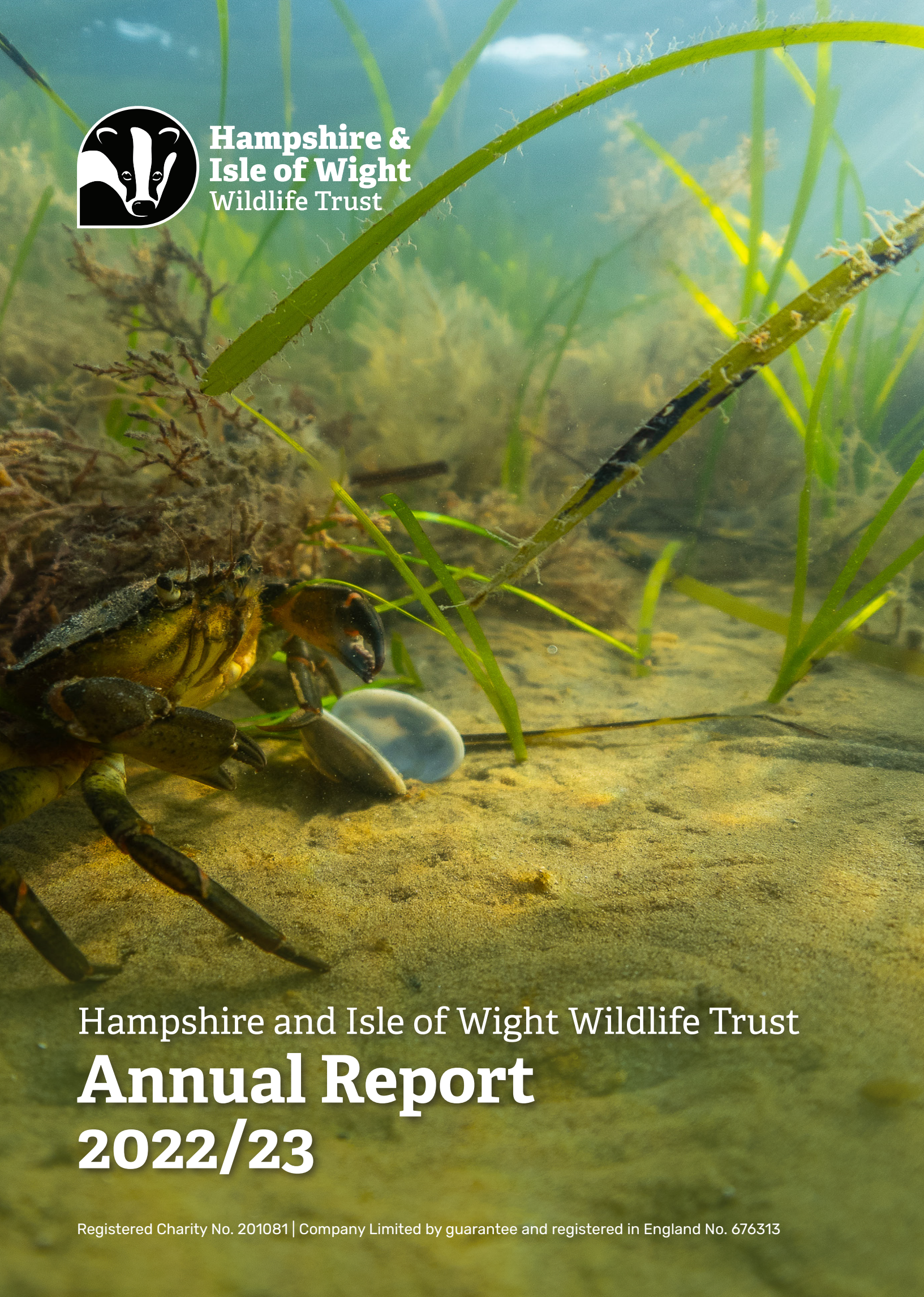




**Hampshire &
Isle of Wight**
Wildlife Trust



Hampshire and Isle of Wight Wildlife Trust

Annual Report

2022/23

Registered Charity No. 201081 | Company Limited by guarantee and registered in England No. 676313

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Our year in numbers



27,796 members
(2022: 27,772)



£1,915,822 received from gifts in Wills allowing us to invest in future conservation priorities (2022: £331,654)



1,500 volunteers
(2022: 1,240)



24,763 hours given by our volunteers, equivalent to 3,538 days
(2022: 20,106 hours | 2,872 days)



101 full-time equivalent employees
(2022: 94)



237 cattle, **275** sheep and **4** native ponies enable conservation grazing on the land we manage
(2022: 224 cattle, 290 sheep)



£10,280,843 total income
(2022: £7,463,063)



4,814 hectares in Hampshire and the Isle of Wight managed by the Trust
(2022: 4,999)



£4,141,553 spent on conservation (2022: £4,078,938)



£793,715 spent on education and engagement (2022: £551,240)

The reduction in managed land from 4,999 hectares in 2022 to 4,814 hectares is due to a number of short-term land management leases coming to an end.

Foreword

The year 2022-23 was the third year of implementing our Wilder strategy. As we recovered from the COVID-19 pandemic, a number of challenging factors continued to impact the Trust during the year. Like so many across society, we faced economic pressures due to the cost of living crisis, while the threats posed by the climate and nature emergencies became ever more apparent. The summer of 2022 brought serious drought conditions and record-breaking temperatures which had a devastating effect on some of our wildlife, as well as highlighting the impact that climate change will have on all our lives if we don't tackle it.

The role of nature in helping to mitigate climate impacts became more mainstream, and the urgency of nature recovery more understood than ever. At the Trust, we remain steadfast in our commitment to being a driving force in nature's recovery, and our Wilder 2030 strategy sets out a clear and ambitious plan for achieving this. Thanks to growing levels of support and awareness of this vision, the Trust continued to make a major impact in 2022-23.

During the past year, we have seen the tremendous difference our actions have made across our nature reserves. In Hampshire, Deacon Hill has been a triumph for conservation, ensuring the survival of the Duke of Burgundy butterfly. We also enjoyed a record-breaking year for breeding bird successes, one highlight being 25 lapwing fledging at Testwood Lakes.

Our fragile and precious chalk streams remain threatened by pollution and over-abstraction but the Trust's Watercress and Winterbournes project, aided by our fantastic network of volunteer champions, continued to protect and restore these jewels in our crown. And at Winnall Moors, there was the exciting discovery of white-clawed crayfish, previously thought to have been lost to the site and most of the Itchen. We would also like to thank those visitors who respected our reserves, following the guidance to allow wildlife

the best possible chance to thrive in these safe havens.

On the Isle of Wight, our two rewilding sites provided a range of very encouraging results, with Wilder Little Duxmore and Wilder Nunwell both outstanding examples of nature-based solutions in action. In our local seas, we completed the Secrets of the Solent project and our innovative work to restore seagrass meadows has captured the imagination, supported by volunteers as well as project partners and donors.

Our goal of inspiring one in four people to take action by 2030 remains at the heart of our mission to get more people on nature's side. We were delighted to see a growing army of members, volunteers, donors and supporters respond to our rallying cry throughout the year. From membership subscriptions and donations to partnerships and volunteering hours, our work would not be possible without this incredible support. We saw the continued development of Team Wilder and the growth of our Wilder Communities and Wilder Schools programmes, while people also mobilised in support of our campaigning and advocacy work. However you chose to support the Trust, thank you so much.

While much has been achieved, we remain acutely aware of the scale of the challenges ahead of us. We must be bold, passionate and resilient if we are to put nature into recovery before it is too late. We look forward to continuing to work with all our members, supporters, volunteers, partners and staff to fulfil our vision for creating a wilder, brighter future for all across Hampshire and the Isle of Wight.



Debbie Tann
Chief Executive



David Jordan OBE
Chairman



Our strategy

Our future has to be wilder. And we must act now to create a much wilder Hampshire and Isle of Wight.

At the end of 2019, we launched our Wilder 2030 strategy as our response to the nature emergency, with ambitious goals for nature recovery and public action. Since then, the world has changed dramatically. The impacts of the COVID-19 pandemic, and a growing awareness of the ever increasing threats posed by the climate and nature emergency, have presented the Trust with new opportunities and challenges.

In early 2022, The Wildlife Trusts launched a new UK-wide 2030 strategy. This set national goals for local action, collective impact, and global change – with the same ambitions that we had already set out for nature recovery and people taking action. What was new was a greater emphasis on nature-based solutions and climate action, and more focus on working together as a collective of Wildlife Trusts. We therefore refreshed our strategic goals to align fully with the national goals, while our vision and mission remained the same.

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.

Our three strategic goals are shown opposite.

In summary, our strategy sets us on a path for playing a crucial local role in helping to tackle the climate and nature crisis through delivering our three interlinked goals.

Our strategy recognises that our work over the past 60 years has been vital in protecting some of the most important places for nature. But we know that our work must now step up a gear. As well as protecting the fragments of wildlife-rich habitat that remain, we need to start restoring ecosystems at scale, so that at least 30% of land and sea is in recovery by 2030, and nature is playing a vital role in tackling issues like climate change, pollution and flooding. We also know that we need many more people on nature's side and that if we can empower one in four people to take meaningful action, this will create the societal change that is needed to tip the balance in favour of nature's recovery.

Our strategy is set out in more detail in a strategy map complemented by a three-year business plan with key performance indicators (KPIs), enabling us to measure and report on progress.



Goal 1

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



Goal 2

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



Goal 3

Nature as a Solution - Restoring nature helps tackle issues like climate change, pollution and flooding. Investment in nature-based solutions creates increased opportunities for nature's recovery on land and at sea.

Our Impact

Nature in Recovery - Hampshire

Space for wildlife on our land and seas is being constantly squeezed. We need to give nature the opportunity to recover by ensuring that 30% of land and sea is actively managed for nature's recovery by 2030.

We have set an ambitious target of doubling the Trust's estate between 2020 and 2030 and creating new nature reserves to protect wildlife, with an increasing focus on land for rewilding and habitat creation. We're making progress towards this target by managing more than 60 nature reserves, expanding our estate to protect and restore more land for wildlife, and working in partnership to support others in creating a wilder future for Hampshire and the Isle of Wight.

In the following pages, we showcase a collection of highlights which demonstrate the remarkable strides in nature recovery across our two counties.

Duke of Burgundy butterfly

Deacon Hill, Winchester's last stronghold for the Duke of Burgundy butterfly, is a 10-hectare patchwork of scrub and chalk grassland overlooking the Chilcomb Valley. The land was acquired through a combination of a successful fundraising appeal, a gift in the Will of two local residents, generous grants from Hampshire County Council and South Downs National Park, and strong support from officers and members of the Hampshire branch of Butterfly Conservation.

Our efforts have focused on preserving the Duke of Burgundy butterfly population. A new fence and corral were erected to protect their habitat, and 2,000 cowslip plug-plants were introduced to enhance their food source. These initiatives are vital for the ongoing survival of this precious species.

The Trust's ecology team conducted surveys using dormice nest tubes and recorded a

thriving dormouse population on the site. Bird surveys by local groups confirmed the presence and breeding of species such as whitethroat. Through the introduction of essential habitat features, enhancement of food sources and the unexpected success in dormouse population, Deacon Hill represents a conservation triumph, ensuring the ongoing survival of the Duke of Burgundy butterfly and fostering the rich biodiversity of the site.

Record-breaking breeding bird successes

The remarkable breeding bird successes at Testwood Lakes have included a record-breaking 22 pairs of lapwing hatching 84 eggs. Of these, 25 young successfully fledged, marking one of the Trust's highest numbers to date. Common terns nested on floating rafts and fledged 13 young, while the sand martin bank saw significant activity despite delayed arrivals, and 88 breeding pairs occupied burrows. Breeding pairs of little ringed plover, oystercatcher, and redshank were observed, marking the first recorded instance of redshank breeding in the Lower Test Valley in two decades. We were delighted to witness the rearing of two young by the pair.

At Farlington Marshes, breeding waders also achieved notable successes. Despite challenges such as fox predation and dry spring conditions, 10 lapwing chicks fledged. Additionally, the avocet colony continued to expand, yielding 10 fledged birds. These achievements highlight the resilience of the habitat and the effective control measures implemented by our dedicated team.

Bird ringing near the Education Centre at Blashford Lakes resulted in the trapping of a Siberian chiffchaff, marking the first confirmed record for the reserve. All 11 tern rafts were deployed with the help of conservation volunteers, providing nesting opportunities for black headed gulls and common terns. Nineteen pairs of terns were recorded, with a minimum of 24 fledged chicks.

Collaborative working for nightingales

The Trust's Solent team spent a third winter working in Botley Woods to provide habitat for the drastically declining nightingale. Botley Woods and the neighbouring woodland is one of Hampshire's strongholds for nightingale but the numbers are still worryingly low. It is important that the habitat is in perfect condition for this species to remain, and to begin to grow the local population. The Trust has been offering advice to Hampshire County Council, who own the woodland, and working with their rangers on the practical management required to create the perfect scrub conditions needed by the birds.

Swanwick Lakes Nature Reserve is 3km west of Botley Woods and historically held nightingales. By assisting in Botley Woods, we hope that populations will expand and reoccupy Swanwick Lakes in the future.

SPA birds and reptile data

Across the parts of the Thames Basin Heaths Special Protection Area (SPA) that the Trust manages, the three specially protected bird species had an excellent year. At Bourley and Long Valley, 30 territories of nightjar and 60 of Dartford warbler were counted, while 37 woodlark nests were recorded, resulting in 80 young. At Woolmer Forest, Longmoor and Broxhead Common, numbers of nightjar and Dartford warbler both increased, while woodlark decreased slightly. Dartford warbler numbers are on the increase across the area as a result of milder winters and positive heathland management.

Over the past three years, the Trust has set up monitoring transects for reptiles with the Hampshire and Isle of Wight Amphibian and Reptile Group. Broadly, most sites in Hampshire are recording either stable or declining reptile populations. The first spring survey of the Trust-managed area of Woolmer recorded an incredible 72 animals from 30 tins. While the majority were common lizards, good numbers of grass snakes and adders were seen, which is indicative of good structural diversity in the heathland

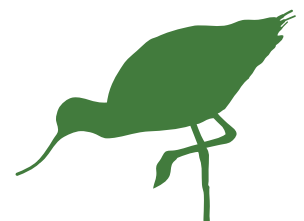
area, achieved by combining grazing and mechanical management.

Amazing grazing

Conservation grazing continues to play a key role in the Trust's land management approach. Our cattle herd saw a steady and planned growth. To enhance the proportion of the Shetland breed, we strategically introduced more Shetland cows to the bull, resulting in a satisfactory number of heifer calves being born. The Shetland cattle and their hybrids have proven to be exceptionally well suited to our heathland reserves, demonstrating their compatibility with our conservation goals.

The Trust's sheep flock continued the gradual transition from Shetlands to white-faced woodlands. Although the overall numbers slightly declined, the shift towards the white-faced woodlands breed increased the flock's value. This transition aligns with our objective of improving the quality and suitability of the flock for our conservation efforts.

Furthermore, our contract grazing service enjoyed continued growth, and we anticipate further expansion in 2023-24. The provision of contract grazing is a mutually beneficial arrangement which enables partner organisations to effectively manage their land for conservation purposes while also bolstering the resilience of the Trust's own grazing operation and contributing to the overall success and sustainability of our work.



Conserving chalk streams

Watercress & Winterbournes

The recruitment of 64 new Chalk Stream Champions, bringing the total number of volunteers to 162, continued to play a key role in our Watercress & Winterbournes project. As well as helping at events, responding to planning applications and tackling the sources of run-off, the volunteers have been trained in water safety, oral history collection, and the monitoring of water voles, invertebrates and fish redds. Volunteer time secured £97,320 of match funding from the National Lottery Heritage Fund.

Thanks to the help of 61 volunteers, we pulled up Himalayan balsam, orange balsam, and monkey flower – all harmful invasive non-native species – at several local chalk streams. We also deployed six rafts to help us spot the presence of American mink, which pose a threat to our endangered water voles, at locations identified by our volunteers.

Major chalk stream restoration works were delivered to tackle bank erosion, straightened channels, habitat loss, and sedimentation. These projects involved both volunteers and landowners, enabling them to learn river restoration techniques. Bespoke training on chalk stream habitat management was also provided for local landowners.

Our chalk stream education programme delivered 69 sessions to schools and youth groups, reaching 953 children and young people. These sessions included source-to-sea assemblies, stream dipping, invertebrate identification and water conservation activities. We also awarded 234 Chalk Stream Challenge badges to 11 groups.

People continued to explore our area through the Open Chalk Streams project, with many landowners allowing exclusive access. We engaged with a wider audience through our online talk programme, which aims to educate local communities about a range of chalk stream topics. Overall, 43 events were delivered for 2,967 attendees.

We also engaged with residents through our water efficiency project Save Every Drop. A total of 58 people applied for a free home advice visit, through which 90 free water saving products were fitted. Meter readings from participating properties have shown a 31.4% reduction in water use, on average, after their home visit.

White-clawed crayfish discovered at Winnall

In January 2022, a volunteer work party at Winnall Moors made the exciting discovery of a small population of white-clawed crayfish in a channel overgrown with willows. This species was thought to have been lost from the site – and indeed most of the Itchen – due to an outbreak of crayfish plague in the early 1990s.

Following this rediscovery, we embarked upon a survey programme in the summer of 2022, with the assistance of Winnall Moors staff and volunteers. Across three different channels in the north of the reserve, we found a total of 73 white-clawed crayfish, ranging from very small juveniles that had likely hatched that spring, to very large adults of more than 50mm carapace length. These are among the biggest white-clawed crayfish we've ever found, and could be around 10 years old.

We hope to undertake further surveys at Winnall Moors in the coming years to establish how widely white-clawed crayfish are distributed across the site and monitor the health of the population. This is especially crucial due to the known presence of signal crayfish in lakes close to the reserve, as these signals carry a virulent fungal disease – crayfish plague – that poses a deadly threat to our native crayfish species.





953

children and young people reached by our chalk streams education programme.



2,967

people attended 43 open chalk stream events.



73

white-clawed crayfish discovered at Winnall Moors.

Split level view of the River Itchen ©
Linda Pitkin/2020VISION

Our Impact

Nature in Recovery - Isle of Wight

Work continues on beaver project

Following our successful beaver consultation in 2022, which recorded 89% of respondents feeling positive about a release on the Isle of Wight, the Trust has continued to prepare the project and licence application in the hope of realising our ambition of a wild release.

Frustratingly, we have been unable to submit a licence application due to the ongoing delays to the implementation of the English national beaver management strategy. The wild release criteria and licencing process are still being developed. Although the body of evidence detailing the positive impact of beavers continues to grow and further support the case for a wild release, beavers remain a political topic. We are still awaiting further updates from DEFRA and timescales for the wild release process.

In more positive news, in October 2022, beavers were added to Schedule 2 of the Conservation of Habitats and Species Regulations 2017, which recognises them as a European Protected Species. During this interim period, we have continued stakeholder and community engagement through walks, talks and attendance at events. The Beaver Steering Group is now well established and meets quarterly to discuss progression of the project. Our ongoing preparation for the licence application has included developing the management strategy, risk assessments, impact assessments and surveys to help inform the process. Baseline surveys have been carried out on our Eastern Yar sites, surveying a range of taxonomic groups. The beaver officer and local team continue to upskill and build their knowledge through site visits and specialist training. Thanks to funding from several sources, we have been able to carry on this development work towards our aim of restoring nature's great eco-engineer.

Eastern Yar Valley

With our estate in the Eastern Yar now covering more than 121 hectares and 4.5km of the river valley, we are strategically based to deliver landscape scale restoration on our estate, as well as to work with partner organisations and private landowners. Through a combination of natural management (to hopefully include beavers) supplemented by capital works and traditional conservation management techniques such as grazing and riparian management, we have bold ambitions to restore the functionality of the catchment.

During the past year, we have been developing these plans and funding mechanisms while carrying out baseline data surveys and management to start the restoration process. Coppicing and management of bankside trees has been carried out at our Sandown Meadows reserve along with non-native species removal. Preparatory works for a new Countryside Stewardship scheme has been developed which, if successful, will provide funding support for restoration of key habitats and capital works from 2024.

Wilder Island estate

The Island reserves continue to be managed to a high standard – delivering positive outcomes for both people and wildlife. Our work has been supported during the past year by the addition of a new assistant reserve officer post to assist with the management of additional land, most notably Wilder Nunwell.

At 144 hectares, Wilder Nunwell is our biggest Island reserve and is funded through our nitrate mitigation programme. This former intensive arable site will be restored through a combination of rewilding and habitat restoration techniques. It has created an exciting partnership working alongside a new regenerative farm, Nunwell Home Farm, with their pedigree livestock grazing Nunwell and Arreton Down, with future plans



for them to also graze more of our estate including Eastern Yar sites and Wilder Little Duxmore. At Wilder Little Duxmore, biological surveys continue to show positive uplifts for a wide range of species, as well as marked improvements in soil health and condition. Capital works delivery is well under way with the installation of fencing and cattle grids, and preparatory works for grazing.

The Isle of Wight hedge laying competition was held on site in February, with the Island staff winning the team event and the Island volunteer group winning the award for best laid hedge with hand tools.

St Lawrence Field has seen a change in management. The arable field has been split and managed for arable birds, with a spring sown cereal/bird mix and overwinter stubbles and then a section cultivated with an autumn sown cereal for the field cow-wheat. Field cow-wheat continues to expand and increase on site, and we hope this change in management will further support the species into the future.



Nature-Based Solutions

Society is increasingly facing multiple social and economic challenges such as how to balance competing priorities for land including housing provision and food production alongside dealing with climate change impacts and nature recovery goals. The global biodiversity and climate crisis requires us all to take immediate and meaningful action to put nature into recovery. Nature-based solutions present natural mechanisms to combat society's great challenges while restoring our fragile ecosystems and supporting biodiversity at the same time.

The Trust's two rewilding projects, Wilder Little Duxmore and Wilder Nunwell, are two outstanding examples of nature-based solutions in action. Both were acquired as land use change projects to provide mitigation for nitrate pollution in the Solent. By taking this low-grade agricultural land and utilising it for rewilding projects with zero nutrient input of fertilisers, we can reduce nutrient inputs into the Solent and mitigate the environmental impacts of new housing developments in the region. The Trust has also completed baseline surveys with a view to providing Biodiversity Net Gain at Wilder Nunwell.

We are also investigating the feasibility of other innovative solutions to provide nitrate mitigation through integrated constructed wetlands – this would see the Trust taking poor quality terrestrial habitats in river catchments to replicate natural wetland systems. These wetlands are natural solutions that provide nutrient storage, reducing the flow of nutrients downstream and addressing the major issue of pollution of our waterways, while also having the dual benefit of creating habitat for wildlife.



Beaver © David Parkyn

Exciting results for rewilding projects

Wilder Little Duxmore is now in its fourth year and the second year of ecological monitoring provided a range of exciting results. Compared with the baseline surveys in 2021, bird activity in 2022 significantly increased with seven new species recorded. Butterfly species diversity also increased, with six new species recorded in 2022 including the endangered Glanville fritillary and the vulnerable chalk hill blue. The site is becoming more heterogenous, increasing suitability for a variety of species.

Wilder Nunwell is entering its second year and this site has already produced some promising baseline monitoring results. We have recorded 60 bird species with 28 of those listed on the Birds of Conservation Concern 5 list, including Dartford warbler, snipe, merlin and yellowhammer. Nunwell has also seen 23 butterfly species recorded – among them the endangered wall brown and vulnerable small heath and chalk hill blue. This is in addition to nine species of bumblebee.

Soil surveys at both Wilder Little Duxmore and Nunwell have helped us to form a picture of how nutrients are being stored and leached from the sites following previous intensive application of fertilisers. Since being taken over by the Trust, there has been no further input of fertiliser, which means no additional nutrients are being added to the system. In March, very significant results from Little Duxmore showed that soil mineral nitrogen content had decreased by a dramatic 47% across the whole site. This major change has occurred at a far quicker rate than initially envisaged. This is a positive step towards wildflower establishment and habitat restoration, which is soon to be supported by low density grazing by cattle, pigs and ponies. Moreover, the results also provide justification for implementing the land use change approach as a mechanism to reduce nitrate pollution.





47%

Decrease in soil mineral nitrogen content at Wilder Little Duxmore.



144

Hectares at Wilder Nunwell, our biggest Isle of Wight reserve.



23

Butterfly species recorded at Wilder Nunwell, including the endangered wall brown.

Our Impact

Nature in Recovery - Our Local Seas

Secrets of the Solent

The Trust completed this four-year National Lottery Heritage Fund-backed project which celebrated the Solent, its wildlife, habitats and people. This work sought to promote meaningful change to address some of the negative impacts affecting the Solent. From developing citizen science programmes to raising the profile of sustainable seafood, a range of innovative approaches was delivered to inspire local communities and businesses to support their local marine environment. The use of creative projects was key to delivery and this included guided walks, exhibitions and wall murals which were placed in strategic locations around the region.

Some of the greatest achievements of the project were the training of 240 Volunteer Marine Champions and 33 Volunteer Marine Ambassadors. In total, 179 people were trained in marine biodiversity and intertidal surveying, and almost 5,000 people participated in events. The legacy from this fantastic project has helped influence and shape the new Solent Seascape Project which will in turn continue to build on the successes of its predecessor.

Solent Seascape

Commencement of the Endangered Landscapes Programme-funded Solent Seascape project began in October 2022. This ambitious five-year project, the first of its kind in the UK, will see restoration and reconnection of marine habitats to deliver seascape scale recovery. Working with nine other partners, the Trust will be trialling seagrass restoration through innovative new techniques at three key sites (Calshot, Chilling and Hamble), complementing

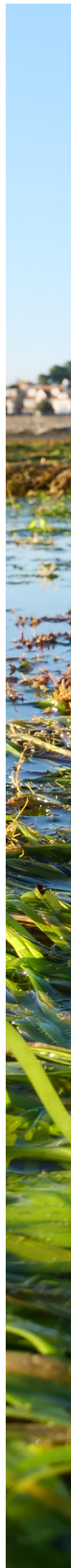
existing workstreams and project delivery, and cementing the Trust's standing as one of the leaders in seagrass restoration. The Trust will also be delivering the engagement programme for the project which will aim to engage and connect people with the Solent while simultaneously raising awareness and reducing pressures on the region's marine habitats. The project will fund five members of staff (three existing staff) and a summer intern. It will also part-fund a new Marine Nature Recovery Manager whose role will be to oversee the project and work on the Trust's future marine vision and strategy.

Solent Seagrass Restoration

Working in partnership with Boskalis Westminster and University of Portsmouth, this project continues to deliver seagrass restoration through innovative restoration methods. The work has helped connect the Trust with experts in the field as well as educational institutions such as the University of Delft in the Netherlands.

As part of this project, 13,800 seeds in 500 seed pods were planted at Seaview in October 2022. In Langstone Harbour in March 2023, two restoration plots were set up to compare the use of seed pods versus dispenser injection seeding. Results should be visible during 2023.

A number of corporate partners have helped to fund this important work, with FatFace Foundation generously donating to help us continue to deliver our seagrass champion and engagement programmes. Funding and support for our marine work has also been provided by the Isle of Wight Distillery and Wightlink.





240

Volunteer Marine Champions trained as part of the Secrets of the Solent project.



13,800

Seeds planted at Seaview as part of the Solent Seagrass Restoration project.



179

People trained in marine biodiversity and intertidal surveying.

Our Impact

People Taking Action – Communities and Individuals

To tip the balance in favour of nature's recovery, we need one in four people to take action for nature by 2030. Team Wilder has continued to grow as people across Hampshire and the Isle of Wight build a people-powered movement of individuals, communities and businesses to stand up for nature. Our Team Wilder programme has been so successful that it has now been replicated throughout the UK.

Wilder Communities

Our Wilder Communities programme has continued to grow and this included the launch of a Trust-led project in Southampton. In collaboration with Southampton City Council and with funding from the National Lottery Heritage Fund through the Nextdoor Nature programme, we established Wilder Southampton in September 2022. This has enabled the Trust to work with communities in three of the city's most nature-deprived areas. Throughout the city, residents have been transforming neglected or forgotten spaces into thriving and vibrant environments for nature.

One fantastic example of this came from local resident Gabor. Having noticed the lack of wildlife and colour during morning dog walks in his new neighbourhood, he identified a neglected garden at the front of the Freemantle and Shirley Community Centre and obtained permission and creative freedom from the centre to bring his vision to life.

As an enthusiastic gardener, he utilised his collection of home-grown plants to create a drought-tolerant, low-maintenance garden that provides shelter and food for wildlife while offering year-round interest for people. Gabor has since connected with Chris, another local resident, and together they formed a group called Friends of Freemantle

which aims to collaborate on creating more spaces like the one already established by Gabor.

The funding from Nextdoor Nature also supported our Wilder Wight communities project in partnership with Southern Co-Op, allowing for expansion into a rural area in the East Wight.

Furthermore, the funding facilitated our work with disabled residents along the south coast of Hampshire. One such example was at the Oasis Centre in Portsmouth where an accessible garden was created with guidance, support and inspiration from Trust staff. This garden is particularly suitable for individuals using wheelchairs and mobility scooters, providing an opportunity for them to engage in gardening activities after many years of not being able to do so in their own homes.

Existing community groups have also flourished with support from the Trust. Greener Brockenhurst, established in 2021, dedicated the past year to inspiring more residents to participate. In north Hampshire, the Wilder Bramley group has enjoyed substantial progress. Initially consisting of a core group of five members, the group now enjoys the support of 342 Facebook group members who assist in maintaining the wild areas they have established.

Wilder Schools

The Trust introduced a new professional training course designed for teaching staff interested in incorporating outdoor learning into their classrooms and schools. The Level Three Outdoor Curriculum Leader Training equips educators with the necessary skills, confidence and knowledge to develop and deliver outdoor learning sessions in their schools, aligned with the National Curriculum.

We carried out much-needed repairs and improvements at our Testwood Lakes Education Centre thanks to the generosity of Trust donor Professor Michael Sleigh.

As a result of this support, we were able to refurbish the garden outside the Education Centre, where school children gather and volunteers care for sensory and pollinating plants. Local contractors carried out the sleeper replacement with minimal disturbance to the established plants, ensuring that the area can once again be fully enjoyed by school children and other visitors.

The donation also enabled us to re-roof the on-site Bronze Age roundhouse. Constructed several years ago with the assistance of volunteers, the roundhouse is frequently used by school children and other groups to learn about the Bronze Age. By maintaining the roof, we have ensured the safety of the structure, allowing thousands more children to benefit from connecting with nature and history through their visits to Testwood Lakes.

Our Wilder Schools leader programme has experienced significant growth, with a total of 34 school staff members currently enrolled.

New Forest Non-Native Plants project

The New Forest Non-Native Plants project, which was established by the Trust in 2009, aims to stop the spread of invasive non-native plants, particularly along rivers and in wetland habitats. The project raises awareness about invasive non-native plants and the problems they cause through public events, talks and collaboration with a wide range of organisations, as well as offering advice and practical help on how best to control the issue.

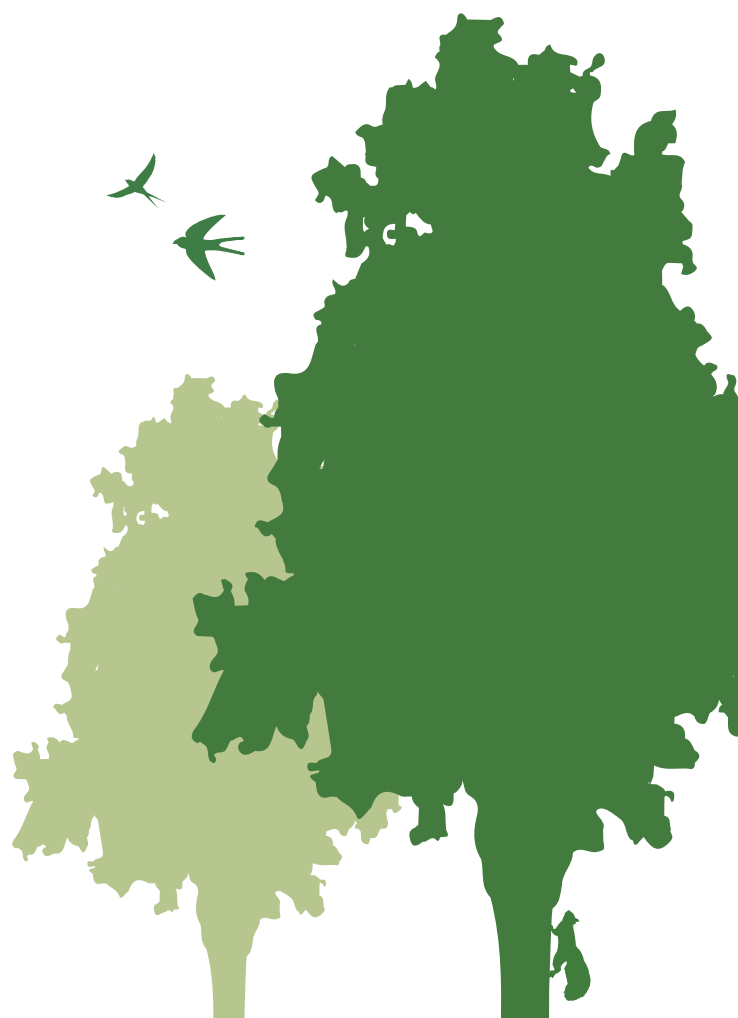
During the past year, with the co-operation of landowners, volunteers and contractors, the project tackled 20 species of invasive non-native plants including Himalayan balsam, American skunk cabbage, giant hogweed, Japanese knotweed and parrot's feather which have all invaded the countryside where

they cause problems by spreading rapidly and out-competing native vegetation.

Catherine Chatters, the Trust's New Forest Non-Native Plants Officer, was supported by 56 volunteers who gave 1,162 hours of their time to participate in 83 Himalayan balsam pulls led by Catherine and her colleague Matt Tennent during 2022.

As a recipient of the British Empire Medal (BEM) for Services to Biosecurity, Catherine was delighted to attend a garden party at Buckingham Palace during May 2022.

The Trust is grateful for financial support for the project from the Environment Agency, The New Forest Higher Level Stewardship Scheme, Forestry England, New Forest National Park Authority, Test & Itchen Catchment Partnership, New Forest Trust, Natural England and Lymington & Pennington Town Council.



Our Impact

People Taking Action - Campaigning and Advocacy

Tipner West: Don't Cross the Line

The Trust continued its campaign to save Tipner West from development which would destroy protected habitats. In the previous year, together with the RSPB, we mobilised more than 34,000 people to sign our petition and respond to Portsmouth's Local Plan consultation, calling on Portsmouth City Council to scrap the super-peninsula plans. As a result, the Council decided to 'pause' the super-peninsula, but still refused to rule out any development on the site.

In April 2022, the Trust and the RSPB challenged the Council to meet their goals for housing and employment without building on protected sites: an immovable red line for nature. Working with Influence Landscape Architects, we created an alternative vision for Tipner West to demonstrate to the Council that it is possible to build a new community with the principles of nature-positive development at its heart, and within the environmental limits of the protected sites.

We hit a campaign milestone in September when the Council finally abandoned the super-peninsula plans. However, the Council proposed two new options for Tipner West, one of which would still damage internationally protected habitats. We are now engaging with councillors and council officers to influence the plans for Tipner West and the Portsmouth City Council Local Plan.

Mobilising against the 'Attack on Nature'

In September 2022, we fought back against the UK Government's 'Attack on Nature' – a series of measures that threatened to weaken nature protections, which included relaxing environmental regulations in Investment Zones, dismantling the Habitat Regulations and cutting funding for Environmental Land Management Schemes. We urged our members and supporters to contact their MPs to ask them to 'Defend Nature'. As a result, across our two counties, every MP received at least one email about the 'Attack on Nature'.

During this time, UK Prime Minister Liz Truss appointed Ranil Jayawardena, the MP for North East Hampshire, as Secretary of State for Environment, Food and Rural Affairs. Together with Wilder Bramley community group in the constituency, we joined forces with the RSPB and The Woodland Trust to invite local people to meet at our Bassets Mead nature reserve in a demonstration of how strongly they felt about protecting and restoring nature. We also heard three powerful speeches, delivered by our Chief Executive Debbie Tann, the RSPB's Emma Marsh, and Trust Vice-President Chris Packham. We also created a striking artwork, the 'Window on our future', with artist Sam Church, which we delivered to Ranil Jayawardena's office.

This prompted Ranil Jayawardena to invite The Wildlife Trusts to a meeting, the first with environmental NGOs since he took office.

Preparing for LNRS and BNG in our region

We have been busy preparing for the roll-out of Local Nature Recovery Strategies (LNRS) and the commencement of Biodiversity Net Gain (BNG) across Hampshire and the Isle of Wight. These are two key policies that aim to help reverse the decline of nature and strategically target finance towards nature's recovery. To support LNRS, we produced the Natural Wealth report on behalf of the Hampshire and Isle of Wight Nature Partnership, which provides a comprehensive baseline of the state of our natural assets and the benefits it provides in our region.

We have also been working with the South East Nature Partnership to develop BNG guidance for councils, especially on how they can use LNRS to strategically target BNG outcomes. In addition, we have responded to several Local Plans, including Southampton City Council, Winchester City Council, East Hampshire District Council and Havant Borough Council to highlight the importance of including tailored policies on BNG and LNRS for planning and development in anticipation of their launch.



Duke of Burgundy butterfly © Sheila Williams

Looking Ahead

2023/24 objectives



Avocet © Terry Whittaker/2020VISION

Nature in Recovery

- Manage, expand and connect our estate to help nature recover, aiming to acquire one or more new sites for wildlife.
- Defend nature by seeking to remove or mitigate external pressures, for example, from development or pollution, on our nature reserves and high priority protected sites.
- Develop geographically focused nature recovery visions and goals to feed into the Hampshire and Isle of Wight Local Nature Recovery Strategy.
- Continue to develop and strengthen strategic partnerships to deliver more for nature including with the MOD, the Environment Agency, Natural England and Local Authorities.
- Continue to deliver ambitious nature recovery projects, such as the Watercress & Winterbournes and Solent Seascape Partnership projects, including testing innovative techniques for seagrass restoration.
- Launch a Rewilding Network for Hampshire and the Isle of Wight to encourage and support landowners wishing to rewild their land.
- Continue to develop the Beaver Recovery project and explore the restoration of other missing species to improve ecosystem function.
- Continue to monitor how nature is recovering on our rewilding sites; Wilder Nunwell and Little Duxmore.
- Develop a climate change adaptation and resilience plan for our Estate.

People taking action for nature

- Continue to develop the Wilder Communities programme, focusing on Portsmouth, Southampton and the Isle of Wight.
- Launch a new Wilder Neighbourhoods programme to cover more areas of Hampshire in conjunction with the Greening Campaign.
- Continue to develop and expand our Champions and Leaders programme including Campaign Champions, Wilder Garden Champions and Marine Champions.
- Develop a youth engagement strategy and programme including youth ambassadors and an early talent programme to create opportunities for young people to take action for nature.
- Grow the Wilder Schools programme with a new package for primary schools.
- Deliver the first phase of our visitor engagement and interpretation strategy.
- Continue to expand opportunities for people to support the Trust as a member, supporter, partner or donor.
- Stand up for wildlife with robust campaigns and advocacy, focusing on achieving a strong Local Nature Recovery Strategy and reducing the pressure on our rivers.
- Hold biannual Wilder Conference and Awards to celebrate the achievements of people taking action for nature's recovery.

Nature as a solution

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



Effective Organisation

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

Our environmental impact

We have been continually measuring our progress against the Trust's carbon action plan to minimise our emissions across our operations. Our carbon footprint has significantly decreased compared with the 2019 baseline report. However, there has been a slight increase in certain areas, including commuting, electricity use and water, due to the adjustment of post-pandemic working patterns. Commuting and home-working emissions are cumulatively lower than pre-Covid levels for the year 2022/23 despite the increase in commuting emissions. Currently, the Trust's total carbon footprint is calculated at 1,307.5 tonnes of carbon dioxide equivalent (tCO₂e).

Our initial calculations for the Trust's land carbon flux – the net total of carbon the habitats across our landholdings release and absorb annually – were finalised and a second iteration has also been completed. Our carbon flux is currently calculated at -1,678 tCO₂e, meaning our estate is absorbing more carbon than it is releasing annually, and we have worked with The Wildlife Trusts (TWT) to ensure we have not overstated this figure. The minimum value estimated for the long-term storage of carbon in the vegetation and soils across our estate is 261,369 tCO₂e.

Revisions have been made to our data collection so that we can more accurately represent our emissions, and TWT are working together to review these for both operational and land-based emissions.

All new staff have received a sustainability induction, and many existing staff have also received this through team meetings. Further carbon literacy training has also been tailored for TWT and planned to be delivered to staff. Electric car charging points were installed, allowing staff and visitor use, as well as future potential for electric fleet vehicles. Plans are in place to implement energy efficiency measures resulting from an energy audit of our main office at Beechcroft, including lighting and insulation as main priorities. The potential for renewables has been reviewed and will be reconsidered when the energy efficiency of the buildings has been improved.

Staff wellbeing

Following the pandemic and removal of COVID restrictions, staff adjusted well to being back in the office, with many enjoying hybrid working where their roles, or aspects of their roles, allow.

During the past year, in response to the Trust's refreshed high level goals and strategy map, we have updated our People

Plan. We have begun evolving and building on our already positive workplace culture through initiatives such as formulating and embedding a Trust-wide training and development framework and continuous improvement of our staff wellbeing offering. This will include the addition of a financial wellbeing programme to assist staff in navigating the challenging economic landscape.

In consideration of the significant increase in the price of energy and other living costs during the year, all eligible staff were provided with a one-off payment of £1,000, paid across four months from December to March.

The Trust conducted a staff survey in October 2022 to obtain a baseline and inform our future actions regarding engagement and wellbeing. Results included 73% of staff responding positively to questions about their mental health and wellbeing, such as: 'I feel comfortable to disclose concerns regarding my mental health and wellbeing', 'I am aware of the support available to me at the Trust', and 'I feel that my mental health and wellbeing is important to the Trust'.

Although our volunteer numbers decreased as a result of the pandemic, numbers have steadily increased this year to 1,500 – which is 250 more than in July 2021. Volunteers gave a total of 24,763 hours (3,538 days) to the Trust for which we are extremely grateful; our volunteers continue to be critical to the achievement of our goals across a range of functional areas. The Volunteer Managers' Working Group, established in the previous financial year, continues to oversee volunteer management across the Trust.

Equality, diversity, and inclusion (EDI)

We recognise that the environmental sector is one of the least diverse professions in the UK and we must do more to address this. The Trust aims to be a welcoming, inclusive and diverse organisation where everyone can be themselves and flourish. We want to inspire and empower people from all backgrounds, cultures, identities and abilities to join us and be part of nature's recovery.

We know that a focus on equality, diversity and inclusion will help the Trust to be more effective and to have greater impact. Our aim is that, by 2030, our staff, volunteers and people we work with fully reflect the diversity of our communities across Hampshire and the Isle of Wight.

We have established an EDI Working Group, which

includes Trustees and staff from all areas of the organisation. We have adopted an EDI framework which covers five priority areas:

1. Diverse & inclusive leadership
2. Increasing our diversity
3. Creating an inclusive organisational culture
4. Communicating inclusively
5. Access and engagement for everyone

Our action plan for the next three years will focus on understanding the current diversity of the Trust and the people that we work with, identifying areas of underrepresentation and taking a proactive approach to ensuring the Trust is a diverse organisation with representation from minority groups. We will work with internal and external networks to address all areas of underrepresentation and to adopt best practice. We will be actively anti-racist and will build skills, understanding and capacity with trustees, staff and volunteers to embed EDI across the organisation and throughout our work.

Digital Transformation

Triggered partly by the Covid pandemic and the need to be able to work from home, but also in response to a general societal trend towards flexible working, we have made great strides in the past year towards becoming a more digitally enabled organisation. We became a fully cloud-based organisation in late 2022 when our in-house servers were decommissioned, and our files were moved into an Office 365 environment. Staff have been trained through the year and the use of SharePoint and Teams has aided productivity and collaborative work practices. New cloud-based systems have been put in place over the past few years including HR & Finance and this year we have added our CRM, and solutions to manage Health & Safety and tree safety.

Our digital transformation strategy and plan was developed this year along with an IT roadmap which is being led by our IT contractors, Aura, supported by a Digital Transformation Working Group consisting of staff from across the organisation. We are making use of digital technology within marketing and communications and are growing our online presence to build more support for the Trust. The aim is that digital technology and IT underpins and facilitates effective ways of working and supports our strategy outcomes.



Membership & Fundraising

Our fundraising approach

The Trust's work is made possible by the generosity and commitment we receive from our members and supporters. Their support allows us to continue striving to meet our ambitious targets of creating a Wilder Hampshire and Isle of Wight.

The Trust is signed up to the Fundraising Regulator, and we have professional fundraising staff who are members of the Chartered Institute of Fundraising. We strictly adhere to charity law and follow the relevant codes of practice to ensure that our fundraising meets the highest possible standards.

We have a skilled, motivated and dedicated in-house fundraising, membership and marketing team. We raise funds through membership subscriptions, supporter and public appeals, and wider fundraising including corporate partnerships, community fundraising and applications to charitable trusts and grant-making organisations. We also raise awareness through the ongoing promotion of the Trust's work – this takes place on nature reserves, at events, through the media, online and via other relevant methods.

In the event of any breach of standards, our complaints procedure is available to the public on our website. During the year, we received zero fundraising complaints. We ensure that our professional fundraising staff receive appropriate training and support, and follow our policies and practices, which set out our commitment to treating donors fairly and protecting vulnerable people.

Our staff carry out fundraising with help from our fundraising partners. We use third-party fundraisers and the Trust benefits from their specific knowledge, experience and expertise to help raise awareness of our work 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, including HIWWT, and three client Trusts. We regularly monitor and review third-party agencies which conduct fundraising activities on our behalf to ensure they meet the high standards we require and expect of them.

Fundraising and membership recruitment

Membership income grew by 4.5% to £1.36m (2022: £1.3m) thanks to the continued generosity of our members. While we saw a small increase in the overall number of members and friends of the Trust, recruitment and retention gradually became more challenging throughout the year – most likely as a result of normal seasonal variations and also the impact of the cost-of-living crisis. To counteract this, we have plans in place to increase our membership recruitment and retention activities during 2023/24.

The economic landscape is expected to continue to have an impact on membership – and other fundraising methods – during the next few years, so we will continue to increase our focus on diversifying fundraising income streams to achieve a wider, more sustainable and robust funding mix.

During the year, income from legacies was £1.92m (2022: £332k) with these gifts in wills continuing to prove crucial to the Trust's work. We're 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 largely unrestricted income, and we have a clear strategy to grow this income in future years.

Local individuals also generously donated to the Trust in support of a wide range of projects across both Hampshire and the Isle of Wight. These contributions directly helped activities which included land purchase, our Beaver Recovery project, trainee recruitment in conservation and ecology, site management, and the expansion of our Wilder Communities initiatives.

Our community fundraising programme yielded positive results with an upsurge in individuals and organisations engaged in fundraising efforts. We have also continued to develop and deliver corporate partnerships, including our long-term partnership with Southern Co-op which supports Wilder Communities in both Portsmouth and on the Isle of Wight. During the year, we also welcomed our first 1% for the Planet supporter (where companies pledge to donate the equivalent of 1% of their annual turnover to environmental causes), Nosy Creative Agency, as well as securing a multi-year partnership with FatFace Foundation as a partner on our seagrass restoration project.



Assistant Reserves Officer takes on the iconic London Marathon

Assistant Reserves Officer, Ben Pickup, took on the iconic 2022 TCS London Marathon in aid of Hampshire & Isle of Wight Wildlife Trust raising an incredible £1,683. Ben has worked for the Trust for just over a year and spends his days helping to maintain all nine reserves in the Solent area ranging from Farlington Marshes all the way to Swanwick Lakes.

Building Resilience

Managing Strategic Risks

Proactive risk management allows us to anticipate and respond to challenges in our complex operating environment. Robust risk management enables us to make informed decisions and take calculated risks for the benefit of nature across our two counties. Risk across the organisation is managed by the Executive Team and overseen by Trustees. We have a comprehensive risk register that is updated annually and monitored quarterly. Measures are put in place to mitigate risk 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, the Trust faces several inherent principal risks, which are constant year on year. The principal risks and their mitigations are summarised below:

Risk	Mitigating action
Environmental challenges	
The nature emergency, in particular wildlife declines and threats to habitats 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 hybrid and flexible working, mental health and wellbeing support, and improved internal communications.
Bird Flu	<p>Bird flu has been present across many of the Trust reserves. It is currently unclear as to the effect that this has had on our bird populations. Colony nesting species seem to be the hardest hit nationally and we have seen this locally on reserves managed by other organisations, where losses of species like black-headed gulls and Sandwich terns have been high. Farlington witnessed higher-than-average losses but, fortunately, complete colony failure has not occurred, and successful fledging has been observed.</p> <p>Transmission in closely packed colonies seems to be the major issue but inter-colony transmission appears to occur randomly, making it difficult to predict where outbreaks will occur. We were concerned that an issue would occur in our brent goose flocks this winter. Though we did see higher than normal death rates in the flocks, these were still very low numbers and thankfully no major incidents were recorded.</p> <p>Staff are being vigilant in recording bird deaths across the sites, and we are working closely with other local organisations to track outbreaks. We have a disposal plan in place if we do get an outbreak.</p> <p>Unfortunately, bird flu looks to be an ever-present threat for the foreseeable future and something site managers will need to be aware of. Hopefully, some natural resistance will develop, and the colonies will bounce back.</p>

Risk	Mitigating action
Climate change	We are already seeing climate impacts on many of our reserves with increased risk of flooding, drought and fires. We have started to develop a climate resilience and adaption plan to help us cope with the inevitable risks ahead.
Financial challenges	
Changing agri-environmental funding models post-Brexit, reducing the funding available for conservation management on our nature reserves.	Funding for our nature reserves has continued to reduce since Brexit. We established a Land Management Designated Fund in 2016 to provide a buffer for this risk; this fund has been supported by legacy income and has a current balance of £1.83m. 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.
Macro economic disruption including the cost of living crisis, rising energy costs, supply chain issues and political uncertainty.	We are taking into account cost rises and supply chain issues in our budgeting and work planning including contingency planning for major projects. We have supported staff with the challenges of coping with the rising cost of living.
Political and societal challenges	
Loss of focus on wildlife protection and the environmental agenda at UK and local level.	With the national policy team at The Royal Society of Wildlife Trusts (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.
Society increasingly disconnected from nature leading to reduced support for nature's recovery along with anti-social behaviour on Trust nature reserves.	Despite trends from national polling showing an overall increase in concern for the environment amongst the general public, it is also true that much of society is divorced from the natural world. This manifests in many ways, but one of the most challenging is anti-social behaviour on Trust nature reserves. We are reviewing the issue on the worst affected sites to put in place better strategies to manage the problem.
Internal factors	
Rapid changes in technology, connectivity, and IT training requirements increasing the risk of cyber-attack, loss of productivity, and reduction in our ability to deliver the digital experience expected by our supporters, partners and workforce.	We'll continue to deliver our IT strategy with our IT provider, Aura, to enable effective hybrid working and continue the development of our new finance and CRM solutions. A focus on cyber security is a key priority. A digital transformation plan is being developed with support from The Wildlife Trusts' 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.	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 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.



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.

The Trust has made significant progress in transitioning from a paper-based H&S approach to a more focused, face-to-face, on-site support system for Officers. In early 2023, the Trust procured a new cloud-based H&S management package called the T100 system. This system will enhance the management of H&S within the Trust and is scheduled for implementation throughout the 2023/24 period, enabling streamlined processes and improved efficiency.

During the year, a total of 66 accidents or near accidents were reported, with five accidents requiring medical attention from either a hospital or a GP. None of these incidents were classified as major, and there was no need to report any accidents to the Health & Safety Executive under the RIDDOR Regulations. The number of reported accidents remains consistent with previous years, but the Trust has observed a slight reduction in accidents necessitating medical attention and an increase in the reporting of near misses, which is a positive development.

Safeguarding and Child Protection

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

The Trust has a comprehensive safeguarding and child protection policy, which alongside disclosure and barring services (DBS)

checks and other employment checks, acts as an important preventative measure for ensuring children and adults at risk are safe when interacting with the Trust. In 2022, a review was conducted by the Safeguarding Trustee which identified a need to evaluate the effectiveness of the safeguarding and child protection policy and procedures and ensure these were being followed by staff and volunteers across the Trust. This will be carried out during 2023/24 and will gather qualitative and quantitative evidence.

The Trust comes into contact with more than 40,000 people through its various activities. During the year, a total of 11 safeguarding records of concern were reported to the relevant authorities. Each concern was dealt with effectively by the member of staff involved and reported in a timely manner to the Designated Safeguarding Lead (DSL). The DSL was able to discuss incidents and make decisions on next steps with the deputy safeguarding officers as they were reported and was well supported by the police, social services and relevant schools when making the reports. The number of records of concern is a slight increase on previous years which may be due to an increase in education and engagement activity.

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 reviewed the Trust's data protection processes and training, and their recommendations have been implemented. All Trust staff receive induction and refresher training on the UK General Data Protection Regulation (UK GDPR), which came into force in 2018, and we fully comply with all current data protection regulations and guidelines.



Financial Review

Financial Summary

The Trust remains in a healthy financial position overall after a good year. The Trust ended the 2022/23 financial year with a net surplus income of £4.19m (2021/22: £1.96m). This comprised £781k of restricted funds and £3.4m in unrestricted funds. This represents an excellent out-turn given the continued uncertain economic and political climate. 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

Our overall financial strategy has not changed from prior years, with a focus on organisational sustainability and financial resilience. We keep a close eye on expenditure against a backdrop of rapidly rising costs through strict budgetary controls and a value for money ethos. We are focused on diversifying our income streams and building medium to long-term growth of fundraised and commercial income, taking advantage of new markets for nature-based solutions for example, therefore increasing the Trust's financial resilience.

With increased competition for grants, restricted income can be more difficult to secure, although this does remain an important source of funding for our work. We are however particularly focused on building our unrestricted income, as it provides the greatest flexibility to respond to external challenges. It is therefore vital that we grow our fundraising income by attracting more members and donors and offering more opportunities for people to support our work. In addition, we aim to grow our commercial activity and develop new ways to generate income through nature-based solutions such as nitrate mitigation or biodiversity credits. With our fundraising strategy and nature-based solutions programme both projected to generate significant levels of income over the next few years, this will enable the Trust to build substantial financial reserves to put towards long-term land management, while also using unrestricted surpluses to ensure the Trust can continue to cover its operating cost and remain financially sustainable so as to invest for the future.

Income

Total incoming resources for the year were £10.3m, an increase of 38% compared with the previous year (2022: £7.5m). The biggest source of income continues to be conservation and education and engagement activities £5.65m – 55% (2022: £4.8m – 65%).

Unrestricted Income

The Trust received total unrestricted income of just over £8m, an increase of £2.83m on the previous year, contributing 78% of total income. This was primarily due to nitrate credits and legacy income, together with increases in our fundraised and membership income.

Unrestricted income is income received with no restrictions to what it is spent on and is critical for the Trust as it can be spent wherever the need is greatest, supporting engagement, education, conservation policy and campaigning activity, marketing and communications and the management of our nature reserves, while also giving us the support we need to make sure that the Trust is well run and well governed.

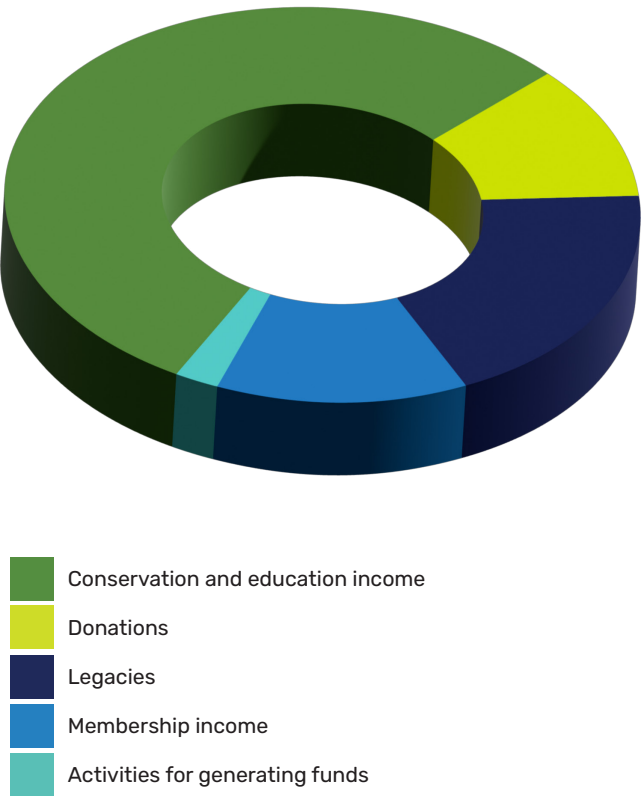
Membership income grew by 4.5% to £1.36m (2022: £1.3m) thanks to the continued generosity of our members. South West Wildlife Fundraising Limited (SWWFL) continued to deliver our face-to-face membership recruitment, securing 1,656 new members (2022: 1,489). SWWFL is a subsidiary company wholly owned by eight Wildlife Trusts, including Hampshire and Isle of Wight Wildlife Trust, and SWWFL concentrates on increasing memberships for its owning Trusts as well as three further client Trusts. There is an annual service charge and commission payments for each new member recruited. Our members provide vital unrestricted funding to support nature’s recovery and also 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 £1.92m (2022: £332k) and represented just over 19% of our total income in 2022/23. We’re grateful to everyone who has kindly chosen to support the Trust’s work in this way. Although legacy income can be highly variable, it is a vital source of unrestricted income which we hope to grow in future years. 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 spending in future years. Trustees determine how these unrestricted legacy funds are used to enable the Trust to fulfil our strategy when budgets are set for the following year.

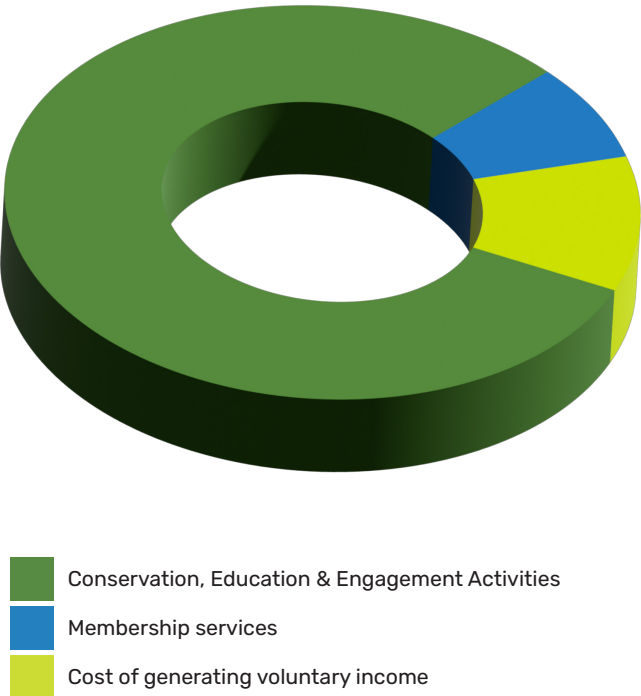
The nitrate mitigation programme continues to diversify our income streams and after the successful acquisition of our second site at Nunwell on the Isle of Wight at the end of 2021/22, we have been able to generate income from nitrate credits. The Nunwell land was purchased with two loans (shown in note 15) as noted last year. Income included in 2022/23 is derived from nitrate credits from the two sites of Wilder Little Duxmore and Wilder Nunwell which mitigates and reduces the nitrate impact of planned housing development. The programme continues to support nature’s recovery through the creation of new nature reserves on formerly intensively managed agricultural land. The Trust invoiced £2.6m for nitrate credits during the year. We have an obligation to manage Wilder Little Duxmore and Wilder Nunwell for 125 years, so a proportion of income from these credits is transferred into the long-term designated fund set up for this purpose. In 2022-23, we transferred £1.18m (2022: £374k) into this fund. (shown in note 16).

Arcadian Ecology continued trading for its seventh year. The profit generated was £33k (2022: £95k), lower than the previous year, which is partly due to reallocating some of the team to support the nitrate mitigation programme. The profit is donated to the Trust (the donation will be shown in the 2023/24 accounts).

Income 2022/23



Expenditure 2022/23





Restricted Income

The Trust received a total restricted income of £2.28m, a decrease of £10k on the previous year, and contributing 22% of total income.

Restricted funds must be used for a specific project or purpose and includes income from grants. The Watercress & Winterbournes and Secrets of the Solent projects were back to full capacity after Covid-related delays or pauses in activity over the past two years. Both projects were funded by the National Lottery Heritage Fund.

New restricted projects were started this year. These included the Solent Seascape Project which is a multi-partner project, led by Blue Marine and funded through the Endangered Landscape Programme. The Trust is also running the Solent Seagrass Restoration Project, funded by corporate and major donor income.

Expenditure

Total annual expenditure increased by 8% to £6.06m (2022: £5.62m).

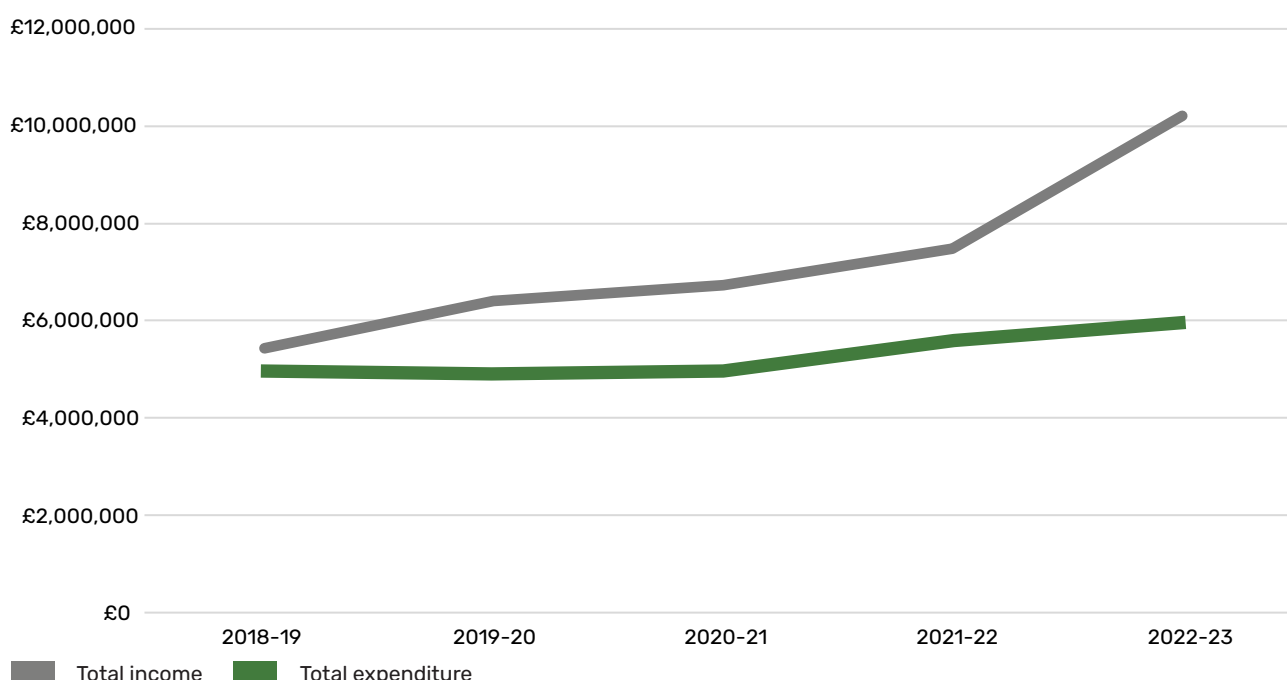
Most of our funds were spent on delivering charitable activities with expenditure of £5.4m (2022: £5.07m), representing 89% of the total spend (2022: 90%). These charitable activities include management of our nature reserves, conservation projects and land management advice across the two counties; delivery of environmental education, training and courses at our education centres; delivery of the Team Wilder community engagement programme; campaigning for stronger laws to protect nature; and advocating for planning and development that enhances rather than harms nature.

We continue to invest in fundraising activities to grow our income, with a refreshed fundraising strategy developed in 2022 to reflect the new opportunities and challenges presented by the pandemic, and the increased focus on environmental sustainability by businesses and other funders.

Total expenditure includes support costs of £1.05m (2022: £952k). This is an increase on the previous year due to investment in systems and business resources during the year. Support costs include IT, finance, human resources, facilities and governance costs, and represent 17.4% of total expenditure (2022: 16.9%). Support costs are allocated proportionally across all activities based on staff numbers. The governance costs (£100k) include professional fees and staff costs allocated to governance activities and represent 1.6% of our total expenditure (2022: 1.6%). Also included in the support costs is the annual contribution we make to the Royal Society of Wildlife Trusts at £76.6k (2022: £74k), which funds national policy, advocacy and coordination work which they do on behalf of The Wildlife Trusts across the UK.

Total staff costs for the year totalled £3.48m (2022: £2.97m) which equate to a 17% increase due to the recruitment of several new roles across all departments in the Trust. These staff costs include an average annual pay increase of 4% after a salary review and benchmarking exercise for all roles.

Analysis of Income and Expenditure 2018-2023



Investment policy and performance

The Trust has managed its main investment portfolio through CCLA since 2019. This ethical investment portfolio is managed in accordance with our investment strategy and risk profile, which aims to preserve capital value and generate reasonable income. The funds are regularly reviewed and screened to ensure that the investments are not in conflict with the Trust's charitable objectives. In 2022, the Trust diversified its investment portfolio when we invested in an ethical bonds fund which is managed by Hargreaves Lansdown. The Trust's overall investments show an unrealised loss of £28k (2022: unrealised gain of £111k). Investment income of £27k (2022: £39k) was received during the year. Given the current economic landscape, Trustees feel this represents a satisfactory performance.

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 2023, The Trust had total funds of £19.5m (2022: £15.3m) of which £14m was unrestricted (2022: £10.7m), £5.4m (2022: £4.6m) was restricted funds and £4.5k (2022: £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 2023, restricted project funds totalled £2.44m (2022: £1.66m) and restricted heritage assets totalled £2.92m (2022: £2.92m). These funds include income that has been received in advance to fund major projects spanning several years, such as Watercress & Winterbournes, the EA Manor Farm Project or the Southern Water S20 Project. 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

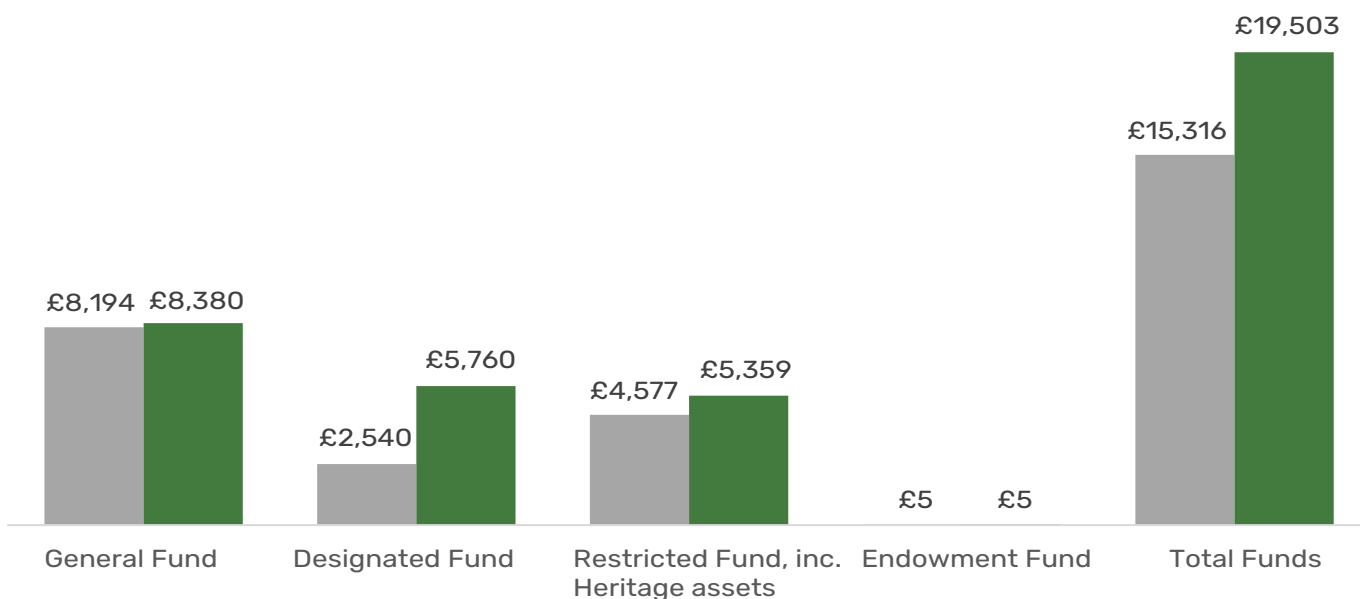
The Trust's unrestricted funds are made up of both liquid funds and assets and are there to support the achievement of our strategic objectives. Unrestricted funds are shown in two types: designated funds and the general fund, as detailed below and in Note 16. These funds arise from unrestricted legacies, 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 2023 amounted to just over £14m (2022: £10.7m).

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 2023 were £5.76m (2022: £2.54m). The designated funds also include the Nature-Based Solutions fund, providing funds to maintain the nitrates mitigation land for 125 years; this fund's value in March 2023 is £1.75m (2022: £642k). Further details of these funds and the purposes for which wrote 17.

Free Reserves

Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds (see Note 17). The Trust's Financial Reserves policy is to hold sufficient free reserves to provide working capital and to provide a buffer of liquid funds to cover temporary shortfalls caused by an unforeseen loss of income, cash flow volatility or an unexpected increase in costs or risk exposure. Should any of these circumstances arise, these free reserves are intended to ensure that the Trust can meet its contractual obligations to staff, suppliers, statutory bodies and funding partners. Another factor is that the Trust's monthly cash flow is highly variable during the financial year, with many funds being received towards the end of the year or after projects have been completed. This means that free reserves are also needed to fund the charity's activities during the year to cover the timing gap between expenditure and income. Cash flow is monitored daily by Trust staff and reviewed quarterly by the Trust's Business and Finance Committee. With all of this in mind, the Trust's policy is to hold liquid funds in free reserves sufficient to cover four months of unrestricted expenditure. As at 31 March 2023, the free reserves were £3.1m (2022: £1.91m) and equates to 8.2 months of unrestricted spend (2022: 5.6 months). Although our free reserves exceed our policy of four months in 2022/23, planned unrestricted spend during 2023/24 will reduce our free reserves back to four months by the end of 2023/24.



Figures in £'000

■ Fund Balances March 2022

■ Fund Balances March 2023



Red squirrel at Alverstone Mead © Sian Addison

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 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheets, the consolidated cashflow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial

statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees

determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

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.

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, to detect material misstatements in respect of irregularities, including fraud.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the

audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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 is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Jon Noble (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Chartered Accountants
Statutory Auditor
Secure House
Lulworth Close
Chandlers Ford
Southampton
Hampshire
SO53 3TL
Date: 8.09.2023

Consolidated Statement of Financial Activities for the year ended 31 March 2023

	Notes	Unrestricted Funds	Restricted Funds	Endowment Fund	Total 2023	Total 2022
INCOME FROM:		£'000	£'000	£'000	£'000	£'000
Donations and legacies	2	2,119	892	0	3,011	766
Charitable activities	3	5,624	1,387	0	7,011	6,122
Other trading activities		229	0	0	229	400
Investments		27	0	0	27	39
Other		2	0	0	2	136
Total income		8,001	2,279	0	10,280	7,463
EXPENDITURE ON:						
Raising funds	4	661	0	0	661	548
Charitable activities	5	3,906	1,498	0	5,404	5,067
Total expenditure	5	4,567	1,498	0	6,065	5,615
Net gains/(losses) on investments	12	(28)	0	0	(28)	111
Net income/(expenditure)		3,406	781	0	4,187	1,959
Transfers between funds	16	0	0	0	0	0
Other recognised gains/(losses): Fixed assets revalued	10	0	0	0	0	0
Net movement in funds		3,406	781	0	4,187	1,959
RECONCILIATION OF FUNDS:						
Total funds brought forward		10,734	4,577	5	15,316	13,357
Total funds carried forward		14,140	5,358	5	19,503	15,316

Continuing operations

All incoming resources and resources expended arise from continuing activities.

Balance Sheets as at 31 March 2023

	Notes	Group		Charity	
		2023	2022	2023	2022
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible Fixed Assets	10	8,602	8,518	8,602	8,518
Heritage Fixed Assets	11	3,595	3,595	3,595	3,595
Investments	12	2,827	1,333	2,827	1,333
		15,024	13,446	15,024	13,446
CURRENT ASSETS					
Stock		143	126	143	126
Debtors	13	2,899	1,250	2,848	1,127
Cash at bank and in hand		4,950	4,445	4,945	4,373
		7,992	5,821	7,936	5,626
CREDITORS					
Amounts falling due within one year	14	(3,013)	(1,036)	(2,990)	(937)
NET CURRENT ASSETS		4,979	4,785	4,946	4,689
TOTAL ASSETS LESS CURRENT LIABILITIES		20,003	18,231	19,970	18,135
CREDITORS					
Amounts falling due after one year	15	(500)	(2,915)	(500)	(2,915)
NET ASSETS		19,503	15,316	19,470	15,220
FUNDS OF THE CHARITY	16				
Endowment funds		5	5	5	5
Restricted funds		5,358	4,576	5,358	4,576
Unrestricted funds:					
Designated funds		5,760	2,540	5,760	2,540
General fund		8,380	8,195	8,348	8,099
TOTAL FUNDS		19,503	15,316	19,470	15,220

The notes at pages 42 to 61 form part of these financial statements.

The financial statements were approved by Trust Council on 5 September 2023 and signed on its behalf by:



David Jordan OBE
Chairman



Richard Green-Wilkinson
Honorary Treasurer

Consolidated Cash Flow Statement

for the year ended 31 March 2023

	Notes	2023	2022
		£'000	£'000
Cash flows from operating activities:			
Cash flows from operating activities	a	2,644	2,396
Net cash provided by (used in) operating activities		2,644	2,396
Cash flows from investing activities:			
Purchase of tangible fixed assets		(144)	(3,120)
Purchase of heritage assets		-	(350)
Sale of fixed assets		-	-
Transfer to investments from cash		(1,522)	-
Interest received		27	39
Net cash provided by (used in) investing activities		(1,639)	(3,431)
Cash flows from financing activities:			
Proceeds from borrowings		-	2,915
Repayments of borrowings		(500)	(615)
Net cash provided by (used in) financing activities		(500)	2,300
Change in cash and cash equivalents in the reporting period	b	505	1,265
Cash and cash equivalents at the beginning of the reporting period		4,445	3,180
Cash and cash equivalents at the end of the reporting period		4,950	4,445

NOTES TO THE CONSOLIDATED CASHFLOW STATEMENT

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

	2023	2022
	£'000	£'000
Net incoming resources for the reporting period (as per the statement of financial activities)	4,187	1,958
Depreciation	61	47
(Gains)/losses on investments	28	(135)
Interest received	(27)	(39)
(Increase)/Decrease in stock	(17)	(13)
(Increase)/Decrease in debtors	(1,650)	380
(Decrease)/Increase in creditors	62	198
Net cash provided by (used in) operating activities	2,644	2,396

b) Analysis of changes in cash and cash equivalents

	2023	2022
	£'000	£'000
Balance brought forward	4,445	3,180
Net cash (outflow)/inflow for year	505	1,265
Balance at 31 March 2023	4,950	4,445

Notes to the Consolidated Financial Statements

For the year ended 31 March 2023

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 nine 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.

Legacy Income

The Trust agreed a new policy which provides a methodology which enables Trustees to determine which legacies should be accrued for under financial standards requirements, whilst mitigating the risk of considering income that has not yet been received.

Volunteer contributions

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

Expenditure

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

Stock

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

Tangible fixed assets

Depreciation is provided with the intention of writing off the costs of the tangible fixed assets over their useful lives. The Trust's capitalisation threshold is £5,000 and the provision is calculated using the straight line method from the quarter it is purchased in, over the following periods:

Plant and machinery	5 years
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Motor vehicles	5 years
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Freehold and leasehold buildings and land are not depreciated.

Freehold property is included in the balance sheet at revalued amounts.

No depreciation is provided on freehold property. It is the Trust's practice to maintain these assets in a continual state of sound repair and to make improvements thereto from time to time and

accordingly the trustees consider that the lives of these assets are long, and residual values are high so that their depreciation is insignificant.

Heritage assets

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

Taxation

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

Investments

Fixed asset investments are stated at market value based on the bid price valuation provided by the Trust's investment portfolio managers, CCLA and Hargreaves Lansdown for the Trust's ethical bond fund, as required by SORP (FRS 2019). Any diminution in value is deducted if, in the opinion of the investment managers, it is considered necessary. The investments are administered by CCLA and Hargreaves Lansdown on behalf of the Trust. Investment income is accounted for when received by the Trust or its appointed agent.

Investment gains and losses

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

Operating leases

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

Pension costs

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

Fund accounting

The permanent endowment fund represents donations made where the donor requested that the capital be invested and the income either

added to the capital or used to cover expenditure, depending on the conditions of the endowment. Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining available for future expenditure, or funds represented by assets purchased partly or fully from restricted funds.

Unrestricted funds

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

Designated funds are funds for which Council has specifically designated the purpose for which they can be used. The amounts remaining in the funds represent the monies still remaining available for future expenditure.

General funds represent the unrestricted net assets of the charity, excluding designated funds. All income is allocated to the general fund unless restricted by the donor or specifically designated by Council.

Free reserves policy is to hold liquid funds in free reserves sufficient to cover four months of unrestricted expenditure.

Notes to the Consolidated Financial Statements

For the year ended 31 March 2023

2022/23 NOTES TO THE ACCOUNTS

Note 2 - Donations and Legacies

	2023	2022
	£'000	£'000
Donations and Fundraising	1,095	434
Legacies	1,916	332
	3,011	766

Note 3 - Income from Charitable Activities

	Unrestricted Income	Restricted Income	Endowment Income	2023	2022
	£'000	£'000	£'000	£'000	£'000
Wilder Hampshire - North	542	383	-	925	1,014
Wilder Hampshire - West	305	235	-	540	279
Wilder Hampshire - Central & Solent	373	43	-	416	423
Wilder Wight	86	64	-	150	737
Wilder Marine	-	226	-	226	61
Ecology and Nature Based Solutions	2,786	30	-	2,816	1,846
Advocacy, Education & Engagement	176	405	-	581	463
Membership	1,357	-	-	1,357	1,299
	5,625	1,386	-	7,011	6,122

Note 4 - Expenditure on Raising Funds

	2023	2022
	£'000	£'000
Expenditure on sales and commercial income	661	548

Note 5 - Total Expenditure

	Staff Costs	Other Direct Costs	Support Costs	2023	2022
	£'000	£'000	£'000	£'000	£'000
Wilder Hampshire - North	442	459	164	1,065	1,159
Wilder Hampshire - West	413	273	127	813	644
Wilder Hampshire - Central & Solent	360	209	152	721	555
Wilder Wight	213	134	63	410	401
Wilder Marine	44	56	39	139	64
Ecology and Nature Based Solutions	324	231	117	672	636
Advocacy, Education & Engagement	618	238	260	1,116	1,171
Membership	122	299	47	468	437
Expenditure on charitable activities	2,536	1,899	969	5,404	5,067
Expenditure on raising funds	393	182	86	661	548
	2,929	2,081	1,055	6,065	5,615

Note 6 - Analysis of Support Costs

	Raising funds	Wilder Hampshire North	Wilder Hampshire West	Wilder Hampshire Central & Solent	Wilder Wight	Wilder Marine
	£'000	£'000	£'000	£'000	£'000	£'000
IT	18	34	27	32	13	8
Finance	21	40	31	37	16	9
Premises	11	21	16	20	8	6
Human Resources	28	53	41	49	20	12
Governance	8	16	12	14	6	4
	86	164	127	152	63	39

	Ecology and Nature Based Solutions	Advocacy, Education & Engagement	Membership	2022/23 Total	Basis of Allocation
	£'000	£'000	£'000	£'000	No. of staff
IT	24	54	10	220	No. of staff
Finance	29	64	12	259	No. of staff
Premises	15	33	6	136	No. of staff
Human Resources	38	84	15	340	No. of staff
Governance	11	25	4	100	No. of staff
	117	260	47	1,055	

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

	2023	2022
	£'000	£'000
Depreciation – owned assets	61	47
Operating leases – land and buildings	15	15
Auditors' remuneration – provision of audit services	19	10
Auditors' remuneration – non audit services	-	-

Note 6 - Analysis of Support Costs for the prior year 2021/22

	Raising funds	Wilder Hampshire North	Wilder Hampshire West	Wilder Hampshire Central & Solent	Wilder Wight	Wilder Marine
	£'000	£'000	£'000	£'000	£'000	£'000
IT	26	42	25	27	15	5
Finance	17	28	16	18	10	3
Premises	14	22	13	14	8	2
Human Resources	25	41	24	26	14	4
Governance	8	13	8	9	5	1
	90	146	86	94	52	15

	Ecology and Nature Based Solutions	Advocacy, Education & Engagement	Membership	2021/22 Total	Basis of Allocation
	£'000	£'000	£'000	£'000	No. of staff
IT	35	87	14	276	No. of staff
Finance	22	58	9	181	No. of staff
Premises	18	45	7	143	No. of staff
Human Resources	33	85	13	265	No. of staff
Governance	11	28	4	87	No. of staff
	119	303	47	952	

Note 7 - Trustees' Remuneration and Benefits

No Directors (Trustees) or persons connected with them have received or waived any remuneration during the year (2022: none)

No Directors (Trustees) received reimbursements of expenses for travelling during the year (2022: none)

Note 8 - Staff costs

	2023	2022
	£'000	£'000
Salaries and wages	3,029	2,603
Social security costs	279	218
Pension costs	170	149
	3,478	2,970

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

	2023	2022
Cost of Generating Funds	7.1	7.7
Finance and Administration (includes Governance)	12.9	12.7
Charitable Activities	80.2	73.8
	100.2	94.2

	2023	2022
Senior Management Team Salaries for 7 staff (2022: 6 staff)	389	325

	2023	2022
The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:		
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-

Notes 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 (2022: £137k).

Note 10 - Tangible Fixed Assets – Group and Charity

	Freehold Properties	Long Leasehold Land	Freehold Land	Plant and Machinery	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
As at 1 April 2022	2,455	2,912	2,943	916	9,226
Additions	97	-	-	47	144
Disposals	-	-	-	-	-
Transfer	(137)	-	137	-	-
As at 31 March 2023	2,415	2,912	3,080	963	9,370
Depreciation					
At 1 April 2022	-	-	-	707	707
Charge for the year	-	-	-	61	61
Depreciation on disposals	-	-	-	-	-
As at 31 March 2023	-	-	-	768	768
Net Book Value					
As at 31 March 2023	2,415	2,912	3,080	195	8,602
As at 1 April 2022	2,454	2,912	2,943	209	8,518

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 Bacheler 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 Bacheler Monkhouse, these values are included in the table above.

The long leasehold land relates to the Nunwell land.

Note 11 - Heritage Assets – Group and Charity

	2022/23	2021/22	2020/21	2019/20	2018/19
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
At start of period	3,595	3,245	2,293	1,938	1,938
Additions	-	350	952	355	-
Heritage Assets not previously valued	-	-	-	-	-
Disposals	-	-	-	-	-
At end of period	3,595	3,595	3,245	2,293	1,938
Net book value					
Year End	3,595	3,595	3,245	2,293	1,938
Prior Year	3,595	3,245	2,293	1,938	1,938

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 2023 are listed overleaf in tables 1 and 2.

Table 1. Heritage Assets: Freehold Nature Reserves

Name	Location	Size (hectares)
Alverstone Mead	Sandown, Isle of Wight	28.6
Arreton Down	Newport, Isle of Wight	19.0
Bartley Heath	Hook	91.0
Bere Copse	Soberton	4.0
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
Wick Hill Hanger	Selbourne	8.0
Winnall Moors West	Winchester	21.5
Total		1019.5

Table 2. Heritage Assets: Leasehold Nature Reserves

Name	Location	Size (hectares)
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
Total		1355.4

Note 12 - Fixed Asset Investments – Group and Charity

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Investments	2,827	1,333	2,827	1,333

GROUP

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£'000	£'000	£'000	£'000
Market Value				
At 1 April 2022	1,333	-	-	1,333
Additions	1,522	-	-	1,522
Disposals	-	-	-	-
Investment Losses	(28)	-	-	(28)
At 31 March 2023	2,827	-	-	2,827
Net Book Value				
At 31 March 2023	2,827	-	-	2,827
At 1 April 2022	1,333	-	-	1,333

Of the £2.83m investments held at 31 March 2023, all holdings are held in the UK.

CHARITY

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£'000	£'000	£'000	£'000
Market Value				
At 1 April 2022	1,333	-	-	1,333
Additions	1,522	-	-	1,522
Disposals	-	-	-	-
Investment Losses	(28)	-	-	(28)
At 31 March 2023	2,827	-	-	2,827
Net Book Value				
At 31 March 2023	2,827	-	-	2,827
At 1 April 2022	1,333	-	-	1,333

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 £2.83m investments held at 31 March 2023, all holdings are held in the UK.

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

Note 13 - Debtors

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Trade Debtors	1,379	456	1,277	274
Other Debtors	1,503	771	1,504	769
Prepayments and Accrued Income	17	23	17	23
Amounts Due from Group Undertakings	-	-	50	61
	2,899	1,250	2,848	1,127

Notes 14 - Creditors: Amounts Falling Due Within One Year

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Trade Creditors	219	148	217	137
Other Creditors	52	28	52	27
Short term loan	-	-	-	-
Accruals	196	379	192	331
Taxation and Social Security	308	71	291	40
Amounts Owed to Group Undertakings	-	-	-	-
Deferred Income	323	410	322	402
Other loans	1,915	-	1,915	-
	3,013	1,036	2,989	937

Notes 15 - Creditors: Amounts Falling Due After One Year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Other loans	500	2,915	500	2,915
	500	2,915	500	2,915

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 (Hockley Farm) & Home Farm (College Copse Farm). The first repayment of £500k against the £2m loan was paid in March 2023, reducing this loan to £1.5m.

Note 16 - Analysis of Charitable Funds for the Current Year 2022/23

	Balance at 31 March 2022	Incoming resources and fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2023	Investment Gains/ (Losses)	Transfers	Balance at 31 March 2023
UNRESTRICTED FUNDS	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Designated Funds:							
Land Acquisition & Management	692	-	(168)	524	-	1,304	1,828
Assets Depreciation Fund	-	-	-	-	-	-	-
Wilder 2030	1,090	-	(129)	961	-	1,106	2,067
Business Infrastructure	116	-	(6)	110	-	-	110
Nature Based Solutions	642	1,178	(65)	1,755	-	-	1,755
Total Designated Funds	2,540	1,178	(368)	3,350	-	2,410	5,760
General Fund	8,195	6,823	(4,200)	10,818	(28)	(2,410)	8,380
Total Unrestricted Funds	10,735	8,001	(4,568)	14,168	(28)	-	14,140
RESTRICTED FUNDS							
Advocacy, Engagement & Education	-	444	(367)	77	-	-	77
Badger Appeal	11	-	(1)	10	-	-	10
Beaver Project	-	102	-	102	-	-	102
Brough Naturalists' Fund	22	-	-	22	-	-	22
College Copse Farm	7	-	-	7	-	-	7
Donations & Legacies - Hampshire	2	30	(24)	8	-	-	8
EA Water Projects	64	-	-	64	-	-	64
Education Development Fund	-	18	-	18	-	-	18
Emer Bog and Heathlands	18	-	-	18	-	-	18
Estates Support and Ecology	-	30	(23)	7	-	-	7
Fishlake Meadows	25	6	-	31	-	-	31
IOW Land Management	253	-	(14)	239	-	-	239
IOW Legacy Funds	-	507	-	507	-	-	507
IOW Projects	38	150	-	188	-	-	188
Itchen Navigation/Winnall Moors	31	-	(10)	21	-	-	21
Kates Meadow Fund	3	-	-	3	-	-	3
Manor House Farm	366	-	(64)	302	-	-	302
Marine , Solent Seascape (ELP) Project	-	17	-	17	-	-	17
Parsonage Farm Fund	42	-	(15)	27	-	-	27
Richard Hedley Fund	5	-	-	5	-	-	5
Secrets of the Solent Project	12	-	(12)	-	-	-	-
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15

Note 16 – Analysis of Charitable Funds for the Prior Year 2022/23 (continued)

	Balance at 31 March 2022	Incoming resources and fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2023	Invest- ment Gains/ (Losses)	Transfers	Balance at 31 March 2023
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Restricted Funds (cont.)							
Southern Water Section 20	295	-	(200)	95	-	-	95
St Clair's Meadow	28	-	-	28	-	-	28
SWWFL Research	2	-	-	2	-	-	2
Test and Itchen Catchment Project	3	10	-	13	-	-	13
Titchfield Development Project Fund	-	10	-	10	-	-	10
Watercress & Winterbournes Project	386	-	-	386	-	-	386
Wilder Hampshire – Central & Solent	-	58	(29)	29	-	-	29
Wilder Hampshire – North	-	385	(379)	6	-	-	6
Wilder Hampshire – West	-	277	(242)	35	-	-	35
Wilder Marine	-	211	(95)	116	-	-	116
Wilder Wight	-	24	(22)	2	-	-	2
Wildlife Investment Fund	27	-	-	27	-	-	27
Restricted Funds	1,655	2,279	(1,497)	2,437	-	-	2,437
Restricted Heritage Assets	2,921	-	-	2,921	-	-	2,921
Total Restricted Funds	4,576	2,279	(1,497)	5,358	-	-	5,358
Permanent Endowment Fund: Ted Wallace Fund	5	-	-	5	-	-	5
Total Endowment Funds	5	-	-	5	-	-	5
TOTAL CHARITABLE FUNDS	15,316	10,280	(6,065)	19,531	(28)	-	19,503

EXPLANATION OF CHARITABLE FUNDS

UNRESTRICTED FUNDS

Designated Fund:

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

Land Acquisition & Management

In the light of the continuing uncertainty around the agri-environment scheme income for land management post-Brexit, this fund was established in 2016, to help support the management of the Trust's land as well as the acquisition of new sites. Often land acquisition is funded on a case by case basis but this fund allows the Trustees to allocate match-funding to support grant applications or to top up appeals for new land.

Assets Depreciation Fund

A fund to offset the depreciation costs of our major capital asset investments over the depreciation period.

Wilder 2030	Following the successful launch of the Trust's ten year vision and strategy - Wilder 2030 - Trustees agreed to establish this fund to support its delivery. The fund was made up by merging earlier designated funds that had been set aside for strategic development and made up of unrestricted legacies received. The fund will be drawn down with Trustee approval as part of the implementation of Wilder 2030 over a period of three to five years unless needed sooner.
Business Infrastructure	A fund to offset maintenance costs of buildings and fund the Trust's administrative software upgrades and move towards developing Business Intelligence systems.
Nature Based Solutions	This fund supports nature recovery through the creation of new nature reserves funded by the selling of nitrates credits. The trust has an obligation to manage these sites for 125 years for which this fund will be used.

RESTRICTED FUNDS

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

Advocacy, Engagement & Education	Funds held from major donors and grants funders towards the Education & Engagement projects in 2023/24.
Badger Appeal	Appeal funds to put towards research and practical control of bovine tuberculosis and deployment of vaccination where appropriate.
Beaver Project	Income from charitable Trusts, individuals and organisations for the IOW Beaver Project.
Brough Naturalists' Fund	Fund containing an in-memoriam donation given by Antoinette Brough in memory of her husband Dr. Peter Brough, a former and long-term supporter of the Trust. The donation was used to establish an annual prize fund of up to £500 per year to acknowledge and encourage the work of amateur naturalists.
College Copse Farm	Funds remaining from the College Copse farm appeal, to be spent on upgrading the facilities there.
Donations & Legacies - Hampshire	£2k given by Miss Lipscombe for replacement benches on Warnborough Greens.
EA Water Projects	Funding received in advance for the Test and Itchen Catchment Project.
Education Development Fund	Major Donor funding towards on site capital improvements for education purposes.
Emer Bog and Heathlands	Funds for heathland restoration and ongoing management of Emer Bog nature reserve, funded via a developer's contribution.
Estates Support and Ecology	Funds held from grants funders towards the Ecology projects in 2023/24.
Fishlake Meadows	Funds received towards the ongoing management of Fishlake Meadows from Test Valley Borough Council.
IOW Land Management	Donations towards the ongoing work on the Island.
IOW Legacy Funds	Living legacy from major donors Mr & Mrs Oldham towards the management of land and projects on the IOW, along with income for land acquisition specifically for purchase of Kittenocks Meadows.
IOW Projects	Funding received from major donors for the acquisition of land on the Isle of Wight for conservation purposes.

Note 16 continued

Itchen Navigation/Winnall Moors	Ten year Heritage Lottery Fund balance held against ongoing Itchen Navigation (2022) and Winnall Moors (2023) projects commitments.
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 Hillyer is to cover HIWWT costs when maintaining the Littleton church (Kate's) Meadow.
Manor House Farm	Funds received in advance towards the 50 years of management of Manor House Farm for the period of the agreement.
Marine, Solent Seascape (ELP) Project	Income towards the delivery of Solent Seascape (ELP) Project. Funds are received in dollars and subject to exchange rate, meaning we may be receiving more or less money than budgeted. This fund was set up to reduce the risk against the variability of this over the 5 year programme.
Parsonage Farm Fund	Funding from the Banister Trust for the ongoing maintenance of Parsonage Farm.
Richard Hedley Fund	This fund was established to acknowledge the late Richard Hedley, former Trustee and one of the Trust's most long-standing supporters. Sadly, in May 2018, we also lost Jean Hedley MBE, former Chair and President of the Trust. The family are keen that this fund is continued for the support of ecology trainees. Any donations or other fundraising undertaken in memory of the incredible contribution made by both Richard and Jean Hedley will be added to the fund in accordance with their wishes.
Secrets of the Solent Project	Funds received towards the Secrets of the Solent Project from NLHF and donations from partners and individuals.
SE Wildlife Trusts Strategic Dev. Fund	Funds set aside in agreement with the regional grouping of Wildlife Trusts for spending on strategic pan-regional projects.
Southern Water Section 20	Funding received in advance for the 10 year, Test and Itchen Catchment Project.
St Clair's Meadow	Funds received towards the ongoing management of St Clair's Meadow from donations from the local community.
SWWFL Research	Funds received from SWWFL towards future research work.
Test and Itchen Catchment Project	Funding received in advance for the Test and Itchen Catchment Project.
Titchfield Development Project Fund	Appeal income raised in connection with work on the proposal for the future of Titchfield Haven and the lower Meon Valley.
Watercress & Winterbournes Project	Funds received towards the 5 year Watercress & Winterbournes Project funded by NLHF and donations from partners and individuals.
Wilder Hampshire - Central & Solent	Funds held from major donors and grants funders towards the Conservation projects in the Central and Solent Team in 2023/24.
Wilder Hampshire - North	Funds held from major donors towards the Conservation projects in the North of Hampshire in 2023/24.
Wilder Hampshire - West	Funds held from major donors and grants funders towards the Conservation projects in the West of Hampshire in 2023/24.
Wilder Marine	Funds held from grants funders towards our Marine projects in 2023/24.
Wilder Wight	Funds held from major donors and grants funders towards our IOW conservation projects in 2023/24.
Wildlife Investment Fund	Appeal income received held in a fund to use in the future when match funds are needed to secure grants from partners and individuals.

Note 16 - Analysis of Charitable Funds for the Prior Year 2021/22

	Balance at 31 March 2021	Incoming resources and fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2022	Investment Gains/ (Losses)	Transfers	Balance at 31 March 2022
UNRESTRICTED FUNDS	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Designated Fund:							
Land Acquisition & Management	424	310	(90)	644	-	48	692
Assets Depreciation Fund	-	-	-	-	-	-	-
Wilder 2030	906	-	(100)	806	-	284	1,090
Business Plan Strategic Development	158	-	(42)	116	-	-	116
Nature Based Solutions	355	374	(87)	642	-	-	642
Total Designated Funds	1,843	684	(319)	2,208	-	332	2,540
General Fund	7,698	4,490	(3,772)	8,416	111	(332)	8,195
Total Unrestricted Funds	9,541	5,174	(4,091)	10,624	111	-	10,735

RESTRICTED FUNDS

Badger Appeal	11	-	-	11	-	-	11
Brough Naturalists' Fund	22	-	-	22	-	-	22
Central Rivers & Downs Conservation	-	101	(101)	-	-	-	-
College Copse Farm	7	-	-	7	-	-	7
Donations/Legacies (Restricted)	2	-	-	2	-	-	2
EA Water Projects	70	-	(6)	64	-	-	64
Emer Bog and Heathlands	21	-	(4)	17	-	-	17
Estates Conservation	-	256	(256)	-	-	-	-
Fishlake Meadows	25	-	-	25	-	-	25
IOW Land Management	-	263	(10)	253	-	-	253
IOW Projects	-	38	-	38	-	-	38
Itchen Navigation/Winnall Moors	31	-	-	31	-	-	31
Kates Meadow Fund	3	-	-	3	-	-	3
Landscape and Catchment Projects	-	319	(319)	-	-	-	-
Manor House Farm	366	-	-	366	-	-	366
North Hampshire Conservation	-	10	(10)	-	-	-	-
Parsonage Farm Fund	47	0	(5)	42	-	-	42
Policy, Advocacy & Engagement	-	273	(273)	-	-	-	-
Richard Hedley Fund	5	-	-	5	-	-	5
SE Wildlife Trusts Strategic Dev. Fund	15	-	-	15	-	-	15

Note 16 – Analysis of Charitable Funds for the Prior Year 2021/22 (continued)

	Balance at 31 March 2021	Incoming resources and fund transfers in	Outgoing resources and funds expended	Balance before movements at 31 March 2022	Invest- ment Gains/ (Losses)	Transfers	Balance at 31 March 2022
Restricted Funds (cont.)	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Secrets of the Solent Project	29	-	(17)	12	-	-	12
Solent & IOW Conservation	-	364	(364)	-	-	-	-
Southern Water Section 20	441	-	(146)	295	-	-	295
St Clair's Meadow	23	5	-	28	-	-	28
SWWFL Research	2	-	-	2	-	-	2
Test and Itchen Catchment Project	3	-	-	3	-	-	3
Watercress & Winterbournes Project	400	-	(14)	386	-	-	386
Wildlife Investment Fund	27	-	-	27	-	-	27
Restricted Funds	1,550	1,629	(1,524)	1,655	-	-	1,655
Restricted Heritage Assets	2,261	660	-	2,921	-	-	2,921
Total Restricted Funds	3,811	2,289	(1,524)	4,576	-	-	4,576
Permanent Endowment Fund: Ted Wallace Fund	5	-	-	5	-	-	5
Total Endowment Funds	5	-	-	5	-	-	5
TOTAL CHARITABLE FUNDS	13,357	7,463	(5,615)	15,205	111	-	15,316

Note 17 – Analysis of Net Assets Between Funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total Funds
	£'000	£'000	£'000	£'000	£'000
Tangible Fixed Assets	8,601	-	-	-	8,601
Heritage Assets	675	-	2,920	-	3,595
Fixed Asset Investments	1,067	1,755	-	5	2,827
Current Assets	1,549	4,005	2,438	-	7,992
Current Liabilities	(3,012)	-	-	-	(3,012)
Long Term Liabilities	(500)	-	-	-	(500)
Net Assets	8,380	5,760	5,358	5	19,503

Free reserves value £3.1m (2022: £1.91m)

Free reserves months 8.2 months (2022: 5.6 months) Against Trust Policy of 4 months of unrestricted spend

Note 17 - Analysis Of Net Assets Between Funds From Prior Year 2021/22

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total Funds
	£'000	£'000	£'000	£'000	£'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 5.6 months

Note 18 - Trading Subsidiaries

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

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

A summary of the trading results is shown below:

	2023
	£'000
Turnover	- Third party 212
	- Group -
Cost of sales	- Third party (179)
Gross profit	33
Administration costs	-
Profit before taxation	33
Tax on profit on ordinary activities	-
Net profit	33
Share capital - 100 ordinary shares	£100

	2023
	£'000
Revenue Reserve	33

- 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.

Note 19 – Operating Lease Commitments

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

	Land and Buildings	
	2023	2022
	£'000	£'000
Within one year	22	22
Between two to five years	7	34
More than five years	124	128
	153	184

Note 20 – Related Party Disclosures

The Trust owns all 100 of the issued £1 ordinary shares of HIWWT Trading Limited, which is currently dormant. The Trust also owns all 100 of the issued £1 ordinary shares of Arcadian Ecology & Consultancy Limited which trades externally as well as acting as an ecology consultancy for the Charity. At 31 March 2023 Arcadian Ecology & Consultancy Limited owed the Trust £50k (2022: £61k).

At 31 March 2023 HIWWT Trading Limited owed the Trust £0 (2022: £0k).

South West Wildlife Fundraising Limited is a membership recruitment agency which is owned by eight Wildlife Trusts predominantly in the South West region of which HIWWT is one and the liability limited to £1. The total value paid to SWWFL in the year was £243k (2022: £242k) and as at the 31 March 2023 the Trust was owed £1,690 by South West Wildlife Fundraising Limited due to a credit note raised at the end of March (2022: SWWFL owed the Trust £7,985).

Trustees made donations to the Charity totalling £1,120 during the year (2022: £1,030).

Note 21 – Ultimate Controlling Party And Members' Guarantee

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

Note 22 – Legal Status of the Charity

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

Note 23 – Donors, Grant Funders and Legacies Received

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

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

Note 23 – 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

Donations in memory of:

Anthony James Wilde	Frank White Douglas	Myra Armstrong
Bernard Mathews Hoad	Geoffrey Field	Nick Sorby
Bessie Mary (Bess) King	Gill Burnside	Nigel Claude Cole
Brian Crabb	Gillian Mary Counihan	Richard James Caffrey
Brian Michael Mckie	Gillian Norris	Robert Andrew (Bob) Kelly
Clara Wyles	Joan Dunford	Robert Kenneth Jackson
David John Gardner	John Bryant	Roger Clark
David Whitaker	John Janes	Ruth Cairns
Doris Mary Dunkinson	John Parkhouse	Sal Heywood
Douglas Frank White	Malcolm (Mick) Dodd	Susan McMonagle
Dr Theo Roberts	Maurice Donovan	Tom Vaughan
Elizabeth Guy	Michael Flint	
Frank J Roberts	Michael Sharman	

Gifts in Wills from:

Arthur Leonard (Len) Mummery	Elizabeth Anne Thorn	Mary Frances Bell
Beryl Madeline Harding	Emilio Fernandez Arias	Michael Brian Sharman
Carol Ann Green	Janet Elizabeth Chamberlain	Nigel Cole
Christine May Shinwell	Leslie Davie	Norman Ernest Mumford
David Leonard Fisher	Marie Elizabeth Clark	Philip Robert Hastie
Diana Maxine Tracey Freeman	Mary Elspeth Short	



Funding to support our work and projects:

We wish to express our sincere gratitude to individual donors, corporate supporters, local authorities and grant funders for their generous support. With their assistance, we were able to recruit new trainee staff members and achieve continued success in our education and engagement programmes. We are also grateful to the partners and donors who contributed to the management of our nature reserves and wider conservation projects, fostering nature recovery across our two counties.

Basingstoke & Deane Borough Council	Isle of Wight Distillery	Southern Car Storage
Boskalis Westminster	James Tuttielt Charitable Trust	Southern Co-op
Bournemouth Water, part of the Pennon Group plc	John Swire 1989 Charitable Trust	Southern Water
Butterfly Conservation - Hampshire and Isle of Wight branch	Lakeside North Harbour	Tadley Parish Council
Community Fund	Loungers	The Knights Trust
DP World Southampton	Lymington and Pennington Town Council	The National Lottery Heritage Fund
Eastleigh Borough Council	National Air Traffic Services (NATS)	The Roger and Ingrid Pilkington Charitable Trust
Environment Agency	Natural England	The Verderers of the New Forest
Falconer Family Trust	New Forest District Council	Twyford School
FatFace Foundation	New Forest National Park Authority	Tyl by NatWest, Giveback
Forbidden Planet, Southampton	NMSB	Vine House Farm
Forestry England	Pamber Parish Council	Vitacress Conservation Trust
Grainger PLC	Penny Henley	Vitacress Ltd
Hampshire County Council	Portsmouth City Council	Wessex Water
Hampshire Ornithological Society	Portsmouth Water	Wight Nature Fund
Hi-Level Mezzanines Ltd	Professor Michael Sleigh	Wightlink
Hildon Ltd	Silchester Parish Council	Winchester City Council
Isle of Wight AONB	South Downs National Park Authority	
Isle of Wight Council	Southampton City Council	

Local groups:

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

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

Charity Information

Organisational Structure

Hampshire and Isle of Wight Wildlife Trust is a registered charity (No. 201081) and a company limited by guarantee in England and Wales (No. 676313). VAT registration number 238466579. The charity was founded and incorporated as a company limited by guarantee on 28 November 1960, as Hampshire and Isle of Wight Naturalists' Trust Limited. On 4 June 1991 the charity changed its name to Hampshire and Isle of Wight Wildlife Trust Limited, later simplifying it to Hampshire and Isle of Wight Wildlife Trust on 19 December 2006. 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 2022/23 the equivalent of 3.91 FTE staff worked on Arcadian activities.

HIWWT Trading Limited

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

Charitable Purpose

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

purposes through its strategic objectives as described in this report.

Public Benefit

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

- Our nature reserves are used extensively by the public for quiet recreation; many have access on clearly marked paths along with information and interpretation for visitors.
- The land we manage provides a range of other public benefits such as flood risk management, carbon storage, pollination, pollution control and aesthetic beauty.
- Government and businesses are now recognising the essential role that nature plays in supporting the economy, not least through the provision of these public goods and services.
- Through providing advice and assistance to farmers and landowners, the Trust helps to support the rural economy and wider landscapes valued by the public.
- We deliver an extensive education and engagement programme, inspiring thousands of people of all ages - from schools, colleges, adult groups and the wider public - to enjoy contact with the natural world and benefit from its positive effect on health and wellbeing.
- Evidence and advice provided by the Trust to local government, private companies, landowners and communities helps to ensure that decisions on policies relating to land management, development, and public health take full account of the public benefit of wildlife and a healthy environment.

Governance

Council

Council is the Trust's governing body, made up of 10-15 members who serve as both Trustees of the charity and Directors of the company. Trustees are elected by the members at the Annual General Meeting. Trustees can serve for three consecutive terms of three years and then must stand down for a year becoming eligible to stand again. The exception is that of the Chair and the Honorary Treasurer who can stand for a fourth

consecutive term. All Trustees are volunteers, give freely of their time and have no beneficial interest in the company or charity. To ensure that Council is equipped to carry out its responsibilities it carries out skills analysis of existing members, inducts new members into the charity and provides Trustee training as required.

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

Responsibilities of Council

Council meets on a quarterly basis. Trustees are responsible for setting the charity's strategic objectives and policies and for ensuring they'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.

Council is assisted by two standing 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. This includes a combined Arcadian Board and Nature-based Solutions Working group to oversee this growing area of our work.

Staff Remuneration

The Trust uses a job scoring system based on a model developed by the Royal Society of Wildlife Trusts. The Chief Executive has delegated authority to set salaries for staff using this system. Alongside information from the Trust's external benchmarking process. The external benchmarking process is conducted no more than every three to five years to ensure that salaries remain competitive with the external market. Salaries for senior posts are agreed with Trustees. The Chief Executive's salary is set by the HR and Remuneration Committee using a similar process of assessment and confidential benchmarking.

Auditors

An independent audit is performed annually to fulfil the charity's legal obligations and for Council to ensure that the financial statements have been properly prepared and give a true and fair view. The auditor's report to the members of the charity is given on page 36.

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

Hargreaves Lansdown, 1 College Square South, Anchor Road, Bristol, BS1 5HL

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

Our People

President

John Collman
(Retired 5th November 2022)
Megan McCubbin
(from 5th November 2022)

Vice Presidents

Michael Baron
Lord Montagu of Beaulieu
Roger Harrison
Harvey Jones
Chris Packham (from 5th November 2022)

Members of Council

David Jordan OBE	Chairman
Christopher Langford	Vice-Chair; Chair of the Board of Arcadian
Richard Green-Wilkinson	Treasurer
Lesley Kirk	Chair of Business & Finance Committee
Lesley Chin	Health & Safety Trustee; Data Protection Trustee
Peter Vaughan	Retired October 2023
Helen McCormack	Safeguarding Trustee
Oliver Cox	Chair of Strategic Marketing Advisory Panel
Andrew Lee	Chair of Conservation & Science Advisory Panel, EDI Trustee
Jane Page	
Matt Prescott	
Julian Roberts	
Malcom Sonnex	
Rachel Coyle MBE	Joined November 2022
William Vine	Joined November 2022

Other members of Council (non-voting roles)

Alex Nicol-Harper	Associate Trustee
Timothy Pinchen	Advisor to Council

Management: Senior Staff

Deborah Tann	Chief Executive
Martin De Retuerto	Director of Nature Recovery, Wilder Hampshire
John Durnell	Director of Nature Based Solutions / MD Arcadian Consulting
Jamie Marsh	Director of Nature Recovery, Wilder Wight & Wilder Seas
Hannah Terrey	Director of Advocacy & Engagement
Natasha Thorneloe	Director of Finance & Resources
Catherine Day	Director of Fundraising & Marketing (left Feb 2023)
Ian Wadley	Director of Marketing & Fundraising (joined May 2023)
Company Secretary:	Clive Chatters

Management

Day-to-day management of the Trust and its two subsidiary companies is delegated to the Chief Executive, according to a Scheme of Delegation approved by Council.

The Chief Executive reports to Council and works with a team of executive directors to deliver the work of the charity. The Director of Nature Based Solutions / MD Arcadian Consulting oversees the day-to-day management of the trading subsidiary, Arcadian Ecology and Consulting Limited.

Registered office and principal address

Hampshire and Isle of Wight Wildlife Trust, Beechcroft House, Vicarage Lane, Curdridge, Hampshire SO32 2DP. Tel: 01489 774400. www.hiwwt.org.uk

Thank you

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



Hampshire and Isle of Wight Wildlife Trust

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Registered Charity No. 201081 | Company Limited by guarantee and registered in England No. 676313