



**Hampshire &  
Isle of Wight  
Wildlife Trust**

# **Annual Report 2021/22**



# **Hampshire and Isle of Wight Wildlife Trust**

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

Registered Charity Number 201081

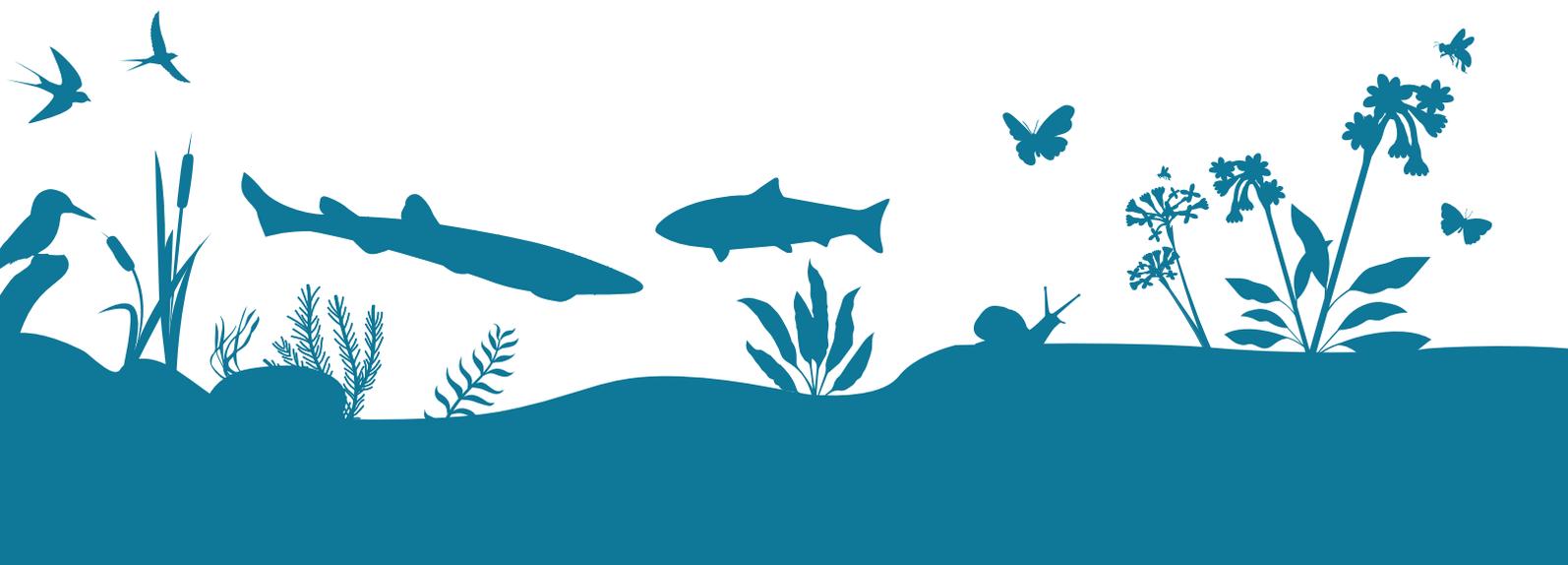
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## FOREWORD

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**The past year has again been one of trials and triumphs. Since launching our Wilder strategy two years ago, the world has changed rapidly. The impacts of the pandemic, economic pressures, and a growing awareness of the climate and nature emergencies have created new opportunities and challenges for local nature conservation. Adjusting to this new world has been difficult, but what is unchanged is our passion and determination to tip the balance in favour of nature's recovery.**

We're extremely proud of our achievements this year, not least the influence our strategy has had on the new UK-wide strategy for The Wildlife Trusts, which was launched in early 2022. The goals we set locally – to inspire 1 in 4 people to take action for nature, and to push for 30% of land and sea to be protected and restored for nature – are now national goals. We've refreshed our strategy slightly to align with the national strategy, putting more emphasis on nature-based solutions and the role we can play in tackling the climate crisis.

Our mission to get more people on nature's side remains key to our work. We're proud so many people have answered our call to action. Membership numbers continued to grow despite the backdrop of a weak economy. Thank you to the 27,700 members who now support us. The number of individuals who signed up to Team Wilder grew to more than 1,800 and we're now working with over 60 Wilder Community Groups, supporting them to take action for nature where they live. Our work with urban communities has expanded too, with projects in Portsmouth, Southampton and Basingstoke.

Volunteers have continued to be incredible champions for wildlife. Adding to our existing band of brilliant volunteers, we recruited 50 new volunteer Champions and Leaders. We thank every one of you for your fantastic contributions to the cause of nature recovery. People power was brilliantly demonstrated with our campaign to protect Tipner West from an unprecedented development threat. Our call was answered by 25,000 people who signed a petition and 9,000 people who responded to Portsmouth's local plan, forcing the Council to pause and rethink.

With more people on nature's side we will be more successful in achieving our main goal which is for nature to be in recovery. To do this we must create more space for nature to thrive and also reduce pressure on the wider environment.

One of our main aims is to secure and transform as much land for wildlife as possible in our two counties as part of the Nature Recovery Network. We are achieving this through ambitious plans for land acquisition alongside habitat restoration work with partners. And, of course, we continue to protect and improve our existing nature reserves which are some of the most important places for vulnerable species in Hampshire and the Isle of Wight.

Across Hampshire, wildlife has thrived on our nature reserves with a new cluster of the endangered white-clawed crayfish discovered at Winnall Moors in Winchester. Record numbers of wader chicks fledged too, proving that nature reserves like Farlington Marshes and Testwood



Lakes are vital to the survival of these birds. As more people discover the delights of nature on their doorsteps, we need to remember that wildlife needs space too. Thank you to those visitors who respected wildlife, kept their dogs on leads and stuck to the footpaths.

Our focus on the Isle of Wight has been particularly exciting, with the Trust's Island estate doubling since 2020. We now manage 405 hectares over 16 sites. Acquiring Wilder Nunwell is a game changer, providing an opportunity to rewild and reconnect a large landscape and help wildlife bounce back. We're also developing plans to bring beavers to the Island to help restore the degraded Eastern Yar river and improve the surrounding wetlands.

Our marine work has also gone from strength-to-strength, and we've led a successful partnership committed to restoring seagrass meadows in the Solent. In the penultimate year of our Secrets of the Solent project, which is supported by the National Lottery Heritage Fund, our 163 Marine Champions and 23 Marine Ambassadors have raised awareness and campaigned for the protection of our seas.

To mark the Trust's 60th Anniversary we ran an appeal to celebrate our wonderful nature reserves. The appeal raised over £68,000 which will help us to protect and enhance these special places for local wildlife. Thank you to everyone who donated and to the hundreds of supporters who shared heart-warming comments about their favourite reserves.

We are incredibly grateful to everyone who has supported nature's recovery over the past 60 years. We look forward to continuing to work with you all to protect local nature and help wildlife thrive for many decades to come.

David Jordan OBE  
Chairman

Debbie Tann  
Chief Executive



## OUR STRATEGY AND FUTURE PLANS

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At the end of 2019 we launched our Wilder 2030 strategy, setting out our ambitious vision for a wilder Hampshire and Isle of Wight.

In the two years since the launch of our strategy, the world has changed rapidly. The impacts of the pandemic and a growing awareness of the climate and nature emergency have created new opportunities and challenges for local nature conservation.

In early 2022, The Wildlife Trusts launched a new UK-wide 2030 strategy, setting national goals for local action, collective impact, and global change: [www.wildlifetrusts.org/strategy-2030](http://www.wildlifetrusts.org/strategy-2030).

In response to these changes, we've refreshed Hampshire and Isle of Wight Wildlife Trust's Wilder 2030 strategy to ensure that we can continue to champion nature's recovery and be at the forefront of tackling the climate and nature emergencies for people and wildlife.

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

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

## Strategic Goals

We'll achieve this by delivering three interconnected strategic goals:

### Nature in recovery

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

### People taking action

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

### Nature as a solution

Restoring nature helps tackle issues like climate change, pollution and flooding.  
Nature-based solutions are financially viable and practical to deliver, creating increased opportunities for nature's recovery on land and at sea.

The Trust's strategic goals are set out in a strategy map complemented by a three-year business plan with key performance indicators (KPIs), enabling us to measure progress against our strategic objectives.



## Nature in recovery

- Manage, expand and connect our estate by improving conditions for wildlife and seeking to acquire at least one new nature reserve.
- Defend nature by seeking to remove or mitigate external pressures, for example, from development or pollution, on our nature reserves and high priority protected sites.
- Continue to deliver ambitious nature recovery projects working with partners, including the Solent Seagrass Project, Watercress & Winterbournes and land advice projects.
- Work to promote and secure policies that deliver a Nature Recovery Network across our two counties.
- Restore missing species to improve ecosystem function, including delivering the next phase of the Beaver Recovery Project.
- Create wilder landscapes through restoring habitats at Wilder Little Duxmore and Wilder Nunwell and monitor and share the results of our ecological surveys.

## People taking action for nature

- Expand our Wilder Communities programme, including launching Wilder Southampton, working in partnership with the Greening Campaign and securing future funding for Basingstoke & Deane and Portsmouth.
- Expand our Champions and Leaders programme, including Campaign Champions and Marine Champions.
- Develop youth engagement, including Wilder Schools, young ambassadors, and early talent programme to create opportunities for young people to take action for nature.
- Deliver education and learning to support behaviour change.
- Continue to grow opportunities for people to support the Trust through joining as a member, supporter or donor.
- Speak out for nature, inspire people to love wildlife, and campaign for nature's recovery - using our experience to increase impact and influence.
- Celebrate and share achievements to grow Team Wilder.

## Nature as a solution

- Advocate and demonstrate nature-based solutions as a tool for nature's recovery.
- Develop high-integrity, nature-based solutions schemes and position the Trust as a key deliverer of projects that restore wildlife, reduce pollution and sequester carbon.
- Acquire at least one new site on which to deliver nature-based solutions.

## Effective organisation

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

- The next phase of our digital transformation to facilitate efficient ways of working.
- A people strategy to support and develop our staff and improve diversity and inclusion.
- Finance and fundraising - develop a step-change in the scale and diversity of funding for nature's recovery and ensuring we continue to operate a sustainable business model.
- Climate change - reduce our carbon footprint and put in place climate adaptation plans.

We can only achieve our Wilder 2030 vision with your support. There are many ways you can help create a Wilder Hampshire and Isle of Wight, such as: becoming a member of the Trust, supporting our campaigns or appeals, corporate sponsorship, attending an event, volunteering, giving a grant, leaving a gift in your Will, or signing up as a Wilder Community, Champion, or Leader. To learn more about how you can support the Trust, please visit [www.hiwwt.org.uk](http://www.hiwwt.org.uk).

# 2021 - 2022 IN NUMBERS



£7,463,063

**total income**

(2021: £6,697,169)



27,772

**members and friends**

(2021: 26,261)



1,240

**volunteers**

(2021: 1,335)



£4,078,938

**spent on conservation**

(2021: £3,465,432)



20,106

**hours given by our volunteers,  
equivalent to 2,872 days**

(2021: 11,625 hours)



94

**employees**

(2020: 82)



£551,240

**spent on education and  
engagement activities**

(2020: £608,387)



4,999

**hectares in Hampshire and  
the Isle of Wight managed  
by the Trust**

(2021: 4,814)



224

290

**enable conservation  
grazing on the land  
we manage**

(2021: 213 cattle, 276 sheep)



# ACHIEVEMENTS AND PERFORMANCE 2021/22

## Team Wilder – more people on nature’s side

To tip the balance in favour of nature’s recovery, we need 1 in 4 people to take action for nature by 2030. Team Wilder has continued to grow, with people across Hampshire and the Isle of Wight building a people powered movement of individuals, communities, and businesses standing up for nature. Our Team Wilder has been so successful it has now been rolled out right across the UK.

Our aims in 2021/22	What we achieved in 2021/22
Grow Team Wilder.	Over a challenging period, we saw the number of individuals signed up to Team Wilder grow to 1,835. The number of Wilder communities increased to 63, with 43 new communities joining Team Wilder.
Target our efforts within urban areas, aiming to reach more people and encouraging the public to create wilder towns, cities, and gardens by continuing to build momentum and profile for Wilder Portsmouth and launching Wilder Southampton, Wilder Basingstoke, and Wilder Wight communities.	<p>Wilder Portsmouth Communities, one of the first Wilder communities projects in the UK, continues to blaze a trail for Team Wilder, with 24 community groups actively playing an essential role in caring for their local environment and wildlife.</p> <p>Urban wild spaces appeared across the city, with 86 individual and community greenspaces made wilder through the Wilder Streets programme. Portsmouth residents completed 54 citizen science surveys to give vital insight into what wildlife we have living in our cities. Wilder Portsmouth is delivered in partnership with Southern Co-op, who have generously funded the programme since it started.</p> <p>Team Wilder continued to expand its reach with new programmes rolled out across our two counties. Wilder Wight communities launched in October 2021, funded by Southern Co-op. Southampton City Council pledged funding for Wilder Southampton, which will be launched in 2022/23. A Wilder Basingstoke pilot project also began with one local community supported by Basingstoke and Deane Council.</p>
Continuing to offer a broad programme of education and engagement, inspiring people of all ages to connect with nature and join our movement to create a Wilder Future.	<p>Due to Covid-19, most of our education and engagement events did not fully resume until September 2021 and some restarted even later. Despite the challenges presented by the pandemic, the education team delivered an impressive 322 sessions across our three education centres - 1,276 adults and 4,339 children participated.</p> <p>A highlight for the year was working with The Serendipity School in Swanwick, Hampshire. The school is for girls aged nine to nineteen with individual social, emotional, and mental health needs. The pupils are highly vulnerable and have enjoyed getting outside and participating in Forest School sessions.</p> <p>Family engagement sessions were delivered at Berewood, a new housing development in Hampshire, to inspire people to use their local greenspace. The education team has been thrilled to get back to teaching and engaging children, young people, and adults with nature helping inspire a love for the natural world.</p>

<p>Develop a youth engagement project to deepen nature connection and encourage environmental action in the younger generations.</p>	<p>Natural England funded a pilot project to work with students from the University of Portsmouth to understand how they engage with nature, our nature reserves, and the urban environment. Students helped develop methods to get more young people to engage with the Trust and take action for nature. This work is already having an impact as 75% of new volunteer Wilder Champions are university students.</p> <p>Our Wilder Schools programme has been trialling new ways to work with schools. Twyford School, near Winchester, developed a charity partnership with plans for long-term engagement with the Trust. The engagement team is also working with Wicor Primary School in Fareham to build ongoing learning and a deeper connection to nature over a year-long programme of tailored sessions for Years 2 and 3.</p>
<p>Our training programme for education professionals will continue with new courses in 2021/22.</p>	<p>A new Outdoor Curriculum Leader training course was launched in January 2021 aimed at people new to leading outdoor learning. Throughout 2021/22, these leaders learnt to embed outdoor learning across their schools and 53 new trainees began training.</p>
<p>Build our Wilder Champions and Leaders programme, develop Campaign and School Leaders, and provide new pathways for people to become involved with the Trust.</p>	<p>Over 50 new volunteer Champions and Leaders were recruited. These super volunteers will support the Trust by playing a lead role in championing nature. Online training is now available for Event Champions, Garden Champions, Communication Champions, Community Leaders, and Campaign Leaders, thanks to funding from Natural England.</p>
<p>Continue to deliver the Watercress &amp; Winterbournes project, funded by the National Lottery Heritage Fund (NLHF), working with communities to safeguard the headwaters of the Test and Itchen rivers.</p>	<p>The Watercress &amp; Winterbournes project had a busy year with 91 Chalk Stream Champions contributing time worth £37,010 and holding over 43 volunteer training sessions. The project has been caring for our chalk streams by improving over 11km of chalk streams for wildlife and treating 13,155 square metres for invasive, non-native species.</p> <p>Local people were invited to celebrate our chalk streams through 37 chalk stream engagement events and two rounds of Open Chalk Stream events. The first four community grants were awarded to support local communities to do more to protect their chalk streams.</p> <p>Watercress &amp; Winterbournes teamed up with Southern Water to deliver a water-saving challenge in chalk stream communities, helping people to save every drop.</p>
<p>Deliver the penultimate year of the Secrets of the Solent project, also funded by the National Lottery Heritage Fund (NLHF), continuing to engage people in new ways to grow appreciation of the marine environment.</p>	<p>The Secrets of the Solent project completed its penultimate year. 163 Marine Champions and 23 Marine Ambassadors supported the project by giving public talks, both online and in-person, attending events, creating a photography book of the Solent, and helping create training courses.</p> <p>A series of art projects were delivered across the two counties, with extraordinary murals by street artist ATM appearing in coastal communities.</p>

<p>The Wildlife Trusts will be finalising and launching a new UK strategy. We'll help establish a national roll-out of Team Wilder across the Wildlife Trust movement.</p>	<p>The Deputy Director of Engagement was seconded for two days a month to the Royal Society of Wildlife Trusts (RSWT) to support a national rollout of Team Wilder by providing expertise in behaviour change and evaluation. All 46 Trusts across the UK have adopted the Team Wilder ethos and principles, and 22 Wildlife Trusts have formally launched Team Wilder.</p>
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## Wilder Awards

In June 2020, The Trust held its first Wilder Awards as part of a weekend-long virtual Wilder Festival. The successful nominees share the Trust's vision for a Wilder 2030 and are paving the way for nature's recovery in our two counties. The awards were presented to individuals and groups in eight award categories, covering a wide variety of environmental topics.

Mary Parker, the winner of the Outstanding Contribution Award, has been volunteering with the Trust for 20 years. Her volunteering roles have ranged from being the Trust's treasurer to helping pull Himalayan balsam on our nature reserves. Ben Constable, a Marine Champion with Secrets of the Solent, was named one of the Trust's Champions of the Year. Natalie Harris, the winner of this year's Norman Pasley Award for Campaigner of the Year, is a social media activist. She runs a campaign called 'Clean our Seas', sharing it with her large Instagram following and inspiring others to take action. She has also used her Instagram platform to help promote the Trust's Secrets of the Solent project. Environmentalist Norman Pasley, the donor behind the Norman Pasley Award for Campaigner of the Year, also announced a new fund during the ceremony. Environmental campaigners from all backgrounds can apply for the chance to win up to £500 to support a local campaign or project in our two counties.

Schools were recognised for their work to engage the next generation with nature. St Alban's Primary School in Havant was named Wilder School of the Year. The school has been slowly transforming its school grounds to make space for wildlife. Their pupils created the Polli Promise campaign, asking everyone to save one square metre of their outdoor space for wildlife.

Southern Co-op won Business of the Year in recognition of its commitment to biodiversity and sustainability. Southern Co-op has a long-standing relationship with the Trust and has generously supported numerous projects. Most recently, Southern Co-op partnered with the Trust to deliver Wilder Portsmouth and Wilder Wight Communities. These jointly funded initiatives encourage people to take action to create and enhance wild spaces where they live. We're incredibly grateful for their continued support.

The complete list of winners is Dr Deborah Harvey (Brough Naturalist Award), Southern Co-op (Business of the Year), Natalie Harris (Norman Pasley Award for Campaigner of the Year), St Alban's Primary School (School of the Year), Friends of Peartree Green (Group of the Year), Ben Constable and Mathilde Chanvin (Champions and Leaders of the Year), Ian Boyd (Wild Card), and Mary Parker (Outstanding Contribution).

## Wilder Communities

### Wilder Eastney

The pandemic highlighted the importance and positive impact that local wild spaces and a connection to nature can have on people's wellbeing. Wild space is limited in busy urban areas

like Portsmouth, and it's more important than ever to breathe life back into community spaces for residents and wildlife.

Wilder Eastney is a fantastic example of local community action. Four residents in Eastney came together to look at their neighbourhood greenspaces and figure out how they could bring wildlife back to their community with support from the Trust. After a successful social media appeal, Wilder Eastney was born. Residents spent six months negotiating with the council to gain permission to work on their land. They secured £850 in donations and free plants and trees from local organisations. In September 2021, dozens of residents, businesses and community groups, including the Trust, Forgotten Veterans, Sustrans, Southsea Green Community Garden and Waterfront Garden Centre, came together to begin transforming Marine Court.

The garden at Marine Court now has raised beds and wildflowers, but Wilder Eastney's work to create a peaceful haven for the community and wildlife is not complete. Bluebells and snowdrops will be planted soon, along with fruiting trees – a generous donation from the Charles Dickens Orchard. Residents will be keeping an eye out for the birds, insects, and other wildlife they hope to attract to the area. Residents hope this work will inspire others across the city.

## Portsmouth's first Wild Street

Francis Avenue, a residential street in Southsea, became Portsmouth's first Wild Street. This part of Portsmouth is densely populated, and there's very little shared green space. So, the residents of Francis Avenue decided to grow a 'Wild Street' to help nature recover in their gardens and forecourts. Individually, these areas are small but joined up they create a valuable green corridor for wildlife and people.

The residents of Francis Avenue installed bin shelters in their paved forecourts with a 'green roof' comprising herbs and other plants to attract pollinators. The Trinity Methodist Church added a bug hotel and planters on its grounds. The residents started to grow plants for their gardens from seed, sharing these with neighbours to encourage more people to join. Local residents also took part in a training day provided by the Trust and began networking with organisers of other projects in their area to share ideas and experiences. They have also been telling others about their plans on social media using the #WilderPortsmouth hashtag and by attending the Portsmouth climate strike, where they organised a stall and a plant giveaway. The Wild Street has been popular with local children, who have developed a strong connection with nature and a desire to take action to protect it.

## Wilder Schools

### Wicor Primary School

The Trust has been working with Wicor Primary School to help support its current projects. They've done some amazing things, including planting flowers for specific insect species, engaging the local community, and creating habitats within the school grounds. Teacher Laura Moorhouse said:

*"At Wicor, natural history is central to our values as a school. We have a bespoke curriculum, which over the last two years, has focused on the importance of insects. Children studied the different species in-depth and learnt about the devastating impact we're having on insect populations and the knock-on effect this has on biodiversity. We have used our grounds to provide rich habitats for wildlife, and the children are currently propagating plants aimed at the specific species of insects that we're studying."*

*"We're very grateful to Hampshire and Isle of Wight Wildlife Trust for producing some fantastic, engaging, and informative videos to support this learning. Our aim is to raise awareness in the school and the wider community, promote gardening for wildlife and to empower our children to make a difference. We're looking forward to working with the Trust closely in future to support the delivery of our natural history curriculum as we believe that working with experts will enhance their knowledge and passion for the natural world. We're also looking forward to working with the Trust in encouraging our council to stop cutting the verges in our community. We know how important it is to build up these networks for pollinators and to mitigate the effects of habitat fragmentation."*

## Oliver's Battery School

Oliver's Battery Primary and Nursery School near Winchester is a wonderful example of how a Forest School programme can successfully engage children with the natural world. Three teachers from the school took part in training to become Forest School Leaders. Forest School sessions help to deliver and support the Natural Curriculum and are a great way to connect children with nature and develop skills to help them become independent and creative learners. One of the teachers from Oliver's Battery School, Charlotte Homewood, is already an Early Years Leader and said:

*"The Forest School training has developed me as a teacher and fits very nicely with our child-centred ethos. Forest School allows all children to access more wild and green spaces and provides an equity for them all to have similar experiences. Among the many benefits I saw were increased confidence in the children and a willingness to take risks. All those aspects they develop in Forest School, I see them bringing back to the classroom."*

*"One of our aims at Oliver's Battery is to help children become global citizens who understand the importance of the environment and their role in it. By delivering the Forest School sessions, we have children that are much more aware of the environment around them and how to look after it."*

## Watercress & Winterbournes

Watercress & Winterbournes is a Landscape Partnership Scheme supported by the National Lottery Heritage Fund. The project is protecting, enhancing, and celebrating the seven chalk streams that feed the Rivers Test and Itchen. The project will be delivered over five years, with 20 distinct projects, and aims to secure the future of these precious places. The project unites 16 partners with local communities to improve habitats, protect vulnerable species, and address key pressures like pollution and flooding. The project showcases the inspirational nature of the streams and raises awareness about the incredible wildlife that lives in and around them.

The Watercress & Winterbournes team, in partnership with the Wessex Rivers Trust, restored and resurfaced a stretch of footpath alongside Alresford's River Arle chalk stream where the bank had become eroded. The project improved access to the path, reinforced the bank, protected the stream and vegetation from the impact of trampling and erosion, and improved the habitat for native plants, water voles, and white-clawed crayfish.

One of the first Watercress & Winterbourne's community grants also supported the installation of 30 new roosting boxes in Alresford by volunteer-led charity Hampshire Bat Group. Our local chalk streams are globally rare habitats that support a huge diversity of insect life, making them great feeding grounds for native bat species like the water specialist Daubenton's bat. Unfortunately, like the streams themselves, bats face increasing pressure from human activity. Hampshire Bat Group identified ten pockets of land along the River Arle that are frequented by

these rare bats and added safe roosting boxes to protect and expand the native bat populations. They'll be checked twice a year, and data on their residents will be entered into Hampshire's bat records. A second grant funded information boards and a booklet telling the story of Alresford's historic Eel House. The boards and booklet highlight the plight of the once common but now critically endangered European eel and how people can help preserve chalk stream wildlife. They also celebrate the unique history of the Eel House and its role as a cultural landmark.

## Secrets of the Solent

The Solent is a special place, with endless surprises beneath its surface. There are vast seagrass meadows, intricate chalk reefs, and fascinating species like seahorses, thresher sharks, and cuttlefish. Our Secrets of the Solent project, supported by the National Lottery Heritage Fund, is shining a spotlight on this vibrant marine environment. Over four busy years, we're celebrating our extraordinary waters, the amazing people and wildlife that share them, and the inspiring work being done to safeguard their future.

Renowned street artist ATM was commissioned to paint a series of six marine-themed artworks at various locations around the Solent to raise awareness of the diversity of life hidden beneath the waves. ATM has painted a spider crab at Hythe Pier, a thresher shark at Langstone Harbour Office, a harbour seal next to Newport Library, a short-snouted seahorse on the Isle of Wight Distillery's Wishing Well pub, a spiny seahorse on the car park at Ocean Village, and a lobster on the River Hamble Harbour Master's Office.

Working together with environmental artist Trudi Lloyd Williams, we highlighted the litter problem on our coasts. The project, Spiny Seahorses and Ripping Yarns, continues Trudi's 12-year mission to raise awareness about the impact of marine plastics through art and community action. The team worked with Trudi and local communities to turn litter from our shores into an immersive sculpture that simulates the surface of a plastic-filled ocean. Visitors are invited to imagine what it would be like to be underwater in years to come when plastic pollution has overwhelmed our oceans. The sculpture forms the centrepiece of a marine litter exhibition on display at the Portsmouth Museum and Art Gallery until September 2022.

Secrets of the Solent also partnered with Hampshire Fare to champion local, sustainable seafood from wave to plate.



## Wilder Land and Sea - more space for nature to thrive

Space for wildlife on our land and seas is being constantly squeezed. We need to give nature the space and time to recover by ensuring that 30% of land and sea are actively managed for nature's recovery by 2030. We aim to double the Trust's estate between 2020 and 2030 and create new nature reserves to protect wildlife, with an increasing focus on land for rewilding and habitat creation. We're making progress towards this goal by managing over 60 nature reserves, growing our estate to protect more land for wildlife, and working in partnership to support others to make Hampshire and the Isle of Wight even wilder.

Our aims in 2021/22	What we achieved in 2021/22
<p>Transferring the management of the Wight Nature Fund estate in Alverstone Mead to the Trust. 2021/22 will see our Isle of Wight estate grow to 405 hectares (1,000 acres) over 16 sites.</p>	<p>The Trust's estate on the Island has doubled since 2020. We now manage 405 hectares over 16 sites. The Trust took over the management of a complex of four nature reserves at Alverstone Mead on the Isle of Wight from the Wight Nature Fund in August 2021. The Alveston Mead Nature Reserve complex covers 28 hectares. We're incredibly grateful to the Wight Nature Fund for entrusting us with these wonderful nature reserves.</p>
<p>Improve the way we engage with our visitors and manage the impact of their visits. We'll use behavioural science to influence the way people appreciate these valuable sites and improve links with local communities.</p>	<p>The Trust created a new Visitor Engagement Manager post to lead and coordinate our approach to providing visitors to our nature reserves and education centres with a positive experience, helping to deliver our Wilder 2030 strategy. Over the coming years, they'll lead on strategic improvements to the visitor facilities across the Trust's estate, including signage, educational facilities, and major visitor infrastructure.</p> <p>A review of on-site infrastructure was started in 2021. A consultant was appointed to work with the Trust to develop Trust-wide visitor experience and interpretation plans for our sites. This work will help explore ways to enable people to appreciate our nature reserves whilst safeguarding the fragile habitats and wildlife that these sites are there to protect.</p>
<p>Appoint a dedicated officer to begin our Beaver Recovery Project, delivering a programme of consultation and engagement, beginning in summer 2021.</p>	<p>A Beaver Project Officer was appointed in August 2021 to lead the development of the Trust's plan to release beavers on the Isle of Wight.</p> <p>Extensive consultation has taken place with stakeholders across the island, including public meetings and one-to-one visits. A mailing was sent to all 70,000 addresses on the Isle of Wight to inform residents of the Trust's plans for a beaver release and ask for people's views. The survey received 4,883 responses, and 89% of respondents were in favour of beaver introduction on the Island. Some residents raised questions about the proposed release. The Trust has published responses to these questions and will use them to inform the proposed plans and potential mitigation requirements.</p>
<p>Develop the Rewilding Farmland Birds projects further in 2021, investigating the potential for chough and cirl bunting reintroductions and the importance of high</p>	<p>Feasibility studies into the potential for chough and cirl bunting reintroductions on the Isle of Wight were completed. The studies demonstrated that the proposed reintroductions are ecologically feasible. Outline partnerships for implementing both projects were established, including the founding of the Southern England Chough Recovery Steering</p>

nature-value farming in supporting such species. To form regional partnerships and to satisfy licensing requirements.	Group with Kent Wildlife Trust.
Publish a Wilder Wight strategy document as a platform to attract investment and funding, as well as support from the local MP, businesses, influencers, and decision makers.	Although we've made fantastic progress with our plans for nature's recovery on the Isle of Wight, the publication of the Wilder Wight strategy was delayed due to a restructure of the Estates team. We intend to launch a strategy document in 2022/23.

## Wilder North Hampshire

### Reintroduction of marsh fritillary

The successful reintroduction of the threatened marsh fritillary butterfly to northeast Hampshire by the Trust and Butterfly Conservation was recognised in the 2021 Sanctuary Awards.

The marsh fritillary, one of Europe's most threatened butterflies, has disappeared across much of its range, with populations declining by 80% since the 1970s. Loss and degradation of their marshy grassland habitat, coupled with the butterfly's poor flying ability, has been a leading cause of the decline of this species. To address this decline, the Trust and Butterfly Conservation collaborated on a scheme to reintroduce this butterfly to northeast Hampshire. In 2009, the Trust began managing Ministry of Defence (MoD) land in northeast Hampshire, which had been a last stronghold for the butterfly until its disappearance in the 1990s. Habitat restoration was carried out, followed by a successful captive breeding programme, under licence from Natural England, using marsh fritillary larvae collected from healthy populations on Dartmoor. In 2018, the butterfly was officially reintroduced in a partnership between the conservation charities, the MoD, and local experts from the Hampshire Marsh Fritillary Action Group (HMFAG). By the summer of 2020, the marsh fritillary was doing well, with close to 200 adult butterflies recorded and plenty of caterpillars feeding on their food plant, Devil's-bit scabious.

The project received the highly commended award in Environmental Protection and Enhancement at the 2021 Sanctuary Awards, which recognise outstanding contributions across the MoD estate. The Trust is delighted to receive such positive recognition for a project that has brought one of Britain's most beautiful butterflies back from the brink of local extinction. The habitats needed by the marsh fritillary are home to many other species, and the reintroduction restores a missing piece of nature's jigsaw to the area. Returning our missing species to the countryside is integral to our vision for a Wilder Hampshire and Isle of Wight.

### Landscape-scale restoration of heathland

Lowland heathland is an internationally rare habitat. The UK has 20% of the world's remaining heathland. Hampshire is one of the main strongholds, boasting one-third of Britain's remaining lowland heathland – more than any other county. Around 85% of heathland has been lost over the past 150 years through agricultural development, planting of conifers, development, and land management changes. The small, fragmented patches that remained fell out of use, and natural succession led to the development of secondary woodland, resulting in the loss of many specialist heathland species.

In Hampshire, we're fortunate to have retained large areas of heathland landscape. The New Forest is home to much of the remaining heathland, along with large tracts of heathland that sit within the MoD practice ranges and smaller commons across north east Hampshire. These incredible places allow us to carry out landscape-scale restoration alongside managing and reconnecting smaller heathland sites, creating vital Nature Recovery Networks. We restored over 16 hectares of lowland heathland during the reporting period by clearing scrub areas.

Several severe wildfires damaged heathlands across Hampshire and Surrey in 2021/22. The intensity and frequency of wildfires have increased over recent years due to climate change creating warmer and drier conditions and more incidents of intentional and accidental fires. Wildfire management was carried out on MoD sites to widen fire breaks to minimise damage to habitat and species loss resulting from future wildfires.

Conservation management was also carried out at Woolmer Forest, a 298-hectare Site of Special Scientific Interest (SSSI) in the South Downs National Park. Woolmer Forest is the largest and most diverse area of lowland heath in Hampshire, outside of the New Forest, and the only site in Britain that supports all six native reptiles. The Trust's conservation work at Velmead Common and Woolmer Forest has resulted in the site being placed into Favourable Condition status by Natural England. This is hugely positive news as the site is designated as a Special Protection Area (SPA) and a Special Area of Conservation (SAC). Hartfordbridge Flats, an SSSI within the Thames Basin Heaths SPA, is another heathland success story. The site was heavily wooded when we took on the management 11 years ago. We've spent the intervening period managing the site as a heathland restoration project. Woodlark and nightjar repopulated the area within the first couple of years, and the first Dartford warbler was spotted on site in 2021.

## Wilder Central Hampshire

### White-clawed crayfish at Winnall Moors

England has 85% of the world's 200 chalk streams, many of which are found in Hampshire. A diverse invertebrate community is fundamental to a healthy chalk river or stream, providing food for fish and mammals and acting as freshwater detritivores, herbivores, and predators. These species are often overlooked in conservation and threatened by habitat loss, decline, pollution, water abstraction, and invasive non-native species. Chalk streams are home to the UK's only native crayfish species and an internationally endangered species. White-clawed crayfish populations have declined by 70% in the UK since the 1970s due to pollution, habitat loss, and the introduction of non-native North American signal crayfish, which carry a deadly 'crayfish plague'.

Over ten years ago, the Trust embarked on an ambitious floodplain restoration programme, reconnecting relict water meadow carriers and improving river and stream habitats. This work aimed to increase the habitat for white-clawed crayfish and other species. This hard work has led to a fantastic conservation success story. In January 2022, Trust staff and volunteers made an incredible discovery at Winnall Moors Nature Reserve in Winchester while carrying out routine habitat management. The team was removing a willow tree from the water to improve river flow when they discovered a cluster of rare and endangered white-clawed crayfish, which were thought to have died out from the site over 30 years ago. A healthy population of white-clawed crayfish are now thriving on the site.

Dr Ben Rushbrook, principal ecologist at the Trust and our resident crayfish expert, said: *"Finding this cluster of white-clawed crayfish is incredibly exciting, especially as we found some juveniles, which suggests they're well established at this location. It's a bit of a mystery whether the crayfish have somehow managed to hang on undetected since the plague outbreak in the early 90s or whether they have since recolonised this stretch of river."*

## Network for Nature

Through a partnership project between The Wildlife Trusts and Highways England 'Network for Nature', we've been developing plans to take forward a long-held aspiration to try to restore the full extent of land which the former hillfort at St Catherine's Hill Nature Reserve would have once occupied. Approximately one-third of the original land area to the north of St Catherine's Hill has been destroyed through past water treatment works, which includes the historic gateway to the fort, as well as a large area of the former ramparts. We've been working closely with Southern Water, which owns the land and has been undertaking a bold restoration feasibility study to recreate chalk grassland habitats.

Our aspiration is to see a significant expansion of flower-rich habitat, including identifying opportunities to help the rare Duke of Burgundy butterfly to expand from its current isolated stronghold on our nearby Deacon Hill Nature Reserve. Visual access for people would be significant with renewed views across the city and onto the western gateway of the South Downs. The proposed project would help us to put together the missing pieces of the jigsaw in the local Nature Recovery Network and seeks to reverse past landscape and habitat severance that has occurred through the construction of the motorway and other industries along the road corridor. We hope this would be a significant first step to expanding species-rich habitats from St Catherine's Hill and add to the future climate resilience of the landscape by making more space for nature. We also hope that this would be a catalyst to promote another long-held aspiration to see a green bridge constructed across the infamous M3 Twyford cutting.

## Wilder Solent and Test Valley

### Breeding bird success

The Hampshire coastline provides a wildlife haven amid a busy urban area. A diverse landscape of undisturbed mudflats, sandflats, and seagrass meadows provides internationally important habitats for large populations of waders, wildfowl, and other coastal wildlife.

2021/22 was an incredibly successful year for breeding birds. Farlington Marshes Nature Reserve, one of the Trust's oldest nature reserves and one of our greatest conservation success stories, had an outstanding year for breeding waders with avocet, lapwing, redshank, and breeding terns. More than 26 lapwing chicks fledged. Gulls had an excellent year nesting on the pontoons. It was the best year on record for avocets on this reserve, with nine chicks either fledged or getting close to fledging. Avocets represent a conservation success story, having once been extinct in the UK. They have only occupied Farlington Marshes for three years and are making a remarkable comeback as conservation organisations protect and restore their breeding habitat – coastal lagoons. We hope to see numbers rise on-site over the next few years. Senior Reserves Officer Chris Lycett said;

*"I am extremely proud to have returned breeding wader numbers to historic levels. It has taken a lot of work to get the habitats at Farlington Marshes into the best condition for these birds – including avocet and lapwing – and to ensure they're able to fledge chicks on the marsh. It could never have happened without the dedicated efforts of staff and volunteers. Thank you to all the visitors who have kept dogs on a lead and stuck to footpaths – without this, these brilliant wading birds would not have had this success."*

At Blashford Lakes Nature Reserve, white-tailed eagles were spotted over Ibsley Water. Sand martin numbers increased, and stonechat were breeding on site. There were numerous sightings

of juvenile warblers with blackcap, whitethroat, sedge warbler, reed warbler and Cetti's warbler, plus marsh harrier, common and green sandpiper, yellow-legged gull, water pipit, black-tailed godwit and firecrest. A Siberian chiffchaff and a Caspian gull were also seen on site.

Fishlake Meadows Nature Reserve in Romsey is a wetland reserve established on former arable farmland. The impact of careful conservation management is starting to show on site. Marsh harrier, hobby, and red kite were regularly seen flying over the site. Warblers were seen in abundance, and a large flock of bee eaters even made an appearance. Multiple ospreys used the site, with at least one in regular residence. We installed an osprey breeding platform and hope we'll see osprey breeding on-site in the future.

## Pewit Island

Pewit Island Nature Reserve in Portsmouth Harbour was once home to a thriving colony of seabirds, but as their habitat was lost, the birds declined, and now none breed there. In April 2021, we took the first steps to change that, with the help of a Ministry of Defence (MoD) Chinook helicopter, 56 tonnes of gravel, and a floating platform. The new gravel restored breeding habitat for gulls and terns and provided a place to roost for waders like dunlin, oystercatcher, and curlew. We've installed decoy birds to encourage terns to investigate the site to breed there in the future. Terns nest in colonies, so seeing what looks like other birds already nesting on a site makes them more likely to land and look around. Pewit Island is one of the Trust's restricted access nature reserves, so people cannot visit or land boats on the island. Doing so would damage the fragile habitats and disturb wildlife - but it can be viewed from the Portchester coastline. We're looking forward to welcoming breeding seabirds back to Portsmouth Harbour after a long absence and safeguarding the area's vulnerable and sensitive wildlife for the future. Thank you to the MoD, Day Aggregates, and Tarmac for their help in getting this project underway and for donating their time and materials.

## Romsey Barge Canal Restoration

The Romsey Barge Canal, which runs alongside Fishlake Meadows Nature Reserve, is designated as a Site of Special Scientific Interest (SSSI) and is currently in unfavourable condition. Parts of the Romsey Barge Canal were restored to benefit wildlife and people as part of a joint project between the Trust and the canal's owner Test Valley Borough Council. The canal has been in steady decline following decades of recreational pressure and under-investment in management. This has eroded sections of the canal and widened the channel, making the water sluggish, while bankside vegetation has been impeded by overshadowing trees and shrubs. As part of the Romsey Waterways Project, the works created a more natural meandering water channel in places and protected the banks from further erosion. Romsey Canal Waterway travels through the heart of Romsey, and the improvements will bring more wildlife to the local people's doorsteps. The canal restoration work was funded by the Environment Agency, Southern Water, Test Valley Borough Council, and Hampshire and Isle of Wight Wildlife Trust.

## New Forest

### Pine martens rediscovered

Conservationists have confirmed that pine marten, a species previously thought to have survived only in the north of England, has established a population in the New Forest. A team from Forestry England, Hampshire and Isle of Wight Wildlife Trust, and Wild New Forest have been studying pine martens to assess the size of the population and their breeding success.

Trust Ecologist, Joanne Gore, said:

*“Pine martens should be part of the natural ecology of the south of England, but persecution and habitat loss have decimated the population. However, tantalising records over the years have hinted that a population might indeed be present in The Forest once again. The Trust are therefore pleased to be part of this joint project with Forestry England and Wild New Forest to establish the presence and absence, across the New Forest, of this charismatic woodland species.”*

The project will share its findings with the national pine marten strategy. This will help to identify conservation objectives for pine marten in the New Forest. The New Forest Badger Group is also supporting the survey team.

Trail cameras at Roydon Woods, which is only partly accessible to the public, captured an array of wildlife including pine martens, hawfinch, breeding tree pipit, otter and goshawk, demonstrating the richness of wildlife in places not regularly disturbed by people. The Trust’s pine marten monitoring work is generously funded by donations from a group of local supporters.

## New Forest Non-Native Plants Project

In June 2021, Catherine Chatters, Project Officer for the New Forest Non-Native Plants Project, was awarded a British Empire Medal (BEM) for her services to biosecurity. The New Forest Non-Native Plants Project aims to control the spread of invasive non-native plants, particularly along rivers and in wetland habitats. The award was given for Catherine’s work to control invasive species to protect native wildlife. On receiving the award, Catherine Chatters said:

*“I feel very honoured to have been awarded the BEM for my work with Hampshire and Isle of Wight Wildlife Trust’s New Forest Non-Native Plants Project. However, the success of this project is a result of the hard work, enthusiasm and cooperation of many other people, including our wonderful volunteers, landowners, professional contractors, my colleagues at the Trust and staff from a wide range of organisations. I would therefore like the award to be regarded as recognition of everyone’s help and support for the Project.”*

The New Forest Non-Native Plants Project is a partnership project hosted by the Trust and funded by the Environment Agency, The New Forest Higher Level Stewardship Scheme, Forestry England, the New Forest National Park Authority, the Test & Itchen Catchment Partnership, the New Forest Trust, Natural England, and Lymington & Pennington Town Council.

## Wilder Wight

Opportunities for landscape-scale nature recovery on the Isle of Wight have continued to be delivered in partnership with a wide range of organisations and individuals. The Trust now manages 16 nature reserves covering over 405 hectares on the Island. These nature reserves provide vital refuges for vulnerable species, including water voles, dormice, snipe, woodcock, and rare dragonflies, and are central to our plans for a Wilder Wight.

## Eastern Yar Valley Nature Recovery Network

Newchurch Moors Nature Reserve, located in the Easter Yar Valley, was recognised as a Site of National Importance for Odonata by the British Dragonfly Society. Newchurch Moors is the first ‘priority site’ for dragonflies on the Isle of Wight. The site attained the status due to its breeding population of scarce chaser dragonfly, a species listed in the British Odonata Red Data Book as ‘Near Threatened’. The reserve also had a record year for field cow-wheat, and otters were seen

on-site. We hope this new designation and continued conservation success help show how well-managed sites can contribute to a Nature Recovery Network across our two counties. Newchurch Moors was purchased by the Trust in 2019 thanks to generous donations from our supporters and a gift in the Will of Gwendolen Bunce.

The Trust was delighted to take over the management of a complex of nature reserves at Alverstone Mead from the Wight Nature Fund, a volunteer-run charity that had managed the reserve since 1995. The complex of four nature reserves, Alverstone Mead, Bensteads Marsh, Bretts Meadow, and Youngwoods Copse, cover 28 hectares and sit within an Area of Outstanding Natural Beauty (AONB). Many of the Wight Nature Fund's volunteers have continued to support the management of these nature reserves and have received additional training. We're incredibly grateful to the Wight Nature Fund for entrusting us with these wonderful nature reserves. We look forward to continuing the Wight Nature Fund's excellent stewardship of Alverstone Mead and safeguarding it for the wildlife and people of the Isle of Wight.

These nature reserves increase the Trust's landholding to 121 hectares of interconnected sites through the Eastern Yar valley. Alverstone Mead adjoins the Trust's existing complex of sites at Sandown Meadow and Newchurch Moors to create a 4.5km wildlife corridor. Creating connected spaces across our landscape supports wildlife recovery and helps nature adapt to the pressures of climate change. Adding these new nature reserves represents a great step forward in our ambition to create an Island-wide Nature Recovery Network.

## Beaver Recovery Project

Following a feasibility study commissioned in 2020, which identified the Island as a favourable area for a beaver release, the Trust's aspiration to introduce beavers to the Isle of Wight continued to progress. A Beaver Recovery Officer was appointed in August 2021 to deliver a programme of consultation and engagement before submitting a licence application.

A public consultation was launched in February 2022 to inform and gather the opinions of local stakeholders and residents. A questionnaire was mailed to all residences on the Island in February 2022. An accompanying online questionnaire was launched on the Trust's website to increase participation and allow space for more detailed comments. Participation has been excellent, with 4,883 responses and 89% of respondents in favour of beaver introduction on the Island.

Engagement meetings took place with key stakeholders, and a steering group has been formed to facilitate input and guidance on the licence application process and potential release. Multiple private landowner consultations were delivered which along with the analysis of beaver habitat and dam capacity modelling has given insight into the potential impact of the proposed release.

Engagement and outreach activities were delivered through parish council presentations, guided walks, and attendance at public events, including the Hullabaloo Science and Nature Festival and Newport COP 26 Climate and Ecological Emergency event. A programme of school visits began, with beaver-themed outdoor learning delivered through Forest School sessions and presentations given in the classroom at various Island schools. The project has generated significant local and regional media interest. Social media coverage has also been high.

Although government policy favours wild beaver release, as documented in Defra's nationwide consultation in 2021, licence applications are currently not being accepted by Natural England while a national beaver management strategy is being developed. Given the positive response to the Trust's consultation, work will continue to develop a licence application, which we aim to submit once Natural England reopens applications.

The Beaver Recovery Project has been generously funded by the James Tuttielt Charitable Trust and the John Swire 1989 Charitable Trust. The Beaver Trust has also been a close consultee of the Trust's emerging plans, and we're grateful for the support and advice provided to date.



## Wilder Land and Sea - reducing pressure on the environment

Whilst nature reserves are critical to protect vulnerable wildlife, on their own they're not enough to support nature recovery, and it's vital that pressure on the wider environment is also reduced. We continue to develop and test nature-based solutions to help mitigate issues like pollution, flooding and climate change, successfully advocate for better decision-making in planning and coastal protection, and campaign for stronger local and national legislation to protect and restore nature.

Our aims in 2021/22	What we achieved in 2021/22
<p>Develop our work on nature-based solutions. Continue to identify and acquire intensively managed farmland for restoration, especially arable farmland in the East Wight. By repairing and rewilding this land, we'll remove nitrate pollution, and produce a net gain in biodiversity and carbon capture. We'll continue to work with others to develop markets for these nature-based solutions to generate funding for nature's recovery – making sure we uphold the highest ethical standards and ensure genuine gains for nature in the process.</p>	<p>We expanded our nature-based solutions programme by acquiring 144 hectares of former arable land at Nunwell on the Isle of Wight in March 2022. Wilder Nunwell is the Trust's second rewilding project and is being delivered as part of the nature-based solutions programme, delivering nitrate mitigation and nature recovery.</p> <p>Biodiversity surveys at the Trust's first rewilding site, Wilder Little Duxmore, have demonstrated conservation success as a multitude of species have returned to the site. The Trust has been working with partners to develop different models of nature-based solutions delivery on the New Forest coast. The Trust has also been commissioned to deliver mitigation projects across Hampshire and our nature-based solutions work is seen as pioneering across The Wildlife Trusts.</p>
<p>Our advocacy work will focus on ensuring that nature's recovery is at the heart of local planning, policy and practice. With the Environment Act (which passed in November 2021) and other significant policy changes expected, we'll play a key role in the development of Local Nature Recovery Strategies and the delivery of the Nature Recovery Network.</p>	<p>On behalf of the Hampshire and Isle of Wight Local Nature Partnership, Hampshire and Isle of Wight Wildlife Trust and Hampshire Biodiversity Information Centre (HBIC), we produced a Natural Capital Report for Hampshire and the Isle of Wight (to be published in 2022). The report maps and assesses our current natural capital assets. The maps will form the basis of our Nature Recovery Network. Nature Recovery Network mapping and Natural Capital evidence will form a strong foundation for preparing the Hampshire and Isle of Wight Local Nature Recovery (LNR) Strategies. These will act as spatial master plans for nature's recovery across the two counties.</p>
<p>Campaign for better decision making in planning and coastal protection.</p>	<p>The Trust continued to stand up for a wilder future by carrying out campaigning and advocacy to encourage better decision making to support nature recovery. Together with our supporters, we campaigned for local councils across the two counties to declare an ecological emergency alongside the climate emergency and take urgent action to reverse declines in wildlife and restore the natural ecosystems on which we all depend. We're particularly proud of our work with the RSPB to oppose the proposed super-peninsula development at Tipner West in Portsmouth which gained over 25,000 signatures.</p>



	<p>We also supported national campaigns run by The Wildlife Trusts, including a successful campaign with a coalition of environmental organisations to include a world-leading 'state of nature' target in the Environment Act, which was passed during COP26 in November 2021.</p>
<p>Develop new paid-for services to help others deliver Biodiversity Net Gain and other nature-based solutions</p>	<p>Through our ecological consultancy Arcadian, we conducted several Biodiversity Net Gain (BNG) assessments. In summer 2021, our qualified ecologists completed training in BNG assessment, calculations, habitat classification, and best practice.</p> <p>We've been developing paid-for service models for offering nature-based solutions (NBS) to landowners and partners, carrying out BNG assessments, and designing mitigation, management, and monitoring plans. The new NBS funding mechanisms such as BNG and Nutrient Mitigation will mean significant areas in Hampshire and the Isle of Wight could be secured and enhanced for wildlife. We're keen to offer our services to those seeking advice on how best to manage land for conservation outcomes in this way.</p>
<p>Continue to deliver ecological monitoring and freshwater habitat restoration as part of Southern Water's obligations under Section 20 Water Resource Management Agreement under the Water Resources Act 1991.</p>	<p>As part of a contract with Southern Water, the Trust delivers habitat and species monitoring and habitat management alongside the Rivers Trust. This work aims to help ensure the ongoing resilience of chalk streams to cope with the impact of drought.</p> <p>Breeding bird surveys, water vole surveys, and white-clawed crayfish monitoring were carried out along the Itchen Valley. Five species included on the Birds of Conservation Concern red list were recorded across these sites, four of which were recorded on multiple sites. Disappointingly, animal latrines (a strong indication of recent water vole activity) were only recorded at two sites. However, an otter was observed swimming in the river at one site.</p> <p>Results indicate that this area remains the stronghold for white-clawed crayfish in Hampshire. Young-of-year (individuals born that spring) were once again recorded within the locations where the Trust (working with Bristol Zoological Society) has previously released captive-born, white-clawed crayfish of Itchen provenance.</p> <p>Following the delivery of habitat restoration for this species, there was a notable increase in the number of southern damselfly recorded at our Hockley Meadows Nature Reserve in 2021 compared with the previous survey in 2018. However, further years of monitoring data are required to allow us to prove this is a result of our work.</p>
<p>As part of Natural England's Recreation ReMEDIES project and a pilot project with Boskalis Westminster, we'll monitor, protect and restore seagrass beds, focusing on the potential for their large-scale restoration and capture 'blue carbon' as a nature-based climate solution.</p>	<p>In April 2021, the Trust launched the Solent Seagrass Restoration Project in partnership with Boskalis Westminster and the University of Portsmouth, with support from funds raised by players of the People's Postcode Lottery. The initial two-year research and development project aims to develop both the knowledge and practical skills needed to undertake seagrass restoration at scale within the Solent region.</p> <p>Since launching, we've planted more than 1,800 seagrass seed pods, containing over 40,000 seeds, into areas around Langstone Harbour and Seaview (Isle of Wight).</p>

# Campaigning and Advocacy

## Tipner West: Don't Cross the Line

The Trust joined forces with the RSPB to oppose a proposal by Portsmouth City Council to drain and concrete over a large area of Portsmouth Harbour to create a 'super-peninsula' on which to build 3,500 new houses and a marine hub.

Portsmouth Harbour is one of the largest expanses of mudflats and tidal creeks on the south coast of Britain. It provides vital feeding grounds for internationally significant populations of dark-bellied brent geese, dunlin, black-tailed godwits, and other wintering waders. It is designated as a Site of Special Scientific Interest, Special Protection Area, and Ramsar Site in recognition of its importance.

In 2021/22, over 25,000 people signed our joint petition with the RSPB. In addition, 9,000 people joined us to respond to Portsmouth's Local Plan consultation urging the Council to scrap the highly damaging 'super-peninsula' option for Tipner West. This overwhelming public pressure resulted in a unanimous decision by Portsmouth councillors to 'pause and rethink' the damaging proposals, which would concrete over at least 30 hectares of legally protected mudflats and coastal meadow and set a dangerous national precedent for nature.

## Climate and nature emergency campaigns

In the Spring 2021, the Trust began campaigning for local councils across the two counties to declare a nature emergency alongside the climate emergency. The Trust created a Nature Emergency framework and guidance for councils, which sets out how councils can declare a nature emergency alongside any existing climate emergency declaration. This included clear commitments from the council to set goals for nature's recovery by 2030. By recognising we're in a crisis and committing to creating a strategy, targets and an action plan for nature's recovery locally, councils can be part of the change to halt and reverse declines in wildlife and restore a healthy natural environment for people and wildlife.

Running up to COP26 in the Autumn, we created a series of online content, including blogs and videos, to help our supporters to better understand the link between climate change and the nature emergency. During COP26, over 400 people joined our Nature Emergency campaign, asking their local council to recognise that we're in a crisis and declare a Nature Emergency. As a result of our campaigning, Basingstoke and Deane Borough Council and Portsmouth City Council both declared a Nature Emergency, and we're now working with them to ensure nature is placed at the heart of local decision-making.

## Planning for nature's recovery

The Trust has been working over the past year to better secure nature's recovery as a priority within our planning system. Working with partners, such as the Hampshire and Isle of Wight Local Nature Partnership and the South East Nature Partnership, we've been influencing national policy and guidance on Biodiversity Net Gain and Local Nature Recovery Strategies through creating stronger collective responses and letters to Government cabinet Ministers in response to key consultations.

The Trust has also been working to influence local planning policy through responding to Local Plans and advocating for our key policy priorities, including 'Wild belt', 20% minimum Biodiversity Net Gain, a goal for 30% of land and sea to be protected and connected for wildlife by 2030 (30

by 30). We also want councils to go beyond 'due regard' for the Local Nature Recovery Strategies (once created), instead to embed them as a central spatial framework for making decisions about planning. This year, the Trust has responded to the Local Plans for Portsmouth City Council, Isle of Wight Council, Winchester City Council and Gosport Borough Council.

In June 2021, the Trust participated in a series of workshops to shape Hampshire County Council's Spatial Framework, which sets out the vision, objectives and priorities for environment and infrastructure projects in the county looking forward to 2050. We successfully advocated for the Spatial Framework to include three of our policy priorities: 'Wildbelt', a commitment to 30% by 30, and an initial indicative target of 20% Biodiversity Net Gain.

The Trust has also been working to empower local people and Team Wilder groups to respond to potentially ecologically damaging planning applications. We launched our 'how to respond to planning applications' guide on our website in August 2021, which provides key information on how to influence planning decisions.

## Test Valley pollution

In summer 2021, we publicly raised our concerns about the impacts of high levels of fuel oil pollution on the health and integrity of the protected habitats and species at our Lower Test Nature Reserve. The Trust's Director of Estates and Conservation Delivery, John Durnell, was interviewed by ITV Meridian to highlight the damaging effects of fuel oil pollution on the River Test and its long-term impact on nature.

The Trust's Chief Executive, Debbie Tann, met with the CEO of Southern Water and the Area Director for the Environment Agency, asking them to identify the source and to clean up the diesel pollution as a priority. Romsey and Southampton North MP Caroline Nokes also hosted a roundtable discussion for the lead organisations tackling the pollution incident. The meeting was attended by the Environment Agency, Natural England, Southern Water, Hampshire and Isle of Wight Wildlife Trust, The Wessex Rivers Trust, County Councillor Nick Adams-King, and Borough Councillors Terese Swain and Phil Bundy. The purpose was to discuss the current clean-up operation and what could be done to prevent future pollution incidents in the same area.

As a result, Southern Water's Emergency Team visited the site to replace the booms and install a more robust system around the interceptor outfall to try and control the fuel oil. Southern Water offered to review surface drainage at the neighbouring Nursling Estate and confirmed it would be lining a length of sewer pipe to further reduce the risk of fuel leaching into the sewer system from the surrounding ground.

## Solent Seagrass Restoration

The Trust has been working in partnership with Boskalis Westminster to undertake an exciting seagrass restoration pilot project within the Solent. A research and development phase was launched in 2021 to develop and test the scope for seagrass restoration in the Solent.

We want to see seagrass habitats in the Solent restored to their historical levels and for seagrass to be present in all locations that could support it. By restoring seagrass habitats, we'll create a Wilder Solent, supporting increased biodiversity and sustainable fisheries, promoting greater ecosystem services, cleaner water, and creating a natural carbon solution to mitigate the effects of climate change.

The Trust has considerable experience in seagrass surveying, monitoring methods, and ecology. This project aims to enable us to develop the knowledge and practical skills to restore seagrass

restoration at scale within the Solent. This will support the Wildlife Trust movement nationally and help Boskalis lead their industry in developing nature-based solutions to protect and enhance coastal ecosystems globally.

Working with our academic partners at the University of Portsmouth, we've developed the skills needed to sustainably collect, process, and deploy seagrass seed in two pilot-scale trials. We appointed a new Seagrass Officer to support the delivery of the Seagrass Restoration Project. One of the primary purposes of this role is to develop the volunteering programme and engage with the local community to increase awareness of the project. Following our first pilot deployments, we developed a new "Seagrass Champion" volunteering role. The role attracted over 25 applicants within the first month of being advertised. A programme is being developed to train volunteers to survey and monitor seagrass habitats. This will allow us to monitor more sites. Our reserves team at Farlington Marshes Nature Reserve, the location of our first seagrass pilot project, gained experience working in the marine environment by assisting with the seagrass seed deployment.

As well as our own Marine Champions and students from the University of Portsmouth, we've worked with volunteers from Boskalis Westminster, Blue Marine Foundation, Marine Conservation Society, Langstone Harbour Authority, Fathom Ecology Ltd, and the Cadland Estate. The project has been supported by a grant from players of the People's Postcode Lottery, our project partners Boskalis Westminster and the Isle of Wight Distillery. The Distillery has proactively supported and promoted the project as 'Ambassadors' for seagrass restoration in the Solent.

## Nature-based Solutions and Rewilding

Nitrate pollution is detrimental to some of our most protected marine and river habitats and the wildlife they support. It comes from various sources, including intensive agriculture, runoff from roads, and air pollution, and has built up over decades. Around 10% comes from urban sources, including wastewater from houses. Following new rules established by Natural England, new housing across much of Hampshire and the Island now needs to mitigate its pollution impacts. One way of doing this is through 'nature-based solutions'. In busy South Hampshire, we appreciate there's a need for new housing. While some proposed local developments are unacceptable due to the detrimental impact on wildlife and protected habitats, some developments are acceptable with appropriate mitigation. The Trust's nature-based solutions programme has been developed to provide nitrate mitigation for developments that we accept into the scheme. It works by acquiring former farmland, which has been releasing nutrients into the Solent, and rewilding it to remove nitrate pollution, create space for nature and support nature's recovery, funded through the sale of nitrate credits.

By demonstrating how this mitigation can be provided, we're promoting solutions that deliver the best deal for wildlife and help achieve our vision for nature's recovery. Wilder Little Duxmore and Wilder Nunwell are the Trust's first pilot sites for a new type of nature-based solution, demonstrating one way of mitigating and reducing the impact of nitrate pollution in the Solent from planned housing developments.

### Wilder Little Duxmore

In 2019, we acquired Wilder Little Duxmore, a 40-hectare plot of low-quality, intensively managed arable land - the Trust's first dedicated rewilding site. The natural restoration of vital habitats here will benefit and expand the Nature Recovery Network on the island, help reverse species declines, sequester carbon, and mitigate nitrate pollution.

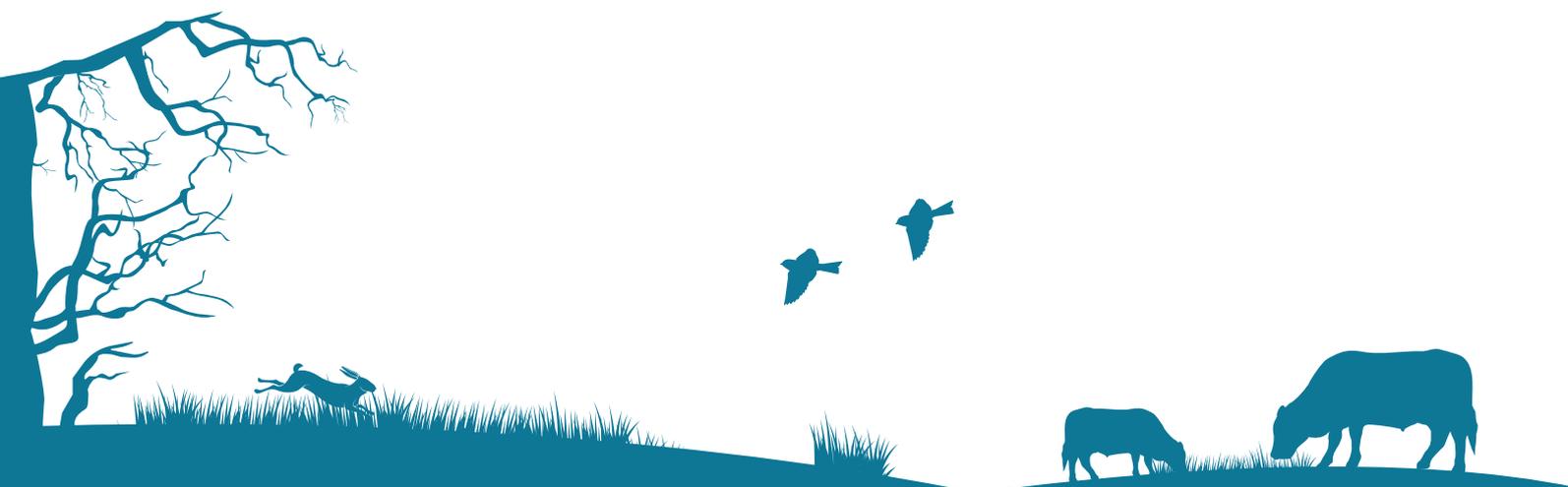
Rewilding has already resulted in species returning to the site. Ecological surveys recorded 36 bird species, including nationally threatened species such as linnet and song thrush, while skylarks have successfully bred on the former arable fields. The reserve is a haven for invertebrates, with 19 butterfly species recorded, including the endangered wall brown and six of the UK's 'Big Eight' bumblebees. Thirteen species of bat have been recorded, and red squirrels and barn owls have been sighted on remote trail cameras. Plant surveys found evidence that Wilder Little Duxmore is of international importance for its flora, with rare plant species including spreading hedge-parsley and goosefoot identified. Plans are being developed to introduce grazing on site to mimic a natural system.

## Wilder Nunwell

Following the success of Wilder Little Duxmore, in March 2022, we purchased 144 hectares of land at Nunwell, near Brading. This is the Trust's second rewilding project and is also being delivered as part of the nature-based solutions programme. Wilder Nunwell is adjacent to Eaglehead and Bloodstone Copses Nature Reserve and provides a landscape connection to Swanpond Copse. The acquisition of Wilder Nunwell significantly increases the Trust landholding on the Isle of Wight. The site is in a strategically important location and will play a vital role in creating a robust Island-wide Nature Recovery Network. We're grateful to The Oglander family, owners of the land on the family-run Nunwell Estate, for making this project possible. Funding support was provided by the Solent Local Enterprise Partnership (LEP).

## Farming with nature

Two of the Trust's long-running projects continued through the New Forest Land Advice Service and Loddon Farm Advice Projects. Our officers continued to provide support and advice to farmers and landowners on wide-ranging issues, particularly around Catchment Sensitive Farming and applications for Countryside Stewardship. In the New Forest, we've started to develop a 'farm cluster' for farmers and landowners across the New Forest coast, as well as supporting applications to the Farming in Protected Landscapes grant scheme administered by the New Forest National Park. In the Loddon catchment, our partnership with Affinity and South East Water also focused on soil and water protection schemes, particularly around metaldehyde and other pesticide reductions and soil improvements.



## Enabling

Our aims in 2021/22	What we achieved in 2021/22
Invest in the next phase of our IT project and move to cloud-based systems to enable remote working.	The implementation of Office 365 and cloud-based systems continued across the Trust. Staff received IT training, including the training of Office 365 champions.
Implement a new finance system and new customer relationship management (CRM) database, which will increase efficiency and minimise risk for the organisation.	A new finance system and a new customer relationship management system were implemented during the reporting period.
Measure our carbon footprint and increase our focus on reaching net-zero as quickly as possible to fulfil our pledge to become a climate-positive organisation by 2030.	The Trust appointed a Climate Positive & Sustainability Lead for the Trust in October 2021 to help us achieve our target of becoming a climate-positive organisation by 2030.

## Our environmental impact

The Trust has implemented a carbon action plan and is continually measuring our progress against it and working to improve it. We've measured our carbon footprint for 2019/20, 2020/21 and 2021/22 and will continue to monitor our emissions annually. Due to changing working patterns, the pandemic reduced nearly half of our operational emissions (excluding livestock and land).

We aim to continue improving our calculations, monitoring as much of the Scope 3 emissions (those emissions resulting from activities not owned or controlled by the Trust) as possible and working across The Wildlife Trusts to collaborate on this. This data collection has allowed us to more easily review where our emissions are greatest and where the most beneficial reductions will be. This includes highlighting to staff the high emissions from commuting and working from home, which were the highest contributors to our footprint aside from livestock. Flexible working is continuing post-Covid, which will allow us to maintain a balance between commuting and home working emissions.

We're working on calculating our land-based emissions and removals for our whole estate to monitor how close we are to achieving our targets, with guidance from The Wildlife Trusts on how to do this most accurately. We hope to have these numbers finalised during 2022 to confirm we're on track to achieving our pledge to be a climate-positive organisation.

The Trust is putting plans in place to deliver other actions such as installing EV charging points, energy audits, encouraging more sustainable transport, and improving our energy efficiency. We've encouraged staff engagement to get them involved in the conversations we're having surrounding carbon reduction, providing spaces to share ideas and answer questions. We switched to a renewable energy provider and already provide a Bike 2 Work scheme.



## People and resources

We continued to invest in human resources (HR) with an increased focus on staff support and development, which continues to be more critical than ever as we recover from the pandemic. Our People Strategy captures our HR priorities, covering how we recruit, induct, develop, support, and reward our people.

### Staff wellbeing

We recognise that the past year has been challenging for many staff. Returning to the office after working from home for an extended period has been challenging for many.

The Trust has increased support available to staff and implemented plans to rebuild cohesion and resilience. We began trialling a hybrid working model in September 2021 to give staff greater flexibility, inviting eligible staff to submit flexible working requests. We've also adopted wellbeing action plans and stress risk assessments to ensure we provide the right support for staff facing difficulties. An Employee Assistance Programme is also available to all staff. Staff turnover and sickness rates are regularly monitored by the Executive team and Trustees.

We continued to see an increase in inconsiderate, aggressive, and antisocial behaviour on our nature reserves, which significantly impacted staff wellbeing. Resilience training was delivered for all staff and we're exploring ways to address poor behaviour on our reserves.

Salary benchmarking was carried out across the Trust during the year using external comparators. Salaries were increased where necessary so that they're comparable with similar roles across the sector.

Since the lifting of Covid restrictions in July 2021, our volunteer numbers have decreased from 1,335 to 1,240 due to the impact of Covid-19. Volunteers gave a total of 20,106 hours to the Trust and continue to be critical to achieving our goals across a range of functional areas. We're incredibly grateful for their time and dedication. A volunteering working group oversees volunteer management across the Trust.

### Equality, diversity, and inclusion (EDI)

We recognise that the conservation sector is one of the least diverse sectors in the UK. As part of our commitment to increasing diversity within the Trust (staff, Trustees, volunteers, and those we work with), we established an equality, diversity, and inclusion (EDI) committee chaired by the EDI Trustee. An EDI strategy and an EDI action plan are being developed.

As part of the Trust's commitment to diversity and inclusion, the role of Associate Trustee was created in 2021 to attract younger and more diverse voices onto the Board. Several students from the University of Southampton also take part in the Conservation and Scientific Advisory Panel.

### Operational risk management

#### Health & safety

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

A new dedicated Health and Safety (H&S) Officer was appointed in August 2021. This new role will work with the Executive team and gives the additional capacity to coordinate, support, and

advise our H&S staff representatives, Trustees, and volunteers on all areas of health and safety. This will ensure the Trust continues to provide a safe workplace for all staff and volunteers. With this additional capacity the Trust has been able to review and update all health and safety standards, processes, communications, training, and systems.

## Safeguarding and Child Protection

Our Safeguarding and Child Protection Committee meets quarterly to oversee our policies and procedures in this area. The committee is overseen by Trustees and is coordinated by the Designated Safeguarding Lead, who has two deputies. The committee has a forward plan, and there is a representative from each team on the committee.

## Data Protection

Compliance with data protection legislation is a priority for the Trust. There were no notifiable breaches during the year. Data protection is overseen by a Data Protection Lead and a Trustee Lead. An external data protection advisor was appointed in 2021 to review the Trust's data protection processes and training, and their recommendations have been implemented. All Trust staff receive induction and refresher training on the General Data Protection Regulation (GDPR), which came into force in 2018, and we fully comply with all current data protection regulations and guidelines. A new Trust-wide Customer Relationship Management (CRM) database went live in February 2022. The development of this CRM will reduce risk and improve organisational efficiency.

## Impact of Covid-19

The Trust's finances remain relatively healthy, and progress continues to be made in implementing systems to support hybrid working. The Executive Team meets regularly to review and update Covid-19 risk management measures and staff guidance.

The risk register was updated to include additional measures to maintain business continuity in the event of staff sickness. The IT strategy will continue to be delivered with support from our IT provider, Aura, to enable effective hybrid working. The initial migration to full cloud-based working is due to be completed in 2022/23.

Covid restrictions continue to impact our activities, with some restrictions on movement and issues arising from staff and volunteers either contracting Covid-19 or having to isolate themselves. We could adapt most of our work by enabling staff to work from home or adjusting activities to allow socially distanced working. Although Covid impacts have resulted in additional pressures on the staff and the management team, overall the Trust has coped well and our ability to deliver our charitable objectives overall hasn't been significantly impacted.

## Membership & Fundraising

### Our fundraising approach

Our work is only possible thanks to the commitment of our members and supporters. Their generosity allows us to continue working to create a Wilder Hampshire and Isle of Wight.

The Trust has a dedicated in-house fundraising and membership team. We raise funds through membership, supporter appeals, and promoting our work on nature reserves at events and online. Hampshire and Isle of Wight Wildlife Trust is a member of the Fundraising Regulator, and we have professional fundraising staff who are members of the Chartered Institute of Fundraising. We follow their codes of practice to ensure that our fundraising meets the highest standards. In the event of any breach of standards, our complaints procedure is shared on our website. Last year, we received one fundraising complaint, which was resolved. Our staff

carry out fundraising with help from third-party fundraisers allowing us to benefit from their specific knowledge, experience, or expertise to help raise awareness of the Trust and encourage people to become members or donate to support the delivery of our Wilder 2030 strategy. Our face-to-face fundraising is delivered by South West Wildlife Fundraising Limited (SWWFL), which concentrates wholly on increasing membership for its owning Trusts and two client Trusts. There is an annual service charge and commission payments for each new member recruited. By working collaboratively with other Wildlife Trusts through SWWFL, we benefit from greater efficiencies and the sharing of risk, skills, and experience. SWWFL staff are part of the Trust team and join staff for regular training and events. We regularly monitor and review third-party agencies which fundraise on our behalf to ensure they meet the high standards we require of them. Throughout the pandemic, the Trust and our agencies adhered to government guidance on Covid-19 to ensure we upheld a high safety standard for our staff and the public.

## Fundraising and membership recruitment

Trust's membership continues to grow, demonstrating the increasing levels of support for local wildlife. Last year, we gained 2,482 new members, bringing the total number of members and friends to 27,772 by the end of March 2022. SWWFL recruited 1,529 new memberships during the year, which was an extraordinary result given the challenges presented by the pandemic and the difficulty in booking recruitment venues.

Members receive our Wild Life magazine three times a year so we can share how their support is helping make Hampshire and the Isle of Wight wilder. We keep supporters updated with our e-newsletters and through our website and social media.

Alongside our successful membership programme, we continue to grow other areas of fundraising. We've established several successful corporate partnerships and continue to see increased interest from businesses who recognise the urgency of the climate and nature crises and want to work with us to support nature's recovery. We were incredibly grateful to have received larger gifts from generous individual donors, gifts given in memory of loved ones and £331k in legacies from individuals who were kind enough to leave us gifts in their Wills. Acknowledgement of our generous supporters can be found on p64-65.

## 60th anniversary fundraising appeal

To celebrate the Trust's 60th anniversary, we ran a fundraising appeal to raise money to support our incredible nature reserves. The appeal was a huge success, raising over £68,000, which will be spent directly on local nature conservation. We asked donors to share their favourite nature reserves as part of the appeal. We received hundreds of heart-warming comments, and Farlington Marshes was voted the most popular reserve. We are immensely grateful to everyone who generously donated.

*"Supporting wonderful places and amazing people"*

*"I would hate to think where wildlife would be without our Wildlife Trusts. Thank you for your ongoing support for now and future generations."*

*"My favourite reserve is Hockley Meadows. I am happy to be able to support the Trust as it protects as many habitats as possible for the future survival of our wildlife."*

*"Our wildlife and wild places are precious, we must cherish and protect them."*

*"We love Farlington Marshes, it is a haven for birds with lovely scenery and fresh sea air. A great place for a walk any time of year."*

*"Really appreciate the work that goes into keeping our wildlife areas looking amazing - places that my grandchildren can enjoy and appreciate. Thank you!"*

## BUILDING RESILIENCE - MANAGING RISK

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

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

Risk	Mitigating action
<b>Environmental challenges</b>	
The nature emergency, in particular wildlife declines and threats to habitats because of climate change.	Our Strategy has been updated to reflect the dual climate and nature emergency, which is an ongoing and worsening challenge despite the many successes of the Trust and growing public awareness. We'll continue to deliver a clear and convincing explanation of the need to address both the nature and climate emergencies, and the Trust's role in delivering solutions.
The impact of Covid-19 on business continuity and resilience.	We've dealt with the day-to-day impacts of Covid as well as the longer-term implications through our ongoing risk management processes, putting in place measures such as improved IT, more support for flexible working, mental health and wellbeing support and improved internal communications.
<b>Financial Challenges</b>	
Changing agri-environmental funding models post-Brexit reducing the funding available for conservation management on our nature reserves.	Funding for our nature reserves has continued to reduce since Brexit. We established a Land Aquisition and Management Designated Fund in 2016 to provide a buffer for this risk; this fund has been supported by legacy income and as 31 March 2022 had a balance of £642k. We've been developing alternative sources of funding for our conservation work, including the nitrate mitigation programme, which has led to a growth in income. We'll continue to explore the potential for other similar types of nature-based solutions income such as carbon offsetting and biodiversity net gain.
A constantly evolving fundraising environment, increased cost of living and potential recession reducing our fundraising income.	The response of our members and supporters during the Covid-19 pandemic has demonstrated the resilience of our major income streams. We've updated our Fundraising Strategy and will continue to develop opportunities to grow our membership programme and diversify our fundraising income.

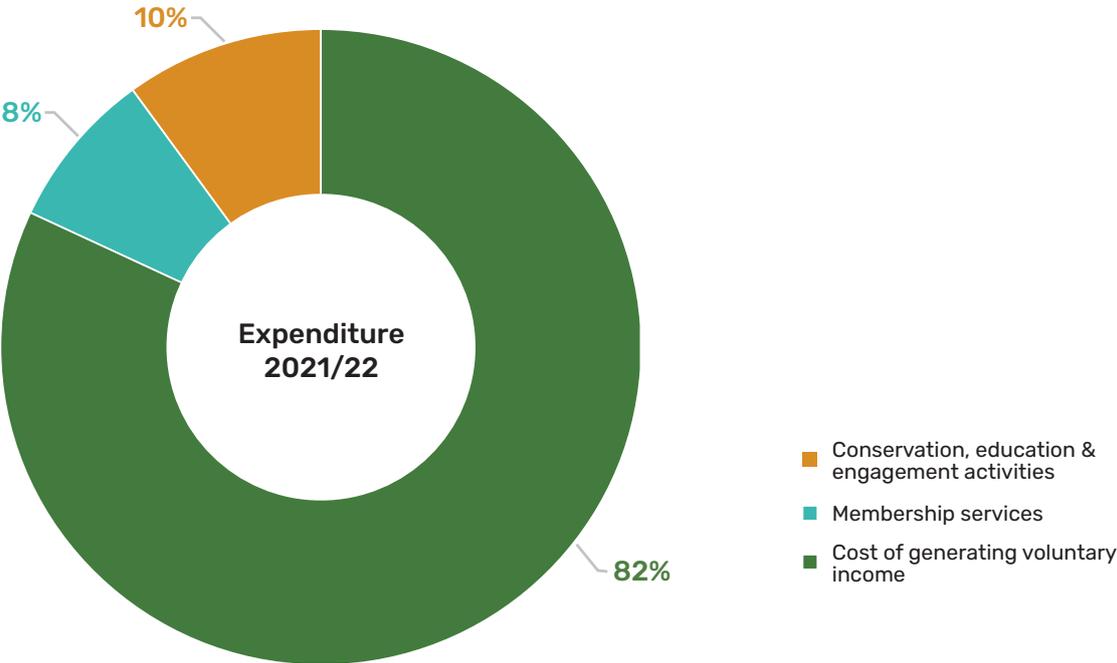
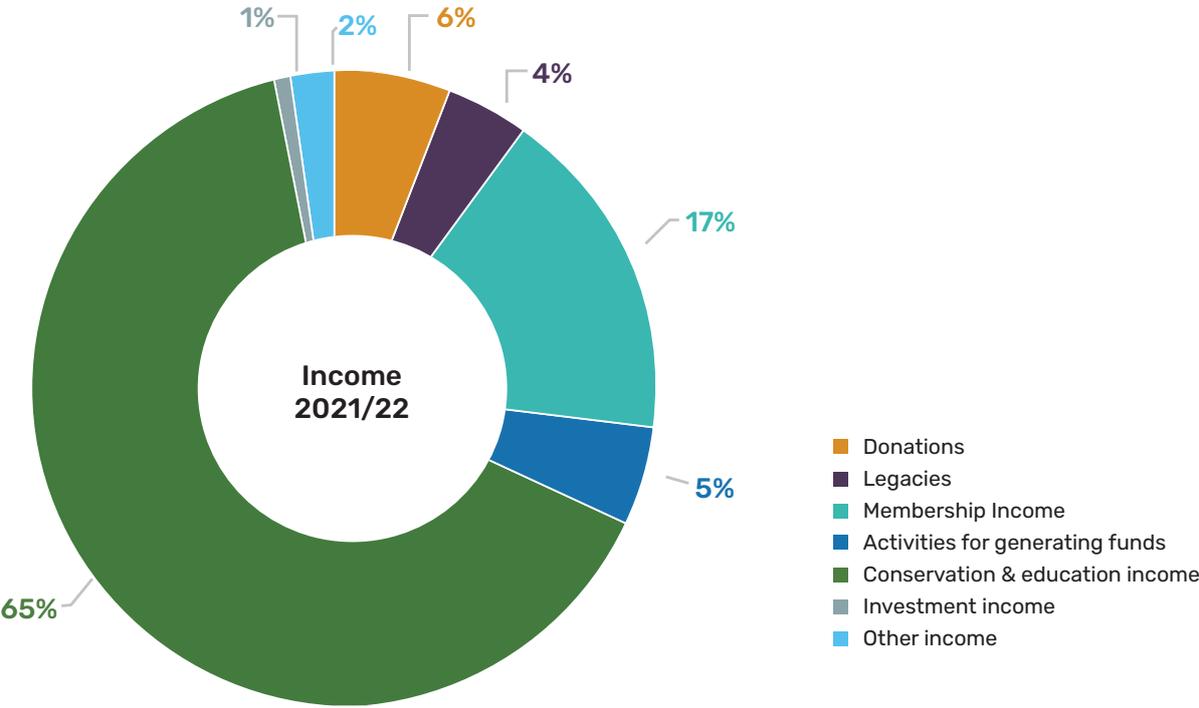
<b>Political and economic challenges</b>	
Loss of focus on wildlife protection and the environmental agenda at UK and local level.	With the national policy team at RSWT we continue to work hard to keep the nature and climate crisis high on the agenda – pointing out that there is significant public support for nature recovery and climate action, and that a healthy environment underpins a strong economy.
<b>Internal factors</b>	
Rapid changes in technology, connectivity, and IT training requirements increasing the risk of cyber-attack, loss of productivity, and reduction in our ability to deliver the digital experience expected by our supporters, partners and workforce.	We'll continue to deliver our IT strategy with our IT provider Aura to enable effective hybrid working and continue the development of our new finance and CRM solutions. A digital transformation plan is being developed with support from The Wildlife Trust's national team. An IT Officer will be recruited to provide additional IT support and training for staff.
A number of challenges in relation to staffing including difficulty recruiting and supporting mental health.	Our People Strategy. We are developing and implementing innovative solutions to recruiting, inclusive of greater use of social media to advertise our positions and implementing an online recruitment package that will improve candidates' application experience. To support mental health, in addition to our comprehensive Employee Assistance Programme (EAP) offering to assist those experiencing mental health issues, we have partnered with a mental health charity to provide regular training for managers of staff and/or volunteers in how to identify and manage those experiencing mental health challenges.



# FINANCIAL REVIEW

## Financial summary

Overall, the Trust remains in a healthy financial position. The Trust ended the 2021/22 financial year with a net surplus of £1.96m (2020/21: £2.02m). This comprised of £765k of restricted funds and £1.2m unrestricted funds. This represents a good out-turn given the continued uncertain economic and political climate and the slightly reduced activity throughout the year due to the Covid-19 pandemic. However, thanks to the loyal support of our members and supporters, our focused business plan to continue to diversify our income, and robust financial management, we're continuing to increase our financial resilience.



## Financial strategy

The Trust has continued to effectively manage expenditure and increase income. However, continued economic uncertainty, the impact of Brexit and Covid-19 and rapidly increasing costs mean that the next few years will remain challenging. The increased competition for grants and the growing constraints on public sector resources mean that restricted income has generally become more difficult to secure, and we expect this situation to continue.

Our overall financial strategy has not changed from prior years. We continue to ensure the sustainability of our expenditure in the shorter-term by strict budgetary control, while also focusing on building medium to long-term growth in income. To increase the Trust's financial resilience, we will focus income generation resources around two main forms of income to drive nature recovery: 1) fundraising income and 2) commercial income. As unrestricted income allows the Trust to allocate funding to where the need is greatest and provides the greatest flexibility to respond to external challenges, we are keen to build our unrestricted income. We will continue to focus on growing and diversifying our fundraising income by attracting more members and supporters and offering more opportunities for people to support our work. We will also grow commercial activity and develop new ways to generate income through nature-based solutions, such as our nitrate mitigation programme. Our fundraising strategy and nature-based solutions programme are both projected to generate significant levels of income over the next few years, meaning that the Trust will be able to build up substantial financial reserves to put towards long-term land management, along with unrestricted surpluses, ensuring that we remain financially sustainable, can continue to cover our operating costs, and invest for the future.

## Income

Total incoming resources for the year were £7.5m, an increase of 11% compared with the previous year (2021: £6.7m). The biggest source of income continues to be conservation and education and engagement activities £4.8m - 65% (2021: 3.81m - 57%).

## Unrestricted Income

The Trust received total unrestricted income of £5.2m, an increase of £135k on the previous year, contributing 69% of total income. This was primarily due to activities starting again after covid and increases in fundraising and membership income.

As mentioned above, unrestricted income is critical for the Trust as it can be spent wherever the need is greatest. This means we can use it to fund the management of our nature reserves and to help our engagement, education, conservation policy and campaigning activity, marketing and communications, and the support we need to make sure that the Trust is well run and well governed.

Membership income grew by 7% to £1.3m (2021: £1.22m) thanks to the continued generosity of our members. Following a challenging year in 2020/21, South West Wildlife Fundraising Limited (SWWFL) successfully recruited 1,489 new members (2021: 300). SWWFL is a subsidiary company wholly owned by eight Wildlife Trusts, including Hampshire and Isle of Wight Wildlife Trust, which concentrates on increasing memberships for its owning Trusts and two client Trusts. There is an annual service charge and commission payments for each new member recruited. By working collaboratively with other Wildlife Trusts through SWWFL we benefit from greater efficiencies as well as the sharing of risks, skills and experience. The overall number of members continues to increase despite the current economic challenges, although we anticipate that the uncertain economy and cost-of-living increase is likely to impact membership numbers over the next few years. Members provide vital unrestricted funding to support nature's recovery and represent the collective voice of people who care about the natural world. Our members are vital in helping us to stand up for local wildlife and influence key decision makers.

Income from legacies was £332k (2021: £859k), Just over 4% of our total income. We're incredibly grateful to everyone who has kindly chosen to support nature recovery in this way. Although legacy income can be highly variable, this is an important source of unrestricted income which we hope to grow in future years. We continue to operate a zero-legacy income approach to budgeting, meaning that unrestricted legacy income received in the year is held in designated funds for future years. Trustees determine how these unrestricted legacy funds are used to enable the Trust to fulfil our Wilder 2030 strategy when budgets are set for the following year.

The nitrate mitigation programme continued with a second site acquired at Nunwell on the Isle of Wight. The Nunwell land was purchased with two loans (shown in note 15). Income is derived from selling nitrate credits from two sites, Wilder Little Duxmore and Wilder Nunwell, which mitigates and reduces the nitrate impact of planned housing development. The programme supports nature recovery through the creation of new nature reserves on formerly intensively managed agricultural land – creating new habitats for local wildlife. The Trust received £1.14m from the sale of nitrate credits during the year. We have an obligation to manage Wilder Little Duxmore and Wilder Nunwell for 125 years, so a proportion of income from credit sales will be transferred into the long-term designated fund set up for this purpose as they are sold. In 2021/22 we transferred £374k into this fund (shown in note 16).

Arcadian Ecology continued trading for its sixth year. The profit generated was £96k (2021: £50k), higher than the previous year. The profit is donated to the Trust (the donation will be shown in the 2022/23 accounts).

## Restricted Income

The Trust received a total restricted income of £2.3m, an increase of £630k (38%) on the previous year, contributing 31% of total income.

Restricted funds must be used for a specific project or purpose and includes income from grants. Income from Secrets of the Solent and Watercress & Winterbournes, both funded by the National Lottery Heritage Fund, increased as project activity restarted after being paused due to Covid.

The Trust purchased the Nunwell land right at the end of the financial year and this is included within the fixed assets on the Balance Sheet. As mentioned in the Trustees' report, with the addition of the Wight Nature Fund donated in the year, the freehold heritage assets increased to a total of 1,007 hectares (2021: 995).

## Expenditure

Total annual expenditure increased by 15% to £5.62m (2021: £4.88m).

Most of our funds were spent on delivering charitable activities with expenditure of £5.07m (2021: £4.38m), representing 90% of the total spend (2021: 90%). These charitable activities include management of our nature reserves, conservation projects and land management advice across the two counties; delivery of environmental education training and courses at our education centres; delivery of the Team Wilder community engagement programmes; campaigning for stronger laws to protect nature; and advocating for planning and development that builds with nature, making better places for people and wildlife to live.

Conservation and Education activity costs have increased due to projects and activities getting back up and running after covid, along with a few new projects.

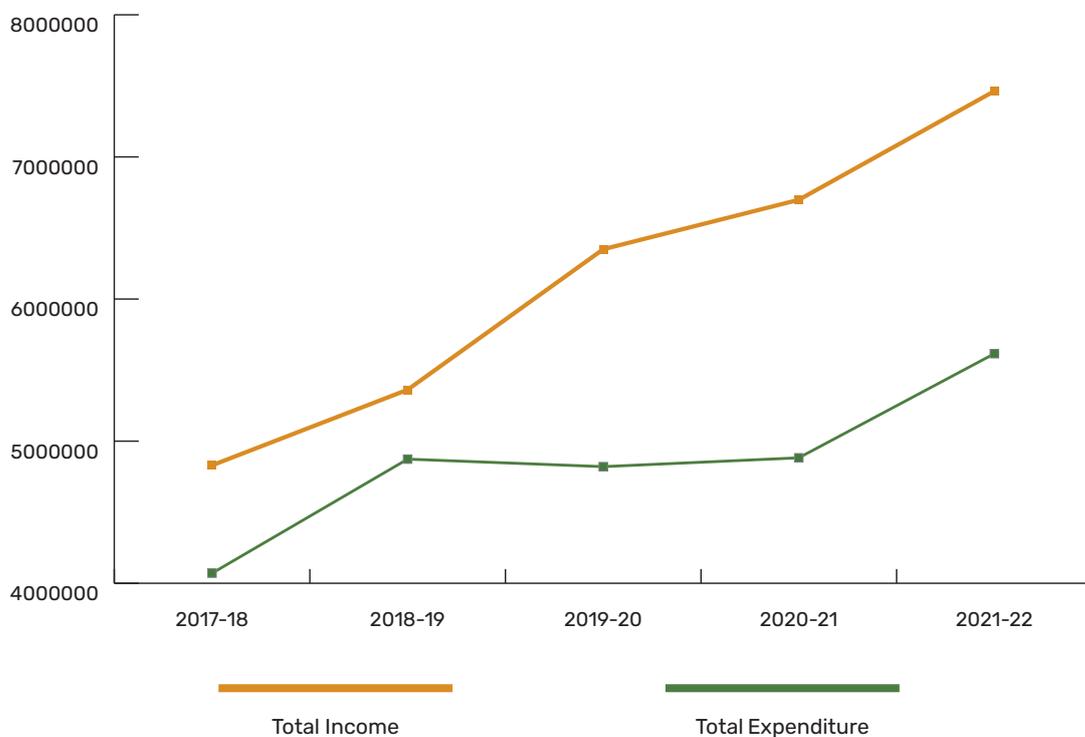
We continue to invest in fundraising activities to grow our income. During the year we refreshed

our fundraising strategy and plans to reflect the new opportunities and challenges presented by the pandemic.

Total expenditure includes support costs of £952k (2021: £876k), which is an increase on the previous year. However, support costs include IT, finance, human resources, facilities, and governance costs and represents 16.9% of total expenditure which is lower than the previous year (2021: 17.9%). These costs are allocated proportionally across all activities based on staff numbers. The governance costs (£86k) include professional fees and staff costs allocated to governance activities and represent 1.6% of our total expenditure (2021: 1.7%). Also included in the support costs is the annual contribution we make to the Royal Society of Wildlife Trusts at £73.7k (2021: £71k), which funds national policy, advocacy and coordination work they do on behalf of The Wildlife Trusts across the UK.

Total staff costs for the year totalled £2.97m (2021: £2.61m) which equate to a 14% increase due to the recruitment of several new roles across all departments in the Trust. These staff costs include an annual pay increase of 1.5%.

### Analysis of Income and Expenditure 2017 - 2022



### Investment policy and performance

The Trust has managed its investment portfolio through CCLA since 2019. This ethical investment portfolio is managed in accordance with our investment strategy and risk profile, which aims to preserve capital value and generate a reasonable income. The funds are regularly reviewed and screened to ensure that the investments are not in conflict with the Trust’s charitable objectives. The Trust’s investments show an unrealised gain of £111k (2021: unrealised gain of £201k).

Investment income of £37k (2021: £37k) was received during the year.

## Financial Reserves

The Trust holds three categories of funds: Restricted Funds, Endowment Funds and Unrestricted Funds, some of which have been designated for a specific purpose and some of which represent the value of various assets. As of 31 March 2022, the Trust had total funds of £15.3m (2021: £13.4m) of which £10.7m was unrestricted (2021: £9.5m), £4.6m (2021: £3.8m) was restricted funds and £4.5k (2021: £4.5k) was held in a small permanent endowment fund.

### Restricted funds

There are two types of restricted funds; project funds which are restricted donations and grants received by the charity where the purpose for which they can be used is determined by the donor, and heritage assets bought from restricted funds. As at 31 March 2022 restricted project funds totalled £1.66m (2021: £1.55m) and restricted heritage assets totalled £2.92m (2021: £2.26m). These funds include income that has been received in advance to fund major projects spanning several years, such as Watercress & Winterbournes. The Trust also has a restricted Wildlife Investment Fund which we established to provide match funding where this is required to enable us to secure grants from funders. Further details of these funds and the purposes for which they're held are provided in Note 16.

### Unrestricted funds

The Trust's unrestricted funds are made up of both liquid funds and assets and are there to support the achievement of our strategic objectives. Unrestricted funds are shown in two types: designated funds and the general fund, as detailed below and in Note 16. These funds arise from unrestricted legacies, donations from fundraising activities and from any resultant surpluses generated from our day-to-day operations. These funds are free from any restrictions from donors and therefore the Trustees can decide how the funds are allocated. Total unrestricted funds as at 31 March 2022 amounted to £10.7m (2021: £9.54m).

### Designated Funds

Some of the Trust's unrestricted funds have been designated by the Trustees to support specific activities such as land management, land acquisition or strategic investment in delivering our business plan and Wilder 2030 Strategy. Total Designated funds held at 31 March 2022 were £2.54m (2020; £1.84m). Further details of these funds and the purposes for which they're set aside are provided in Note 16.

### General Fund

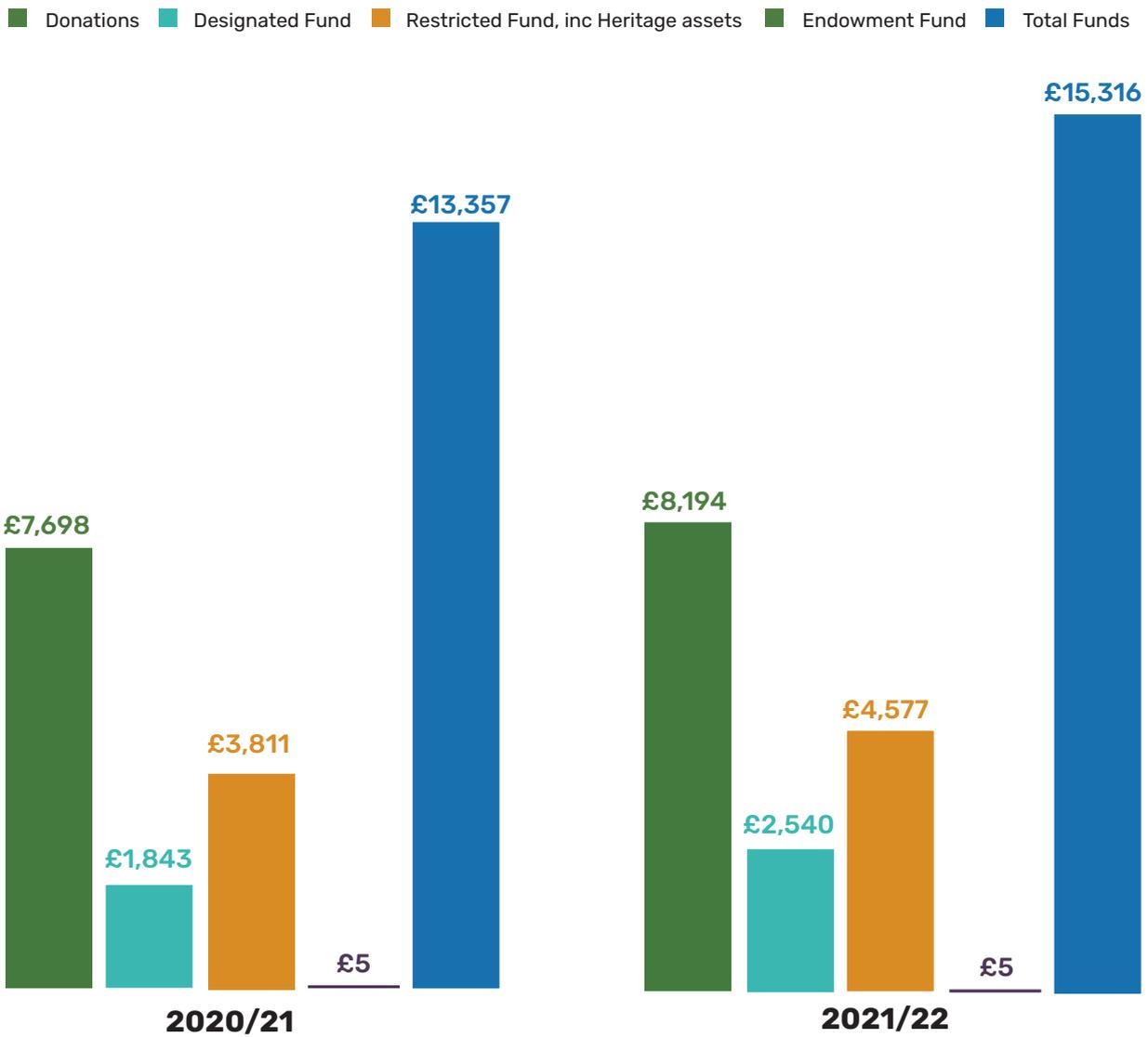
The general funds at the year-end totalled £8.19m (2021: £7.7m), these are funds free from any restrictions and therefore the Trustees can decide how the funds are allocated. The general fund represents unrestricted fixed and heritage assets of £9.19m (2021: £6.43m), £1.91m (2021: £1.27m) in free reserves which are available to support the Trust's annual operating expenses and also includes funds that represent the current assets, liabilities and fixed asset investments on the balance sheet as shown in Note 17.

### Free Reserves

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

and funding partners. Another factor is that the Trust’s monthly cash flow is highly variable during the financial year, with many funds being received towards the end of the year or after projects are completed. This means that free reserves are also needed to fund the charity’s activities during the year to cover the timing gap between expenditure and income. Cash flow is monitored daily by Trust staff and reviewed quarterly by the Trust’s Business and Finance Committee. With all of this in mind, the Trust’s policy is to hold liquid funds in free reserves sufficient to cover 4 months of unrestricted expenditure. As at 31 March 2022 the free reserves were £1.91m (2021: £1.27m).

### Fund balances over two years (£'000)



SIGNED ON BEHALF OF COUNCIL  
on 8 September 2022

**Richard Green-Wilkinson**  
Honorary Treasurer

# INDEPENDENT AUDITOR'S REPORT

## to the Members of Hampshire and Isle of Wight Wildlife Trust

### Opinion

We have audited the financial statements of Hampshire and Isle of Wight Wildlife Trust (the 'company') for the year ended 31 March 2022 which comprise the profit and loss account, the balance sheet, the statement of changes in equity and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

### Basis for Opinion

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

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

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

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

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

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

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

## Responsibilities of the Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

## Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding,

we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

### Use of our report

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



**Adam Wilson FCA (Senior Statutory Auditor)**

**For and on behalf of Azets Audit Services**

Chartered Accountants

Statutory Auditor

Secure House

Lulworth Close

Chandlers Ford

Southampton

Hampshire

S053 3TL

Date: 14 September 2022

# FINANCIAL STATEMENTS

Registered Charity No. 201081

Company limited by guarantee in England and Wales No. 676313

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Statement of Financial Activity

For the year ended 31 March 2022

2021/22 TRUST SOFA	Notes	Unrestricted Funds £ '000	Restricted Funds £ '000	Endowment funds £ '000	Total 2022 £ '000	Total 2021 £ '000
<b>Income from:</b>						
Donations and legacies	2	651	115	0	766	1,255
Charitable activities	3	3,948	2,174	0	6,122	5,023
Other trading activities		400	0	0	400	281
Investments		39	0	0	39	37
Other		136	0	0	136	101
<b>Total</b>		<b>5,174</b>	<b>2,289</b>	<b>0</b>	<b>7,463</b>	<b>6,697</b>
<b>Expenditure on:</b>						
Raising funds	4	548	0	0	548	499
Charitable activities	5	3,543	1,524	0	5,067	4,383
<b>Total</b>	<b>5</b>	<b>4,091</b>	<b>1,524</b>	<b>0</b>	<b>5,615</b>	<b>4,882</b>
Net gains/(losses) on investments	12	111	0	0	111	201
<b>Net income/(expenditure)</b>		<b>1,194</b>	<b>765</b>	<b>0</b>	<b>1,959</b>	<b>2,016</b>
Transfers between funds	15	0	0	0	0	0
<b>Other recognised gains/(losses):</b>						
Fixed assets revalued	10	0	0	0	0	119
<b>Net movement in funds</b>		<b>1,194</b>	<b>765</b>	<b>0</b>	<b>1,959</b>	<b>2,135</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		9,541	3,811	5	13,357	11,222
<b>Total funds carried forward</b>		<b>10,735</b>	<b>4,576</b>	<b>5</b>	<b>15,316</b>	<b>13,357</b>

### Continuing Operations

All incoming resources and resources expended arise from continuing activities

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Balance Sheets

For the year ended 31 March 2022

	Notes	Group		Charity	
		2022 £ '000	2021 £ '000	2022 £ '000	2021 £ '000
<b>FIXED ASSETS</b>					
Tangible Fixed Assets	10	8,518	5,445	8,518	5,445
Heritage Assets	11	3,595	3,245	3,595	3,245
Investments	12	1,333	1,199	1,333	1,199
		<u>13,446</u>	<u>9,889</u>	<u>13,446</u>	<u>9,889</u>
<b>CURRENT ASSETS</b>					
Stock		126	114	126	114
Debtors	13	1,250	1,627	1,127	1,578
Cash at bank and in hand		4,445	3,180	4,373	3,119
		<u>5,821</u>	<u>4,921</u>	<u>5,626</u>	<u>4,811</u>
<b>CREDITORS</b>					
Amounts falling due within one year	14	(1,036)	(1,453)	(937)	(1,393)
		<u>4,785</u>	<u>3,468</u>	<u>4,689</u>	<u>3,418</u>
<b>NET CURRENT ASSETS</b>					
		<u>18,231</u>	<u>13,357</u>	<u>18,135</u>	<u>13,307</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
<b>CREDITORS</b>					
Amounts falling due after one year	15	(2,915)	-	(2,915)	-
		<u>15,316</u>	<u>13,357</u>	<u>15,220</u>	<u>13,307</u>
<b>NET ASSETS</b>					
<b>FUNDS OF THE CHARITY</b>					
	16				
<b>Endowment Funds</b>		5	5	5	5
<b>Restricted Funds</b>		4,576	3,811	4,576	3,811
<b>Unrestricted Funds</b>					
Designated funds		2,540	1,843	2,540	1,843
General fund		8,195	7,698	8,099	7,648
		<u>15,316</u>	<u>13,357</u>	<u>15,220</u>	<u>13,307</u>
<b>TOTAL FUNDS</b>					

The notes at pages 47 to 63 form part of these financial statements.

The financial statements were approved by Trust Council on 9 September 2022 and signed on its behalf by:



David Jordan OBE  
Chairman



Richard Green-Wilkinson  
Honorary Treasurer

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Cashflow Statement

For the year ended 31 March 2022

	Notes (below)	2022 £ '000	2021 £ '000
<b>Cash flows from operating activities:</b>			
Cash flows from operating activities:	a	2,396	2,381
<b>Net cash provided by (used in) operating activities</b>		<b>2,396</b>	<b>2,381</b>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(3,120)	(974)
Purchase of heritage assets		(350)	(952)
Sale of fixed assets		-	-
Interest received		39	37
<b>Net cash provided by (used in) investing activities</b>		<b>(3,431)</b>	<b>(1,889)</b>
<b>Cash flows from financing activities:</b>			
Proceeds from borrowings		2,915	-
Repayments of borrowings		(615)	-
<b>Net cash provided by (used in) financing activities</b>		<b>2,300</b>	<b>-</b>
<b>Change in cash and cash equivalents in the reporting period</b>	b	<b>1,265</b>	<b>492</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b>3,180</b>	<b>2,688</b>
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>4,445</b>	<b>3,180</b>

## NOTES TO THE CONSOLIDATED CASHFLOW STATEMENT

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

	2022 £ '000	2021 £ '000
Net incoming resources for the reporting period (as per the statement of financial activities)	1,958	2,016
Depreciation	47	29
(Gains)/losses on Investments	(135)	(201)
Interest received	(39)	(37)
(Increase)/Decrease in stock	(13)	8
(Increase)/Decrease in debtors	380	(261)
(Decrease)/Increase in creditors	198	827
<b>Net cash provided by (used in) operating activities</b>	<b>2,396</b>	<b>2,381</b>

### b) Analysis of changes in cash and cash equivalents

	2022 £ '000	2021 £ '000
Balance brought forward	3,180	2,688
Net cash (outflow)/inflow for year	1,265	492
<b>Balance at 31 March 2022</b>	<b>4,445</b>	<b>3,180</b>

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Balance Sheet

For the year ended 31 March 2022

## Note 1 - ACCOUNTING POLICIES

**Basis of preparing the financial statements**

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

## Consolidation

The financial statements incorporate the results of Hampshire and Isle of Wight Wildlife Trust and its wholly owned subsidiaries, prepared on a line by line basis. Exemption has been taken from including the Statement of Financial Activities of Hampshire and Isle of Wight Wildlife Trust in accordance with section 408 of the Companies Act 2006.

## Income

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

## Membership income

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

## Branch income

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

## Volunteer contributions

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

## Expenditure

All expenditure is accounted for on an accruals basis inclusive of any VAT that cannot be recovered and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of the resources. Costs of raising funds include the costs incurred as a result of raising donations, developing legacy income and applying for grants. Governance costs are those incurred in connection with constitutional and statutory requirements, including audit and legal fees.

## Stock

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

## Tangible fixed assets

Depreciation is provided with the intention of writing off the costs of the tangible fixed assets

over their useful lives. The Trust's capitalisation threshold is £5,000 and the provision is calculated using the straight line method from the quarter it is purchased in, over the following periods:

- Plant and machinery 5 years
- Motor vehicles 5 years

Freehold and leasehold buildings and land are not depreciated.

### **Heritage assets**

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

### **Taxation**

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

### **Investments**

Fixed asset investments are stated at market value based on the bid price valuation provided by the Trust's investment managers, CCLA, as required by SORP (FRS 2015). Any diminution in value is deducted if, in the opinion of the investment managers, it is considered necessary. The investments are administered by CCLA on behalf of the Trust. Investment income is accounted for when received by the Trust or its appointed agent.

### **Investment gains and losses**

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

### **Operating leases**

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

### **Pension costs**

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

### **Fund accounting**

The permanent endowment fund represents donations made where the donor requested that the capital be invested and the income either added to the capital or used to cover expenditure, depending on the conditions of the endowment. Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining available for future expenditure, or funds represented by assets purchased partly or fully from restricted funds.

### **Unrestricted funds**

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

- Designated funds are funds for which Council has specifically designated the purpose for which they can be used. The amounts remaining in the funds represent the monies still remaining available for future expenditure.
- General funds represent the unrestricted net assets of the charity, excluding designated funds. All income is allocated to the general fund unless restricted by the donor or specifically designated by Council.

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

## 2021/22 NOTES TO THE ACCOUNTS

Note 2 - Donations and Legacies	2022 £ '000	2021 £ '000
Donations and Fundraising	434	396
Legacies	332	859
	<u>766</u>	<u>1,255</u>

Note 3 - Income from Charitable activities	Unrestricted income £ '000	Restricted income £ '000	Endowment income £ '000	2022 £ '000	2021 £ '000
North Hampshire Conservation	623	10	-	633	740
Solent & IOW Conservation	134	670	-	804	345
Central Rivers & Downs Conservation	534	101	-	635	828
Estates Conservation & Education	1,223	491	-	1,714	1,143
Projects & Services	107	629	-	736	580
Policy, Advocacy & Engagement	28	273	-	301	171
Membership	1,299	-	-	1,299	1,216
	<u>3,948</u>	<u>2,174</u>	<u>-</u>	<u>6,122</u>	<u>5,023</u>

Note 4 - Expenditure on raising funds	2022 £ '000	2021 £ '000
Expenditure on sales and commercial income	548	499

Note 5 - Total Expenditure	Staff costs £ '000	Other direct costs £ '000	Support costs £ '000	2022 £ '000	2021 £ '000
North Hampshire Conservation	205	336	96	637	584
Solent & IOW Conservation	208	150	53	411	367
Central Rivers & Downs Conservation	415	280	171	866	636
Estates Conservation & Education	383	254	138	775	980
Projects & Services	457	427	168	1,052	860
Policy, Advocacy & Engagement	506	196	188	890	646
Membership	110	279	48	437	310
Expenditure on Charitable activities	<u>2,284</u>	<u>1,922</u>	<u>862</u>	<u>5,068</u>	<u>4,383</u>
Expenditure on raising funds	278	179	90	547	499
	<u>2,562</u>	<u>2,101</u>	<u>952</u>	<u>5,615</u>	<u>4,882</u>

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

Note 6 - Analysis of support costs	Raising funds		North Hampshire Conservation		Solent & IOW Conservation		Central Rivers & Downs Conservation		Estates Conservation & Education		Projects & Services		Policy, Advocacy & Engagement		Membership		2021/22 Total		Basis of allocation
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	
IT	26	28	15	49	40	49	40	49	40	49	54	14	275	No. of staff					
Finance	17	18	10	33	27	32	27	32	27	36	9	182	No. of staff						
Premises	14	14	8	26	21	25	21	25	28	7	143	No. of staff							
Human Resources	25	27	15	48	39	47	39	47	52	13	266	No. of staff							
Governance	8	9	5	16	12	15	12	15	17	4	86	No. of staff							
	90	96	53	172	139	168	139	168	187	47	952								

	2022	2021
Net income/(expenditure) is stated after charging/(crediting):	£ '000	£ '000
Depreciation - owned assets	47	29
Operating leases - land and buildings	15	48
Auditors' remuneration - provision of audit services	10	11
Auditors' remuneration - non audit services	-	-

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

Depreciation - owned assets  
Operating leases - land and buildings  
Auditors' remuneration - provision of audit services  
Auditors' remuneration - non audit services

Note 6 - Analysis of support costs for the prior year 2020/21	Raising funds		North Hampshire Conservation		Solent & IOW Conservation		Central Rivers & Downs Conservation		Estates Conservation & Education		Projects & Services		Policy, Advocacy & Engagement		Membership		2020/21		Basis of allocation
	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000	£ '000		
IT	27	20	18	22	51	35	51	35	41	12	226	No. of staff							
Finance	28	21	19	23	55	37	55	37	44	13	240	No. of staff							
Premises	12	9	8	10	23	16	23	16	19	5	102	No. of staff							
Human Resources	27	20	17	22	51	35	51	35	41	12	225	No. of staff							
Governance	10	8	6	8	18	13	18	13	16	4	83	No. of staff							
	104	78	68	85	198	136	198	136	161	46	876								

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

### 7 Trustees' Remuneration and Benefits

No Directors (Trustees) or persons connected with them have received or waived any remuneration during the year (2021: none)

No Directors (Trustees) received reimbursements of expenses for travelling during the year (2021: none)

### 8 Staff Costs

	2022 £ '000	2021 £ '000
Salaries and Wages	2,603	2,280
Social Security Costs	218	188
Pension Costs	149	137
	<u>2,970</u>	<u>2,605</u>

The average number of full-time equivalent employees during the year was as follows:

	2022	2021
Cost of Generating Funds	7.7	4.0
Finance and Administration (includes Governance)	12.7	9.5
Charitable Activities	73.8	68.7
	<u>94.2</u>	<u>82.2</u>

	2022 £ '000	2021 £ '000
Senior Management Team Salaries for 6 staff (2021: 6 staff)	325	319

	2022	2021
The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:		
£60,001 - £70,000	-	-
£70,001 - £80,000	1	1

### 9 Pension Scheme

The Trust operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Trust in an independently administered fund. The pension cost charged to the Statement of Financial Activities was £149k (2021:£137k).

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

### 10 TANGIBLE FIXED ASSETS - Group and Charity

	Freehold properties £ '000	Long Leasehold Land £ '000	Freehold Land £ '000	Plant and machinery £ '000	Total £ '000
<b>Cost or valuation</b>					
At 1 April 2021	2,414	-	2,943	810	<b>6,167</b>
Additions	40	2,912	-	167	<b>3,119</b>
Disposals	-	-	-	(60)	<b>(60)</b>
As at 31 March 2022	<b>2,454</b>	<b>2,912</b>	<b>2,943</b>	<b>917</b>	<b>9,226</b>
<b>Depreciation</b>					
At 1 April 2021	-	-	-	722	<b>722</b>
Charge for the year	-	-	-	47	<b>47</b>
Depreciation on disposals	-	-	-	(61)	<b>(61)</b>
As at 31 March 2022	-	-	-	<b>708</b>	<b>708</b>
<b>Net Book Value</b>					
As at 31 March 2022	<b>2,454</b>	<b>2,912</b>	<b>2,943</b>	<b>209</b>	<b>8,518</b>
At 1 April 2021	<b>2,414</b>	-	<b>2,943</b>	<b>88</b>	<b>5,445</b>

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

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

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

The long leasehold land relates to the Nunwell land.

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

### 11 HERITAGE ASSETS - Group and Charity

	2021/22 £ '000	2020/21 £ '000	2019/20 £ '000	2018/19 £ '000	2017-2018 £ '000
<b>Cost or valuation</b>					
At start of period	3,245	2,293	1,938	1,938	1,588
Additions	350	952	355	-	350
Heritage Assets not previously valued	-	-	-	-	-
Disposals	-	-	-	-	-
At end of period	<u>3,595</u>	<u>3,245</u>	<u>2,293</u>	<u>1,938</u>	<u>1,938</u>
<b>Net Book Value</b>					
Year End	<u>3,595</u>	<u>3,245</u>	<u>2,293</u>	<u>1,938</u>	<u>1,938</u>
Prior Year	<u>3,245</u>	<u>2,293</u>	<u>1,938</u>	<u>1,938</u>	<u>1,588</u>

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

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

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

The Trust continues to acquire new land for the purposes of conservation in accordance with its acquisitions policy. Assets are classified as heritage assets where appropriate at the time of acquisition. Heritage Assets held by the Trust as at 31 March 2022 are listed overleaf in tables 1 and 2.

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

### 11 HERITAGE ASSETS - Group and Charity Cont.....

**Table 1**

**Heritage Assets - Freehold Nature Reserves**

<b>Name</b>	<b>Location</b>	<b>Hectares</b>
Alverstone Mead	Sandown, Isle of Wight	28.6
Arreton Down	Newport, Isle of Wight	19.0
Bartley Heath	Hook	91.0
Broughton Down	Broughton	24.0
Chappetts Copse	West Meon	12.0
Copythorne Common	Cadnam	15.4
Coulters Dean	Buriton	4.0
Deacon Hill	Winchester	10.0
Emer Bog	North Baddesley	53.4
Fletchwood Meadows	Ashurst	5.0
Greywell Moors	Odiham	13.0
Hill Heath Farm	Newchurch, Isle of Wight	14.4
Hoe Road Meadow	Bishop's Waltham	3.0
Holmsley Gravel Pit	Bransgore	3.0
Kitt's Grave	Martin	36.0
Knighton Down	Brading, Isle of Wight	13.4
Linwood	Appleslade	10.5
Lower Knighton Moor	Newchurch, Isle of Wight	13.4
Lower Test, The Crescent	Nursling	5.0
Lymington Reed Beds	Lymington	32.0
Mapledurwell Fen	Basingstoke	0.4
Martin's Wood	Newchurch, Isle of Wight	8.5
Micheldever Spoil Heaps - North	Micheldever	3.0
Morton Marsh	Sandown, Isle of Wight	10.5
Ningwood Common	Cranmore, Isle of Wight	11.7
Parsonage Farm	Newchurch, Isle of Wight	27.1
Pewit Island	Portsmouth Harbour	1.2
Ron Ward's Meadow	Tadley	10.0
Royden Lane	Brockenhurst	2.2
Roydon Woods	Brockenhurst	379.7
Sandown Meadows	Sandown, Isle of Wight	18.0
Sandy Down	Brockenhurst	4.9
Shutts Copse	West Meon	4.0
Southmoor	North Langstone	11.3
St Clair's Meadow	Soberton	15.8
St Lawrence Bank Field	Whitwell, Isle of Wight	5.1
St Lawrence Undercliff Woods	St Lawrence, Isle of Wight	1.5
Swanpond Copse	Ryde, Isle of Wight	4.0
Upper Inhams Copse	Silchester	18.0
Upper Titchfield Haven	Hill Head	13.0
Upper Winnall Moors	Winchester	26.0
Weavers Down Bog	Longmoor	3.0
Whitehouse Meadows	Cove	1.0
Winnall Moors West	Winchester	21.5

**1007.4**

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

### 11 HERITAGE ASSETS - Group and Charity Cont.....

**Table 2**

**Heritage Assets - Leasehold Nature Reserves**

<b>Name</b>	<b>Location</b>	<b>Hectares</b>
Ancells Farm	Fleet	12.0
Baddesley Common	North Baddesley	28.0
Blashford Lakes	Ringwood	91.0
Bouldnor Forest	Bouldnor, Isle of Wight	36.0
Old Burghclere Lime Quarry	Burghclere	3.0
Eaglehead & Bloodstone Copses	Brading, Isle of Wight	10.0
Farlington Marshes	Portsmouth	120.0
Upper Flexford	Chandler's Ford	11.0
Lower Flexford	Chandler's Ford	9.0
Headley Gravel Pit	Headley	7.0
Hook Common	Hook	74.0
Hookheath Meadows	Southwick	14.0
Hythe Marshes	Hythe	9.0
Lymington & Keyhaven Marshes	Lymington	320.0
Long Aldermoor	Minstead	3.0
Lower Test	Totton	157.0
Lower Winnall Moors	Winchester	15.0
Manor House farm	Totton	90.0
Milton Locks	Portsmouth	0.4
Noar Hill	Selborne	12.0
Pamber Forest	Silchester	194.0
St Catherine's Hill	Winchester	47.0
Swanwick Lakes	Fareham	28.0
Testwood Lakes	Totton	65.0
		<b>1355.4</b>

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

## 12 FIXED ASSET INVESTMENTS

	Group		Charity	
	2022 £ '000	2021 £ '000	2022 £ '000	2021 £ '000
Investments	1,333	1,199	1,333	1,199

GROUP	Listed Investments	Unlisted investments	Cash and settlements pending	Totals
	£ '000	£ '000	£ '000	£ '000
At 1 April 2021	1,199	-	-	1,199
Additions	5	-	-	5
Disposals	-	-	-	-
Investment Gains	129	-	-	129
At 31 March 2022	1,333	-	-	1,333
<b>Net Book Value</b>				
At 31 March 2022	1,333	-	-	1,333
At 31 March 2021	1,199	-	-	1,199

Of the £1.3m investments held at 31 March 2022, all holdings are held in the UK.

CHARITY	Listed Investments	Unlisted investments	Cash and settlements pending	Totals
	£ '000	£ '000	£ '000	£ '000
At 1 April 2021	1,199	-	-	1,199
Additions	5	-	-	5
Disposals	-	-	-	-
Investment Gains	129	-	-	129
At 31 March 2022	1,333	-	-	1,333
<b>Net Book Value</b>				
At 31 March 2022	1,333	-	-	1,333
At 31 March 2021	1,199	-	-	1,199

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

Of the £1.3m investments held at 31 March 2022, all holdings are held in the UK.

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

Investments that are material in the context of the group and charity investment portfolio are detailed as follows:

	£ '000
COIF Charities Ethical Investment Fund	1,333

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

### 13 DEBTORS

	Group		Charity	
	2022 £ '000	2021 £ '000	2022 £ '000	2021 £ '000
Trade Debtors	456	412	274	285
Other Debtors	771	1,202	769	1,186
Prepayments and Accrued Income	23	13	23	13
Amounts Due from Group Undertakings	-	-	61	94
	<u>1,250</u>	<u>1,627</u>	<u>1,127</u>	<u>1,578</u>

### 14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2022 £ '000	2021 £ '000	2022 £ '000	2021 £ '000
Trade Creditors	148	58	137	58
Other Creditors	28	19	27	19
Short term loan	-	615	-	615
Accruals	379	230	331	224
Taxation and Social Security	71	172	40	146
Amounts Owed to Group Undertakings	-	-	-	-
Deferred Income	410	359	402	331
	<u>1,036</u>	<u>1,453</u>	<u>937</u>	<u>1,393</u>

### 15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Other Loans	2,915	-	2,915	-
	<u>2,915</u>	<u>-</u>	<u>2,915</u>	<u>-</u>

The above loans of £915k and £2m, are related to the purchase of the long lease land at Nunwell for the Nutrient Neutrality Scheme. Each loan is interest free, due to be repaid between 2-5 years and is secured on non-heritage assets. The £915k loan is secured against Little Duxmore Farm and the £2m loan is secured against Brick Kiln Cottage and Farm, White Meadow Farm & Home Farm (College Copse Farm).

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

## 16 ANALYSIS OF CHARITABLE FUNDS FOR THE CURRENT YEAR 2021/22

	Balance at 31-Mar-21 £ '000	Incoming resources & fund transfers in £ '000	Outgoing resources & funds expended £ '000	Balance before movements at 31-Mar-22 £ '000	Investment Gains/(Losses) £ '000	Transfers £ '000	Balance at 31-Mar-22 £ '000
<b>UNRESTRICTED FUNDS</b>							
<b>Designated Fund:</b>							
Land Acquisition & Management	424	310	(90)	644	-	48	692
Assets Depreciation Fund	(0)	-	-	(0)	-	-	(0)
Wilder 2030	906	-	(100)	806	-	284	1,090
Business Plan Strategic Development	158	-	(42)	116	-	-	116
Nature Based Solutions	355	374	(87)	642	-	-	642
<b>Total designated funds</b>	<b>1,843</b>	<b>684</b>	<b>(319)</b>	<b>2,208</b>	<b>-</b>	<b>332</b>	<b>2,540</b>
<b>General Fund</b>	<b>7,698</b>	<b>4,490</b>	<b>(3,772)</b>	<b>8,416</b>	<b>111</b>	<b>(332)</b>	<b>8,195</b>
<b>Total Unrestricted funds</b>	<b>9,541</b>	<b>5,174</b>	<b>(4,091)</b>	<b>10,624</b>	<b>111</b>	<b>-</b>	<b>10,735</b>
<b>RESTRICTED FUNDS</b>							
Badger Appeal	11	-	-	11	-	-	11
Brough Naturalists' Fund	22	-	-	22	-	-	22
Central Rivers & Downs Conservation	-	101	(101)	-	-	-	-
College Copse Farm	7	-	-	7	-	-	7
Emer Bog and Heathlands	21	-	(4)	17	-	-	17
Estates Conservation	-	256	(256)	-	-	-	-
Fishlake Meadows	25	-	-	25	-	-	25
IOW Land Management	-	263	(10)	253	-	-	253
Itchen Navigation/Winnall Moors	31	-	-	31	-	-	31
Landscape and Catchment Projects	-	319	(319)	-	-	-	-
Manor House Farm	366	-	-	366	-	-	366
North Hampshire Conservation	-	10	(10)	-	-	-	-
Policy, Advocacy & Engagement	-	273	(273)	-	-	-	-
Restricted Donations/Legacies	2	-	-	2	-	-	2
Richard Hedley Fund	5	-	-	5	-	-	5
Secrets of the Solent Project	29	-	(17)	12	-	-	12
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15
Solent & IOW Conservation	-	364	(364)	-	-	-	-
St Clair's Meadow	23	5	-	28	-	-	28
Test and Itchen Catchment Project	3	-	-	3	-	-	3
Watercress & Winterbournes Project	400	-	(14)	386	-	-	386
Southern Water Section 20	441	-	(146)	295	-	-	295
EA Water Projects	70	-	(6)	64	-	-	64
Wildlife Investment Fund	27	-	-	27	-	-	27
SWWFL Research	2	-	-	2	-	-	2
Kates Meadow Fund	3	-	-	3	-	-	3
Parsonage Farm Fund	47	0	(5)	42	-	-	42
Restricted IOW Projects	-	38	-	38	-	-	38
<b>Restricted Funds</b>	<b>1,550</b>	<b>1,629</b>	<b>(1,524)</b>	<b>1,655</b>	<b>-</b>	<b>-</b>	<b>1,655</b>
Restricted heritage assets	2,261	660	-	2,921	-	-	2,921
<b>Total Restricted funds</b>	<b>3,811</b>	<b>2,289</b>	<b>(1,524)</b>	<b>4,576</b>	<b>-</b>	<b>-</b>	<b>4,576</b>
<b>Permanent Endowment Fund:</b>							
Ted Wallace Fund	5	-	-	5	-	-	5
-	-	-	-	-	-	-	-
<b>Total Endowment Funds</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>5</b>
<b>TOTAL CHARITABLE FUNDS</b>	<b>13,357</b>	<b>7,463</b>	<b>(5,615)</b>	<b>15,205</b>	<b>111</b>	<b>-</b>	<b>15,316</b>

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

## 16 EXPLANATION OF CHARITABLE FUNDS

### UNRESTRICTED FUNDS

#### Designated Fund:

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

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

### RESTRICTED FUNDS

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

Badger Appeal	Appeal funds to put towards research and practical control of bovine tuberculosis and deployment of vaccination where appropriate
Brough Naturalists' Fund	Fund containing an in-memoriam donation given by Antoinette Brough in memory of her husband Dr. Peter Brough, a former and long-term supporter of the Trust. The donation was used to establish an annual prize fund of up to £500 per year to acknowledge and encourage the work of amateur naturalists.
College Copse Farm	Funds remaining from the College Copse farm appeal, to be spent on upgrading the facilities there.
Emer Bog and Heathlands	Funds for heathland restoration and ongoing management of Emer Bog nature reserve, funded via a developer's contribution.
Fishlake Meadows	Funds received towards the ongoing management of Fishlake Meadows from Test Valley Borough Council.
IOW Land Projects	Funds raised as match funding for the Isle of Wight HLF project, to be spent during the project period and donations towards the ongoing work on the Island.
Itchen Navigation/Winnall Moors	Ten year Heritage Lottery Fund balance held against ongoing Itchen Navigation (2022) and Winnall Moors (2023) projects commitments.
Manor House Farm	Funds received in advance towards the 50 years of management of Manor House Farm for the period of the period of the agreement.
Restricted Donations/Legacies	£2k given by Miss Lipscombe for replacement benches on Warnborough Greens.
Richard Hedley Fund	This fund was established to acknowledge the late Richard Hedley, former Trustee and one of the Trust's most long-standing supporters. Sadly, in May 2018, we also lost Jean Hedley MBE, former Chair and President of the Trust. The family are keen that this fund is continued for the support of ecology trainees. Any donations or other fundraising undertaken in memory of the incredible contribution made by both Richard and Jean Hedley will be added to the fund in accordance with their wishes.
Secrets of the Solent Project	Funds received towards the Secrets of the Solent Project from NLHF and donations from partners and individuals.
SE Wildlife Trusts Strategic Dev. Fund	Funds set aside in agreement with the regional grouping of Wildlife Trusts for spending on strategic pan-regional projects
St Clair's Meadow	Funds received towards the ongoing management of St Clair's Meadow from donations from the local community.
Test and Itchen Catchment Project	Funding received in advance for the Test and Itchen Catchment Project.
Watercress & Winterbournes Project	Funds received towards the 5 year Watercress & Winterbournes Project funded by NLHF and donations from partners and individuals.
Southern Water Section 20	Funding received in advance for the 10 year, Test and Itchen Catchment Project
EA Water Projects	Funding received in advance for the Test and Itchen Catchment Project
Wildlife Investment Fund	Appeal income received held in a fund to use in the future when match funds are needed to secure grants from partners and individuals
SWWFL Research	Funds received from SWWFL towards future research work
Kates Meadow Fund	Restricted donation of £3500 to be drawn down over 10 years at a rate of £350 per year. The donation from Mr Ray Hillyeris to cover HIWWT costs when maintaining the Littleton church (Kate's) Meadow.
Parsonage Farm Fund	Funding from the Banister Trust for the ongoing maintenance of Parsonage Farm
Restricted IOW Projects	Funding received from major donors for the acquisition of land on the Isle of Wight for conservation purposes.

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

## 16 ANALYSIS OF CHARITABLE FUNDS FOR THE PRIOR YEAR 2020/21

	Balance at 31-Mar-20 £ '000	Incoming resources & fund transfers in £ '000	Outgoing resources & funds expended £ '000	Balance before movements at 31-Mar-21 £ '000	Investment Gains/(Losses) £ '000	Transfers £ '000	Balance at 31-Mar-21 £ '000
<b>UNRESTRICTED FUNDS</b>							
<b>Designated Fund:</b>							
Land Acquisition & Management	776	-	(352)	424	-	-	424
Assets Depreciation Fund	3	-	(3)	-	-	-	-
Wilder 2030	840	-	(107)	733	-	173	906
Business Plan Strategic Development	193	-	(35)	158	-	-	158
Nature Based Solutions	-	355	-	355	-	-	355
<b>Total designated funds</b>	<b>1,812</b>	<b>355</b>	<b>(497)</b>	<b>1,670</b>	<b>-</b>	<b>173</b>	<b>1,843</b>
<b>General Fund</b>	<b>6,338</b>	<b>4,802</b>	<b>(3,470)</b>	<b>7,670</b>	<b>201</b>	<b>(173)</b>	<b>7,698</b>
<b>Total Unrestricted funds</b>	<b>8,150</b>	<b>5,157</b>	<b>(3,967)</b>	<b>9,340</b>	<b>201</b>	<b>-</b>	<b>9,541</b>
<b>RESTRICTED FUNDS</b>							
Badger Appeal	11	-	-	11	-	-	11
Brough Naturalists' Fund	22	-	-	22	-	-	22
Central Rivers & Downs Conservation	-	387	(387)	-	-	-	-
College Copse Farm	7	-	-	7	-	-	7
Emer Bog and Heathlands	21	-	-	21	-	-	21
Estates Conservation & Education	-	55	(55)	-	-	-	-
Fishlake Meadows	25	-	-	25	-	-	25
IOW Land Projects	21	-	(21)	-	-	-	-
Itchen Navigation/Winnall Moors	41	-	(10)	31	-	-	31
Landscape Projects & Services	-	95	(95)	-	-	-	-
Manor House Farm	174	192	-	366	-	-	366
Non Native Plants Projects	-	-	-	-	-	-	-
North Hampshire Conservation	-	25	(25)	-	-	-	-
Policy & Advocacy	-	71	(71)	-	-	-	-
Restricted Donations/Legacies	2	-	-	2	-	-	2
Richard Hedley Fund	5	-	-	5	-	-	5
Secrets of the Solent Project	46	-	(17)	29	-	-	29
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15
Solent & IOW Conservation	-	142	(142)	-	-	-	-
St Clair's Meadow	23	-	-	23	-	-	23
Test and Itchen Catchment Project	3	-	-	3	-	-	3
Victoria Harrison Fund	-	-	-	-	-	-	-
Watercress & Winterbournes Project	400	-	-	400	-	-	400
Southern Water Section 20	528	-	(87)	441	-	-	441
EA Water Projects	70	-	-	70	-	-	70
Wildlife Investment Fund	32	-	(5)	27	-	-	27
SWWFL Research	2	-	-	2	-	-	2
Kates Meadow Fund	-	3	-	3	-	-	3
Parsonage Farm Fund	-	47	-	47	-	-	47
	<b>1,448</b>	<b>1,017</b>	<b>(915)</b>	<b>1,550</b>	<b>-</b>	<b>-</b>	<b>1,550</b>
Restricted heritage assets	1,619	642	-	2,261	-	-	2,261
<b>Total Restricted funds</b>	<b>3,067</b>	<b>1,659</b>	<b>(915)</b>	<b>3,811</b>	<b>-</b>	<b>-</b>	<b>3,811</b>
<b>Permanent Endowment Fund:</b>							
Ted Wallace Fund	5	-	-	5	-	-	5
	-	-	-	-	-	-	-
<b>Total Endowment Funds</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>5</b>
<b>TOTAL CHARITABLE FUNDS</b>	<b>11,222</b>	<b>6,816</b>	<b>(4,882)</b>	<b>13,156</b>	<b>201</b>	<b>-</b>	<b>13,357</b>

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

### 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	Permanent Endowment Funds £'000	Total £'000
Tangible Fixed Assets	8,518	-	-	-	8,518
Heritage Assets	675	-	2,920	-	3,595
Fixed Asset Investments	1,329	-	-	5	1,334
Current Assets	1,622	2,541	1,657	-	5,820
Current Liabilities	(1,036)	-	-	-	(1,036)
Long Term Liabilities	(2,915)	-	-	-	(2,915)
Net Assets	8,193	2,541	4,577	5	15,316

**Free Reserves Value**                    **£1.91m**      (2021: £1.27m)

### 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS FROM PRIOR YEAR 2020/21

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Permanent Endowment Funds £	Total £
Tangible Fixed Assets	5,445	-	-	-	5,445
Heritage Assets	984	-	2,261	-	3,245
Fixed Asset Investments	1,194	-	-	5	1,199
Current Assets	1,528	1,843	1,550	-	4,921
Current Liabilities	(1,453)	-	-	-	(1,453)
Net Assets	7,698	1,843	3,811	5	13,357

**Free Reserves Value**                    **£1.27m**

## Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

### 18 TRADING SUBSIDIARIES

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

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

A summary of the trading results is shown below:

		2022 £ '000
Turnover	- Third party	356
	- Group	-
Cost of sales	- Third party	(260)
Gross profit		96
Administration costs		-
Profit before taxation		96
Tax on profit on ordinary activities		-
Net profit		96
Share capital - 100 ordinary shares		£100
		2022 £ '000
Revenue Reserve		96

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

# Hampshire and Isle of Wight Wildlife Trust (Consolidated) Notes to the Consolidated Financial Statements (continued)

For the year ended 31 March 2022

## 19 OPERATING LEASE COMMITMENTS

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

	Land and Buildings	
	2022	2021
	£ '000	£ '000
Within one year	22	30
Between two to five years	34	107
More than five years	128	129
	<u>184</u>	<u>266</u>

## 20 RELATED PARTY DISCLOSURES

The Trust owns all 100 of the issued £1 ordinary shares of HIWWT Trading Limited, which is currently dormant. The Trust also owns all 100 of the issued £1 ordinary shares of Arcadian Ecology & Consultancy Limited which trades externally as well as acting as an ecology consultancy for the Charity. At 31 March 2022 Arcadian Ecology & Consultancy Limited owed the Trust £61k.

At 31 March 2022 HIWWT Trading Limited owed the Trust £0 (2021: £26k)

The Trust is a member of South West Wildlife Fundraising Limited which act as a membership & supporter recruitment agency, with a liability limited to £1. At the 31 March 2022 the Trust owed South West Wildlife Fundraising Limited £7,985 (2021 £1,628).

Trustees made donations to the Charity totalling £1,030 during the year (2021: £37,066).

## 21 ULTIMATE CONTROLLING PARTY AND MEMBERS' GUARANTEE

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

## 22 LEGAL STATUS OF THE CHARITY

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

## 23 DONORS, GRANT FUNDERS AND LEGACIES RECEIVED

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

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

## 24 POST BALANCE SHEET TRANSACTIONS

Subsequent to the year end the Trust has been notified of two legacies totalling £475k. At the year end, these did not meet the recognition criteria so will therefore be included in the 2022/23 accounts.

## OUR SUPPORTERS

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### Thank you

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

### Donations in memory of:

Martin Marshall Baggs	Maureen Flux	Rodney Richards
David Sydney Snow Bloodworth	William Haile	George Robinson
Michael Bolt	Jane Hall	Maureen Rose
John Bryan-Brown	Eleanor Ann Hayden	Richard Saunders
Heather Buckland	Norah Olive Hill (nee Parker)	Jean Mary Smith
Gill Burnside	Ralph Hollins	Mary Southam
Peter Carter	Lucy Howell	Brenda Sutton
Roger Clark	Margaret Ireland	Barry Tebb
Brian Crabb	Maisie Edith Lawrence	Betty Thoma
Sandra Mary Craddock	Trevor James Lendon	John Tickle
Nick Sorby	Eleanor Muirden	Judy Turner
Valerie De Jong	Arthur Mummery	Margaret Tuttiett
Theo Roberts	Brenda Payne	
Richard Edwin	Anne Pyrah	

## Gift in Wills from:

Christine Margaret Allen	Patricia Margaret Knight	Esther Jean Ann Rutherford
Joan Baber	Angela Mary Morrell	Leslie Edward Scott
Audrey Jean Carvell	George William Morris	Christine Shinwell
Jean Rosina Fish	Hilda Patricia Morrisey	Joan Mary Stephens
Elizabeth Ann Galton	Eleanor Sylvia Muirden	Jane Taussik
Shelia Mary Gray	Susan Mary Nightingale	Elizabeth Anne Thorn
Beryl Marjorie Harding	Katharine Marjorie Peake	Peter Norman Thorpe
John Alan Hicks	Rose Marie Pelham	Valerie Ann Thorpe
Jens Kelly	David John Rawlins	Aline Ward

## Support for conservation and nature reserves:

Basingstoke & Deanne Borough Council	Isle of Wight Council	Portsmouth Water
Bournemouth Water, part of the Pennon Group pic	Lymington and Pennington Town Council	Professor Michael Sleigh
Butterfly Conservation - Hampshire and Isle of branch	NATS	The friends and family of Lucy Howell, in memory
Eastleigh Borough Council	Natural England	Southern Co-op
Environment Agency	New Forest National Park Authority	Tarmac
Boskalis Westminster	Pamber Parish Council	The Knights Trust
DP World Southampton	Portsmouth City Council	Wight Nature Fund
FatFace Foundation	Silchester Parish Council	The National Lottery Heritage Fund
Foray Motor Group Ltd	Souh Downs National Park Authority	The Verderers of the New Forest
Forestry England	Southern Water	Vitacress Conservation Trust
Hampshire County Council	Tadley Parish Council	Wessex Water
Hampshire Ornithological Society	Isle of Wight Distillery	Wightlink
Hildon Ltd	Jacki Griffth	Winchester District Council
Isle of Wight AONB	Mary Parker	
	Players of People's Postcode Lottery	

## Support for education and engagement

Bournemouth Water, part of the Pennon Group pic	Southern Co-op	Portsmouth City Council
DP World Southampton	NATS	Southern Water
Hildon Ltd	New Forest District Council	The National Lottery Heritage Fund
	Norman Pasley	Wessex Water

## Support for our staff

Thanks to generous support from individual donors, corporate supporters, local authorities and grant funders, we were able to recruit several trainee members of staff this year.

Isle of Wight AONB	Southampton City Council	The Roger and Ingrid Pilkington Charitable Trust
The National Lottery Heritage Fund	Southern Co-op	

## Local Groups

We are immensely grateful to our local groups and their volunteers for their continued hard work to support the Trust:

Basingstoke	Gosport	Isle of Wight
Bishops Waltham	Hart and Rushmoor	Romsey
Eastleigh and Chandler's Ford	Havant, Hayling and Emsworth	South Downs
Fareham		Winchester

## Other donors

We are grateful to all the many other donors, partners and supporters who continue to help the Trust, and to those donors who wish to remain anonymous. Thank you for your continued generosity and support for nature's recovery across our two counties. We would like to give special thanks to everyone who donated to our 60th anniversary appeal and helped us raised over £68,000 towards our nature reserves.

# CHARITY INFORMATION

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## Organisational Structure

Hampshire and Isle of Wight Wildlife Trust is a registered charity (No. 201081) and a company limited by guarantee in England and Wales (No. 676313). VAT registration number 238466579. The charity was founded and incorporated as a company limited by guarantee on 28 November 1960, as Hampshire and Isle of Wight Naturalists' Trust Limited. On 4 June 1991 the charity changed its name to Hampshire and Isle of Wight Wildlife Trust Limited, later simplifying it to Hampshire and Isle of Wight Wildlife Trust on 19 December 2006. Hampshire and Isle of Wight Wildlife Trust is a member of the Royal Society of Wildlife Trusts (registered charity number 207238), we're one of 46 Wildlife Trust members throughout the UK which are collectively known as The Wildlife Trusts.

The charity has two subsidiary trading companies. The work of the subsidiary companies is overseen by a board of Directors which is accountable to Council. Day-to-day management of the Trust's two subsidiary companies is delegated to the Chief Executive who oversees their activity.

### Arcadian Ecology & Consulting Limited

Established in 2016; Company No. 10033962. Arcadian Ecology & Consulting delivers a range of chargeable services including ecological surveys and the provision of land management advice. As a subsidiary of the Trust, Arcadian abides by the Trust's policies and procedures and staff are subject to the same terms and conditions of employment. Staff employed by the Trust have Group employment contracts and can work in the charity and subsidiaries. In 2021/22 the equivalent of 4.14 FTE staff worked on Arcadian activities.

### HIWWT Trading Limited

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

## Charitable Purpose

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

## Public Benefit

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

- Our nature reserves are used extensively by the public for quiet recreation; many have access on clearly marked paths along with information and interpretation for visitors.
- The land we manage provides a range of other public benefits such as flood risk management, carbon storage, pollination, pollution control and aesthetic beauty.

- Government and businesses are now recognising the essential role that nature plays in supporting the economy, not least through the provision of these public goods and services.
- Through providing advice and assistance to farmers and landowners, the Trust helps to support the rural economy and wider landscapes valued by the public.
- We deliver an extensive education and engagement programme, inspiring thousands of people of all ages - from schools, colleges, adult groups and the wider public - to enjoy contact with the natural world and benefit from its positive effect on health and wellbeing.
- Evidence and advice provided by the Trust to local government, private companies, landowners and communities helps to ensure that decisions on policies relating to land management, development, and public health take full account of the public benefit of wildlife and a healthy environment.

## Governance

### Council

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

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

### Responsibilities of Council

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

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

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

## Committees, Advisory Panels and Working Groups

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

- Business & Finance Committee – provides expertise and advice to Council on all business and financial matters, undertakes scrutiny of accounts, maintains oversight of investments and financial controls, develops policy, and provides advice on business risk and resource management.
- HR & Remuneration Committee – advises Council on HR matters, develops policy and strategy, monitors key HR metrics and provides advice on succession planning and use of volunteers. The committee also has oversight of staff remuneration and benefits.

Council is also assisted by several advisory panels, working groups and operational committees that meet and report to Council as required.

## Staff Remuneration

The Trust uses a job scoring system based on a model developed by the Royal Society of Wildlife Trusts. The Chief Executive has delegated authority to set salaries for staff using this system, alongside information from the Trust's external benchmarking process. The external benchmarking process should be conducted every three to five years to ensure that salaries remain competitive with the external market. Salaries for senior posts are agreed with Trustees. The Chief Executive's salary is set by the HR and Remuneration Committee using a similar process of assessment and confidential benchmarking.

## Auditors

An independent audit is performed annually to fulfil the charity's legal obligations and for Council to ensure that the financial statements have been properly prepared and give a true and fair view. The auditor's report to the members of the charity is given on page 41 to 43.

**Registered Auditors:** Azets Audit Services Limited, Secure House, Lulworth Close, Chandlers Ford, Southampton, Hampshire SO53 3TL

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

**Investment Managers:** CCLA Investment Management Limited, Senator House, 85 Queen Victoria Street, London EC4V 4ET

**Solicitors:** Knights, 3rd Floor, Cumberland House, 15-17 Cumberland Place, Southampton SO15 2BG.

## Our People

<b>President</b>	<b>Vice Presidents</b>
John Collman	Michael Baron Lord Montagu of Beaulieu Roger Harrison Harvey Jones

<b>Members of Council</b>	
David Jordan OBE Christopher Langford Richard Green-Wilkinson Lesley Kirk Lesley Chin Peter Vaughan Helen McCormack Oliver Cox Andrew Lee Jane Page Matt Prescott Julian Roberts Malcom Sonnex	Chairman Vice-Chair; Chair of the Board of Arcadian Treasurer Chair of Business & Finance Committee Health & Safety Trustee; Data Protection Trustee Chair of Conservation & Science Advisory Panel Safeguarding Trustee Chair of Strategic Marketing Advisory Panel  Joined June 2021
<b>Other members of Council (non-voting roles)</b>	
Alex Nicol-Harper Timothy Pinchen	Associate Trustee Advisor to Council

### **Management: Senior Staff**

Deborah Tann	Chief Executive
Martin De Retuerto	Director of Projects & Services
John Durnell	Director of Estates & Conservation Delivery
Hannah Terrey	Director of Advocacy & Engagement
Natasha Thorneloe	Director of Finance & Resources
Catherine Day	Director of Fundraising & Marketing

**Company Secretary:** Clive Chatters

## **Management**

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

## **Registered office and principal address**

Hampshire and Isle of Wight Wildlife Trust, Beechcroft House, Vicarage Lane, Curdridge, Hampshire SO32 2DP. Tel: 01489 774400. **[www.hiwwt.org.uk](http://www.hiwwt.org.uk)**



**Hampshire &  
Isle of Wight**  
Wildlife Trust



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Beechcroft House, Vicarage Lane, Curdridge, Hampshire SO32 2DP

01489 774400      [hiwwt.org.uk](http://hiwwt.org.uk)

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