



**Hampshire &
Isle of Wight**
Wildlife Trust

Hampshire and Isle of Wight
Wildlife Trust

Annual Report 2024/25

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Foreword

The past year marked a significant chapter in bringing our ambitious Wilder 2030 strategy to life. We continued to give nature the space and time it needs to recover. By expanding vital wildlife corridors, restoring precious habitats, forging strong partnerships, and safeguarding rare species, we helped to create a healthier, more resilient Hampshire, Isle of Wight and local seas.

With only four years remaining to reach our Wilder 2030 goals, our focus has shifted to the final phase of our strategy. But the work does not stop at 2030. We're now actively looking at what comes next – to ensure the strongest path towards the wilder future we all desperately want and need.

Climate change and extreme weather events continue to test our work, with spring and summer droughts followed by autumn and winter floods impacting wildlife across our reserves. The political climate in the past 12 months has posed many challenges too, with nature far too frequently misrepresented as a barrier to growth. But these pressures only sharpen our resolve, driving us to work harder, innovate more, and build greater partnerships – strengthening the case for nature as the foundation of a resilient future.

A highlight this year was the expansion of Lymington Reedbeds Nature Reserve. This vital corridor, part of our Forest to Foreshore vision, allows wildlife to move freely across the landscape. Thanks to generous donations and legacies, we also secured

two important sites in the Eastern Yar Valley on the Isle of Wight, Colman's Withybed and Morton Marsh, and doubled the size of Coulters Dean in the South Downs. This expansion of Coulters Dean protects rare chalk grassland, rich with orchids, butterflies, and other insects. All four sites add to the network of vital habitats we are defending and preserving.

Collaboration has been key to our successes this year. Working with businesses, landowners, councils, government agencies, and other charities, we've restored habitats in the New Forest, on MOD sites, floodplains, and coastal areas along the Solent – protecting wildlife and helping to build communities.

Together with Marwell Zoo and the Bristol Zoological Society, we saw the opening of a new Native Species Zone, a breeding centre that will play a vital role in supporting endangered white-clawed crayfish populations as part of the Trust's long-running Southern Chalk Streams project.

Our marine conservation work also continues to grow. Through the Solent Seagrass Restoration Project, seagrass has returned to the River Hamble for the first time in nearly a century, and renewed support from our partner Boskalis Westminster and hundreds of marine volunteers and supporters will help scale our restoration efforts as we move toward 2030.

Inspiring and engaging communities remains central to our mission. With new investment in neighbourhoods, schools, and urban spaces, we're supporting collaboration across diverse groups. We've also welcomed

seven new Community Super Champions to Team Wilder to help spread the word for nature.

By expanding land, deepening community ties, and building cross-sector partnerships, we are proud of the positive strides made during the year. However, we know the work is far from done, and the urgency with which we must act to defend our natural world is more pressing than ever.

Support is crucial to the ongoing fight. Huge thanks to our members, volunteers, donors, campaigners, and anyone advocating and raising awareness for the Trust and our work. Your support truly makes a difference and, together, we can achieve a wilder future.



Debbie Tann MBE
Chief Executive

David Jordan OBE
Chairman



: Our strategy

For 64 years, the Trust has safeguarded the wildlife and wild places of Hampshire, the Isle of Wight, and our local seas. However, with the climate and biodiversity crises posing an ever-growing threat to our natural world, the urgency to halt the decline in species abundance and protect 30% of our land and sea for nature's recovery has never been greater.

As well protecting the vital wildlife-rich habitats which remain, the Trust also continues to take strides to restore ecosystems at scale as well as encouraging more people to take meaningful action to create the societal change needed to tip the balance in nature's favour.

Since the publication of our strategy in 2019, we have made exciting progress. We have acquired over 340 hectares (840 acres) of new land for nature since 2020; launched innovative programmes like the Nitrate Mitigation Programme, which has unlocked new sources of funding to enable rewilding at scale; and led the way in seascape-scale marine restoration partnerships, such as the Solent Seagrass Restoration Project and Solent Seascape Partnership. By engaging with communities through a wide range of educational and conservation initiatives, the Trust has also fostered a collective commitment to restore nature.

While there is much to celebrate, there is still a long way to go. Given the ever-changing demands of nature recovery and the

challenging external political landscape which is emerging under the new UK Government, the need for urgent action remains prevalent and of the utmost importance.

A wilder future is still within our reach, but we must act now.

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.

In early 2022, The Wildlife Trusts launched a UK-wide 2030 strategy with national goals for local action, collective impact, and contributing to global change. We refreshed our strategic goals to align fully with those national targets. And in 2025-26, we will be carrying out mid-term reviews of the strategy with a view to further updating our approaches and targets for the crucial second half of Wilder 2030. We aim to realise our vision and achieve our mission by delivering three interconnected strategic goals:



Goal 1

Nature in Recovery

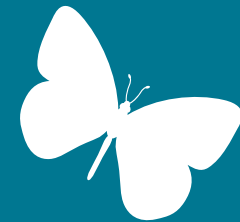
30% of land and sea is protected and managed positively for wildlife by 2030. Trends for key indicator species are improving by 2030.



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 strategy is complemented by a three-year business plan with targets and key performance indicators (KPIs). This enables us to monitor progress and measure against strategic objectives.

: Our year : in numbers



4,917

hectares (12,150 acres) in Hampshire and the Isle of Wight managed by the Trust (2023/24: 4,896 hectares / 12,098 acres)



6

sites acquired to support nature recovery – Colman's Withybed, Portchester – Solent Wader and Brent Goose Sanctuary Site and the extensions of Coulters Dean, Deacon Hill, Lymington Reedbeds and Morton Marsh (2023/24: two sites)



96%

of Trust SSSIs (Site of Special Scientific Interest) in favourable or recovering condition (2023/24: 96%)



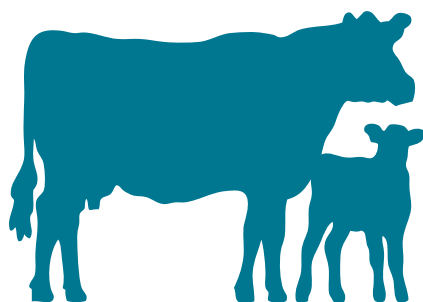
107

Full Time Equivalent (FTE) contracted employees (2023/24: 103)



29,103

members and friends (2023/24: 28,689)



518

livestock animals, enabling conservation grazing on the land we manage – 267 cattle, 242 sheep and 12 native ponies (2023/24: 246 cattle, 270 sheep and six native ponies)



46,578

social media followers across Facebook, Instagram, X and LinkedIn (2023/24: 44,632)



1,407

volunteers (2023/24 1,466)

∴ Nature in Recovery – ∴ Hampshire



Solent

Despite severe flooding caused by seawall infrastructure failure, Farlington Marshes is showing signs of resilience. Emergency repairs by the Environment Agency stabilised water levels and, amid adversity, wildlife returned. Our innovative reedbed nesting structures were quickly used by bearded reedlings, allowing broods to fledge despite the flooding. The breeding season was one of the best on record: 53 lapwing, 10 avocet, seven redshank and 31 black-headed gull chicks were ringed and recorded.

At Swanwick Lakes, improved access to the centre lake and pond facilities has enabled more schools and community groups to connect with nature. A striking display of scarlet elf cup fungi lit up the winter months, while spring saw 292 frogs and toads rescued from a fence line blocking their migration route.

Test Valley

The Lower Test Valley is reaping the benefits of newly restored habitats. In a project initiated and funded by the Environment Agency and the Trust, 90 hectares (222 acres) of floodplain habitat have been restored at Manor House Farm in the Lower Test Valley, providing vital support for wildlife and

the community. This site is transforming into a critical refuge for wading birds and overwintering wildfowl, while increasing the site's resilience to the impacts of sea-level rise.

New Forest and West Hampshire

At Blashford Lakes Nature Reserve, a newly installed five-metre nesting tower now offers secure homes for red-listed swifts and house martins. The tower, the first of its kind on Trust land, features 23 swift boxes and 12 house martin cups, with ventilation, solar panels, and speakers playing bird calls to attract young birds. Special thanks to Hampshire Ornithological Society, Hampshire Swifts, and Peak Boxes for their generous funding, support and expertise.



Black-headed gull

about these sites for internationally important species such as brent geese and shorebirds.

At Roydon Woods, we have worked with the Freshwater Habitats Trust, Newt Conservation Partnership and Species Survival Fund to bring to life three new ponds that will be fed by surface water and rainwater. These ponds will increase habitats for species such as great crested newts, frogs and dragonflies. They have also created shallow feeding grounds for species like snipe and woodcock (which have already been spotted in action).

North Hampshire

We were successful in securing a £250,000 Defra grant to deliver habitat improvements across 62 hectares (153 acres) of MOD heathland. At Pamber Forest, four new bat species were recorded, nightjars bred, and rare holly parachute fungus was discovered. At Foxlease, the window-winged caddisfly, *Hagenella*, was found in several locations, prompting setup of a monitoring transect with support from Surrey Wildlife Trust. Bartley Heath recorded its first southern migrant hawker dragonfly – a recent UK arrival and a striking indicator of our changing climate.

We have also seen an increase in adder activity and populations across our northern estate.

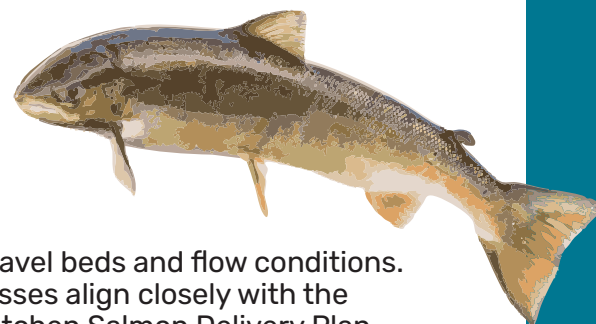
Central Hampshire

Amid growing concern for Atlantic salmon, spawning was recorded at both Hockley Meadows and Winnall Moors following targeted habitat improvements, including

enhanced gravel beds and flow conditions. These successes align closely with the goals of the Itchen Salmon Delivery Plan, launched in April 2025, which brings together conservation groups, fisheries experts, and environmental organisations, including the Trust. Together, we're working to protect the species at every stage of its lifecycle, from river to sea and back again.

Winnall Moors also saw a welcome expansion of white-clawed crayfish – two years after their rediscovery following a 30-year absence. At St Clair's Meadow, we launched a new water vole monitoring programme, using rafts and trail cameras to track activity across the river corridor. At Chappetts Copse, volunteers' work to open glades is encouraging the return of the rare sword-leaved helleborine.

Deacon Hill grew by 22 acres, securing key habitat for Duke of Burgundy butterfly. At Noar Hill, nearly 26,000 orchids of several species were counted!



Butterfly highlights

The number of butterflies recorded across 39 Trust reserves in 2024 was

38,279

This compares with 26,270 records in 2022 across 35 of our sites.



4,786 butterflies recorded at Arreton Down (Isle of Wight).



3,815 butterflies recorded at Deacon Hill.



3,615 butterflies recorded at Broughton Down.



Meadow Brown made up **15,764** of the 2024 records.



: Nature in Recovery - : Isle of Wight



Rewilding success

At Wilder Little Duxmore, our six Exmoor ponies continue to shape the landscape through conservation grazing. Their activity helps maintain a mosaic of open habitats, breaking up dense vegetation and promoting biodiversity. In addition, this year we welcomed two different grazers: Moo, a water buffalo, and Alice, a more conventional beef cow. Their mixed grazing promotes greater plant diversity and improves soil health, building more resilient habitats that can better withstand drought and heavy rainfall.

At Wilder Nunwell, reduced nutrient levels are already allowing natural processes to re-establish themselves, with wildflowers and wetland species beginning to reappear. Much more is planned for this site, including a natural flood management scheme and planting of historic hedgerows to improve habitat connectivity.

Both of our Wilder sites continue to demonstrate how nature can recover when given space and opportunity. Our partnership with local regenerative farm, Nunwell Home Farm, supports effective conservation grazing while benefiting their sustainable business. Further, our continued monitoring, delivered through our ecology team, Arcadian, has shown startling results (see panel, right) as wildlife continues to increase.

Eastern Yar

A key piece of work this year has been the delivery of the Eastern Yar Floodplain Restoration Project. Though still ongoing, habitat restoration and improved water flow are already reducing flood risk and benefiting

wildlife. The newly restored wetlands are attracting species such as widgeon, great white egret, and marsh harrier.

The Trust expanded its estate within the Eastern Yar with two land purchases: Colman's Withybed and an extension to Morton Marsh, bringing the total landholding within the Eastern Yar Network to 130 hectares (321 acres).

The aspiration for the release of wild beavers on the Island continues. Five years since the plan's conception, we now have confirmation from Defra and government on the Wild Release Licencing process. An Expression of Interest was submitted in May 2025, and we are pleased to report that Natural England has invited us to submit a full licence application for a wild release of beavers on the Eastern Yar. Our Beaver Recovery Project Officer is working on the licence application, engagement programme and data gathering to provide the comprehensive supporting information required for the licence application.



Seeing is Believing Conference © Kate Garnham

Seeing is Believing

In May 2024, the Trust hosted the Seeing is Believing Conference, bringing together Wildlife Trust leaders from across the UK, alongside conservationists Liz Bonnin (President of the Royal Society of Wildlife Trusts), Megan McCubbin (Trust President) and Chris Packham (Vice President).

The event showcased innovative conservation across the Isle of Wight and Hampshire, highlighting the vital link between land and sea.

A visit to the Eastern Yar explored the role of healthy soils, river ecosystems, and wild beavers in restoring landscapes, mitigating floods, and boosting biodiversity. We also spotlighted the synergy between rewilding and regenerative farming at Wilder Little Duxmore and Wilder Nunwell. Nunwell Home Farm shared how their practices align with rewilding, addressing climate and biodiversity challenges while sustaining a business.

Pioneers like the Garlic Farm and Ellen MacArthur Foundation showed how sustainability drives both environmental and economic resilience.

This conference marked an important milestone in conservation collaboration, providing a platform for Wildlife Trust leaders, to exchange ideas, debate challenging topics and explore new possibilities for scaling up nature recovery across the UK. Since then, we've launched Beacon—a bold Isle of Wight initiative uniting organisations and people to turn the Isle of Wight UNESCO Biosphere reserve status into real action, investment, and change.

Wilder Little Duxmore highlights



Butterfly species have risen to 28. Since 2021, we have recorded two vulnerable species (chalk hill blue and small heath) and two endangered species (Glanville fritillary and wall brown).



Bird species have increased to 58.



Earthworm species have risen to 15 (three new species since 2023).

Wilder Nunwell highlights



12 dung beetle species have been recorded on site (including two nationally scarce; *Bodiloides ictericus* and *Euorodalus coenosus*).



Bird species have increased to 71.



Earthworm species have risen to 11 (including one rare, *Murchieona muldali*).

: Nature in Recovery – : Our local seas

Solent Seagrass Restoration Project

Seagrass meadows are vital marine habitats – locking in carbon, supporting biodiversity, and protecting our coastline. For the past three years, we've worked with the University of Portsmouth and marine services provider Boskalis Westminster Ltd to restore seagrass along our shores. Originally planned to conclude this year, Boskalis has chosen to extend their support for a further two years and increase funding by 50%.

After seed collection during the summer, seeds are stored in our aquarium at the University of Portsmouth's Institute of Marine Sciences, and put into dormancy over winter. This year, we built a new storage unit and improved our seed husbandry, leading to healthier seed and a reduced rate of fungus, increasing germination success.



generously supported by FatFace Foundation. Their contribution has also funded the training of six volunteer Seagrass Survey Leaders who will lead our citizen science programme of surveying existing seagrass meadows.

Seagrass meadow, Isle of Wight © Theo Vickers

Solent Seascape Project

Now in its second year, the Solent Seascape Project, funded by the Endangered Landscapes & Seascapes Programme and East Head Impact, is restoring marine habitats at scale. As part of this innovative multi-habitat project, the Trust is conducting seagrass restoration work and leads on the community engagement and behaviour change initiatives. This year...



We delivered **110** public events, with nearly half led by volunteers.



We reached over **3,500** people.



Volunteers have dedicated an incredible **2,410** hours of their time to public events.



Volunteers were awarded the Marsh Award. This was the first time the award went to an entire group – celebrating their impact on seagrass restoration, public education, and marine research.

ReMEDIES

The Trust was a partner in the LIFE Recreation ReMEDIES project, which concluded in October 2024. Our citizen science volunteers monitored boat traffic and revealed significant pressure on seagrass meadows, particularly at Osborne Bay.

Four years of data revealed that up to six boats per hour anchored in seagrass areas at peak times, causing severe damage. In response, a voluntary no-anchor zone was introduced in spring 2024, incorporating advanced mooring systems to reduce seabed disturbance. Initial monitoring at Osborne Bay showed a

60% reduction

in anchoring over key weekends, marking a significant step forward in seagrass conservation.



Seagrass Champion volunteers © Kate Garnham

Solent Seagrass Restoration highlights

In summer 2024, we **doubled** our **volunteer hours to 220 hours** across 10 seed collections at Calshot and Seaview.

60,000

Zostera marina seagrass seeds gathered for planting in 2025





: Nature as a Solution

Society faces growing challenges, from housing and food security to the urgent biodiversity and climate crises. Nature-based solutions help address these issues while restoring ecosystems and supporting wildlife.

Nutrient Neutrality and rewilding success

The Trust has successfully delivered nutrient mitigation at Wilder Little Duxmore and Wilder Nunwell on the Isle of Wight, helping restore nature and bring ecosystems back to life on a landscape scale.

Purchased in 2020 with funds generated from nutrient credits, Wilder Little Duxmore on the Isle of Wight became our first rewilding site. Since then, it has been transformed from a barren landscape to one thriving with life.

By taking the land out of intensive arable use, we've significantly reduced nutrient pollution flowing into the Solent. This has helped protect sensitive marine ecosystems, including seagrass meadows that support species like bass, cuttlefish and seahorses.

We continue to monitor our sites as they become indicators of ecosystem health and function. This year, we have recorded good numbers of woodcock, whitethroat and wren breeding. Merlin and goshawk have been spotted, as well as scarce migrants such as tree pipit and wheatear. It is clear that we have created a new sanctuary for wildlife, protected for nature in perpetuity.

Biodiversity Net Gain projects in the pipeline

The requirement for developers to provide 10% Biodiversity Net Gain (BNG) on their developments came into effect in February 2024. The Trust is leading the way in using this mechanism to restore nature at scale. This can range from wildflower meadows and traditional orchards, to restored hedgerows and naturalised streams and wetlands. All of which will increase biodiversity and bioabundance of a whole range of species, from invertebrates to birds of prey.

Our aim is to deliver high-quality mitigation using the BNG mechanism as a gold standard, achieving significant gains for wildlife and helping us to achieve our ambition to put nature into recovery and create more space for wildlife by 2030.

First Biodiversity Net Gain and Nitrate Mitigation scheme in the New Forest

Kingwell Limited has partnered with the Trust, New Forest District Council and New Forest National Park Authority to deliver the Keyhaven Natural Capital Scheme on its 245 hectare (605 acres) farm at Keyhaven, near Milford on Sea, Hampshire.

Once established, the land will connect a Site of Special Scientific Interest, a Ramsar site and Special Areas of Conservation to create a 1,000-acre 'reserve' west of the Pennington Marshes.

To be managed by the Trust, the scheme will generate around 440 BNG units and circa 3,950 Nitrate credits to mitigate the impact of development on the local environment.

Responsible Body

The Environment Act 2021 established Conservation Covenants, a new mechanism for landowners to be able to make long-term, legally binding commitments to manage their land for nature. This new type of agreement is overseen by a Responsible Body - a designation now held by the Trust, and our consultancy Arcadian, enabling BNG schemes to be delivered to the highest standards.

Solent Waders & Brent Goose Mitigation

The Solent Waders and Brent Goose Strategy, developed to protect key feeding

and roosting areas for coastal birds, has guided planning decisions for over 20 years - with over 23,000 individual bird records submitted and a network of almost 900 sites.

While developers have long been required to offset impacts on these coastal habitats, ensuring mitigation sites are secured and well managed for the long term is something that has caused concern. To help meet this need, the Trust is taking on management of mitigation sites to ensure they are managed in the best possible way. The first Solent Wader and Brent goose mitigation site was gifted to the Trust in November with three more in the pipeline.



Wildflower meadow © James Adler

This year, partnership has been key



We've worked with Fareham Borough Council to convert **16** hectares (40 acres) of intensive arable land in Stubbington to create wildflower meadows.



Purchased **4.5** hectares (11 acres) of arable land next to our Deacon Hill Nature Reserve to create chalk downland.



Our ecologists have surveyed over **150** hectares (371 acres) of land for habitat creation and enhancement through BNG.



Created **15** hectares (37 acres) of wildflower meadow at Keyhaven as part of the project with Kingwell Limited.



600m of hedgerows planted at Keyhaven as part of the project with Kingwell Limited.

People Taking Action – Campaigning and advocacy



Save Our Chalk Streams

Since its relaunch in Autumn 2024, the Save Our Chalk Streams campaign has sought to safeguard these rare and vulnerable habitats through protections in planning. In September, almost 700 people called on the Government to protect chalk streams in their reforms to the National Planning Policy Framework.

In early 2025, we received concerning reports that the Government had shelved the long-awaited Chalk Stream Recovery Pack, a key initiative aimed at safeguarding these globally significant habitats. In response, we joined forces with 215 local councillors to send an open letter to Rt Hon Angela Rayner & Rt Hon Steve Reed OBE, urging the Government to strengthen protections for chalk streams and urgently release the Recovery Pack.

Tipner West

Nearly 7,000 people responded to Portsmouth City Council's draft Local Plan to oppose environmental harm at Tipner

West between July and September 2024. The proposed development would have set a dangerous precedent nationwide, by damaging protected habitats under the guise of overriding public interest.

In March 2025, the Secretary of State for Housing, Communities and Local Government, Angela Rayner MP advised that the public benefits did not justify the significant ecological damage it would have caused – marking a major win for wildlife.

Subsequently, the Government's original decision has been questioned and, at time of going to print, it is under review, so the Trust will continue to monitor developments very closely to ensure that Tipner West's natural value is respected, and its future is shaped in a way that reflects its importance as a protected wildlife site.

General Election 2024

Ahead of the July 2024 General Election, the Trust actively engaged with 100 local parliamentary candidates to highlight our priorities for nature within their constituencies. We hosted candidate walks on our nature reserves, offering first-hand insight into the potential for nature recovery right on their doorstep.

This early engagement has supported new MPs to speak up for nature in Parliament, including Danny Chambers, MP for Winchester.

Nature-positive planning

To secure 30% of land and sea for nature's recovery by 2030, as per Environment Act

(2021) targets, it is essential that nature is given more weight in the planning system. The Trust has played a significant role in campaigning for nature-positive planning, with Luke Murphy, MP for Basingstoke and Deane, working with us to host a parliamentary round table in September to discuss the loopholes undermining the delivery of Biodiversity Net Gain (BNG) in new developments.

In addition, the Trust has continued to respond to strategic planning consultations to speak up for nature, including the National

Planning Policy Framework, Local Plans and Local Nature Recovery Strategies.

Restore Nature Now

The Trust joined over 60,000 people at Restore Nature Now in June 2024, to call for urgent action to address the UK's biodiversity crisis. We hosted a vibrant workshop to equip participants with the tools and inspiration they needed to prepare powerful banners for the March – attended by special guests Chris Packham and Megan McCubbin.



Restore Nature Now © Elenya London

Advocacy highlights



Engaged with **100** candidates across Hampshire and the Isle of Wight prior to the General Election.



Ran **2** e-actions: Tipner West, **6,913** responses, and chalk streams National Planning Policy Framework (NPPF), **676** responses.



10 MP meetings.



Fought for nature positive planning, responding to the National Planning Policy Framework (NPPF), **6** local plans and **2** Local Nature Recovery Strategies (LNRS).



Recruited **7** campaign leaders.



: People Taking Action – : Communities and : individuals

Wilder Communities

This year has been a powerful demonstration of what's possible when people come together for nature. Across Hampshire and the Isle of Wight, communities, individuals, and partners have united to create meaningful change.

Working together for wilder places

A new partnership with Abri Housing Association has brought nature into the heart of the Mansbridge community. Residents and Abri's grounds team have collaborated to improve shared green spaces, an inspiring example of what coming together for wildlife can look like.

Wilder neighbourhoods

In collaboration with the Greening Campaign, communities across Hampshire and the Isle of Wight have been identifying new ways to welcome nature into their neighbourhoods. Through training in wildlife identification, habitat surveys, and community mapping, residents are gaining the tools and confidence to lead local action. A highlight was the Space for Nature Conference in early 2025, which brought local leaders together to connect, share learning, and strengthen the wilder community movement.

Volunteers driving local change

Driving this momentum are passionate individuals making change on the ground. Our volunteer Garden Champions visited 23 gardens this year, while our Wilder Community Officers supported over 40 neighbourhoods, businesses, and groups with practical advice.

Expanding our reach and impact

Building on the fantastic work of our Community Officers, we secured four years of funding from the National Lottery Community Fund in September. This support is helping us extend our reach, with a new officer now working with groups in Winchester, Basingstoke, and Petersfield. We've also welcomed seven new Super Champions, dedicated individuals inspiring and enabling practical community action for nature.

Wilder Schools

Wilder Schools is focused on enhancing nature connection and action among children through repeat engagement, both on school grounds and on nature reserves and green spaces. We have continued to build momentum. A new North Hampshire network meeting has been established to provide school staff with opportunities for peer support and shared learning.

Education centres

Education centres have continued to host one-off school and group visits, alongside the ongoing development of Wilder Schools, public events and wider public engagement. A new partnership initiative with Swanwick-based NATS staff has also proven successful, helping their workforce connect more deeply with nature through in-person events and seasonal video playlists, showcasing the reserve's changing landscapes and sounds.



Scan the QR code to watch the Swanwick Lakes nature connection videos

<https://tinyurl.com/2655vjat>

Watercress and Winterbournes

As the Watercress and Winterbournes Landscape Partnership Scheme enters its final year, community action is ensuring that our precious headwater chalk streams of the Test and Itchen are stronger than ever. The scheme, supported by the National Lottery Heritage Fund, now has 300 enthusiastic chalk stream champions all taking local action - many forming groups such as the Pillhill Brook Association, the Itchen Invertebrates Group and the Upper Itchen Restoration Group to continue the legacy of our work into the future.

The scheme helped groups expand their work by awarding six community grants this year, totalling £17,896.

This year, we provided targeted advice and grants to landowners to reduce pollution and we improved 850 metres of river habitat across the Anton, Pillhill Brook, Bourne Rivulet, and Cheriton Stream.

The project team delivered 34 educational sessions to 572 young people, ran 32 community events on chalk streams, took part in nine external events, and held eight sessions for land managers, reaching a total of 2,532 people.



Water vole © Terry Whittaker/2020VISION

Education and engagement highlights



20 schools visited delivering assemblies, events and activities.



2,621 people (students and teachers) engaged with through our activities.



49 visits throughout the year were made to different schools across Hampshire and the Isle of Wight.



9,500 interactions were had through schools, groups, and events across the three centres.





Marketing & Fundraising

None of our work would be possible without our wonderful supporters and the thousands of people who engage with our communications.

Our fundraising approach

The Trust has a dedicated, experienced and talented in-house Marketing and Fundraising department. We raise funds through membership subscriptions, individual donations, public appeals, gifts in Wills, corporate partnerships, community fundraising and applications to charitable trusts and grant-making organisations. One of our strategic priorities is to continue building a robust, diverse range of income streams to help underpin the long-term financial sustainability of the Trust.

The Trust is signed up to the Fundraising Regulator. We strictly adhere to charity law and follow the relevant codes of practice to ensure that our fundraising activities meet the highest possible standards. In the event of any breach of those standards, our complaints procedure is available on our website. We received one admin-related fundraising complaint during 2024-25, which was swiftly resolved without requiring involvement from the Fundraising Regulator.

Our staff carry out fundraising with help from our fundraising partners. The Trust's face-to-face fundraising is delivered by South West Wildlife Fundraising Limited (SWWFL), which concentrates wholly on increasing membership for its owning Trusts, including

Hampshire & Isle of Wight Wildlife Trust, and client Trusts. We regularly monitor and review third-party agencies who conduct fundraising activities on our behalf to ensure they meet the high standards we require and expect of them.

Membership

Thanks to the generosity of our members, the Trust's membership income increased to £1.5m (23/24 £1.43m), with 570 members increasing their subscriptions on the back of a voluntary uplift campaign. It was a challenging year for new member recruitment. However, our steady growth continued with a total of

 **2,217**

new members recruited to give an overall total supporter figure of 29,103 at year end. Of the new members joining during 2024-25, 68% were recruited through SWWFL, with others coming largely via digital marketing channels.

Fundraising

The Trust's partners, supporters, members and friends contributed to an outstanding year across our fundraising and philanthropy income streams. Donations (£1.35m) showed a sharp increase on the previous year. A particular highlight was the extraordinary

response of almost 1,000 supporters – the vast majority of whom were Trust members – who donated towards an urgent land purchase appeal to secure an extension to our Lymington Reedbeds Nature Reserve.

Our long-running partnership with Southern Co-op went from strength to strength with a £100,000 donation towards the Lymington Reedbeds acquisition and an extension to Coulters Dean Nature Reserve. In addition, Southern Co-op also generously committed to continued support of the Trust's Wilder Communities programme on the Isle of Wight. Another example of corporate support was through a gift of time, expertise and resources from Cappagh Contractors, who helped to complete four projects at Farlington Marshes which improved access and habitat for overwintering birds.

We received several significant donations from individuals, which supported work including trainee positions, reserves management, grazing, and our education and community work.

Gifts in Wills

Gifts in Wills continue to provide a crucial source of funding in the Trust's ongoing battle to preserve and protect our natural world. We are deeply grateful to those who have chosen to give in this way, and will ensure these funds have the greatest possible impact for nature.



Scan the QR code to hear from Trust supporters about the power of Gifts in Wills

hiwwt.org.uk/leave-gift-in-will

Marketing & communications

Marketing and communications remain key to how we share our strategy and inspire people to take action for nature. From digital content and PR to on-site signage and publications, our team works to connect people with wildlife and highlight the Trust's impact.

This year, we delivered the next phase of our Interpretation & Visitor Engagement Strategy, adding new signage at key reserves to increase brand awareness, deepen understanding of our work and increase nature connectedness among visitors.



Our PR work gained national attention, with coverage of our white-clawed crayfish project featured on BBC's The One Show, raising the profile of species recovery and our Wilder 2030 vision.

Online, we grew our digital audience to 46,578 social followers and 29,385 email subscribers through blogs, videos, and storytelling. We also continued to produce our high-quality core publications in-house, including *Wild Life* magazine, the Impact Report, and this Annual Report.

New visitor interpretation at Swanwick Lakes © Chris Fairhead

Marketing & Fundraising highlights



£878k received through gifts in Wills, representing an incredible investment by 26 individuals in the long-term future of wildlife and ecosystems across Hampshire and the Isle of Wight.



£67,431 donated to support three trainee positions (two Ecologists and one Assistant Reserves Officer).



930 people donated towards our New Forest land appeal to help secure an extension to Lymington Reedbeds Nature Reserve.



29,385 supporters who are subscribed to our e-newsletters.

We are hugely grateful to all the members and supporters who generously donate to the Trust. A list recognising support across the year can be found on pages 78 and 79.

: Effective and : resilient organisation



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

Staff wellbeing

Creating a supportive, flexible, and engaging workplace remains central to how we work at the Trust. In 2024/25, hybrid and flexible working continued to be valued, offering staff greater autonomy and balance. This approach has strengthened engagement, improved retention, and enhanced our appeal to those looking to join the Trust. Wellbeing remains a key priority. We continue to allocate 1% of staffing costs to a dedicated wellbeing budget, supporting services such as Occupational Health and our Employee Assistance Programme (EAP).

We've also made steady progress towards launching our refreshed Values and Signature Behaviours. These have been developed through staff engagement to ensure they are meaningful, relevant, and representative of our shared aspirations.

Our volunteers

Volunteers continue to play a vital role in helping us deliver on our strategic aims across a wide range of activities. The Volunteer Managers Working Group provides valuable coordination and development support to those staff who manage volunteers. This year, our dedicated volunteers contributed a combined total of 16,128 hours (equivalent to 2,304.5 days) of their time, skills, and energy. While slightly lower than the previous year, this level of commitment remains significant, and we are sincerely grateful to all our volunteers for

their ongoing contributions to our work and the positive difference they make every day.



Equality, diversity, and inclusion (EDI)

We recognise that the environment sector is one of the least diverse and we must do more to address this. The Trust aims to be a welcoming and inclusive 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 be more effective and have a greater impact. Our aim is that, by 2030, our staff, volunteers and people we work with reflect the diversity of our communities across Hampshire and the Isle of Wight.

We have established an EDI working group, which includes a Trustee and staff from all

areas of the organisation. We have adopted an EDI framework from the Royal Society of Wildlife Trusts (RSWT) that covers five priority areas:

- Diverse and inclusive leadership
- Increasing our diversity
- Creating an inclusive organisational culture
- Communicating inclusively
- Participation and engagement for everyone

Our action plan for the next three years will focus on taking a proactive approach to ensuring the Trust is a diverse and inclusive organisation. This will include adopting best practice in recruitment of staff and volunteers to address areas of under-representation. We will be actively anti-racist and will build skills and understanding amongst Trustees, staff and volunteers, to embed EDI across the organisation and throughout our work.

We will also build on our experience and learning from working with communities to ensure that we are identifying and removing barriers to access and participation: enabling as many people as possible to experience wildlife and take action for nature's recovery.





Lapwing chick

Digital transformation



Work on the Trust's digital transformation strategy and plan has continued this year and a full tender process for our Managed IT Service Provider was completed; as a result, we will be working with Aura Technology Ltd for a further three years. Work on the Customer Relationship Management (CRM) system, Donorfy, continues with a huge amount of work being done to include all Nature-based Solutions contacts and financial transactions on the system, removing the need for multiple systems. Work is now focussing on the addition of contacts from the Advocacy and Engagement Team; this will include MPs and contacts from Team Wilder. Along with the addition of contacts, our CRM & Data Insights Manager is working to automate systems to allow data to be added directly to Donorfy; a successful example being the bookings for the AGM last year.

The streamlining of processes and procedures is still the main focus for the working group and staff. Working alongside Aura we have automated several processes such as staff training requests, with the coming year focusing on streamlining processes for fundraising and improvements to the staff intranet. T100, our health and safety and asset management system, is now in use. A new finance system, iplicit, has been chosen and implemented, and ArcGIS is now fully embedded and in use by staff.

The focus for the coming year is finding a solution to replace the outdated, expensive training software that we currently use, looking to find a solution for improved management and communication with

volunteers, and working with RSWT on piloting some new software and data initiatives.

Our environmental impact

The Wildlife Trusts have set a target to have net zero greenhouse gas emissions by the year 2030, meaning we will aim to reduce our carbon footprint as much as we can, across all scopes, with our landholdings helping to balance out our remaining emissions by absorbing carbon.

Operational emissions

We have calculated our carbon footprint for the 2024-25 period at approximately 637 tCO₂e (tonnes of carbon dioxide equivalent). We are working with RSWT to put together a Net Zero Pathway, putting in place targets across all scopes of our carbon footprint to show how we will reach our 2030 target. As part of this, we will aim to reduce our scope 1 & 2 emissions as close to zero as possible. These are the emissions we have the most direct control over, including those from heating our buildings, using fuel, operating our vehicle fleet (Scope 1), and from the electricity we purchase and use (Scope 2).

Key highlights from our work to reduce our footprint include:

- Our transport and fuel emissions make up 28% of our footprint. The addition of new electric and hybrid vehicles across our teams will help to reduce our emissions in this area in the next financial year.
- We have also made our head office more energy efficient. We have improved

draughtproofing by replacing old doors and blocking up an unused fireplace, where there had been significant losses in heat. These were highlighted in our energy audit as key actions to undertake to improve the efficiency of the building.

- Our electricity emissions have continued to decrease significantly and are now estimated to be 0.05 tCO₂e annually, showing the significance of using renewable energy suppliers alongside our work to make our head office more energy efficient.
- We are running climate change training sessions for staff and volunteers to build on their understanding of the science of climate change, mitigation, and adapting to its impacts. This will allow for greater staff involvement, alongside our working group, in our progress towards our climate goals.

Biogenic emissions

We also monitor our emissions from grazing and our landholdings, and these are referred to separately to our operational emissions. These are reported on separately with independent targets set, following recommendations from RSWT. Our landholdings are absorbing carbon at a significant rate, however this does not mean we have achieved our net zero targets, as this requires our operational emissions to be reduced as much as possible. We aim to reduce our emissions, rather than cancel out our existing impact.

Climate resilience

We are undertaking work to assess how we

can make our nature reserves, and the work that we do, more resilient to the changing climate. It is predicted that days with very high fire risk will increase by about 20 days a year under the current trajectory, as well as other risks from storms, drought, rainfall and sea level rise having increased impacts on our work.

Hazards like these have already impacted our work, and assessing our current vulnerability will consequently allow us, and our wildlife, to adapt to a changing climate. Staff have been providing valuable information on how our work has already been affected by these hazards, which will become more frequent with climate change, as well as how they are tackling these issues on the ground already.



Managing strategic risks

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

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. These principal risks and their mitigations are summarised below:

Risk	Mitigating action
Environmental challenges	
The nature emergency, in particular wildlife declines and threats to habitats.	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.
Climate change	We are already seeing climate impacts on many of our reserves with increased flooding, risk of drought and fires impacting the Trust's ability to deliver works, as well as changes to species distribution and composition. We have continued to develop a climate resilience and adaptation plan to help us cope with the inevitable risks ahead.
Bird Flu	Bird flu has been present across many of the Trust reserves. Staff are vigilant in recording bird deaths across the sites, and we continue to work closely with other local organisations to track outbreaks. We have a disposal plan in place if we do get an outbreak. 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 impacted colonies will bounce back.
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, although announcements regarding new payment rates for agri-environment schemes may mitigate, to an extent, the loss of basic payment schemes. We established a Land Management Designated Fund in 2016 to provide a buffer for this risk; this fund continues to be supported by legacy income and has a current balance of £1.8m. The Trust's development of innovative nature-based solutions will continue to provide alternative sources of funding for our conservation work.

A constantly evolving fundraising environment, increased cost of living and uncertain economic landscape reducing our fundraising income.	The continued support of our members and supporters amid wider economic uncertainties has demonstrated the resilience of our major income streams such as membership, donations and legacies. Retaining supporter numbers in a challenging market does remain difficult but we continue to diversify our fundraising in order to ensure our fundraised income is as robust as possible.
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. Despite increased costs including the National Insurance rise, the Trust has continued to support 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, particularly in light of recent government announcements and policy.	With the national policy team at RSWT, we continue to work hard to keep the nature and climate crisis high on the agenda – pointing out that there is significant public support for nature recovery and climate action, and that a healthy environment underpins a strong economy. We are investing in advocacy and campaigning to help shape a positive external policy environment locally and nationally, including a focus on the Local Nature Recovery Strategies, Devolution, the Planning & Infrastructure Bill, and the Trust's Save our Chalk Streams campaign.
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. Through a combination of engagement programmes, education, communications and behaviour change work on sites, we are aiming to directly address the issue.
Reputational risk to the Trust in relation to increased scrutiny of our work, partnerships or positions, exacerbated by the polarised political landscape and so-called culture wars.	The Trust will continue to communicate in a transparent and open manner, robustly defending our position where necessary. We will ensure that key messages are clear and consistent across the Trust and that staff are aware of these. Where relevant, the Trust will continue to carry out due diligence on partnerships and projects, reviewing and cancelling any that do not pass our ethical standards or do not ultimately benefit wildlife, nature recovery and our charitable objectives. We also work to ensure that all partnerships meet their governance requirements and demonstrate the highest levels of integrity.
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 in delivery with support from The Wildlife Trusts' national team to enable more automated and integrated solutions.
Challenges in recruiting and retaining staff, together with mental health and other welfare issues.	The Trust has developed and implemented new processes and online systems to improve our recruitment and meet our commitments as an inclusive employer. To support staff and continue to build a supportive culture at the Trust, we have increased our budget for training and development; all Directors and Senior Managers have embarked on management and leadership training; and we continue to offer a comprehensive Employee Assistance Programme which provides advice across many aspects including mental health support, financial wellbeing, counselling and personal development. In addition, we continue to benchmark salary and benefits packages.

Managing operational risk



Operational risk management

Health & Safety

A Trustee-led audit was carried from 2024, into early 2025, examining the Trust's health and safety culture and management systems. The process involved a review of documents and reports, a questionnaire, and face-to-face interviews with officers. The report was presented to the Executive Team in March and was formally tabled at the June Council meeting, with the aim of having addressed all of the areas of improvement by the end of March 2026.

The Trust continues to engage with its staff through the quarterly Health and Safety Committee meetings. These meetings are an opportunity for representatives from each department to feed concerns to the Health and Safety Officer and relay messages back to their own teams.

During 2024/25, we had four accidents that were passed on to the Health and Safety Executive (HSE) under the RIDDOR regulations. These incidents included two possible Lyme disease infections caused by tick bites, one injured finger and a broken leg caused by a falling cattle crush. The HSE only chose to investigate the cattle crush incident and confirmed no further action was needed. All major incidents are also subject to internal investigation, the conclusions of which are used to improve health and safety performance.



Safeguarding and child protection

Our safeguarding and child protection committee meets regularly to oversee our approach to safeguarding, liaising regularly with the Executive Team. The committee is overseen by Trustees and is coordinated by the Designated Safeguarding Lead (DSL), supported by a deputy and committee secretariat.

The Trust has a comprehensive safeguarding and child protection policy, which, alongside disclosure and barring services (DBS) checks, and other employment checks and training, acts as an important preventative measure for ensuring that children and adults are safe when interacting with the Trust. The Trust has updated our policy this year to ensure that it aligns with RSWT's policy and framework.

An ongoing review process has been established, to better understand how policies and procedures are implemented on the ground. This involves members of the committee attending events, activities and meetings with staff from across the Trust. Any issues identified are then discussed and addressed by the committee.

During the year, a total of five safeguarding concerns were reported to the Designated Safeguarding Lead. None of these were referred to statutory agencies. Each concern was dealt with effectively by the member of staff involved and reported in a timely manner. The number of records of concern is lower than previous years. We have introduced a separate record of 'near misses' and encourage staff to alert the DSL

to anything which may have allowed for a safeguarding issue to arise, even where there was no actual concern or incident.

Data Protection

Compliance with data protection legislation is a priority for the Trust. No reportable data breaches occurred during the year. The Trust received one Data Subject Access Request which, after taking legal advice, was refused on the grounds of the request being found to be 'manifestly unfounded'. Data protection is overseen by a Data Protection Lead, with support from a deputy and secretariat, and a Trustee Lead. The staff Data Protection & Cyber Security Working Group meets on a quarterly basis and reviews policy, procedures and processes, recommending updates where required.



Health & Safety report Jan 2024 - March 2025:



1 major accident.



4 accidents involving staff and volunteers which required treatment at a GP surgery or hospital.



4 reportable accidents to HSE under Reporting of Incidents, Diseases and Dangerous Occurrences Regulations (RIDDOR).



75 accidents involving staff and volunteers resulting in minor injuries which were either treated on site or did not require first aid.



91 near misses were reported by staff and volunteers.



Looking ahead

2025/26 objectives

Nature in Recovery

- Complete mid-term review of our nature recovery work to ensure we are achieving maximum impact across the two counties.
- Manage, expand and connect our Estate to help nature recover. Acquire or take on management of new sites in strategic areas. Ensure existing sites are managed favourably for wildlife and meet legal obligations.
- Complete large capital habitat projects on the MOD estate and Eastern Yar, and deliver funded infrastructure projects at Winnall Moors and St Catherine's Hill Nature Reserves.
- 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.
- Further develop and strengthen strategic partnerships for nature, including with, the Environment Agency, Natural England, National Parks, Local Authorities and other key colleagues and stakeholders.
- Continue to deliver ambitious nature recovery activities, such as the Watercress & Winterbournes, Solent Seascape Partnership and Solent Seagrass Restoration projects.
- Progress beaver recovery project on the Isle of Wight by submitting a wild release licence application, in line with new government guidance.
- Continue to monitor how nature is recovering on our rewilding sites – communicating the outcomes and sharing best practice.
- Implement the Trust's climate change adaptation and resilience plan across our Estate.



Nature as a Solution

- Complete a review of the Trust's Nature-Based Solutions strategy to ensure our activities remain relevant and competitive in the market.
- Advocate and demonstrate Nature-Based Solutions as a tool for nature's recovery and for reducing pressure on the wider environment.
- Continue to develop high-integrity Nature-Based Solutions schemes, and position the Trust as a key deliverer of projects that restore wildlife, reduce pollution and sequester carbon.
- Become providers of Conservation Covenants within the two counties and for strategic partners in other counties – through the Trust and Arcadian both becoming Responsible Bodies.

People Taking Action

- Expand the Wilder Communities and Wilder Neighbourhoods programmes, with a particular focus on north and central Hampshire.
- Grow the Wilder Schools programme by testing existing packages, developing a secondary offering and hosting the annual Wilder Schools Conference.
- Increase engagement with young people, including developing and securing funding to launch a Youth Voice programme.
- Influence Devolution plans for Hampshire and the Solent, including governance of delivery of Local Nature Recovery Strategy.
- Deliver the next phase of our Interpretation & Visitor Engagement Strategy, encouraging positive behaviour change on our Estate and deepening public connection with nature.
- Grow fundraising income and return on investment by implementing updated strategy across priority income streams.
- Implement updated marketing & communications strategy, engaging with larger audiences and supporting the delivery of the Trust's key objectives.
- Hold Wilder Conference and Awards event to celebrate the achievements of the Trust and recognise people taking action for nature's recovery.





Financial Review



Our Financial Strategy

Despite the challenging external landscape and difficult year for some of our income streams, the Trust remains in a strong financial position thanks to robust financial reserves, prudent budgeting, disciplined financial management, and the success of our income generation strategy in recent years.

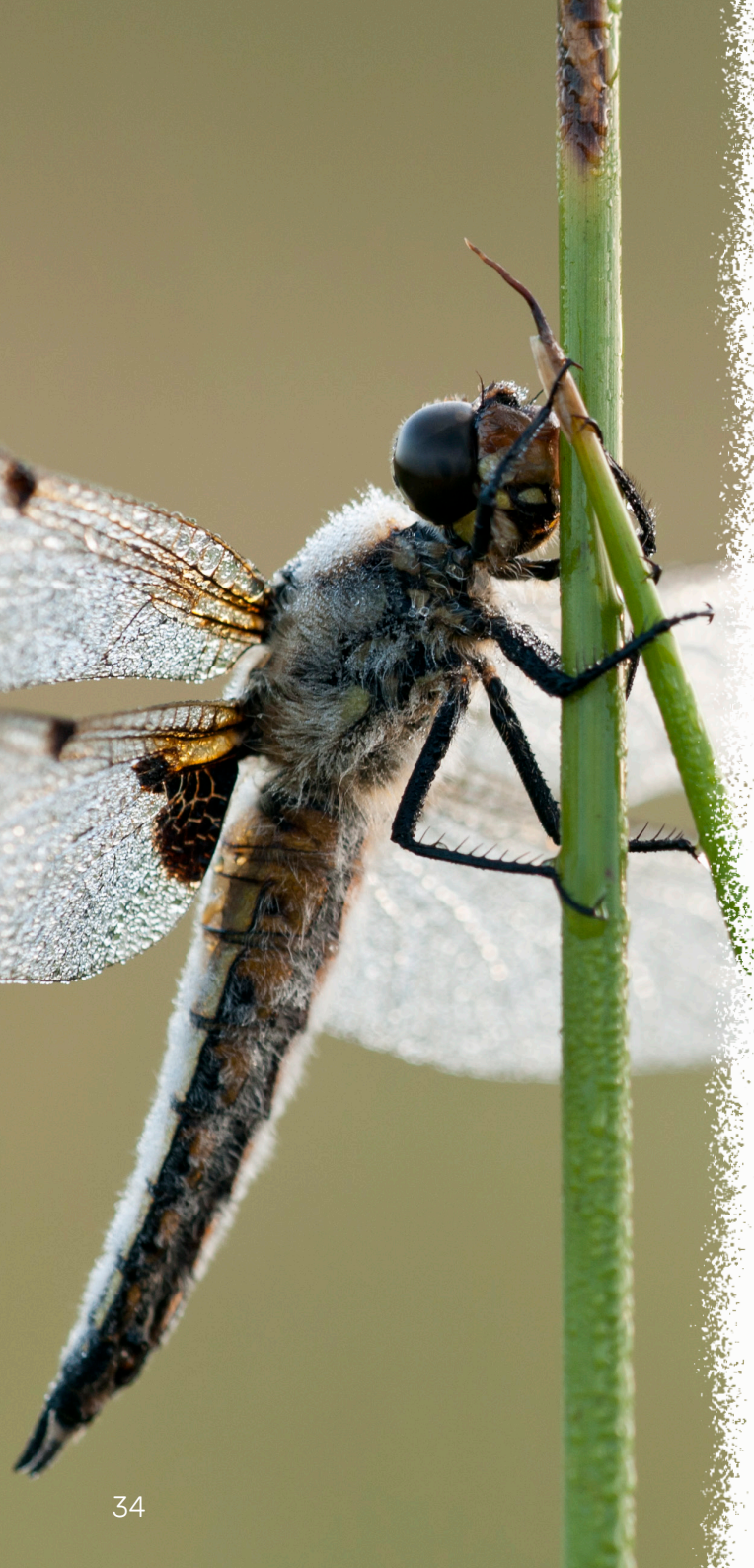
Looking ahead, while we are confident in our financial health, we are also acutely aware of the need for a sustainable operating model and have a keen focus on long-term resilience. We will continue to invest strategically in our two parallel income generating strategies: fundraising and nature-based solutions (NBS).

Despite the drop in NBS revenue this year, our strategy has proved very successful with overall income growing substantially in the past three years to put the Trust on a favourable footing. Moving forward, we expect NBS income to increase again and it will be vital to remain agile in responding to an evolving external environment and the green finance and nature market opportunities that could bring.

We also remain committed to growing our base of supporters – individuals, corporates, grant funders and charitable trusts and foundations – with fundraising crucial to the Trust delivering its charitable aims and meeting the strategic goal of inspiring more people to take action for nature. Our fundraising income is on a growth trajectory and our refreshed strategy in 2025 will map out plans to increase fundraised income to £4.5m by 2030.

Alongside growing our income, we closely manage expenditure in the face of rising costs, guided by strict budget controls and a strong value-for-money approach. At the same time, we recognise the importance of investing in the essentials that keep us running effectively and able to deliver the best outcomes for nature – such as modern IT systems to improve efficiency, sustainable building upgrades, and fair pay for our staff.

Underpinning our financial strategy is our financial reserves policy which can be found on page 39.



Financial summary: Income and expenditure

Income

The Trust faced a challenging year in terms of income – with a 16% reduction compared with the previous year. While fundraising income streams performed strongly, nature-based solutions (NBS) income dropped year on year with a backdrop of market uncertainty amid shifting policy positions and statements from the new Government.

Total incoming resources for the year were £9.9m (2024: £11.7m). Income from donations, legacies and membership increased to £3.7m (2024: £3.5m), with membership growing by 4.8% to £1.5m (2024: £1.4m) thanks largely to a NET supporter increase of 414, and 570 existing members generously uplifting the value of their subscriptions.

The Trust's Nitrate Mitigation Programme invoiced £1.67m (2024: £4.2m) from nitrate credit sales at our two rewilding sites on the Isle of Wight – Wilder Little Duxmore and Wilder Nunwell. While the external policy landscape contributed to a challenging year in terms of NBS income, the programme continued to support nature's recovery by mitigating and reducing the impact of planned housing development and through the ongoing nature recovery seen at the new nature reserves on formerly intensively

managed agricultural land. We have an obligation to manage Wilder Little Duxmore and Wilder Nunwell for 125 years, so a proportion of income from credit sales is transferred into the long-term designated fund set up for this purpose. In 2024/25, we transferred £721k (2024: £1.79m) into this fund (shown in note 16).

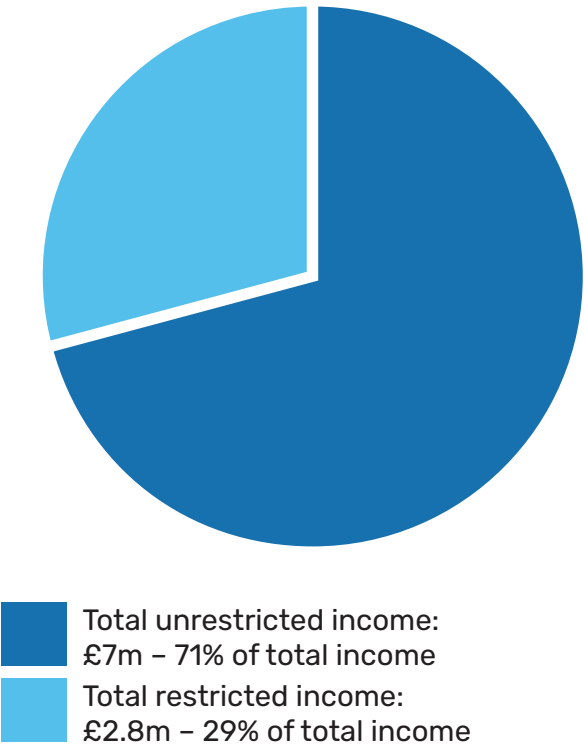
Unrestricted income is critical for the Trust as it can be spent wherever the need is greatest, supporting all aspects of our work. Unrestricted income made up 71% of total income, amounting to just over £7m. This 25% decrease year on year was largely due to reduced NBS sales and lower legacy income of £878k (2024: £1.5m). Unrestricted legacy income was £592k (2024: £884k). Although legacy income can be highly variable, it is a vital source of income which we expect to grow in future years. The Trust does not budget for legacy income, meaning that unrestricted legacy income received in the year is put into designated funds for spending in future years, as determined by Trustees.

Restricted income grew to 29% of the Trust's total income at £2.82m, an increase of 22% on the previous year. Restricted funds must be used for a specific project or purpose and includes income from grants, corporate partners and any restricted legacies or

donations where the donor has specified the funds must be used for a particular purpose. Restricted income from legacies was £286k (2024: £605k). Other restricted income for charitable activities (including from restricted donations) totalled £2.54m (2024: £1.7m).

Arcadian Ecology continued trading for its ninth year. The profit generated was £37k, a decrease on the previous year but in line with the year before. The profit is donated to the Trust and the donation will be shown in the 2025/26 accounts.

Total income 2024/25



Expenditure

Total annual expenditure increased by 10% to £7.97m (2024: £7.25m), with £6.8m (2024: £6.42m) spent on charitable activities, meaning 85% of our total expenditure went towards charitable activities. This includes management of our nature reserves, conservation projects, land management advice, education, training, community engagement and campaigning for stronger environmental protections. We also continue to invest in fundraising activities to grow our income in order to increase the overall impact of the Trust’s work.

Total expenditure includes support costs of £1.64m (2024: £1.29m). Support costs include IT, finance, human resources, facilities and governance costs, and represent 20.6% of total expenditure (2024: 17.9%). Support costs are allocated proportionally across all activities based on staff numbers. The governance costs (£120k) include professional fees and staff costs allocated to governance activities and represent 1.5% of our total expenditure (2024: 1.4%). Also included in the support costs is the annual contribution we make to the Royal Society of Wildlife Trusts at £90k (2024: £78k), which funds national policy, advocacy and coordination work on behalf of The Wildlife Trusts across the UK.

Total staff costs for the year totalled £4.1m (2024: £3.71m) which equates to a 10.6% increase due to the recruitment of several new roles across all departments. These staff costs include an average annual pay increase of 4% after a salary review and benchmarking exercise for all roles, and an increase in employer pension contribution of

1%. Operating costs are expected to continue rising, with increased National Insurance contributions and inflation both major factors.

During the year, the Trust made the final payment to fully repay the loan relating to the purchase of land at Nunwell for the Nutrient Neutrality Scheme (shown in note 15).



For every £1 spent by the Trust during 2024-25, 85p went towards charitable activities.

: Income analysis

Total income: £9,876,625 (2024: £11,734,506)

Donations, legacies and membership:

£3,710,327 – 37.6% of total income (2024: £3,521,655 – 30%)

Comprising £1,334,938 donations (2024: £605,098), £878,451 legacies (2024: £1,488,661) and £1,496,938 in membership income (2024: £1,427,896).

Conservation, education and engagement activities:

£5,600,335 – 56.7% of total income (2024: £7.8m – 67%).

Including £1,670,220 nature-based solutions (2024: £4,202,526)

Activities for generating funds

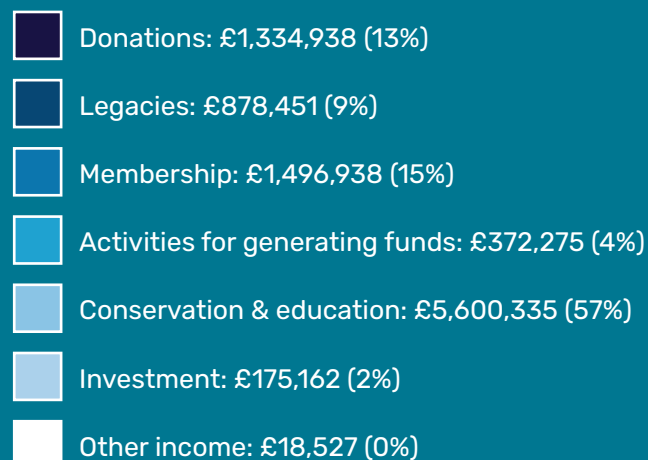
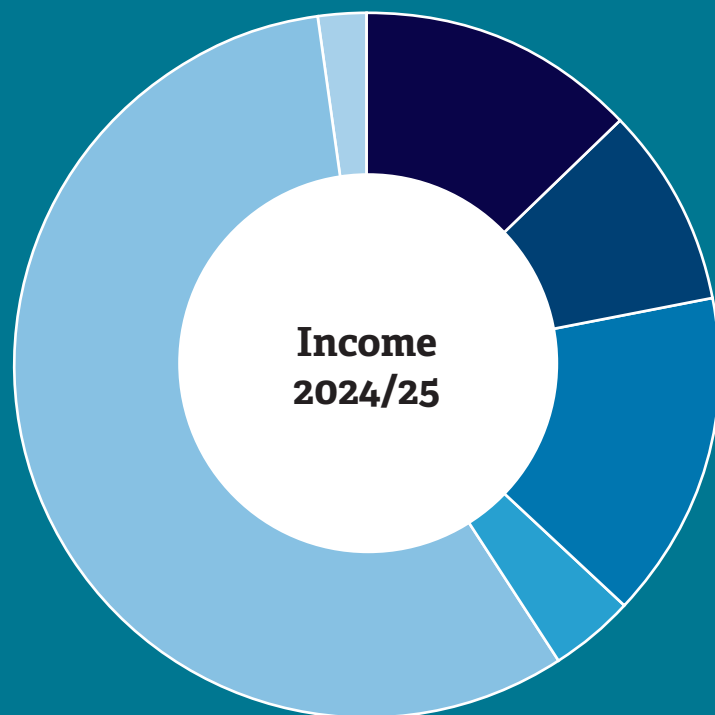
£372,275 – 3.8% of total income (2024: £307,007 – 3%)

Investments

£175,162 – 1.8% of total income (2024: £97,747 – 0.8%)

Other

£18,527 – 0.1% of total income (2024: £2,155 – 0.2%)



: Expenditure analysis

Total expenditure: £7,970,871 (2024: £7,249,077)

Conservation, education and engagement activities:

£6,339,249 – 79% of total expenditure (2024: £5,952,008 – 82%)

Including £102,313 nature-based solutions (2024: £412,424)

Costs to generate voluntary income:

£1,168,558 – 15% of total expenditure (2024: £832,449 – 12%)

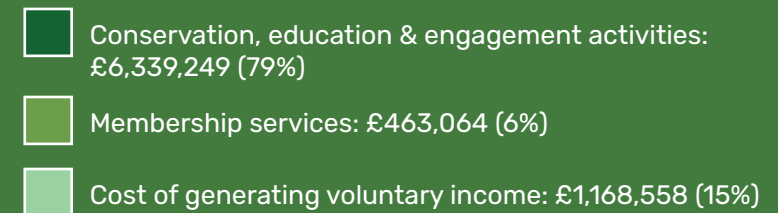
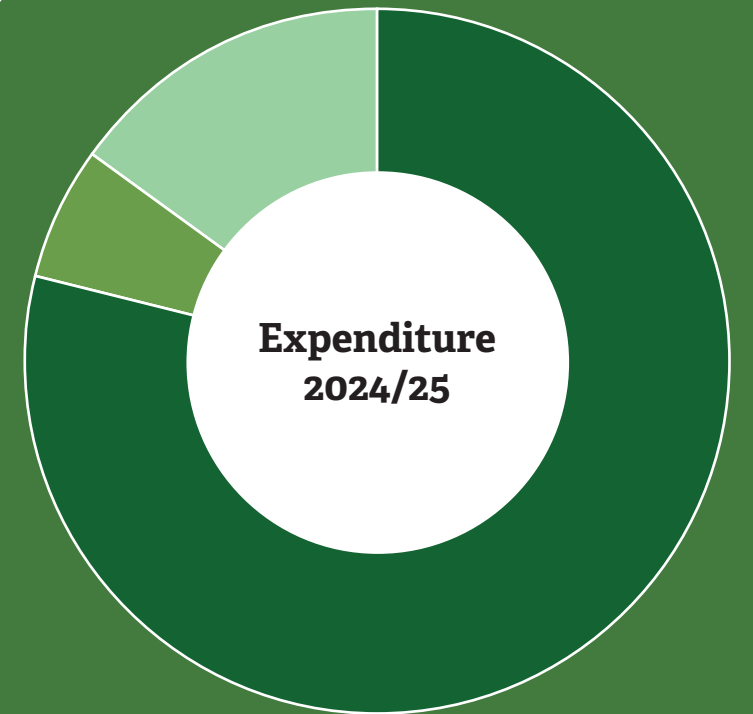
Membership services:

£463,064 – 6% of total expenditure (2024: £464,621 – 6%)

Overall staff costs included in total expenditure:

£4,106,241

Including £3,515,242 (86%) spent on charitable activities



: Financial reserves



The Trust holds three categories of funds: Restricted Funds, Endowment Funds and Unrestricted Funds. As at 31 March 2025, the Trust had total funds of £26.2m (2024: £24.4m) of which £17.8m was unrestricted (2024: £18m), £8.4m (2024: £6.4m) was restricted and £4.5k (2024: £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 where the purpose for which they can be used is determined by the donor, and heritage assets bought with restricted funds. Restricted project funds totalled £4.5m (2024: £2.8m) and restricted heritage assets totalled £3.9m (2024: £3.5m). These funds include income that has been received in advance to fund major multi-year nature recovery projects. 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 comprise 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, which arise from various sources including gifts in Wills, donations and surpluses generated from the Trust's day-to-day operations, are free from any restrictions and, as such, Trustees can determine how best to allocate them. Total unrestricted funds as at 31 March 2025 amounted to just over £17.8m (2024: £18m), of which £10m is unrestricted tangible fixed and heritage

assets (2024: £9.5m).

Total unrestricted funds are split into Designated Funds and General Funds:

Designated Funds

Total designated funds held at 31 March 2025 were £7.6m (2024: £8m). Trustees have designated some of the Trust's unrestricted funds to support the delivery of the Wilder Strategy and associated business plan. Designated funds also include the Nature-Based Solutions fund to support the long-term costs associated with the 125 years land is held for nitrates mitigation – this fund's value at year end was £3.3m (2024: £3.44m). Further details in Note 16.

General Fund

The general funds at year end totalled £10.2m (2024: £9.99m). These are funds free from any restrictions and therefore Trustees can decide how the funds are allocated. The general fund represents unrestricted fixed and heritage assets of £10m (2024: £9.5m), £4.5m (2024: £5.1m) in free reserves which are available to support the Trust's annual operating expenses and also includes funds that represent the current assets, liabilities and fixed asset investments on the balance sheet as shown in Note 17.

Free Reserves

Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds, including designated funds (see Note 17). At year end, free reserves totalled £4.5m (2024: £5.1m) which equates

to 7.9 months of unrestricted expenditure (2024: 10.8 months). Although our free reserves exceed our policy of four months at the end of March 2025, the Trust has had a deficit budget in recent years and we have plans in place to bring our free reserves back into line with our policy level during the next cycle of our business plan.

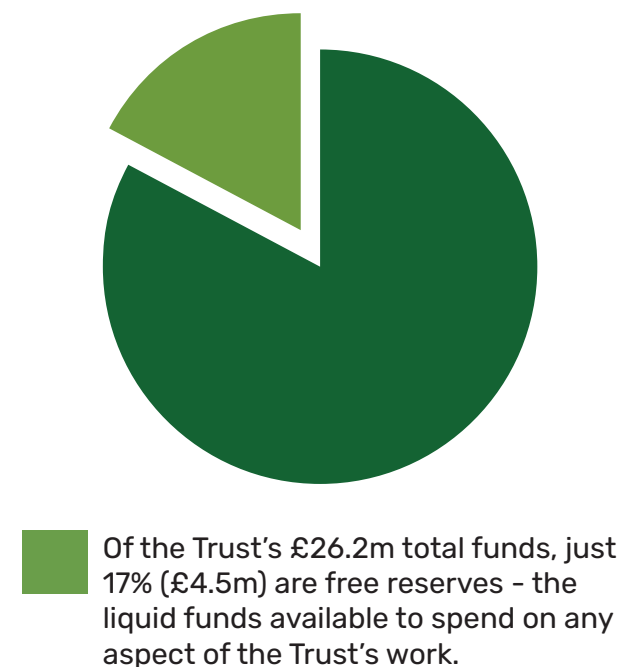
Financial Reserves Policy

The Trust's Financial Reserves Policy is to hold sufficient free reserves to provide working capital and 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. This demonstrates a prudent approach and commitment to long-term financial stability and planning. 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. This level of reserves, supported by the generosity of our donors and the strength of our strategic plan, ensures we remain well-positioned to navigate future challenges while continuing to invest in nature and communities.

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 a reasonable income. The funds are regularly reviewed and screened to ensure that the investments are ethical and not in conflict with the Trust's charitable objectives. In 2022, the Trust diversified its investment portfolio through investment in an ethical bonds fund which is managed by Hargreaves Lansdown. The Trust's overall investments show an unrealised loss of £94k (2024: unrealised gain £417k). Investment income of £175k (2024: £98k) was received during the year.

Total funds held by the Trust at year end



An aerial photograph of a coastal landscape. A dense forest of tall, thin trees covers a hillside. At the base of the forest, there is a clearing with two small, simple buildings. The foreground shows a steep, eroded cliff face with exposed soil and some sparse vegetation. In the background, beyond the forest, there are rolling green fields and a small village with houses and trees under a clear sky.

Financial Statements



Independent Auditor's Report

to the members of Hampshire and Isle of Wight Wildlife Trust

For the year ended 31 March 2025

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 2025 which comprise the consolidated statement of financial activities, the consolidated and parent 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 affairs of the group and the parent charitable company as at 31 March 2025 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's 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 or the 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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

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' Annual Report which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report and the Strategic 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 the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report and Strategic Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 require 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 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 Statement of Trustees' Responsibilities set out on page 85, 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 the 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 the 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 the 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 as auditors under the Companies Act 2006 and report in accordance with regulations made under that Act.

Our objectives are to obtain reasonable assurance about whether the group and parent 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the group and parent charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the group and parent charitable company by discussions with trustees and updating our understanding of the sector in which the group and parent charitable company operate.

Laws and regulations of direct significance in the context of the group and parent charitable company include The Companies Act 2006 and guidance issued by the Charity Commission for England and Wales.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the parent charitable company's records of breaches of laws and regulations,



minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the parent charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent 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 parent 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 parent charitable company and the parent charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Saffery LLP

Casidhe Baleri (Senior Statutory Auditor) for
and on behalf of Saffery LLP

Midland House
2 Poole Road
Bournemouth
BH2 5QY

Statutory Auditors

Date: 15/09/2025

Saffery LLP is eligible to act as an auditor in terms of
section 1212 of the Companies Act 2006

Consolidated Statement of Financial Activities for the year ended 31 March 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2025 £	Total 2024 £
INCOME FROM:						
Donations and legacies	2	1,080,122	1,133,267	-	2,213,389	2,093,759
Charitable activities	3	5,406,698	1,690,575	-	7,097,273	9,233,838
Other trading activities		372,275	-	-	372,275	307,007
Investments		175,162	-	-	175,162	97,747
Other		18,526	-	-	18,526	2,155
Total		7,052,783	2,823,842	-	9,876,625	11,734,506
EXPENDITURE ON:						
Raising funds	4	1,168,558	-	-	1,168,558	832,449
Charitable activities	5	5,746,688	1,055,625	-	6,802,313	6,416,628
Total	5	6,915,246	1,055,625	-	7,970,871	7,249,077
Net (losses)/gains on investments	12	(94,274)	-	-	(94,274)	417,339
Net income		43,263	1,768,217	-	1,811,480	4,902,768
Transfers between funds	16	(265,000)	265,000	-	-	
Net movement in funds		(221,737)	2,033,217	-	1,811,480	4,902,768
RECONCILIATION OF FUNDS:						
Total funds brought forward		18,049,906	6,351,617	4,508	24,406,031	19,503,263
Total funds carried forward		17,828,169	8,384,834	4,508	26,217,511	24,406,031

The 2024 figures includes Restricted Fund income of £2,321,558, Restricted Fund expenditure of £1,530,636, leaving Restricted Fund net income of £790,922

Continuing Operations

All incoming resources and resources expended arise from continuing activities

Balance Sheets as at 31 March 2025

		Group		Charity	
	Notes	2025 £	2024 £	2025 £	2024 £
FIXED ASSETS					
Tangible fixed assets	10	9,173,591	8,829,583	9,173,591	8,829,583
Heritage assets	11	4,682,299	4,185,399	4,682,299	4,185,399
Investments	12	4,266,491	4,818,817	4,266,691	4,819,017
		18,122,381	17,833,799	18,122,581	17,833,999
CURRENT ASSETS					
Stock		147,530	155,190	147,530	155,190
Debtors	13	2,815,471	1,810,278	2,785,234	1,807,532
Cash at bank and in hand		6,121,269	6,791,233	6,036,581	6,673,066
		9,084,270	8,756,701	8,969,345	8,635,788
CREDITORS					
Amounts falling due within one year	14	(989,140)	(2,184,469)	(947,631)	(2,148,538)
NET CURRENT ASSETS		8,095,130	6,572,232	8,021,714	6,487,250
TOTAL ASSETS LESS CURRENT LIABILITIES		26,217,511	24,406,031	26,144,295	24,321,249
CREDITORS					
Amounts falling due after one year	15	-	-	-	-
NET ASSETS		26,217,511	24,406,031	26,144,295	24,321,249

	Notes	Group		Charity	
		2025 £	2024 £	2025 £	2024 £
FUNDS OF THE CHARITY	16				
Endowment funds		4,508	4,508	4,508	4,508
Restricted funds		8,384,834	6,351,617	8,384,834	6,351,617
Unrestricted funds:					
Designated funds		7,672,441	8,057,496	7,672,441	8,057,496
General fund		10,155,728	9,992,410	10,082,512	9,907,628
TOTAL FUNDS		26,217,511	24,406,031	26,144,295	24,321,249

The notes at pages 46 to 79 form part of these financial statements.

The financial statements were approved by Trust Council on 2 September 2025 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 2025

	Notes (below)	2025 £	2024 £
Cash flows from operating activities:			
Cash generated from operations	a	(343,345)	6,139,360
Net cash provided by (used in) operating activities		(343,345)	6,139,360
Cash flows from investing activities:			
Purchase of tangible fixed assets		(462,932)	(316,459)
Purchase of heritage assets		(496,900)	(590,000)
Sale of fixed assets		-	-
Transfer to investments from cash		458,051	(1,574,439)
Interest received		175,162	97,747
Net cash provided by (used in) investing activities		(326,619)	(2,383,152)
Cash flows from financing activities:			
Proceeds from borrowings		-	-
Repayments of borrowings		-	(1,915,000)
Net cash provided by (used in) financing activities		-	(1,915,000)
Change in cash and cash equivalents in the reporting period	b	(669,964)	1,841,209
Cash and cash equivalents at the beginning of the reporting period		6,791,233	4,950,024
Cash and cash equivalents at the end of the reporting period		6,121,269	6,791,233

NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT

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

	2025 £	2024 £
Net incoming resources for the reporting period (as per the statement of financial activities)	1,811,480	4,902,768
Depreciation	118,925	88,098
Losses / (Gains) on Investments	94,274	(417,339)
Interest received	(175,162)	(97,747)
Decrease/(Increase) in stock	7,660	(12,193)
(Increase)/Decrease in debtors	(1,005,193)	1,088,673
(Decrease)/Increase in creditors	(1,195,329)	587,100
Net cash (used in) / provided by operating activities	(343,345)	6,139,360

b) Analysis of changes in cash and cash equivalents

	2025 £	2024 £
Balance brought forward	6,791,233	4,950,024
Net cash (outflow)/inflow for year	(669,964)	1,841,209
Balance at 31 March 2025	6,121,269	6,791,233

Notes to the Consolidated Financial Statements

For the year ended 31 March 2025

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. The financial statements are presented in pound sterling (£) which is the functional and presentational currency of the charity. All amounts have been rounded to the nearest £1, unless otherwise stated.

Going Concern

The financial statements are prepared on a going concern basis. The Trustees have reviewed future prospects and activities, along with future funds and cashflows. Having evaluated these the Trustees have a reasonable expectation that the charity has adequate resources to operate for the foreseeable future, being at least 12 months.

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.

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.

Nature-Based Solutions income

Income generated through sales of environmental credits (such as for nutrient neutrality or

biodiversity net gain) is split such that some is used within the year, and a proportion is set aside in Designated Funds to pay for the long term management of the land, in line with the legal obligations (e.g. nutrient neutrality obligations last for 125 years) and the needs of the individual site.

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.

Pension costs

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

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.

Operating leases

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

Taxation

The Trust is exempt from direct taxation on its

charitable activities.

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 £10,000, an increase from £5,000 in 2024/25 and the provision is calculated using the straight line method from the quarter it is purchased in, over the following periods:

Plant and machinery	10 years
Motor vehicles	10 years

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.

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.

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 set at four months of unrestricted expenditure. The policy is set 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. Free reserves are calculated by deducting unrestricted tangible fixed assets and unrestricted heritage assets from total unrestricted funds, including designated funds (excluding the nature based solutions fund). Although our free reserves exceed our policy of four months at the end of March 2025, we anticipate this returning to our four months policy level in the next two years. The Trustees review the reserves policy annually by assessing the risks facing the organisation.

Critical estimates and judgements and key sources of estimation uncertainty

In the application of the charities' accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Notes to the Consolidated Financial Statements

For the year ended 31 March 2025

2024/25 NOTES TO THE ACCOUNTS

Note 2 - Donations and Legacies

	2025 £	2024 £
Donations and Fundraising	1,334,938	605,098
Legacies	878,451	1,488,661
	2,213,389	2,093,759

In 2024, £1,133,267 related to restricted donations and legacy income.

Note 3 - Income from Charitable Activities

	Unrestricted Income £	Restricted Income £	Endowment Income £	2025 £	2024 £
Wilder Hampshire - North	898,482	-	-	898,482	863,584
Wilder Hampshire - West	241,505	330,636	-	572,141	566,117
Wilder Hampshire - Central & Solent	386,283	329,557	-	715,840	149,156
Wilder Wight	306,569	131,624	-	438,193	273,277
Wilder Marine	-	292,475	-	292,475	240,587
Ecology and Nature Based Solutions	1,983,111	255,560	-	2,238,671	5,293,980
Advocacy, Education & Engagement	93,810	350,723	-	444,533	419,241
Membership	1,496,938	-	-	1,496,938	1,427,896
	5,406,698	1,690,575	-	7,097,273	9,233,838

In 2024, £1,690,575 related to restricted charitable activity income

Note 4 - Expenditure on raising funds	2025 £	2024 £
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Expenditure on sales and commercial income	1,168,558	832,449
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The sales and commercial expenditure above relates to unrestricted spend

Note 5 - Total Expenditure	Staff Costs £	Other Direct Costs £	Support Costs £	2025 £	2024 £
Wilder Hampshire - North	270,512	440,169	253,815	964,496	975,347
Wilder Hampshire - West	364,537	359,693	246,505	970,735	826,139
Wilder Hampshire - Central & Solent	422,401	408,379	161,247	992,027	521,321
Wilder Wight	320,770	300,491	135,288	756,549	619,189
Wilder Marine	196,443	72,505	93,539	362,487	353,115
Ecology and Nature Based Solutions	672,539	366,844	194,312	1,233,695	1,609,475
Advocacy, Education & Engagement	566,131	142,678	350,451	1,059,260	1,047,421
Membership	100,751	303,896	58,417	463,064	464,621
Expenditure on Charitable activities	2,914,084	2,394,655	1,493,574	6,802,313	6,416,628
Expenditure on raising funds	590,955	427,845	149,758	1,168,558	832,449
	3,505,039	2,822,500	1,643,332	7,970,871	7,249,077

Note 6 - Analysis of Support Costs	Raising funds £	Wilder Hampshire - North £	Wilder Hampshire - West £	Wilder Hampshire - Central & Solent £	Wilder Wight £	Wilder Marine £
IT	37,649	63,809	61,971	40,537	34,011	23,515
Finance	37,202	63,052	61,236	40,056	33,608	23,236
Premises	29,733	50,394	48,942	32,015	26,861	18,572
Human Resources	34,285	58,107	56,434	36,915	30,972	21,414
Governance	10,888	18,454	17,922	11,724	9,836	6,801
	149,757	253,816	246,505	161,247	135,288	93,538
		Ecology and Nature Based Solutions £	Advocacy, Education & Engagement £	Membership £	2024/25 Total £	Basis of Allocation
IT		48,850	88,103	14,687	413,132	No. of staff
Finance		48,270	87,057	14,512	408,229	No. of staff
Premises		38,579	69,580	11,598	326,274	No. of staff
Human Resources		44,485	80,231	13,374	376,217	No. of staff
Governance		14,128	25,480	4,247	119,480	No. of staff
		194,312	350,451	58,418	1,643,332	

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

	2025 £	2024 £
Depreciation - owned assets	118,925	88,098
Profit on sale of fixed assets	-	-
Operating leases - land and buildings	21,785	21,785
Auditors' remuneration - provision of audit services	20,694	18,900
Auditors' remuneration - non audit services	1,726	-

Note 6 - Analysis of Support Costs for the year prior 2023/24	Raising funds £	Wilder Hampshire - North £	Wilder Hampshire - West £	Wilder Hampshire - Central & Solent £	Wilder Wight £	Wilder Marine £
IT	24,201	46,089	40,780	24,481	21,627	14,458
Finance	27,568	52,502	46,455	27,888	24,636	16,470
Premises	24,130	45,954	40,661	24,410	21,564	14,416
Human Resources	31,056	59,145	52,332	31,416	27,754	18,554
Governance	8,959	17,062	15,097	9,063	8,006	5,352
	115,914	220,752	195,325	117,258	103,587	69,250

	Ecology and Nature Based Solutions £	Advocacy, Education & Engagement £	Membership £	2023/24 Total £	Basis of Allocation
IT	28,545	60,334	9,873	270,388	No. of staff
Finance	32,516	68,729	11,247	308,011	No. of staff
Premises	28,461	60,158	9,844	269,598	No. of staff
Human Resources	36,631	77,425	12,670	346,983	No. of staff
Governance	10,567	22,335	3,655	100,096	No. of staff
	136,720	288,981	47,289	1,295,076	

Note 7 - Trustees' Remuneration and Benefits

No Directors (Trustees) or persons connected with them have received or waived any remuneration during the year (2024: none)

No Directors (Trustees) received reimbursements of expenses for travelling during the year (2024: none)

Note 8 - Staff costs	2025 £	2024 £
Salaries and Wages	3,518,053	3,201,187
Social Security Costs	317,593	289,120
Pension Costs	270,595	221,515
	4,106,241	3,711,822

The pension cost above includes an increase in employers pension contributions of 1%

The number of employees during the year was as follows:

	2025	2024
Cost of Generating Funds	9.4	5.4
Finance and Administration (includes Governance)	16.5	15.0
Charitable Activities	118.0	111.6
	143.9	132.0

The number of employees includes a higher number of termed, trainee and variable hour contract staff in 2024/25

FTE staff number	107.17	103.04
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	2025 £	2024 £
Senior Management Team Salaries for 7 staff (2024: 7 staff)	521,190	456,542

	2025	2024
The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:		
£60,001 - £70,000	2	-
£70,001 - £80,000	-	-
£80,001 - £90,000	1	1

Note 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 £261k (2024: £221k).

Note 10 - Tangible fixed assets - Group and Charity	Freehold Properties £	Long Leasehold Land £	Freehold Land £	Plant and Machinery £	Total £
Cost or valuation					
At 1 April 2024	2,414,817	2,912,161	3,115,055	1,191,767	9,633,800
Additions	-	-	414,941	47,991	462,932
Disposals	-	-	-	(21,091)	(21,091)
Transfers	-	-	-	-	-
As at 31 March 2025	2,414,817	2,912,161	3,529,996	1,218,667	10,075,641
Depreciation					
At 1 April 2024	-	-	-	804,217	804,217
Charge for the year	-	-	-	118,925	118,925
Depreciation on disposals	-	-	-	(21,092)	(21,092)
As at 31 March 2025	-	-	-	902,050	902,050
Net Book Value					
As at 31 March 2025	2,414,817	2,912,161	3,529,996	316,617	9,173,591
At 1 April 2024	2,414,817	2,912,161	3,115,055	387,550	8,829,583

Note 10 continued

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.

	Values from 31 March 2024 £	Values from 31 March 2025 £
Historic Values of Freehold Properties and Land;		
<i>Beechcroft</i>	1,280,000	1,280,000
<i>Brick Kiln Cottage</i>	527,317	527,317
<i>Dawkins Cottage</i>	607,500	607,500
	<u>2,414,817</u>	<u>2,414,817</u>
 <i>Tawny Barn</i>	 81,092	 81,092
<i>Brick Kiln Farm</i>	412,683	412,683
<i>College Copse Farm</i>	1,070,000	1,070,000
<i>Hockley (Whitehouse Meadows) Farm</i>	500,000	564,941
<i>Little Duxmore Farm</i>	1,051,280	1,051,280
<i>Chilcombe NBS Land</i>	-	350,000
	<u>3,115,055</u>	<u>3,529,996</u>

Note 11 - Heritage Assets – Group and Charity	2024/25 £	2023/24 £	2022/23 £	2021/22 £	2020/21 £
Cost or valuation					
At start of period	4,185,399	3,595,399	3,245,399	2,293,399	1,937,710
Additions - all purchased	496,900	590,000	350,000	952,000	355,689
Heritage Assets not previously valued	-	-	-	-	-
Disposals	-	-	-	-	-
At end of period	4,682,299	4,185,399	3,595,399	3,245,399	2,293,399
Net Book Value					
Year End	4,682,299	4,185,399	3,595,399	3,245,399	2,293,399
Prior Year	4,185,399	3,595,399	3,245,399	2,293,399	1,587,710

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 managed to preserve, enhance and/or restore their biodiversity value, 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 - this policy consists of a scoring system which enables Trustees to make an informed decision on which acquisitions are of the highest priority. These would include land of high wildlife value which is at risk, land which extends and connects the Trust's existing nature reserves, or land of low biodiversity value which can be restored or rewilded. Sites acquired are classified as heritage assets where appropriate at the time of acquisition. Heritage Assets held by the Trust as at 31 March 2025 are listed overleaf in tables 1 and 2. The Trust would only dispose of a heritage asset in exceptional circumstances, for example if compulsorily purchased, and in this case would follow the charity commission disposal process.

Note 11 continued

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
Bartley Heath	Hook	91
Bere Copse	Soberton	4
Broughton Down	Broughton	24
Chappetts Copse	West Meon	12
Chiddles Moor	Sandown, Isle of Wight	4.9
Copythorne Common	Cadnam	15.4
Coulters Dean	Buriton	7.5
Deacon Hill	Winchester	10
Emer Bog	North Baddesley	53.4
Fletchwood Meadows	Ashurst	5
Greywell Moors	Odiham	13
Hill Heath Farm	Newchurch, Isle of Wight	14.4
Hoe Road Meadow	Bishop's Waltham	3
Holmsley Gravel Pit	Bransgore	3
Kittenocks	Havenstreet, Isle of Wight	10.5
Kitt's Grave	Martin	36
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
Lymington Reedbeds	Lymington	43.1
Mapledurwell Fen	Basingstoke	0.4
Martin's Wood	Newchurch, Isle of Wight	8.5
Micheldever Spoil Heaps - North	Micheldever	3
Morton Marsh	Sandown, Isle of Wight	13.9

Note 11 continued

Table 1. Heritage Assets: Freehold Nature Reserves (continued)

Name	Location	Size (hectares)
Ningwood Common	Cranmore, Isle of Wight	11.7
Parsonage Farm	Newchurch, Isle of Wight	27.1
Pewit Island	Portsmouth Harbour	1.2
Portchester SWBG site	Portsmouth Harbour	8
Ron Ward's Meadow	Tadley	10
Royden Lane	Brockenhurst	2.2
Roydon Woods	Brockenhurst	379.7
Sandown Meadows	Sandown, Isle of Wight	18
Sandy Down	Brockenhurst	4.9
Shutts Copse	West Meon	4
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	19.7
Upper Inhams Copse	Silchester	18
Upper Titchfield Haven	Hill Head	13
Upper Winnall Moors	Winchester	26
Weavers Down Bog	Longmoor	3
Whitehouse Meadows	Cove	1
Wick Hill Hanger	Selbourne	8
Winnall Moors West	Winchester	21.5
		1076.6

Note 11 continued

Table 2. Heritage Assets - Leasehold Nature Reserves

Name	Location	Size (hectares)
Ancells Farm	Fleet	12
Baddesley Common	North Baddesley	28
Blashford Lakes	Ringwood	91
Bouldnor Forest	Bouldnor, Isle of Wight	36
Old Burghclere Lime Quarry	Burghclere	3
Eaglehead & Bloodstone Copses	Brading, Isle of Wight	10
Farlington Marshes	Portsmouth	120
Upper Flexford	Chandler's Ford	11
Lower Flexford	Chandler's Ford	9
Headley Gravel Pit	Headley	7
Hook Common	Hook	74
Hookheath Meadows	Southwick	14
Hythe Marshes	Hythe	9
Lymington & Keyhaven Marshes	Lymington	320
Long Aldermoor	Minstead	3
Lower Test	Totton	157
Lower Winnall Moors	Winchester	15
Manor House Farm	Totton	90
Milton Locks	Portsmouth	0.4
Noar Hill	Selborne	12
Pamber Forest	Silchester	194
St Catherine's Hill	Winchester	47
Swanwick Lakes	Fareham	28
Testwood Lakes	Totton	65
		1355.4

Note 12 - Fixed Asset Investments

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Investments	4,266,491	4,818,817	4,266,691	4,819,017

GROUP

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£	£	£	£
At 1 April 2024	4,818,817	-	-	4,818,817
Additions	591,711	4,000	-	595,711
Disposals	(1,053,763)	-	-	(1,053,763)
Investment (losses) / Gains	(94,274)	-	-	(94,274)
At 31 March 2025	4,262,491	4,000	-	4,266,491

Net Book Value

At 31 March 2025	4,262,491	4,000	-	4,266,491
At 1 April 2024	4,818,817	-	-	4,818,817

Of the £4.24m investments held at 31 March 2025, all holdings are held in the UK.

CHARITY

	Listed investments	Unlisted investments	Cash and settlements pending	Totals
	£	£	£	£
At 1 April 2024	4,818,817	200	-	4,819,017
Additions	591,711	4,000	-	595,711
Disposals	(1,053,763)	-	-	(1,053,763)
Investment (losses) / Gains	(94,274)	-	-	(94,274)
At 31 March 2025	4,262,491	4,200	-	4,266,691
Net Book Value				
At 31 March 2025	4,262,491	4,200	-	4,266,691
At 1 April 2024	4,818,817	200	-	4,819,017

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 £4.24m investments held at 31 March 2025, 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	
	2025	2024	2025	2024
	£	£	£	£
Trade Debtors	1,464,683	605,189	1,351,880	548,427
Other Debtors	1,320,142	1,189,920	1,320,142	1,183,156
Prepayments and Accrued Income	30,646	15,169	30,646	15,169
Amounts Due from Group Undertakings	-	-	82,566	60,780
	2,815,471	1,810,278	2,785,234	1,807,532

Note 14 - Creditors: Amounts Falling Due Within One Year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade Creditors	219,796	462,048	199,693	454,990
Other Creditors	27,722	28,105	27,804	27,989
Accruals	496,400	621,690	492,662	618,140
Taxation and Social Security	245,222	562,626	227,472	547,419
Deferred Income	-	10,000	-	-
Other Loans	-	500,000	-	500,000
	989,140	2,184,469	947,631	2,148,538

Note 15 - Creditors: Amounts Falling Due After One Year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Other loans	-	-	-	-
	-	-	-	-

Note 16 - Analysis of Charitable Funds for the Current Year 2024/25

	Balance at 1 April 2024	Incoming resources & transfers in	Outgoing resources & funds expended	Balance before movements at 31 March 2025	Investment Gains/(Losses)	Transfers	Balance at 31 March 2025
	£	£	£	£	£	£	£
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	1,938,875	245,867	(377,660)	1,807,082	-	-	1,807,082
Wilder 2030	2,567,954	120,781	(231,028)	2,457,707	-	-	2,457,707
Business Infrastructure	108,990	-	-	108,990	-	-	108,990
Nature Based Solutions	3,441,677	270,698	(63,713)	3,648,662	-	(350,000)	3,298,662
Total designated funds	8,057,496	637,346	(672,401)	8,022,441	-	(350,000)	7,672,441
General Fund	9,992,410	6,415,437	(6,242,845)	10,165,002	(94,274)	85,000	10,155,728
Total Unrestricted Funds	18,049,906	7,052,783	(6,915,246)	18,187,443	(94,274)	(265,000)	17,828,169
RESTRICTED FUNDS							
Advocacy, Engagement & Education	85,820	336,403	(389,203)	33,020	-	-	33,020
Badger Appeal	10,872	-	-	10,872	-	-	10,872
Beaver Project	67,742	-	(45,000)	22,742	-	-	22,742
Brough Naturalists' Fund	21,950	-	-	21,950	-	-	21,950
College Copse Farm	6,970	-	-	6,970	-	-	6,970
Donations & Legacies - Hampshire	35,520	302,989	(500)	338,009	-	-	338,009
EA Water Projects	63,902	-	-	63,902	-	-	63,902
Education Development Fund	18,440	-	-	18,440	-	-	18,440
Emer Bog and Heathlands	17,675	-	-	17,675	-	-	17,675
Estates Support and Ecology	-	255,560	(207,501)	48,059	-	-	48,059
Fishlake Meadows	30,610	14,513	-	45,123	-	-	45,123
IOW Land Management	19,111	-	-	19,111	-	-	19,111
IOW Legacy Funds	381,170	535,763	(51,973)	864,960	-	-	864,960

Note 16 - Analysis of Charitable Funds for the Current Year 2024/25 (continued)

	Balance at 1 April 2024	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2025	Investment Gains/(Losses)	Transfers	Balance at 31 March 2025
	£	£	£	£	£	£	£
RESTRICTED FUNDS CONTINUED							
IOW Projects	573,132	66,096	-	639,228	-	(80,000)	559,228
IOW Capital Depreciation Fund	54,909	-	(11,986)	42,923	-	-	42,923
Kates Meadow Fund	3,150	-	-	3,150	-	-	3,150
Manor House Farm	221,206	-	(10,500)	210,706	-	-	210,706
Marine, Solent Seascape (ELP) Project	67,956	163,636	(51,179)	180,413	-	-	180,413
NATS Swanwick	-	63,120	-	63,120	-	-	63,120
New Forest Land Advice	82,323	23,997	(89,671)	16,649	-	-	16,649
New Forest Land Non Native Plants	-	75,347	(4,815)	70,532	-	-	70,532
Parsonage Farm Fund	22,385	-	-	22,385	-	-	22,385
Reaching Communities	-	14,320	-	14,320	-	-	14,320
Richard Hedley Fund	4,648	-	-	4,648	-	-	4,648
SE Wildlife Trusts Strategic Dev. Fund	14,919	-	-	14,919	-	-	14,919
Southern Damselfly - HCC	-	50,000	-	50,000	-	-	50,000
Southern Water Ecol.I Resilience	-	50,000	-	50,000	-	-	50,000
Southern Water Section 20	374,365	169,311	(69,679)	473,997	-	-	473,997
Southern Water Fish Pass	-	200,000	-	200,000	-	-	200,000
St Clair's Meadow	28,000	-	-	28,000	-	-	28,000
SWWFL Research	2,048	-	-	2,048	-	-	2,048
Test and Itchen Catchment Project	13,696	-	-	13,696	-	-	13,696
Wader & BG S106 Mitigation	-	450,000	-	450,000	-	-	450,000
Watercress & Winterbournes Project	458,717	-	(53,044)	405,673	-	-	405,673

Note 16 - Analysis of Charitable Funds for the Current Year 2024/25 (continued)

	Balance at 1 April 2024	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2025	Investment Gains/(Losses)	Transfers	Balance at 31 March 2025
	£	£	£	£	£	£	£
RESTRICTED FUNDS CONTINUED							
Wilder Hampshire	80,747	87,728	69,615	98,860	-	-	98,860
Wilder Marine	43,400	107,032	(139,932)	10,500	-	-	10,500
Wilder Wight	8,000	65,528	(68,528)	5,000	-	-	5,000
Wildlife Investment Fund	27,365	-	-	27,365	-	-	27,365
Restricted Funds	2,840,748	2,823,842	(1,055,625)	4,608,965	-	(80,000)	4,528,965
Restricted Heritage Assets	3,510,869	-	-	3,510,869	-	345,000	3,855,869
Total Restricted Funds	6,351,617	2,823,842	(1,055,625)	8,119,834	-	265,000	8,384,834
Permanent Endowment Fund:							
Ted Wallace Fund	4,508	-	-	4,508	-	-	4,508
Total Endowment Funds	4,508	-	-	4,508	-	-	4,508
TOTAL CHARITABLE FUNDS	24,406,031	9,876,625	(7,970,871)	26,311,785	(94,274)	-	26,217,511

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 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. This fund is supplemented with unrestricted legacies with trustee approval.
Wilder 2030	Following the successful launch of the Trust's 10-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.

Note 16 continued

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 grant 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 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.
IOW Capital Depreciation Fund	Funds held towards the future depreciation of capital purchases using major donor funds.
Kates Meadow Fund	Restricted donation of £3,500 to be drawn down over 10 years at a rate of £350 per year. The donation from Mr Ray Hilllyer 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 five-year programme.
NATS Swanwick	Funds received from NATS for the Wilder Schools Programme and work at Swanwick.
New Forest Land Advice	Grant funds received towards the New Forest Land Advice Project future work.
New Forest Land Non Native Plants	Grant funds received towards the Non Native Plants Project future work.
Parsonage Farm Fund	Funding from the Banister Trust for the ongoing maintenance of Parsonage Farm.
Reaching Communities	Grant funds received towards the Reaching Communities Project future work funded by The National Lottery Community Fund.
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.

Note 16 continued

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 Damselfly - HCC	Funding received from HCC for the Southern Damselfly Project.
Southern Water Ecol.I Resilience	Funding received towards Southern Water Ecol.I Resilience future work.
Southern Water Section 20	Funding received towards Southern Water Section 20 Project.
Southern Water Fish Pass	Funding received towards Southern Water Fish Pass future work.
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.
Wader & BG S106 Mitigation	Funds received towards the future management of the Wader & BG S106 Mitigation site.
Watercress & Winterbournes Project	Funds received towards the five-year Watercress & Winterbournes Project funded by NLHF and donations from partners and individuals.
Wilder Hampshire	Funds held from major donors and grants funders towards conservation projects across Hampshire.
Wilder Marine	Funds held from grant funders towards our Marine projects
Wilder Wight	Funds held from major donors and grant funders towards our IOW conservation projects.
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 2023/24

	Balance at 1 April 2023	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2024	Investment Gains/(Losses)	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£
UNRESTRICTED FUNDS							
Designated Fund:							
Land Acquisition & Management	1,828,352	227,202	(260,296)	1,795,258		143,617	1,938,875
Assets Depreciation Fund	-	-	-	-			-
Wilder 2030	2,066,813	-	(37,258)	2,029,555		538,399	2,567,954
Business Infrastructure	110,024	-	(1,034)	108,990			108,990
Nature Based Solutions	1,754,570	1,790,895	(128,612)	3,416,853		24,824	3,441,677
Total designated funds	5,759,759	2,018,097	(427,200)	7,350,656	-	706,840	8,057,496
General Fund	8,380,418	7,394,851	(5,291,241)	10,484,028	417,339	(908,957)	9,992,410
Total Unrestricted Funds	14,140,177	9,412,948	(5,718,441)	17,834,684	417,339	(202,117)	18,049,906
RESTRICTED FUNDS							
Advocacy, Engagement & Education	76,733	303,414	(294,327)	85,820	-	-	85,820
Badger Appeal	10,372	500	-	10,872	-	-	10,872
Beaver Project	101,918	10,959	(45,135)	67,742	-	-	67,742
Brough Naturalists' Fund	22,450	-	(500)	21,950	-	-	21,950
College Copse Farm	6,970	-	-	6,970	-	-	6,970
Donations & Legacies - Hampshire	7,800	33,520	(5,800)	35,520	-	-	35,520
EA Water Projects	63,902	-	-	63,902	-	-	63,902
Education Development Fund	18,440	-	-	18,440	-	-	18,440
Emer Bog and Heathlands	17,675	-	-	17,675	-	-	17,675
Estates Support and Ecology	7,500	49,401	(56,901)	-	-	-	-
Fishlake Meadows	30,610	-	-	30,610	-	-	30,610
IOW Land Management	239,111	-	(20,000)	219,111	-	(200,000)	19,111
IOW Legacy Funds	506,500	82,503	(57,833)	531,170	-	(150,000)	381,170

Note 16 - Analysis of Charitable Funds for the Prior Year 2023/24 (continued)

	Balance at 1 April 2023	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2024	Investment Gains/(Losses)	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£
RESTRICTED FUNDS CONTINUED							
IOW Projects	187,883	423,132	-	611,015	-	(37,883)	573,132
IOW Capital Depreciation Fund	-	57,833	(2,924)	54,909	-	-	54,909
Itchen Navigation/Winnall Moors	20,814	-	(20,814)	-	-	-	-
Kates Meadow Fund	3,150	-	-	3,150	-	-	3,150
Manor House Farm	301,706	-	(80,500)	221,206	-	-	221,206
Marine, Solent Seascape (ELP) Project	16,777	51,179	-	67,956	-	-	67,956
New Forest Land Advice	-	82,323	-	82,323	-	-	82,323
Parsonage Farm Fund	27,385	-	(5,000)	22,385	-	-	22,385
Richard Hedley Fund	4,649	-	-	4,649	-	-	4,649
Secrets of the Solent Project	-	-	-	-	-	-	-
SE Wildlife Trusts Strategic Dev. Fund	14,919	-	-	14,919	-	-	14,919
Southern Water Section 20	94,949	400,532	(121,116)	374,365	-	-	374,365
St Clair's Meadow	28,000	-	-	28,000	-	-	28,000
SWWFL Research	2,048	-	-	2,048	-	-	2,048
Test and Itchen Catchment Project	13,696	-	-	13,696	-	-	13,696
Titchfield Development Project Fund	10,285	-	(10,285)	-	-	-	-
Watercress & Winterbournes Project	386,122	72,595	-	458,717	-	-	458,717
Wilder Hampshire - Central & Solent	29,394	47,832	(8,580)	68,646	-	-	68,646
Wilder Hampshire - North	6,000	241,392	(247,392)	-	-	-	-
Wilder Hampshire - West	34,808	252,217	(274,925)	12,100	-	-	12,100
Wilder Marine	115,677	188,886	(261,163)	43,400	-	-	43,400

Note 16 - Analysis of Charitable Funds for the Prior Year 2023/24 (continued)

	Balance at 1 April 2023	Incoming resources & funds expended	Outgoing resources & funds expended	Balance before movements at 31 March 2024	Investment Gains/(Losses)	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£
RESTRICTED FUNDS CONTINUED							
Wilder Wight	2,100	23,340	(17,440)	8,000	-	-	8,000
Wildlife Investment Fund	27,365	-	-	27,365	-	-	27,365
Restricted Funds	2,437,709	2,321,558	(1,530,636)	3,228,631	-	(387,883)	2,840,748
Restricted Heritage Assets	2,920,869	-	-	2,920,869	-	590,000	3,510,869
Total Restricted Funds	5,358,578	2,321,558	(1,530,636)	6,149,500	-	202,117	6,351,617
Permanent Endowment Fund:							
Ted Wallace Fund	4,508	-	-	4,508	-	-	4,508
Total Endowment Funds	4,508	-	-	4,508	-	-	4,508
TOTAL CHARITABLE FUNDS	19,503,263	11,734,506	(7,249,077)	23,988,692	417,339	-	24,406,031

Note 17 - Analysis Of Net Assets Between Funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Permanent Endowment Funds £	Total £
Tangible Fixed Assets	9,173,591	-	-	-	9,173,591
Heritage Assets	826,430	-	3,855,869	-	4,682,299
Fixed Asset Investments	963,321	3,298,662	-	4,508	4,266,491
Current Assets	181,527	4,373,779	4,528,965	-	9,084,269
Current Liabilities	(989,139)	-	-	-	(989,139)
Long Term Liabilities	-	-	-	-	-
Net Assets	10,155,728	7,672,441	8,384,834	4,508	26,217,511

Free Reserves Value

£4,529,485 (2024: £3,109,852)

Free Reserves Months

7.9 months (2024: 10.7 months)
Against Trust Policy of 4 months of unrestricted spend

Note 17 - Analysis Of Net Assets Between Funds From Prior Year 2023/24

	Unrestricted Funds	Designated Funds	Restricted Funds	Permanent Endowment Funds	Total
	£	£	£	£	£
Tangible Fixed Assets	8,829,583	-	-	-	8,829,583
Heritage Assets	674,530	-	3,510,869	-	4,185,399
Fixed Asset Investments	1,372,634	3,441,675	-	4,508	4,818,817
Current Assets	1,300,132	4,615,821	2,840,748	-	8,756,701
Current Liabilities	(2,184,469)	-	-	-	(2,184,469)
Long Term Liabilities	-	-	-	-	-
Net Assets	9,992,410	8,057,496	6,351,617	4,508	24,406,031

Free Reserves Value

£5,127,584 (2023: £3,109,852)

Free Reserves Months

10.8 months (2023: 8.2 months)
Against Trust Policy of 4 months of unrestricted spend

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:

		2025 £
Turnover	- Third party	372,275
	- Group	-
Cost of sales	- Third party	(335,430)
Gross profit		36,846
Administration costs		-
Profit before taxation		36,846
Tax on profit on ordinary activities		-
Net profit		36,846
Share capital - 100 ordinary shares		100

	2025 £'000
Revenue Reserve	36,846

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

The registered address for the two subsidiaries is Beechcroft House, Vicarage Lane, Curdridge, Hampshire, SO32 2DP.

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	
	2025 £	2024 £
Within one year	21,785	21,785
Between two to five years	7,008	7,008
More than five years	120,888	122,640
	149,681	151,433

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 2025 the Trust owed Arcadian Ecology & Consultancy Limited £39k (2024: The Trust owed Arcadian £17k).

At 31 March 2025 HIWWT Trading Limited owed the Trust £0 (2022: £0k).

South West Wildlife Fundraising Limited (SWWFL) is a subsidiary company wholly owned by eight Wildlife Trusts predominantly in the South West region, including Hampshire and Isle of Wight Wildlife Trust. The liability limited to £1. SWWFL sells membership through face to face fundraising for its 8 owning Trusts as well as 4 further client Trusts. There is an annual service charge and commission payments for each new member recruited. The total value paid to SWWFL in the year was £242k (2024:£240k) and as at the 31 March 2025 the Trust owed South West Wildlife Fundraising Limited £12,694 (2024: SWWFL owed the Trust £0).

Trustees made donations to the Charity totalling £5,022 during the year (2024: £4,681).

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 on pages 82 and 83.



Charity
Information



Our Supporters



Donations in memory of:

Alan Hawkyard
Bob Hayward
Brenda Bennett
Bruce Stedman
Burt Leonard
Carol O'Brien
Christopher Lewis
Christopher Robinson
Clare Hutchins
Cynthia Kathleen Turner

David Frank Prince
David Prichard
Doreen and Alan Newton
Edward "Ted" Dowson
Eileen Milford
Frank Valente
Gerald Lancaster
Henry Kemm
Ian Brown
John Solomon

Julian Bevis
June Drummond
Linda Hawkins
Martin Lewis
Michael Wilson
Mitchell Tulley
Mrs L Robinson
Olivia Wood
Philip Talbot
Robert and Barbara Hull

Robert Harry Read
Roy Aston
Simon Wills
Terry Smith
Theodore Jarman
Tony Young
Vincent Edberg
Wendy Menhennet

Gifts in Wills from:

Andres Nunez Perez
Ann Carolyn Parks
Anne Mary Ripplingale
Antonina Therese Bagley
Brian Alan Reader
Diane Eileen Timney
Donald Albert Paddick

Dorothy Digby
Eileen Poulter
Eric Wadham
Geoffrey Dingley Field
Heather Monie & Shirley
(Bunny) Bull
Hilary Baker

Jean Dorothy McCormac
Jean Rosina Fish
Jeffrey David Milward White
John Arthur Roland Edmunds
Loraine Margaret Elizabeth Martin
Lorna Fitzgerald-Cowle
Mary Ada Barnes

Patricia Beryl Cox
Ruth Mary Cairns
Sandra Vines
Stephen Ronald Miles
Wendy Tennent

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 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. We'd also like to thank all who have supported our work but wish to remain anonymous. The number of donors involved makes it impossible to name everybody individually but we are truly grateful for your support.

- | | | | |
|--|--|---------------------------------------|---------------------------------------|
| • Abri | • Estee Lauder | • Isle of Wight Hideaways | • Southampton City Council |
| • BAM | • FatFace Foundation | • Isle of Wight National Landscapes | • Southern Car Storage |
| • Basingstoke & Deane Borough Council | • Forbidden Planet | • Lakeside North Harbour | • Southern Co-op |
| • Biogen | • Forest Holidays Blackwood Forest | • NATS | • Southern Water |
| • Boskalis Westminster | • Forestry England | • Natural England | • Tadley Parish Council |
| • Bournemouth Water (part of Pennon Group plc) | • Friends of the South Downs | • New Forest District Council | • Test Valley Borough Council |
| • Candover Brook Wines | • GeneSys Biotech | • New Forest National Park Authority | • The National Lottery Community Fund |
| • Cappagh Contractors | • Grainger PLC | • NOSY | • The National Lottery Heritage Fund |
| • Charlotte Cornelius | • Hampshire and Isle of Wight Community Fund | • Pamber Parish Council | • Twyford School |
| • Chewton Glen | • Hampshire County Council | • Portsmouth City Council | • VP PLC |
| • Cleansing Services Group | • Hampshire Ornithological Society (HOS) | • Portsmouth Water | • Wessex Water |
| • East Head Impact | • Hi-Level Mezzanines | • Serco | • Wight Nature Fund |
| • Eastleigh Borough Council | • Hildon Ltd | • Silchester Borough Council | • WightFibre |
| • Eco Drift | • Hobbs the Printers | • South Downs National Park Authority | • Wightlink |
| • Endangered Landscapes & Seascapes Programme | • Isle of Wight Council | • Southampton Circle Community | • Winchester City Council |
| • Environment Agency | • Isle of Wight Distillery | | |

Local Area Volunteers

We're very thankful for the continued hard work and support of our local volunteers in the following areas during 2024/25:

Basingstoke	Fareham	Isle of Wight	South Downs
Bishop's Waltham	Hart and Rushmoor	Romsey	Winchester

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. 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. Hampshire and Isle of Wight Wildlife Trust is a member of the Royal Society of Wildlife Trusts (registered charity number 207238). The Trust is one of 46 Wildlife Trust members throughout the UK which are collectively known as The Wildlife Trusts.

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 4.89 (2023: 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 are 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. The Trustees are 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.

In so far as the trustees are aware:

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

Committees, Advisory Panels & Working Groups

Council is assisted by two governance committees that meet regularly and report to Council each quarter: Business & Finance Committee – provides expertise and advice to Council on all business and financial matters, undertakes scrutiny of accounts, maintains oversight of investments and financial controls, develops policy and provides advice on business risk and resource management.

HR & Remuneration Committee – advises Council on human resource 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 pages 42/43.

Registered Auditors: Casidhe Baleri (Senior Statutory Auditor) for and on behalf of Saffery LLP Chartered Accountants. Midland House, 2 Poole Road, Bournemouth, BH2 5QY

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

Investment Managers: CCLA Investment Management Limited, 1 Angel Lane, London, EC4R 3AB

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

Megan McCubbin

Vice Presidents

Michael Baron

Lord Montagu of Beaulieu

Roger Harrison

Harvey Jones

Chris Packham

Members of Council

David Jordan OBE

Chair of Council; Chair of HR & Remuneration Committee

(Appointed 10 June 2025)

Professor Joy Carter

Lesley Chin

(Retired 19 October 2024)

Rachel Coyle MBE

Chair of Business & Finance Committee

Oliver Cooper

(Appointed 19 February 2024)

Oliver Cox

Vice-Chair of Council; EDI Trustee; Chair of Nominations Committee

Edward Densham

(Appointed 10 June 2025)

Henry Gardener

Data Protection & Cyber Security Trustee (Appointed 19 February 2024)

Richard Green-Wilkinson

Treasurer

Helen McCormack

Safeguarding Trustee

Matt Prescott

Sustainability Trustee

Julian Roberts

Health & Safety Trustee

Charlotte Rose

Chair of Conservation & Science Advisory Panel (Appointed 19 February 2024)

Malcolm Sonnex

(Retired 19 October 2024)

Victoria Thorp

(Appointed 19 February 2024)

William Vine

Digital Transformation Trustee

Other members of Council (non-voting roles)

Alex Nicol-Harper

Associate Trustee

Christopher Langford

Advisor (Retired 14 October 2024)



Management: Senior Staff

Deborah Tann MBE

Martin De Retuerto

John Durnell

Jamie Marsh

Hannah Terrey

Natasha Thorneloe

Ian Wadley

Chief Executive

Director of Nature Recovery, Wilder Hampshire

Director of Nature Based Solutions / MD Arcadian Consulting

Director of Nature Recovery, Wilder Wight, Solent & Seas

Director of Advocacy & Engagement

Director of Finance & Resources

Director of Marketing & Fundraising

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, and funders 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 &
Isle of Wight**
Wildlife Trust

For a wilder Hampshire and Isle of Wight

Hampshire & Isle of Wight Wildlife Trust
Beechcroft House, Vicarage Lane
Curdridge, Hampshire SO32 2DP

01489 774400
hiwwt.org.uk

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

Dartford Warbler © Richard Steel/2020VISION