Increase/(decrease) in creditors	902	(857)
	29,574	8,723
Movement in pension scheme	(5,285)	(805)
Net cash provided by operating activities	24,289	7,918

25) Pensions

The defined benefit scheme operated by the RSPB was closed in March 2017. The assets of the scheme are held separately from those of the RSPB, being invested by professional fund managers, in accordance with guidelines issued by the trustees of the pension fund.

A full actuarial valuation is undertaken by the Pension Trustees and their advisers every three years. The latest triennial valuation reflects the position as at 1 April 2018 and has resulted in an annual employer contribution of £6.9 million per annum with effect from 1 April 2019. This level of contribution is calculated to eliminate the deficit over a 12 year period. As part of the valuation the Society's contributions to the Scheme are agreed by the trustees, certified by the Scheme Actuary and recorded in a Schedule of Contributions. The current Schedule of Contributions is dated 10 June 2019.

Changes in defined benefit obligation:

	2020 £'000	2019 £'000
Defined benefit obligation at start of year	273,842	267,591
Scheme changes	-	2,710
Interest expense	6,487	7,124
Remeasurements	1,820	3,928
Benefits paid	(7,069)	(7,511)
Defined benefit obligation at end of year	275,080	273,842

Amounts recognised in the statement of financial position:

	2020 £'000	2019 £'000
Defined benefit obligation	275,080	273,842
Fair value of scheme assets	(226,909)	(209,428)
Net defined benefit liability	48,171	64,414

Changes in scheme assets:

	2020 £'000	2019 £'000
Fair value of scheme assets at start of year	209,428	193,975
Interest income	5,022	5,209
Remeasurements	12,778	12,325
Employer contribution	6,750	5,430
Benefits paid	(7,069)	(7,511)
Fair value of scheme assets at end of year	226,909	209,428

400

spikes of coralroot orchid were recorded in the wet woodland at our Loch Spynie nature reserve.



There were increases in the number of singing male nightingales at our Cliffe Pools, Minsmere and Northward Hill nature reserves.



25) Pensions (continued)

Cost relating to defined benefit plans:	2020 £'000	2019 £'000
Interest expense	6,487	7,124
Interest income	(5,022)	(5,209)
Loss on curtailments/changes/introductions	-	2,710
Cost relating to defined benefit plans included in SOFA	1,465	4,625
Total remeasurements included in SOFA	(10,958)	(8,397)
Total cost related defined benefit plans recognised in SOFA	(9,493)	(3,772)

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

	2020	2019
Equities, hedge funds and commodities	55.4%	58.1%
Gilts and bonds (including LDI)	32.7%	32.3%
Property	7.1%	8.2%
Cash	4.7%	1.3%
Insured policies	0.1%	0.1%

Actual return on the scheme assets during the year:

	2020 £'000	2019 £'000
Actual return on the scheme assets during the year:	17,800	17,534

Principal assumptions expressed as weighted averages:

	2020	2019
Discount rate	2.40%	2.40%
Rate of increase in salaries	1 April 2020: 3.5% 1 April 2021: 2.5% 1 April 2022: 2.5% 1 April 2023: 2.0% 1 April 2024: 2.0% 1.9% p.a. thereafter	1% for 3 years 2.1% thereafter
In addition, a further allowance has been made for salaries to align with benchmark pay bands over the short term.		
Rate of increase in pensions in payment:		
Pre 97 (pre 97 excess over GMP)	3.00%	3.00%
Post 97/pre 07 pension	3.00%	3.00%
Post 07 pension	1.80%	1.60%
Rate of increase of pensions in deferment	1.90%	2.10%
RPI inflation	2.50%	3.10%
CPI inflation	1.90%	2.10%

Weighted average life expectancy for mortality tables used to determine benefit obligations:

	2020 Years	2019 Years
Member aged 65 (current life expectancy) – male	22.5	22.4
Member aged 45 (life expectancy at 65) – male	24.4	24.3
Member aged 65 (current life expectancy) – female	24.6	24.5
Member aged 45 (life expectancy at 65) – female	26.6	26.5

26) Comparative statements

Consolidated statement of financial activities for the year ended 31 March 2019

	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	2019 Total £'000
INCOME AND EXPENDITURE				
INCOME AND ENDOWMENTS				
Voluntary income				
Membership subscriptions and donations	49,100	2,975	-	52,075
Legacies	30,248	6,420	-	36,668
Grants, corporates and trusts	859	25,749	(392)	26,216
Total voluntary income	80,207	35,144	(392)	114,959
Commercial trading	20,671	-	-	20,671
Investment income and interest	100	-	7	107
Charitable activities				
Fees and grants for services	2,683	-	-	2,683
Land and farming income	2,324	-	-	2,324
Events and media sales	1,291	-	-	1,291
Total income from charitable activities	6,298	-	-	6,298
Other income				
Net gains on disposals of fixed assets	556	-	-	556
Total income	107,832	35,144	(385)	142,591
EXPENDITURE ON:				
Cost of raising funds				
Costs of commercial trading	19,690	-	-	19,690
Costs of generating voluntary income	12,429	-	-	12,429
Investment management costs	52	-	-	52
Total cost of raising funds	32,171	-	-	32,171
Net resources available for charitable activities	75,661	35,144	(385)	110,420
Charitable activities				
Managing RSPB nature reserves	21,344	19,973	-	41,317
Research, policy and advisory	26,151	9,031	-	35,182
Education and inspiring support	17,685	543	-	18,228
Supporter care	4,887	-	-	4,887
Total expenditure on charitable activities	70,067	29,547	-	99,614
Total expenditure	102,238	29,547	-	131,785
Net (losses)/gains on investments	1,960	-	-	1,960
NET INCOME/(EXPENDITURE)	7,554	5,597	(385)	12,766
Actuarial gains on pension scheme	8,397	-	-	8,397
NET MOVEMENT IN FUNDS	15,951	5,597	(385)	21,163
Reconciliation of funds				
Total funds brought forward	20,982	151,709	1,265	173,956
TOTAL FUNDS CARRIED FORWARD	36,933	157,306	880	195,119

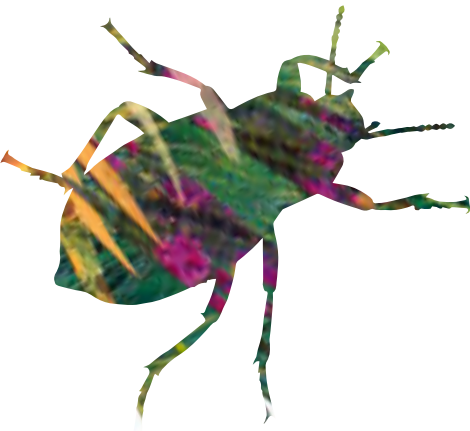


Statement of funds - charity and consolidated for the year ended 31 March 2019

Consolidated	Total funds 1 April 2018 £'000	Income £'000	Expenditure £'000	Other recognised gains / (losses) £'000	Transfers £'000	Total funds 31 March 2019 £'000
<b>Unrestricted funds:</b>						
General funds	32,463	107,832	(97,613)	1,960	(4,551)	<b>40,091</b>
Designated land fund	62,135	-	-	-	(879)	<b>61,256</b>
Pension liability	(73,616)	-	(4,625)	8,397	5,430	<b>(64,414)</b>
Total unrestricted funds	20,982	107,832	(102,238)	10,357	-	<b>36,933</b>
<b>Restricted funds:</b>						
Nature reserves	146,445	4,109	-	-	-	<b>150,554</b>
Other tangible assets	634	740	(344)	-	-	<b>1,030</b>
Managing RSPB nature reserves	2,460	18,908	(19,629)	-	-	<b>1,739</b>
Research, policy and advisory	1,520	11,150	(9,031)	-	-	<b>3,639</b>
Education and inspiring support	650	237	(543)	-	-	<b>344</b>
Total restricted funds	151,709	35,144	(29,547)	-	-	<b>157,306</b>
<b>Endowment funds</b>	1,265	(385)	-	-	-	<b>880</b>
Total funds	<b>173,956</b>	<b>142,591</b>	<b>(131,785)</b>	<b>10,357</b>	-	<b>195,119</b>

Analysis of net assets between funds for the year ended 31 March 2019

Asset type:	General	Unrestricted funds Designated	Restricted funds	Endowment funds	Total funds 31 March 2019 £'000
	£'000	£'000	£'000	£'000	
Nature reserves	-	61,256	143,531	-	<b>204,787</b>
Other tangible assets	3,790	-	1,030	-	<b>4,820</b>
Investments	17,245	-	2,839	880	<b>20,964</b>
Current assets	30,787	-	10,861	-	<b>41,648</b>
Current liabilities	(10,224)	-	(955)	-	<b>(11,179)</b>
Long-term liabilities	(1,507)	-	-	-	<b>(1,507)</b>
Net assets excluding pension liability	40,091	61,256	157,306	880	<b>259,533</b>
Pension liability	(64,414)	-	-	-	<b>(64,414)</b>
Net (liabilities)/assets	(24,323)	61,256	157,306	880	<b>195,119</b>



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The Royal Society for the Protection of Birds (RSPB) is a registered charity:  
England & Wales no. 207076, Scotland no. SC037654 030-0070-20-21

The RSPB is a member of BirdLife International, a partnership of nature conservation organisations working to give nature a home around the world.

