

**Company Registration No. 585247 (England and Wales)**

**Warwickshire Wildlife Trust Ltd  
(A Company Limited by Guarantee)**

**CONSOLIDATED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2024**

**(Registered Charity Number 209200)**

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**Warwickshire Wildlife Trust Ltd**  
**Legal and Administrative Information**

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**DIRECTORS**

B Nicholson (resigned 20 February 2025)  
Dr M G M Randall (resigned 25 June 2024)  
K G Moffat (appointed 25 June 2024)  
J Staunton (appointed 25 June 2024)  
J L Reynolds (appointed 25 June 2024, resigned 26 February 2025)  
M A Wright (resigned 27 February 2025)  
J McKenzie **Treasurer**  
D McArdle  
Dr H I Brittain (resigned 25 June 2024)  
A A Gabbittas (resigned 25 June 2024)  
Dr S Juned (resigned 24 September 2024)  
L Wilbraham **Interim Chair**  
G Litterick  
C Reading (resigned 15 February 2025)  
M Sanderson  
N Rawlinson (resigned 30 September 2024)  
D Male  
M Hughes (resigned 05 April 2024)

**Company No.** 585247

**Charity No.** 209200

**REGISTERED OFFICE**

Brandon Marsh Nature Centre  
Brandon Lane  
Coventry  
West Midlands  
CV3 3GW

Telephone: 024 7630 2912  
Email: [enquires@wkwt.org.uk](mailto:enquires@wkwt.org.uk)

**AUDITORS**

Saffery LLP  
Westpoint  
Peterborough  
PE2 6FZ

**BANKERS**

The Co-operative Bank  
6 Warwick Row  
Coventry  
CV1 1EE

**SOLICITORS**

Wright Hassall LLP  
Olympus Avenue  
Leamington Spa  
CV34 6BF

**Warwickshire Wildlife Trust Ltd**  
**Trustees' Report**  
For the year ended 31 December 2024

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The board of Trustees present their annual report together with the audited consolidated financial statements of the charity and its subsidiary for the year ended 31 December 2024.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their account in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

**Annual report 2024**

Warwickshire Wildlife Trust exists to achieve our vision of an environment rich in wildlife for everyone in Warwickshire, Coventry and Solihull.

The trust is a registered charity (No. 209200) and a company limited by guarantee (No. 585247). We were established in 1970 to protect our local natural heritage and encourage people to engage, enjoy and get involved with the natural environment. We are a membership organisation, governed by a Memorandum and Articles of Association.

The Trust is managed by a Council of voluntary Trustees, elected from its members, who provide the overall strategic direction for the development and work of the charity. On a day-to-day basis our work is carried out by a staff of 207 (at 31 December 2024, including Middlemarch Environmental Ltd, the Trust's wholly-owned subsidiary consultancy company), assisted hugely by a large number of volunteers. The Charity's Head Office is at Brandon Marsh Nature Centre near Coventry and it owns the Parkridge Centre in Brueton Park, Solihull as well as leasing offices for Middlemarch Environmental Ltd near Meriden and the Hams Hall Environmental Centre, near Coleshill.

Warwickshire Wildlife Trust is one of 47 independent charities, which form a national partnership – The Wildlife Trusts - through the Royal Society of Wildlife Trusts. Together we have over 800,000 members and around 2,300 nature reserves throughout the UK. The Trust's junior membership is also part of the national environment club, Wildlife Watch, which provides projects for our members and affiliated schools, so involving them directly with environmental issues. During 2023, the membership of the Trust in Warwickshire, Coventry and Solihull totalled around 26,500. If you would like to join, or find out more, please contact us:

Warwickshire Wildlife Trust  
Brandon March Nature Centre  
Brandon Lane  
Coventry  
CV3 3GW

Tel: (024) 7630 2912  
Email: [enquiries@wkwtrg.org.uk](mailto:enquiries@wkwtrg.org.uk)

Website: [www.warwickshirewildlifetrust.org.uk](http://www.warwickshirewildlifetrust.org.uk)

### **Our Vision**

Our vision is of a thriving natural world where wildlife plays a valued role in addressing the climate, ecological and human health emergencies.

### **Our Purpose**

Our purpose is to bring wildlife back, and to help people act for nature.

### **Our Approach**

We are ambitious in our desire to reverse the decline in nature. We speak with a bold and confident voice, telling the truth about the state of nature and what needs to be done to put it into recovery.

As part of a grassroots movement, we are firmly rooted in our local communities where we look after wild places and increase people's experience of the natural world.

We look to establish common cause and work in partnership with others, to develop new ways to do what's right for nature and deliver impact in support of our vision.

We demonstrate what is possible, and inspire, empower and enable people from all backgrounds to bring about our vision with us, embracing the diversity of our society to change the natural world for the better.

As part of the UK network of Wildlife Trusts we work to ensure that our local actions add up to have a collective impact and help address global issues.

### **One Strategic Goal**

More space for nature with more people on nature's side

### **Two Key Measures for Warwickshire, Coventry and Solihull**

- 30% of land managed for wildlife
- 1 in 4 people acting for wildlife

### **Four Key Measures for Warwickshire Wildlife Trust**

- An additional 1,000 ha under our management for the recovery of nature
- A support base of members, volunteers and partners which properly reflects our society
- Net zero greenhouse gas emissions by 2030
- Elimination of our discretionary use of pesticides by 2025

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Board of Trustees**

The Council of Trustees is responsible for the overall governance of the Trust. Trustees are either co-opted during the year or elected at the Annual General Meeting. Co-opted Trustees must stand for election at the Annual General Meeting immediately following their appointment. After election at the Annual General Meeting, Trustees serve for a period of 3 years and may be elected for 2 further periods of 3 years, but no longer unless the Council resolves that there are exceptional circumstances justifying their re-election. Council elects one of its numbers to act as Chair for the year at their first meeting following the Annual General Meeting.

Effective partnership between Trustees and staff continues to contribute significantly to our success. Trustees have differing experiences and backgrounds and their roles and responsibilities require them to have an understanding of all aspects of the Charity's work. Trustees meet at a minimum of four Council meetings each year, where they review strategy and operational performance and set policies, operating plans and budgets. New Trustees are offered an induction process to give them all the information they need about the Charity and its work. In addition, Trustee training sessions are held as and when needed. Trustees are encouraged to attend appropriate external training events where these will help their role.

The Council delegates the exercise of certain tasks in connection with the management and administration of the Charity as set out in a written list of delegated responsibilities, reviewed annually.

### **Statement of Trustees' Responsibilities and Corporate Governance**

The Trustees (who are also directors of Warwickshire Wildlife Trust for the purposes of company law) are responsible for preparing the Trustees' annual report (including the Strategic Report) and the financial statements for each financial year in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied they 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 Charities SORP 2019 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Processes are in place as part of the Trust's Quality Management System to ensure that performance is monitored and the appropriate management information is prepared and reviewed monthly by executive management and regularly by the Board of Trustees. A programme of internal audits is in place, linked to a comprehensive risk assessment process.

The systems of internal control are designed to provide assurances against material misstatement or loss. They include:

- A strategic five-year plan and annual budget and work-plan approved by the Trustees;
- Regular consideration by the Trustees of financial results, variances from budget, non-financial performance indicators and benchmarking reviews;
- Delegation of day-to-day management authority and segregation of duties;
- Identification and management of risks.

### **Statement of Trustees' Responsibilities and Corporate Governance(continued)**

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustees have taken all the 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### **Risk Management**

Internal risks are minimised by the implementation of a Risk Management Strategy, reviewed annually, and by procedures for the authorisation of all transactions and projects. Procedures are also in place within the Quality Management System to ensure compliance with health and safety of staff, volunteers, clients, and visitors, and to minimise our environmental impacts.

Key risks include loss of key staff; over-dependency on a few income streams; management of expenditure within budgets; competition from other charities; risks of membership numbers and fundraising income falling; risks of non-compliance with UK government legislation, such as environmental policy; and campaigning and associated reputational risks. Management have put in place systems and controls to mitigate these risks such as HR procedures; training and succession planning; development of a range of activities and income streams; and a robust reserves policy. Management is aware that risk management cannot entirely eliminate all risks to the Charity.

The risk register was formally updated and approved by ARC in 2023.

### **Public Benefit**

The advancement of environmental protection and improvement is recognised as a charitable purpose and is regarded universally as producing a public good. Warwickshire Wildlife Trust exists to promote the care and protection of the environment and therefore provides a clear public benefit. The Wildlife Trust's philosophy is based on the belief that the natural world deserves conserving for its own sake and, since this is widely perceived to be a worthy aim of public policy, it may fairly be regarded as a benefit to the public at large. However, the public benefits provided by Warwickshire Wildlife Trust go much further.

Firstly, our nature reserves are used by the public, and many have access on way-marked routes. At most sites information and interpretation is provided to visitors. There are a few cases where there may be a conflict between management requirements and unfettered access, but where this occurs, we strive to keep any restrictions to a minimum.

Secondly, our education programmes are aimed at schools, colleges, adult groups and the wider public. Education is also, of course, recognised as a charitable activity in its own right.

Thirdly, our information gathering and provision of expert advice and opinion to local authorities and others helps to ensure that planning decisions are made on a rational basis taking full account of the public benefit of wildlife.

Fourthly, we can exert influence through our substantial membership at local level, and nationally through our membership of the Royal Society of Wildlife Trusts. It is also our belief that the involvement of many volunteers in our work provides an outlet for altruistic endeavour, which is of special benefit to those involved as well as delivering benefits to the wider public.

Promoting the enjoyment of the natural world is an important part of what we do: contact with the natural world and the appreciation of wildlife and wild places provides great pleasure to all and we try to make special provision for anyone who has particular difficulty in doing so.

It is a requirement of the Council of Warwickshire Wildlife Trust to ensure that the organisation continues to deliver services for public benefit and the Trustees have considered the Charity Commission's guidance on public benefit.

## **STRATEGIC REPORT**

### **OBJECTIVES, ACHIEVEMENTS AND PERFORMANCE**

#### **More people on nature's side (#TeamWilder)**

##### Wilder Lives

#### **1. Health & Wellbeing**

In 2024 we successfully completed TEaM2 which supported 594 people to connect with nature. We developed a partnership with the Hilltop Community in Nuneaton and delivered a series of activities engaging with this community working alongside our Coventry community organiser. Another relationship was developed with South Warwickshire Place resulting funding for delivery of wellbeing activities in partnership with Achieving Results in Communities, a community interest company which supports people to access and engage with nature and community to improve their mental and physical wellbeing. Our partnership with Mind continues via strategic level discussions about including TEaM in their proposals when some of their contracts are renewed in 2025. And a programme of health and well-being activities were delivered for the Sherbourne Valley project, including new courses for neurodiverse participants.

#### **2. Education**

We successfully completed a project funded by the People's Postcode Lottery and supported 10 schools to embed outdoor learning into school life. The team started to carry out listening exercises with schools to identify some of the barriers to outdoor learning – this will inform the design of future projects and funding proposals. Throughout the year we played an active part in the UK Wildlife Trust Education and Learning networks to keep up to date with sector developments, the national education nature park and T-levels, and further developed our relationships with the Prince's Trust (now King's Trust) by delivering enrichment days in partnership with some of their schools, reaching young people who had never before been to places like Brandon Marsh. The Wilder Schools programme was piloted in a school in Coventry and we worked with Harbury Primary on school ground's development. We also delivered a new programme of work for the Wilder Rails project and improved several urban green spaces. In total we helped 12,210 children and young people get closer to nature and delivered 426 education sessions.

#### **3. Volunteering**

In 2024 we recruited a new Volunteer Coordinator to support the recruitment, support and retention of volunteers. Overall we welcomed 178 new volunteers to the Trust and said goodbye to 82 who left us, ending the year with 938 registered volunteers, a record high and an increase of 114 volunteers from the previous year. Recognising that our volunteers have busy lives and will not always be able to join our activities, we keep in touch through our Volunteer News newsletter to let them know about ways they can get involved when they are able to donate time. Six new volunteer roles were created to support diversity, engagement, finance, fundraising, management of our greenspaces, and advocacy.

494 registered volunteers recorded activity in 2024, giving 29,178 hours to help bring wildlife back in Warwickshire, Coventry and Solihull. Our work was also supported by individuals who volunteered their time at one-off events and taster sessions, between them giving 1,217 hours, and corporate groups gave 2,154 hours. In total, we recorded 32,549 volunteering hours - this fantastic effort can be converted into an equivalent monetary value using standard government measures and is equal to £455,686. Thank you everyone!

##### Wilder Communities

#### **4. Community Organising**

The Trust has further developed its understanding of the community organising approach and how it forms part of the development of #TeamWilder. We have delivered an 'Introduction to Community Organising' to staff across the Trust, completed the NLHF funded Next Door Nature project and supported the development of the Attleborough Wildlife Watchers. We have also supported some great initiatives in Leamington, helping residents in Brunswick to form hedgehog friendly streets and assisting Sydenham's Meadow Mania project. We held 338 conversations with residents in Leamington and Nuneaton to understand their views on nature and helped over 40 community groups to lead action for nature in their local area.



5. Mobilising

In 2024 we held 'Green conversations' across the county, attended by over 150 people in total with each conversation hosted by a Trustee. These forums connected people to other groups, and they have started to work together and grow their networks. We utilised feedback from forums to support the General Election campaigns and they will help shape our campaigns in 2025. The regular features in our Trust magazine are showcasing local stories, inspiring others to take action.

This year we introduced a new Wilder Communities Advisor role and they have played an important part in providing advice and support to communities wanting to take action.

Our citizen science programme started with the National Hedgehog Monitoring Project. We co-coordinated the Warwickshire Hub through our first year of the programme and linking this with the Leamington Community Organiser proved to be a fruitful #TeamWilder strategy. The project produced some important data on the hedgehog population in Warwickshire and we now have a fantastic team of volunteers supporting the project.

6. Partnerships

The Trust organised the annual Local Nature Partnership Conference in December which focused on bringing together stakeholders to discuss the Local Nature Recovery Strategy. The conference was attended by 93 people, including Trust staff, Local Authorities, Severn Trent, Jaguar Land Rover and other charities and community groups and forged improved relationships between these organisations.

We continued to support Orbit Housing (a social housing provider) to work towards their own 30%by2030 targets. Acting as a critical friend to their evolving land management strategy and providing some support in the form of habitat creation via our Wilder Communities project. This support has led to Orbit continuing the roll out of wildlife habitat improvements across their estate.

Stronger links have been developed with Coventry University and several events were supported by the Sherbourne Valley project during Green Week engaging with over 80 students and staff. The Sherbourne team are also developing ways to utilise some of the fantastic green infrastructure that the university has developed and created in Coventry city centre.

Wildlife Champions

7. Training

The first two trainees completed their City & Guilds Level 2 Diploma in Work-Based Environmental Conservation as part of the Sherbourne Valley Project. We recruited our next two trainees who will undertake the same experience over the next 12 months before the final two trainees join us in 2025/26.

8. Ambassadors

Founding Patron Susan Rasmussen continues to be a fantastic ambassador for the Trust, championing the Patrons' Circle and hosting drinks and networking opportunities to give us the opportunity to talk about our work.

We've also been delighted to work with Bob Hockenhull, senior broadcast journalist with the BBC and past assistant producer for Countryfile, on a series of WILD podcasts, discussing a range of topics and projects from community mobilising to the state of nature.

9. Advocacy and campaigning

Our General Election campaign to give nature a voice saw us providing an extensive range of advice, resources, blogs and information to help constituents across Warwickshire, Coventry and Solihull vote with nature in mind. As part of our developing advocacy work, we also took to the streets with 50 of our members and supporters at the Restore Nature Now march in London in June.

**Warwickshire Wildlife Trust Ltd**  
**Trustees' Report - continued**  
**For the year ended 31 December 2024**

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Post election, work continues building relationships with our new and existing MPs and we arranged a series of Nature Summits where we brought constituents' concerns on nature to our MPs. In November, members of staff also attended the March for Clean Water in London, arranged by River Action and attended by many other Wildlife Trusts. This work is being made possible by a Campaigns Officer role, newly created in 2024, designed to help us develop a bold, confident local voice for nature.

Our planning team screened over 400 planning applications, including Wasperton Quarry, a 90-hectare scheme on the River Avon. We also helped local authorities to refuse the contentious 500 dwellings at Poplar Farm, The Long Shoot, Hardwick Energy Plant, and Cawston Spinney and Lighthorne Pavilion application next to Lighthorne Quarry Local Wildlife Site.

Responding to a request from a Stratford District councilor we provided expert witness testimony and questions as part of the motion to declare an Ecological Emergency in April and attended the Cabinet meeting to advocate for the declaration and highlight the importance of the Council taking a holistic approach in its response.

We commented on the National Planning Policy Framework consultation, regarding changes to the green belt, housing figures and environmental policies and met with Strategic Planning Officers from local authorities, advocating for higher net gain figures, Wild belt designations and green infrastructure policies.

## **More space for nature (Wilder Warwickshire)**

### Our existing assets

#### 10. Nature reserves

The Species Recovery Project funded by Natural England enabled extensive wetland enhancement at Brandon Marsh, supporting the bittern's recovery there. These works enhanced the wetland areas that will create better fish habitat which in turn will provide food for bitterns and increase the likelihood that they can thrive at the site.

The Carl Lewis Observation platform was opened in January at Brandon Marsh, providing an inclusive and accessible place for visitors to access and enjoy wildlife from an elevated view which now allows visitors of all abilities to enjoy views across the reedbeds.

The Trust is committed to evidencing nature reserves as catalysts for nature's recovery and so, in 2024, 38 grassland nature reserves and 22 woodland sites were surveyed meaning that we know 71% of our grasslands, and 91% of our woodlands, are in good or moderate condition. This is good progress to ensuring that we know what is needed for all of the Trust's reserves to be in the best possible condition for wildlife.

Involvement in surveying and monitoring has increased across 2024 and we now have 11 reserves with breeding bird surveys occurring, up from 10 in 2023 and only two in 2022. A boom in butterfly transect surveys on reserves has led to 14 sites being surveyed, up from three in 2023. This means that we have a greater understanding of the species populations on our sites, information which will feed into future management planning.

Finally, a commitment that has been implemented across all Trust grassland sites is to leave approximately 10 – 20% of grassland uncut. Recognising the value in the fringe habitats, this approach will provide different vegetation structures throughout the year going forward and help a wide range of mammals, bird species and invertebrates.

#### 11. Woodlands

The Dunsmore Living Landscape monthly dormouse monitoring sessions were completed for the year in October with 76 adults and babies/juveniles microchipped, and at least five more babies which were not chipped due to their size. This shows the continued sustained population following their reintroduction back in 2018.

Across our estate 20 ha of the 450 ha of woodland was subject to thinning and coppicing in 2024. The focus was on the large woodland sites and equates to 4.5% of our woodlands being in active management in 2024 (compared to 42ha and 9% in

2023 and 24 ha and 5.3% in 2022). A new forestry access was installed at Rough Hill wood, which will facilitate the management of an additional 20 hectares of woodland in coming years.

Whilst 2024 saw a reduction in the scale of woodland management compared to 2023, large scale woodland management is being progressed in all six woodland clusters. After five years of implementing 10-year woodland management plans, enhancement work has taken place across over 180 ha of woodland, around 40% of our total large woodland total holding. Of note, a proportion of woodland is maintained under minimal intervention or as open space as part of plans. Additionally, some operations have not yet proceeded due to external factors or access issues.

In 2024 a key area of work was to assess and address the impact of ash dieback disease. We adopted the new national Wildlife Trust ash dieback policy in May to guide us in planning for and mitigating the risk of ash dieback. The policy is a formalisation of the proactive work we have already been carrying out across our nature reserves, providing a framework and a decision tree to help better prioritise remedial works and record evidence.

## 12. Visitor Centres and Hubs

Following the completion of the green infrastructure project at Brandon Marsh, which saw our old heating system replaced with new air source heat pumps, we focused on fresh new messaging. New shop branding reminded visitors that the profit of every purchase goes back into the Trust, whilst the entrance of the visitor centre was transformed with bright, beautiful graphics. The barn was redecorated to feature a full wall of calming tree graphics and a collage of 'who lives at Brandon Marsh' in the classroom helped our young visitors learn about native wildlife in our patch.

The café at Brandon Marsh has had its first full year under the Trust's operation and has a fantastic team in place. Taking the café inhouse has helped to create a consistent brand and visitor experience across the site. Thank you to all our customers!

## Our new land

### 13. Acquire

Throughout 2024 the Trust investigated the potential of 709 ha of land across 14 different sites for acquisition. Bids were submitted for one site in Kenilworth which was a 25 ha site adjacent to Crackley Wood. Unfortunately, the Trust was not successful at auction with the site eventually going for in excess of £1 million – demonstrating the high prices of land in the current market.

More positively, the Trust completed the purchase of 20 ha of land at Clayhill Lane, Rugby and 23 ha of land adjacent to Brandon Marsh known as Sheep Field. Both sites' acquisitions were possible due to many generous donations to our Nature Recovery Fund, and in the case of Clayhill Lane, additional support from National Grid. The Trusts subsidiary, Trust Nature Services Ltd, also began managing the 28 ha Stratford upon Avon Local Nature Reserve under contract.

### 14. Create

Trust Nature Services Ltd (TNS) helped Warwick District Council appraise an area of the former Newbold Comyn Golf Course in Leamington. This resulted in around 1.60 ha of grassland enhancement that will take place across 2025. In addition, TNS worked with three other landowners to appraise and create plans for habitat enhancement across a total of 165 hectares of land.

## Other people's land

### 15. Rivers and Wetlands

The Sherbourne Valley Project 're-wiggled' the North Brook, a tributary of the river Sherbourne. This involved putting the river back into its natural course 150 years after humans moved it to power mills during the industrial revolution. After the works were completed, two new bridges were installed, and the project is now being monitored to record the increase in wildlife over time as natural processes are restored. This project led to more wildlife colonizing the area and reduced flood risk downstream.

Elsewhere in the Sherbourne Valley river catchment we completed the first phase of wetland creation at Lake View Park. This amenity park was previously intensively managed for decades, and these works are the first phase of returning parts of it to nature. Further plans in 2025 involve restoring and renaturalising the river and creating more ponds and wetlands across the site.

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The River and Catchment Restoration Team created large ponds and wetlands at a farm near Henley in Arden and elsewhere in the county, the team planted 170 trees of parkland standards, orchards and in pasture.

The Tame Valley Wetlands team and their volunteers continued to support the Packington Estate on their Wilder Packington project. The team delivered 9 km of river restoration and 8 km of hedgerow restoration. They restored 6.5 ha of woodland, planted 2.5 ha of trees and supported farmers to rewild 35 ha of former arable fields. In addition, 8.25 ha of species-rich grassland were restored on land surrounding the River Blythe, work which included planting over 6,000 native trees to restore and reconnect hedgerows, as well as creating habitat islands within farmland for nesting birds, small mammals and invertebrates.

#### 16. Agriculture

We worked with Solihull, Warwick and Stratford Councils to link their tree planting initiatives with landowners interested in planting trees. The result is that farms from across our three Warwickshire Farm Clusters planted 24,575 trees on their land in 2024 – an incredible achievement. A further 5,200 free trees from the HS2 community tree scheme were distributed to farmers in our Sustainable Farming Groups for hedgerow planting, gapping up and woodland planting.

The Making More Magical Meadows project, delivered through the Warwickshire Farm Clusters, had its most successful year to date with 39.3 ha of new meadows created. That's an area close to the size of War Memorial Park in Coventry! Green hay was used to restore 5.5 ha of species-rich grassland and a further 33.8 ha were restored using seed. We also started our Soils Alive project, with members of the sustainable farming groups baselining their soil health and providing guidance and training on how to improve.

Our three Warwickshire Farm Clusters have continued to grow and now have over 150 farmers involved. Each Cluster Group ran 8-10 events during 2024 with joint events maximizing benefits from more specialist or expensive speakers. All of the events are well attended and the Trust's agricultural advice team are then on hand to provide 1-1 site visits and support with agri-environment grant scheme applications to any farmers who are interested. In 2024 we invested more strategic financial resource in growing the team of agricultural advisers dedicated to supporting farmers with a transition to more sustainable practices.

#### 17. Other Strategic Land

The Wilder Communities project has now worked on 100 sites over five years, creating over 10 ha of wildflower areas and over 13.2 km of hedge and tree planting. The project continued to successfully engage a range of partners in making space for nature in 2024, including parish councils, golf courses and local community groups.

eDNA surveys were completed for the Species Recovery Project baseline surveys. Staff and volunteer groups installed over 830 m of planted coir rolls along canal stretches, improving habitat for water voles as part of 13 km enhanced overall. Willow tit 'call back' surveys have been completed by volunteers along Tame Valley at eight locations, with positive results found at one site. Results are helping inform where to focus habitat interventions to increase willow tit populations into the future.

Desilting and fencing works at four derelict ponds at Springhill Farm, Rugby were completed as part of our Natural Highways & Homes project. Ten other ponds were also created through various projects in Fillongley, Corley, Henley in Arden and Kenilworth.

### Strategic enablers

#### Organisational Investment and Sustainability

The move to Microsoft SharePoint to support our digital transformation goals has been instigated, with the first steps of data cleansing and an intranet site to be launched in 2025. External consultancy from within the Wildlife Trust network has been used to support this move, in conjunction with our IT consultants, Absolute Networks.

The Trust's review of its cyber security has identified the need for the charity to adopt processes and security that will correspond to CyberEssentials accreditation, with a view to achieve CyberEssentials+ in 2025/26. This work is being carried out in conjunction with our IT consultants.

The installation of an air source heat pump system at Brandon Marsh was completed in 2024, to replace the previous woodchip boiler, work which necessitated replacing every window, door and a complete upgrade of the insulation. This is being followed in 2025 with plans to install photovoltaic panels at our facilities, using external advice and funding.

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Fundraising and Income Diversification

Over 30,000 members now support Warwickshire Wildlife Trust, a record high. We are grateful for every single person who is part of our mission to make more space for nature, with more people on nature's side.

Gifts in Wills are extraordinary acts that allow the Trust to do extraordinary things, helping us protect wild places and provide a lifeline to species under threat. The Trust received £128,557 through gifts in Wills in 2024, and we are grateful to the wonderful people who left a gift to nature.

Our Patrons' Circle launched in 2024, with a committed group of donors now supporting the Trust through this high value giving club.

*"Patrons' support of our core work allows us to do even more of what really matters, bringing wildlife back. Warwickshire Wildlife Trust was built on the generosity of our closest friends, and we continue to be touched by the kindness of others". Ed Green, CEO.*

We are grateful to our Patrons for their ongoing support of our work.

- Founding Patron: Susan Rasmussen
- Roger Cadbury
- Tony Cocker and Madeleine Parker
- Ian and Sheila Courts
- John and Julia Egan
- Sheila Fogden
- John and Jane Ingall
- Mark and Linda Porter
- Frank Starkey
- Diana Startin
- Jane Stewart
- Anne Stokes
- Lord and Lady Willoughby de Broke

We started the Nature4Water project on the Warwickshire Avon, with the aim of developing an economic business case for investment in water resilience. The goal is to show how investing in nature can help communities and businesses by making our water more resilient. In simple terms, this means having enough water during dry periods, reducing the risk of flooding when there's too much water, and improving water quality overall. On top of that, nature projects can also benefit carbon storage, improve air quality, boost biodiversity and deliver health and wellbeing benefits to people. All these elements are critical to nature's recovery, in a future where extreme weather events as a result of climate change will become more frequent. The idea is to encourage both public and private sector investment – including from industry or local manufacturers and Agri-businesses – into nature-based solutions that deliver these benefits, creating nature markets for investment. Warwickshire Wildlife Trust, Severn Trent, the Environment Agency, and Warwickshire County Council have been supported by The Nature Conservancy and Pegasys Consulting to develop a funding model for a sustainable Warwickshire. We've have been mapping out where nature projects like tree planting, creating wetlands and ponds or installing leaky barriers, would bring the biggest benefits. We've also been working out how much this would cost and the value it could return to society.

Communications

Throughout 2024, we developed and published a series of lead generation campaigns, bringing approx. 1,227 new supporters to the Trust. This means we can bring more people on nature's side than we were previously able to with our communications.

We continued to build good relationships with local press and receive regular requests for commentary and interviews on local nature related issues.

Lead generation work and campaigns such as HS2, Neonics, BigWildWalk and 30DaysWild, added an extra 2,500 people to our email audience lists, helping us to spread the word about membership and encourage people to join us via our January campaign, which brought in 461 new members to the Trust, beating previous records.

We developed a new membership pack to help improve membership retention and deliver our #TeamWilder messaging, encouraging our members to do act for nature.

**Warwickshire Wildlife Trust Ltd**  
**Trustees' Report - continued**  
**For the year ended 31 December 2024**

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We've been building our communications around #TeamWilder and a digital campaign to reach new audiences and direct people to our actions page was hugely successful. We also received 15 applications from young people who wanted to join the Youth Committee, due to a targeted digital recruitment campaign.

After research with members, volunteers and staff, a new digital platform and designer were chosen to upgrade our digital magazine offering. This will also help the Trust towards achieving its net zero commitment, whilst reducing our costs. Viewing figures for each issue released in 2024 are as follows:

- Spring: 2,978
- Summer: 2,933
- Autumn/Winter: 2,644

The platform will allow the marketing and communication team to analyse engagement, allowing us to tailor our content towards what our readers want.

#### Net Zero Carbon

The Trusts Net Zero Carbon strategic working group, which combines both the Charity and Middlemarch, reviewed the Carbon Reduction Strategy and created a Carbon Reduction Action Plan for 2025. Our strategy and annual emission reports are available on our website.

Achievements to date include significantly reducing the impact of staff commuting and fleet fuel consumption, as well as making improvements to heat efficiency and switching to green energy at Brandon and Triumph House. The future action plan identified that an increased focus on telling the story of our progress so far, sharing our learning, and inspiring climate-positive action through internal and external comms as well as reviewing procurement can help us further towards net zero status.

We also acquired our first fleet EV to assist in the reduction of ICE vehicles being used for work. purposes.

#### Equality, Diversity and Inclusion

The Youth Committee had a brilliant year in 2024, building momentum from the ground up. They kicked off by introducing themselves across social media, growing a presence on Instagram, Facebook, TikTok and X. They held regular weekly meetings, along with their own events and fundraising activities (including raising over £300 through the Big Green Hike). They also introduced Trail Tuesdays to encourage walking and running at local reserves. Throughout the year, members got hands-on with nature, volunteering with Peregrine Watch in Leamington, taking part in dormouse and hedgehog surveys, and leading talks and webinars on moths, birds of prey, and UK wild bee diversity. They played an active role in national campaigns, joining the Big Plastic Count, the Great British Spring Clean, World Frog Day, the Restore Nature Now March, and the Clean Water March. By the end of the year, they had supported with the recruitment of new 2025 Youth Committee members and contributed 750 volunteer hours.

#### Data

The Natural Capital Assessment Partnership team had a successful Local Wildlife Site survey season, with 15 sites surveyed across Warwickshire, Coventry and Solihull.

The Natural Capital Assessment Partnership collaborated with local authorities on the development of regional Local Nature Recovery Strategies. Habitats and Local Wildlife Site data have been shared with the West Midlands Combined Authority through EcoRecord for production of their LNRS, and relevant data will be prepared for the Warwickshire LNRS at the right time. The team will be participating in scoping meetings for both regions.

Results from the City Nature Challenge in Coventry have been calculated. This is a global event that we support through the Sherbourne Valley Project, competing with cities around the world to record the most species over a set period. This year there were a total of 4,370 observations, recording 897 species, recorded by 76 people.

The 3D laser scanning of the river Sherbourne culvert beneath the city featured in a two-week exhibition about the underground section of the river in the Litten Tree building in Coventry city centre. The event was attended by hundreds of people and featured an event where people could explore the river underground using virtual reality.

**Warwickshire Wildlife Trust Ltd**  
**Trustees' Report - continued**  
**For the year ended 31 December 2024**

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Our Data & GIS Officer has developed a spatial portal mapping community engagement to enable strategic planning and has explored movement impact tracking. During the General Election we carried out significant research into identifying environmental priorities creating 12 constituency narratives and post-election resources to aid discussions with MPs, including access to nature maps of constituencies that communities can utilise moving forward.

### Financial Review

Financially, the Group's income increased by 11.1%, from £11,167,000 in 2023 to £12,415,000 in 2024. Costs also increased to £12,480,000 compared to £11,329,000 in 2023 (up 10%), leaving a reduced group deficit for the year of £64,288 (2023: £161,992). Given the impact of the turbulent political picture in the UK and the ongoing impact of inflationary price pressures in particular, these figures are indicative of a stable organisation.

For the Charity alone, income, including the subsidiary companies' Gift Aid donations, increased by 21.8% to £5,186,000 (2023: £4,259,000). Total costs increased by 20.7% to £5,310,000 (2023: £4,401,000). The resulting net loss for the charity reduced to £124,059 compared to a loss of £141,783 in 2023.

Overall, the Trust's income from charitable activities increased by £222,000, with grants, projects and other income increasing 26% from £2,390,000 in 2023 to £3,019,000 this year. This has been primarily driven by increases in grant revenue as projects have reached maturity. Income from the Visitor Centres also increased during the year from £256,000 in 2023 to £336,000 this year. This reflects the decision taken in late 2023 to bring the café operations at Brandon Marsh in house and has been achieved despite a period of closure associated with the redevelopment of the Brandon Marsh facilities in June 2024. Income from generated funds also increased, up 16.9% from £1,307,000 in 2023 to £1,528,000 this year, with most areas of revenue showing strong growth. Subscriptions increased 10% to £793,000 (2023: £721,000), with corporate subscriptions up dramatically at £95,000 in 2024 versus £8,000 in 2023. This is linked to a single one-off corporate donation received in 2024. Legacies also increased during the year from £45,000 in 2023 to £129,000 in 2024. In contrast, investment income dropped significantly, down 30% from £198,000 in 2023 to £140,000 in 2024, linked to falling interest rates and reduced bank balances.

The Contingency Fund remained the same at £730,000, in order to provide sufficient cover for operating costs, in line with the Trust policy. Other reserves show a significant movement out of current assets (mostly cash) in 2023 into tangible fixed assets in 2024. This reflects the spend of the Infrastructure Investment Fund on the heating solution and visitor centre / office refurbishments at Brandon Marsh and the partial spend of the Nature Recovery Fund on the acquisition of two pieces of land to support the charity's objectives.

Middlemarch Environmental Ltd, our subsidiary ecological consultancy company, produced very good results with turnover increasing by 4.6% to £7,841,000 (2023: £7,495,000). Because total expenditure increased by just £238,000 (+3.4%), the company was able to produce a stronger net profit result of £678,000 (2023: £571,000) and therefore an improved level of gift aid to the Trust of £626,000 compared to £562,000 in 2023.

Trust Nature Services is also reporting for the first time in 2024 and delivered a net profit of £13,000, all of which will be remitted to the Trust as a gift aid donation.

The group's cash decreased significantly in the year by £3,192,000 (2024: £3,001,000; 2023: £6,192,000). This reduction is linked primarily to the investments made in new land and the facilities at Brandon Marsh. This is still a strong cash position for the Group.

### Investment Policy

The Charity's Investment objective is to optimise its return from its investments consistent with a moderate level of risk and it does not knowingly invest in institutions with objectives contrary to its environmental policies. The Charity's policy is to identify cash funds surplus to immediate needs and invest the surplus in short-term investments, near cash funds and immediate cash funds.

**Warwickshire Wildlife Trust Ltd**  
**Trustees' Report - continued**  
**For the year ended 31 December 2024**

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Near cash funds represents money not required in the immediate future but may be required in the foreseeable future and should be invested in institutions with minimal risk to capital and the availability of instant withdrawal. At present the Charity invests all of its surplus funds in a COIF account to maximise interest returns whilst providing a high level of security. The COIF Charity Funds (Registered Charities No's 218873 / 803610 / 1046249 / 1093084) are common investment and deposit funds and managed by CCLA. Immediate cash funds are held within the Charity's bank account and represents money that is required for its day-to-day activities.

The investments identified on the balance sheet reflect the shareholding in AstraZeneca PLC which was gifted to the Trust in prior years and is held at market value.

#### Reserves Policy

The Trustees believe that the Charity should hold financial reserves because:

- 1) It has no income from endowment funding and is entirely dependent for income on membership, donations, grants, and legacies which can vary from year to year.
- 2) It requires protection against unforeseen setbacks and the ability to continue operations despite these circumstances; and
- 3) It requires the ability to be able to take advantage of change and opportunities to further its objectives.

The Trustees believe that the minimum level of unrestricted reserves should be the equivalent of 2 months' operating costs calculated and reviewed annually and believe that the reserves should be built up to the desired level in stages consistent with the Charity's overall financial position and its needs to maintain and develop its charitable activities. At the end of 2024, the Contingency Fund was maintained to give continued cover to position of the Charity in what remain uncertain times.

At the year end the Charity had Endowment funds of £1,642,000 (2023: £1,652,000); Restricted funds of £615,000 (2023: £416,000); Unrestricted designated funds of £4,758,000k (2023: £4,785,000) and Unrestricted funds of £377,000 (2023: £662,000). The charity also has control over a non-charitable fund of £1,435,000 (2023: £1,376,000).

#### Employees

The Charity supports equal opportunities. The Trust's staff operates primarily from its headquarters office at Brandon Marsh Nature Centre with some out-posted staff in the Parkridge Centre Solihull and Environmental Studies Centre, Hams Hall, as well as rented offices in Warwick. Staff of Middlemarch Environmental Ltd operate from rented offices near Millisons Wood on the outskirts of Coventry. During 2024 there was a average of 229 staff, including 87 at the Trust and 142 at Middlemarch Environmental Ltd (2023: 207, split 75:132).

#### Pay policy for senior staff

The pay of the senior staff is reviewed by the Audit & Remuneration Committee (at least annually) and normally increased in line with average earnings or review against performance objectives. In view of the nature of the charity, the trustees benchmark against pay levels in other regional charities of a similar size.

#### Pensions

The Charity operates a Group Personal Pension scheme, where minimum contributions of 4.5% from employees are matched by contributions of between 4.5% and 6% from the Charity or its trading company. From 1 January 2025, this contribution from the employer was increased to 7% for both companies. The scheme is optional to all staff once they have completed a probationary period, and transportable should they leave.



**Many Thanks**

Warwickshire Wildlife Trust is your organisation and as such is the natural home for all those who care about local wildlife, wild places, geology and the natural environment. Our work is vital – it’s important for the integrity of the natural world on our doorstep. The quality and health of our natural environment is also important for our own health and wellbeing – and for the future of society, the economy, jobs and growth. The Trust works hard on everyone’s behalf for local wildlife and local people and we can achieve nothing without the support of members – and the hard work and dedication of all of our volunteers and staff.

We would like to offer our warm thanks and sincere gratitude to everyone who has contributed to our activities and success in 2024 and, most of all, for helping make Warwickshire, Coventry and Solihull a better place to live and work. We can be justifiably proud of what we are achieving. Keep up the superb work in 2025 and thank you for being a part of it!

In approving the Trustees’ Report, we also approve the Directors’ report included therein, in our capacity as company directors.

Laurence Wilbraham  
Interim Chair

Dr Ed Green  
Chief Executive

Tom Docker  
Managing Director, Middlemarch

**Signed on behalf of the Trustees:**

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**L Wilbraham**  
Interim Chair

**Date:**

**Warwickshire Wildlife Trust Ltd**  
**Trustees' Report - continued**  
**For the year ended 31 December 2024**

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**Management of the Trust 2024**

**COUNCIL OF TRUSTEES**

B Nicholson (resigned 20 February 2025)  
Dr M G M Randall (resigned 25 June 2024)  
K G Moffat (appointed 25 June 2024)  
J Staunton (appointed 25 June 2024)  
J L Reynolds (appointed 25 June 2024, resigned 26 February 2025)  
M A Wright (resigned 27 February 2025)  
J McKenzie **Treasurer**  
D McArdle  
Dr H I Brittain (resigned 25 June 2024)  
A A Gabbitas (resigned 25 June 2024)  
Dr S Juned (resigned 24 September 2024)  
L Wilbraham **Interim Chair**  
G Litterick  
C Reading (resigned 15 February 2025)  
M Sanderson  
N Rawlinson (resigned 30 September 2024)  
D Male  
M Hughes (resigned 05 April 2024)

**Chief Executive**

Dr Ed Green

**MIDLEMARCH ENVIRONMENTAL LTD - BOARD**

Jonathan Bird (resigned 31 December 2024) (Company Secretary)  
Tom Docker  
Teresa Boughey (appointed on 19 February 2024)  
Helen Rushton (appointed on 15 April 2024)  
Harrison Barton  
Rodney Aspinwall (Chair)  
Dr Ed Green  
John McKenzie  
Duncan McArdle  
Fiona White  
Dr James Hildreth

**TRUST SOLICITORS**

Wright Hassall LLP, Leamington Spa

**TRUST AUDITORS**

Saffery LLP  
Westpoint  
Peterborough  
PE2 6FZ

**Warwickshire Wildlife Trust Ltd**  
**Independent Auditors Report to the Members of Warwickshire Wildlife Trust Ltd**  
For the year ended 31 December 2024

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## **Opinion**

We have audited the financial statements of Warwickshire Wildlife Trust Ltd (the ‘parent charitable company’) and its subsidiary (the ‘group’) for the year ended 31 December 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Charity Income and Expenditure Accounts, the Group and the Parent Charity Balance Sheet, the Statement of Cash Flows and Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group and the parent charitable company’s affairs as at 31 December 2024, 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 material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group or parent charitable company’s ability to continue to as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

## **Other information**

The other information comprises the information included in the Trustees’ Report, other than the financial statements and our auditor’s report thereon. The Trustees are responsible for the other information contained within the consolidated financial statements. 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.

**Warwickshire Wildlife Trust Ltd**  
**Independent Auditors Report to the Members of Warwickshire Wildlife Trust Ltd**  
For the year ended 31 December 2024

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**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 have 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 in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

**Responsibilities of Trustees**

As explained more fully in the Trustees' Responsibilities Statement set out on pages 5 to 6, the Trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

We have been appointed as 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.

**Warwickshire Wildlife Trust Ltd**  
**Independent Auditors Report to the Members of Warwickshire Wildlife Trust Ltd**  
For the year ended 31 December 2024

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

.....  
Gareth Norris FCA (Senior Statutory Auditor)  
for and on behalf of Saffery LLP

Chartered Accountants                      Westpoint  
   Peterborough  
Statutory Auditors                              PE2 6FZ

Date:

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

**Warwickshire Wildlife Trust Ltd**  
**Consolidated Statement of Financial Activities**  
**For the year ended 31 December 2024**

	Note	Unrestricted funds		Restricted funds	Endowment funds	Total funds 2024	Total funds 2023
		Undesignated funds	Designated funds				
		£	£	£	£	£	£
<b>Income and endowments from:</b>							
Donations and legacies	2	1,182,027	-	96,851	-	1,278,878	1,002,682
Charitable activities	3	510,030	-	2,508,973	-	3,019,003	2,390,253
Other trading activities	4	7,977,176	-	400	-	7,977,576	7,575,664
Investment income		140,026	-	-	-	140,026	198,450
<b>Total income</b>		<b>9,809,259</b>	<b>-</b>	<b>2,606,224</b>	<b>-</b>	<b>12,415,483</b>	<b>11,167,049</b>
<b>Expenditure on:</b>							
Raising funds	5	946,522	-	46,405	-	992,927	857,006
Charitable activities	6	1,981,758	27,356	2,565,001	10,147	4,584,262	3,543,646
Other trading activities	5	6,907,315	-	-	-	6,907,315	6,928,389
<b>Total expenditure</b>		<b>9,835,595</b>	<b>27,356</b>	<b>2,611,406</b>	<b>10,147</b>	<b>12,484,504</b>	<b>11,329,041</b>
<b>Net Income/(expenditure)</b>		<b>(26,336)</b>	<b>(27,356)</b>	<b>(5,182)</b>	<b>(10,147)</b>	<b>(69,021)</b>	<b>(161,992)</b>
Transfers between funds	25	(204,122)	-	204,122	-	-	-
<b>Net movement in funds</b>		<b>(230,458)</b>	<b>(27,356)</b>	<b>198,940</b>	<b>(10,147)</b>	<b>(69,021)</b>	<b>(161,992)</b>
Total funds brought forward at 1 January 2024		2,037,830	4,784,974	416,164	1,651,961	8,890,929	9,052,921
<b>Total funds carried forward at 31 December 2024</b>		<b>1,807,372</b>	<b>4,757,618</b>	<b>615,104</b>	<b>1,641,814</b>	<b>8,821,908</b>	<b><u>8,890,929</u></b>

The statement of financial activities contains all gains and losses for the year and all activities relate to continuing operations. The profit for the purposes of the Companies Act 2006 is the net income/ (expenditure) before unrealised losses/gains.

**Warwickshire Wildlife Trust Ltd**  
**Consolidated and Parent Charity Income and Expenditure Accounts**  
**For the year ended 31 December 2024**

	<b>Group</b>		<b>Charity</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income from:</b>				
Donations, legacies and investment income	1,418,904	1,201,132	1,418,904	1,201,132
Charitable activities	3,019,003	2,390,253	3,033,563	2,390,253
Other trading activities	7,977,576	7,575,664	94,822	105,420
<b>Total income</b>	<b>12,415,483</b>	<b>11,167,049</b>	<b>4,547,289</b>	<b>3,696,805</b>
<b>Expenditure on:</b>				
Raising funds	992,927	857,006	711,114	857,006
Charitable activities	4,584,262	3,543,646	4,599,237	3,543,646
Other trading activities	6,907,315	6,928,389	-	-
<b>Total expenditure on continuing operations</b>	<b>12,484,504</b>	<b>11,329,041</b>	<b>5,310,351</b>	<b>4,400,652</b>
<b>Net income/ (expenditure) for the year</b>	<b>(69,021)</b>	<b>(161,992)</b>	<b>(763,062)</b>	<b>(703,847)</b>
<b>Donations under gift aid from subsidiary</b>			639,003	562,064
<b>Net income for the year - parent charity</b>			(124,059)	(141,783)

Endowment fund income and expenditure has been excluded from the above figures.

A detailed analysis of the subsidiary trading results is shown in note 1.

The income and expenditure account is provided for Companies Act purposes.

**Warwickshire Wildlife Trust Ltd**  
**Balance Sheet**  
As at 31 December 2024

		<b>Group</b>		<b>Charity</b>	
		<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
			<b>As restated</b>		<b>As restated</b>
	<b>Note</b>				
<b>Fixed assets</b>					
Intangible assets	11	78,865	55,445	-	-
Tangible assets	12	4,287,944	2,278,567	4,144,508	2,137,819
Investments	13	42,000	42,000	42,200	42,200
<b>Total fixed assets</b>		<b>4,408,809</b>	<b>2,376,012</b>	<b>4,186,708</b>	<b>2,180,019</b>
<b>Current assets</b>					
Stocks	14	17,443	18,945	17,443	18,945
Debtors	15	2,815,245	2,184,720	1,548,434	1,284,747
Cash at bank and in hand	16	3,000,620	6,192,248	2,396,970	4,843,805
		<b>5,833,308</b>	<b>8,395,913</b>	<b>3,962,847</b>	<b>6,147,497</b>
<b>Creditors: amount falling due within one year</b>	17	<b>(1,301,291)</b>	<b>(1,718,882)</b>	<b>(763,146)</b>	<b>(812,315)</b>
<b>Net current assets</b>		<b>4,532,017</b>	<b>6,677,031</b>	<b>3,199,701</b>	<b>5,335,182</b>
<b>Provision for liabilities</b>	18	<b>(118,918)</b>	<b>(162,114)</b>	<b>-</b>	<b>-</b>
<b>Total net assets</b>	23	<b>8,821,908</b>	<b>8,890,929</b>	<b>7,386,409</b>	<b>7,515,201</b>
<b>Funds</b>					
Endowments	19	1,641,814	1,651,961	1,641,814	1,651,961
Restricted funds	20	615,104	416,164	615,104	416,164
Unrestricted designated funds	21	4,757,618	4,784,974	4,757,618	4,784,974
Unrestricted funds	22	371,873	662,102	371,873	662,102
Non-charitable funds	22	1,435,499	1,375,728	-	-
<b>Total funds</b>		<b>8,821,908</b>	<b>8,890,929</b>	<b>7,386,409</b>	<b>7,515,201</b>

Approved and authorised by the Council on 24 June 2025 and signed on its behalf by:

**L Wilbraham**  
**Chair of Trustees**



**Warwickshire Wildlife Trust Ltd**  
**Statement of Cash Flows and Consolidated Statement of Cash Flows**  
For the year ended 31 December 2024

		<b>Group</b>		<b>Charity</b>	
		<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<b>Note</b>				
<b>Cash (used in)/ provided by operating activities</b>	<b>30</b>	<b>(1,131,121)</b>	<b>266,098</b>	<b>(538,619)</b>	<b>(253,319)</b>
Tax paid		(7,226)	(12,856)	-	-
<b>Net cash (used in)/ provided by operating activities</b>		<b>(1,138,347)</b>	<b>253,242</b>	<b>(538,619)</b>	<b>(253,319)</b>
<b>Cash flows from investing activities</b>					
Interest from investments		140,026	198,450	140,026	198,450
Purchase of Investments		-	-	-	(100)
Purchase of intangible and tangible fixed assets		(2,196,640)	(183,985)	(2,049,909)	(74,926)
Proceeds from sale of fixed assets		3,333	32,183	1,667	1,133
<b>Cash used in investing activities</b>		<b>(2,053,281)</b>	<b>46,648</b>	<b>(1,908,216)</b>	<b>124,557</b>
(Decrease)/ increase in cash and cash equivalents in the year		(3,191,628)	299,890	(2,446,835)	(128,762)
Total cash and cash equivalents at the beginning of the year		6,192,248	5,892,358	4,843,805	4,972,567
<b>Total cash and cash equivalents at the end of the year</b>		<b>3,000,620</b>	<b>6,192,248</b>	<b>2,396,970</b>	<b>4,843,805</b>
<b>Analysis of change in net funds</b>					
		<b>At 1.1.2024</b>	<b>Cash flow</b>	<b>At 31.12.24</b>	
<b>Net cash (consolidated)</b>		<b>£</b>	<b>£</b>	<b>£</b>	
Cash at bank and in hand		6,192,248	(3,191,628)	3,000,620	
<b>Net cash (charity)</b>		<b>£</b>	<b>£</b>	<b>£</b>	
Cash at bank and in hand		4,843,805	(2,446,835)	2,396,970	

### **General Information and Basis of Preparation**

Warwickshire Wildlife Trust is a private company limited by guarantee, incorporated in England and Wales. The address of the registered office is given in the legal and administrative information on page 2 of these financial statements.

The financial statements have been prepared in accordance with 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) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity constitutes a public benefit entity as defined by FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### **Going Concern**

The Trustees are of the opinion that there are no material uncertainties that cast significant doubt upon the Charity's ability to continue as a going concern and as such the accounts are prepared on a going concern basis.

### **Consolidation**

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the Charity and its subsidiaries, Middlemarch Environmental Ltd and Trust Nature Services Ltd. Intra-group transactions are eliminated on consolidation. The results of the subsidiary are consolidated on a line-by-line basis. A separate SOFA for the Charity has not been presented because the Trust has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

### **Fund Accounting**

#### **Unrestricted Funds:**

These funds can be used for any of the Charity's purposes.

#### **Restricted and Endowment Funds:**

These funds have been given to the Trust for a particular purpose to be used in accordance with the wishes of the donor. The capital can generally not be realised.

#### **Designated Funds:**

These funds are unrestricted funds set aside by the Trustees and earmarked to meet future costs. These include a designated contingency fund, which represents an amount set aside to meet unforeseen costs.

### **Incoming Resources**

Income is recognised in the period in which the group is entitled to receipt and the amount can be measured with reasonable certainty. Income is deferred only when the Charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

#### **Voluntary income**

Voluntary income is received by way of donations, gifts, subscriptions, covenants and fundraising activities. This income is credited to the income and expenditure account on a receipts basis. Donated goods or services are recognised as income when the benefit to the Charity is measurable and are valued by the Trustees by reference to the open market.

#### **Legacies**

Legacies are taken into account on the earlier of the when the Charity is notified or when a distribution is received. Receipt is only considered probable when the amount can be measured reliably. Where legacies have been notified to the Charity but the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

#### **Government and capital grants**

Capital grants, including Government Grants, received for the purchase of Freehold and Leasehold Land are credited to the Trust's restricted funds in the year of receipt. Leasehold land and property is written off over the expected useful life of the relevant asset in equal annual instalments.

Government revenue grants arising from the impact of Coronavirus (Covid-19) with the purpose of compensating the Charity for lost income and ongoing expenditure, are recognised in the period in which they become receivable.

### **Resources Expended**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on raising funds includes those costs incurred by the Charity in its trading activities, fundraising and member services. It includes both costs that relate directly to an activity and those of an indirect nature necessary to support them.
- Expenditure on charitable activities includes those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries, including those relating to specific projects. It includes both costs that relate directly to an activity and those of an indirect nature necessary to support them.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

### **Pension Costs**

The Trust company operates a defined contribution scheme for the benefit of its employees. The costs of the contributions are expensed as they become payable. The assets of the scheme are held separately from the Trust in independently administered funds. Expenditure is allocated to activities and funds dependent upon the staff members' time spent.

### **Volunteer Help**

The Trust receives support from a wide variety of volunteers. It is not practical to place a value on the time volunteered by all these persons due to the variety of duties performed, the differences in time spent, and the sheer number of volunteers who gave their time.

### **Fixed Assets**

Depreciation is not provided on freehold land which is considered to have a useful life of more than fifty years. Depreciation has been provided on buildings which comprise construction of the Trust's headquarters and the Visitor Centres at Brandon and Brueton Park at a rate to write off the assets over the term of the lease.

Equipment costing less than £1,000 per individual item is written off in the period of acquisition. All other equipment is capitalised at cost. Cost includes costs directly attributable to making the asset capable of operating as intended.

Amortisation/ depreciation is provided on intangible and tangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

Motor vehicles	33% per annum	Equipment	10% to 25% per annum
Tractors	15% per annum	Computer equipment	50% per annum
Computer software	20% per annum		

### **Investments**

Fixed and current asset investments are stated at historic cost, net of any impairment losses.

### **Operating Leases**

Rentals payable under operating leases are charged to the SOFA over the period in which the cost is incurred.

### **Stocks**

Stocks are valued at the lower of cost and net realisable value.

### **Deferred Taxation**

Deferred taxation is provided in full in respect of taxation deferred by timing differences between the treatment of certain items for taxation and accounting purposes. The deferred tax balance has not been discounted.

### **Financial Instruments**

The Trust only has financial assets and liabilities of a kind that qualify as basic financial instruments, which are initially recognised at transaction value and subsequently measured at their settlement value.

### **Critical Accounting Estimates and Judgements**

To be able to prepare financial statements in accordance with FRS 102, the Charity must make certain estimates and judgements that have an impact on the policies and the amount reported in the annual accounts. The estimates and judgements are based on historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made.

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

**1. Net Income from Trading Activities of Subsidiary**

The Charity has two wholly owned trading subsidiaries, Middlemarch Environmental Limited (company number 02593908) and Trust Nature Services Limited (company number 14543883), both incorporated in the UK. The principal activities of both subsidiaries are to provide ecological consultancy services. The companies pay a proportion of their taxable profits to the Trust by way of Gift Aid. A summary of their trading results is shown below. Audited financial statements are filed with the Registrar of Companies.

<b>Middlemarch Environment Limited</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Turnover including £14,975 intercompany (2023: £nil)	7,840,863	7,494,744
Cost of sales	(404,286)	(463,382)
Gross profit	7,436,577	7,031,362
Other operating income	-	-
Other operating expenses	(6,758,257)	(6,460,762)
Net profit	678,320	570,600
Taxation	(17,612)	(3,657)
Gift Aid donation to Warwickshire Wildlife Trust	660,708 (626,025)	566,943 (562,064)
Retained in Subsidiary	34,683	4,879
Aggregate assets, liabilities and funds	1,435,599	1,400,816
<b>Trust Nature Services Limited</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Turnover including £12,850 intercompany (2023: £nil)	69,716	-
Cost of sales	(56,658)	-
Gross profit	13,058	-
Other operating income	-	-
Other operating expenses	(4,813)	-
Net profit	8,245	-
Taxation	-	-
Gift Aid donation to Warwickshire Wildlife Trust	(8,245)	-
Retained in Subsidiary	-	-
Aggregate assets, liabilities and funds	100	100

Trust Nature Services was dormant from the date of incorporation 15 December 2022) until 31 October 2023. The entity began trading after this date and emended its year end to align with the group (31 December 2024).

The Warwickshire Wildlife Trust also owns a one sixth share in Wildlife Fundraising (Central) Limited (WFCL), a company limited by Guarantee. The company was formed in January 2014 to provide membership recruitment

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

services to founding members. No initial investment was made in the company therefore no investment is included in the financial statements. WFCL has been excluded from the consolidated accounts on the basis that it is not material to the group, and they do not have significant influence over the entity.

**2. Donations and Legacies Income**

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Subscriptions	793,058	-	793,058	721,019
Corporate subscriptions	3,361	91,280	94,641	8,300
Donations and gifts	82,351	5,571	87,922	67,898
Income tax recovered under gift aid	174,700	-	174,700	160,052
Legacies	128,557	-	128,557	45,413
	<u>1,182,027</u>	<u>96,851</u>	<u>1,278,878</u>	<u>1,002,682</u>

2023 comparatives include restricted donations and legacies of £5,571 and unrestricted donations and legacies of £210,908

**3. Charitable Activities Income**

	Unrestricted Funds		Restricted funds	Endowment funds	Total 2024	Total 2023
	Undesignated funds	Designated funds				
	£	£	£	£	£	£
Visitor centres	334,949	-	591	-	335,540	255,096
Reserves and community engagement	27,978	-	168,117	-	196,095	225,895
Living landscapes	130,705	-	2,163,029	-	2,293,734	1,338,889
Habitat biodiversity audit	-	-	140,507	-	140,507	143,570
Health and wellbeing	15,315	-	4,000	-	19,315	108,423
Development strategy	1,083	-	32,729	-	33,812	318,380
Nature recovery strategy	-	-	-	-	-	-
	<b>510,030</b>	<b>-</b>	<b>2,508,973</b>	<b>-</b>	<b>3,019,003</b>	<b>2,390,253</b>

2023 comparatives include income of £521,281 in unrestricted funds. All other income was recorded within restricted funds.

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

**4. Other Trading Activities Income**

	<b>Unrestricted Funds</b>				<b>Total</b>	<b>Total</b>
	<b>Undesignated funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Endowment funds</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Subsidiary trading company	7,882,754	-	-	-	7,882,754	7,470,244
Fundraising	94,422	-	400	-	94,822	105,420
	<b>7,977,176</b>	<b>-</b>	<b>400</b>	<b>-</b>	<b>7,977,576</b>	<b>7,575,664</b>

All other trading activities income in 2023 was unrestricted.

**5. Raising Funds Expenditure**

	<b>Unrestricted funds</b>				<b>Total</b>	<b>Total</b>
	<b>Undesignated funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Endowment funds</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Marketing	239,368	-	-	-	239,368	221,472
Fundraising	145,592	-	46,405	-	191,997	96,194
Membership servicing	561,562	-	-	-	561,562	539,340
Subsidiary trading company	6,907,315	-	-	-	6,907,315	6,928,389
	<b>7,853,837</b>	<b>-</b>	<b>46,405</b>	<b>-</b>	<b>7,900,242</b>	<b>7,785,395</b>

2023 comparatives include costs of £7,785,395 in unrestricted designated funds.

**6. Charitable Activities Expenditure**

	<b>Unrestricted funds</b>				<b>Total</b>	<b>Total</b>
	<b>Undesignated funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Endowment funds</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Visitor centres	527,513	1,638	-	10,147	539,298	409,520
Reserves and community engagement	487,089	-	270,615	-	757,704	710,459
Living landscapes	560,540	25,718	2,007,055	-	2,593,313	1,685,136
Habitat biodiversity audit	37,857	-	144,527	-	182,384	168,148
Health and wellbeing	98,598	-	33,412	-	132,010	219,002
Development strategy	173,258	-	109,392	-	282,650	274,169
Nature recovery strategy	-	-	-	-	-	-
Governance costs	28,800	-	-	-	28,800	23,500
Volunteer costs	68,103	-	-	-	68,103	53,712
	<b>1,981,758</b>	<b>27,356</b>	<b>2,565,001</b>	<b>10,147</b>	<b>4,584,262</b>	<b>3,543,646</b>

2023 comparatives include visitor centres' costs of £25,443 in unrestricted designated funds and £10,147 in endowment funds; Reserves and community engagement costs of £327,380 in restricted funds; Living landscapes costs of £1,328,947 in restricted funds; Habitat biodiversity audit costs of £132,570 in restricted funds; Health and wellbeing costs of £134,548 in restricted funds; Development strategy costs of £173,259 in restricted funds. All other expenditure was recorded within unrestricted undesignated funds.

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

**7. Total resources expended**

	<b>Staff costs</b>	<b>Depreciation</b>	<b>Other costs</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
					<i>As restated</i>
Direct charitable expenditure	2,169,500	33,073	1,774,288	3,976,861	3,080,414
Visitor centres	339,258	10,147	189,893	539,298	409,520
Expenditure on raising funds	487,558	-	505,369	992,927	857,006
Volunteer costs	58,167	-	9,936	68,103	53,712
	<b>3,054,483</b>	<b>43,220</b>	<b>2,479,486</b>	<b>5,577,189</b>	<b>4,400,652</b>
Middlemarch Environmental Limited	5,418,261	120,225	1,359,856	6,898,342	6,927,801
Trust Nature Services Limited	-	-	8,973	8,973	588
	<b>8,472,744</b>	<b>163,445</b>	<b>3,848,315</b>	<b>12,484,504</b>	<b>11,329,041</b>
				<b>2024</b>	<b>2023</b>
				<b>£</b>	<b>£</b>
<b>Total resources expended are stated after charging/ (crediting):</b>					
Directors' remuneration				488,509	416,959
Auditors' remuneration				56,192	48,050
Depreciation				139,899	123,363
Amortisation				23,546	15,436
(Profit)/ loss on sale of fixed assets				(2,935)	(7,969)
Amounts payable under operating leases				194,917	130,217

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

**8. Staff Costs**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	7,391,903	6,890,167
Social security costs	744,935	605,859
Pension costs	335,906	288,579
	<hr/>	<hr/>
	<b>8,472,744</b>	<b>7,784,605</b>

The average number of employees, analysed by function was:

	<b>2024</b>	<b>2023</b>
	<b>No</b>	<b>No</b>
Trust activities	66	56
Fundraising and publicity	10	9
Management and administration	11	10
Subsidiary trading company	142	132
	<hr/>	<hr/>
	<b>229</b>	<b>207</b>

The above average number of employees comprise

Warwickshire Wildlife Trust	87	75
Middlemarch Environmental Limited	142	132
	<hr/>	<hr/>
	<b>229</b>	<b>207</b>

The following members of the Council of Trustees received remuneration during the year for duties as non-executive directors of the trading company:

J McKenzie	£7,578	(2023: £7,256)
D McArdle	£7,578	(2023: £7,256)

All other members of the Council of Trustees act in an unpaid capacity.

One (2023: One) Trustees received expenses in 2024 of £489 (2023: £478) relating to travel.

Key management are considered to be the Chief Executive Officer, the Financial Controller of the Charity and the Executive Directors of the trading subsidiary. The total employment benefits including pension contributions of key management personnel was £553,594 (2023: £454,474).



**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

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**8. Staff Costs (continued)**

**Higher paid staff**

Employees' remuneration (excluding pension contributions) in excess of £60,000 for the year fell within the following bands:

	<b>Charity</b>		<b>Trading Company</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>	<b>No.</b>	<b>No.</b>
£60,001 - £70,000	-	-	8	4
£70,001 - £80,000	-	-	2	2
£80,001 - £90,000	-	-	1	1
£90,001 - £100,000	1	1	-	1
£100,001 - £110,000	-	-	1	1
£110,001 - £120,000	-	-	1	-
£120,001 - £130,000	-	-	-	1
£130,001 - £140,000	-	-	-	-
£140,001 - £150,000	-	-	1	-

All of the higher paid staff except one are employed by Middlemarch Environmental Ltd, the subsidiary undertaking. One (2023: One) charity employee received remuneration in excess of £60,000.

**Highest paid director (subsidiary undertaking)**

The highest paid director received £141,904 (2023: £124,175) and had £6,006 (2023: £5,092) added to their pension.

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Pension contributions in respect of the above employees are	52,809	36,317
The number of employees accruing retirement benefits included above is	15	10

The number of directors to whom retirement benefits are accruing under defined contribution schemes amounted to 4 (2023: 4).

**9. Pension Arrangements**

The Trust operates a defined contribution Group Personal Pension Scheme open to all employees. Contributions to the scheme are charged to the accounts as they fall due. Total amounts paid in the year were £335,906 (2023: £288,579).

**10. Taxation**

The tax charge on the profit for the year was as follows:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Current tax (charged at 19%):	7,226	12,856
Deferred tax	10,386	(9,199)
	<b>17,612</b>	<b>3,657</b>

The above charge related to the subsidiary undertaking, as shown in note 1.

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

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**11. Intangible Fixed Assets**

<b>Group</b>	<b>Computer software £</b>	<b>Total £</b>
<b>Costs</b>		
1 January 2024	77,182	77,182
Additions	32,370	32,370
Transfers from tangible fixed assets	28,197	28,197
31 December 2024	<u>137,749</u>	<u>137,749</u>
<b>Amortisation</b>		
1 January 2024	21,737	21,737
Charge for the year	23,546	23,546
Transfers from tangible fixed assets	13,601	13,601
31 December 2024	<u>58,884</u>	<u>58,884</u>
<b>Net book value</b>		
31 December 2024	<u>78,865</u>	<u>78,865</u>
31 December 2023	<u>55,445</u>	<u>55,445</u>

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

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**12. Tangible Fixed Assets**

<b>Group</b>	<b>Freehold Property £</b>	<b>Leasehold Property £</b>	<b>Plant and Equipment £</b>	<b>Motor Vehicles £</b>	<b>Total £</b>
<b>Costs</b>					
1 January 2024	1,399,137	923,252	930,031	39,652	3,292,072
Additions	2,008,362	-	155,908	-	2,164,270
Disposals	-	-	(73,211)	(14,200)	(87,411)
Transfers to intangible fixed assets	-	-	(28,197)	-	(28,197)
31 December 2024	3,407,499	923,252	984,531	25,452	5,340,734
<b>Depreciation</b>					
1 January 2024	-	264,128	709,725	39,652	1,013,505
Charge for the year	-	10,147	129,752	-	139,899
Disposals	-	-	(72,813)	(14,200)	(87,013)
Transfers to intangible fixed assets	-	-	(13,601)	-	(13,601)
31 December 2024	-	274,275	753,063	25,452	1,052,790
<b>Net book value</b>					
31 December 2024	3,407,499	648,977	231,468	-	4,287,944
31 December 2023	1,399,137	659,124	220,306	-	2,278,567
<b>Charity</b>					
<b>Costs</b>					
1 January 2024	1,399,137	923,252	474,855	39,652	2,836,896
Additions	2,008,362	-	41,547	-	2,049,909
Disposals	-	-	-	(14,200)	(14,200)
31 December 2024	3,407,499	923,252	516,402	25,452	4,872,605
<b>Depreciation</b>					
1 January 2024	-	264,128	395,297	39,652	699,077
Charge for the year	-	10,147	33,073	-	43,220
Disposals	-	-	-	(14,200)	(14,200)
31 December 2024	-	274,275	428,370	25,452	728,097
<b>Net book value</b>					
31 December 2024	3,407,499	648,977	88,032	-	4,144,508
31 December 2023	1,399,137	659,124	79,558	-	2,137,819

Freehold property shown above includes the Trust's Nature Reserves, which are essentially held for the charitable objects of the Trust. These assets cannot therefore be readily sold, and it is therefore not considered appropriate to show them at market value.

There is a legal charge over the freehold property at Bubbenhall Wood

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

**13. Investments**

<b>Group</b>	<b>UK equities £ As restated</b>	
Balance at 1 January 2024 and 31 December 2024	42,000	
<b>Charity</b>	<b>2024</b>	<b>2023</b>
The Trust owns 100% of the equity of the following company:	<b>£</b>	<b>£</b>
Middlemarch Environmental Limited, incorporated in England (100 ordinary shares of £1 each)	100	100
Trust Nature Services Limited, incorporated in England (100 ordinary shares of £1 each)	100	100
	200	200
		<i>As restated</i>
UK equities	42,000	42,000
	42,200	42,200

The restatement to the note above reflects the adjustment of investment securities from other debtors to investments. This is also shown in note 15 below.

**14. Stocks**

	<b>Group</b>		<b>Charity</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Goods for resale	17,443	18,945	17,443	18,945

**15. Debtors**

		<i>As restated</i>		<i>As restated</i>
Trade debtors	1,719,416	1,369,965	391,384	222,126
Amounts due from subsidiary undertaking	-	-	678,649	591,652
Other debtors	927,344	635,511	423,985	400,640
Prepayments	168,485	173,338	54,416	64,423
Other	-	5,906	-	5,906
	2,815,245	2,184,720	1,548,434	1,284,747

**16. Cash at Bank and In Hand**

COIF Charities Deposit Fund	1,924,953	4,396,653	1,924,953	4,396,653
Other bank accounts and cash	1,075,667	1,795,595	472,017	447,152
	3,000,620	6,192,248	2,396,970	4,843,805

**17. Creditors Due Within One Year**

Trade creditors	191,315	282,723	115,215	235,771
Corporation tax	7,226	12,856	-	-
Other taxation and social security	494,253	458,973	179,677	139,246
Pension contributions	107,858	46,206	107,858	46,206
Other creditors and accruals	243,590	565,076	103,347	38,044
Deferred income	257,049	353,048	257,049	353,048
	1,301,291	1,718,882	763,146	812,315

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

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Deferred income represents grants in advance on 2024 projects:	<b>2024</b> <b>£</b>
Balance at 1 January	353,048
Amounts released to incoming resources	(129,999)
Amounts deferred in year	34,000
Balance at 31 December	<u>257,049</u>

**18. Provision for Liabilities**

	<b>Group</b>	
	<b>2024</b>	<b>2023</b>
Deferred taxation	<b>£</b>	<b>£</b>
Balance at 1 January 2024	24,945	34,144
Profit & loss account	10,386	(9,199)
Balance at 31 December 2024	<u>35,331</u>	<u>24,945</u>

**The deferred tax liability is made up as follows:**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Accelerated capital allowances	35,331	24,945

	<b>Group</b>	
<b>Dilapidations</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Balance at 1 January 2024	137,169	57,807
Profit & loss account	(53,582)	79,362
Balance at 31 December 2024	<u>83,587</u>	<u>137,169</u>
Total provisions	<u>118,918</u>	<u>162,114</u>

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

**19. Endowments**

	<b>Movement in Resources</b>			
	<b>Balance 31 Dec 2023 £</b>	<b>Incoming £</b>	<b>Outgoing £</b>	<b>Balance 31 Dec 2024 £</b>
Wappenbury Woods	135,033	-	-	135,033
Brandon Marsh Headquarters	17,140	-	(1,663)	15,477
Whitacre Heath	29,707	-	-	29,707
Meadows Appeal	30,868	-	-	30,868
Rough Hill Wood	54,339	-	-	54,339
Cock Robin Wood	11,136	-	-	11,136
Wire Hill	1,714	-	(46)	1,668
Alvecote Pools	49,623	-	-	49,623
Brandon Marsh Visitor and Education Centre	334,435	-	(5,147)	329,288
Parkridge Centre	204,862	-	(3,291)	201,571
Radway Meadow	70,881	-	-	70,881
Taskers Meadow	77,379	-	-	77,379
Reserves Tractor	7,026	-	-	7,026
Reedbed Bird Hides	5,100	-	-	5,100
Bubbenhall Wood Fund	622,718	-	-	622,718
	1,651,961	-	(10,147)	1,641,814

Endowment funds represent gifts and donations of, or to acquire, capital assets.

**20. Restricted Income Funds**

	<b>Movement in Resources</b>			
	<b>Balance 31 Dec 2023 £</b>	<b>Incoming £</b>	<b>Outgoing £</b>	<b>Balance 31 Dec 2024 £</b>
Reserves and community engagement	-	168,117	(266,164)	98,047
Habitat biodiversity audit	16,007	140,507	(144,527)	-
Living landscapes	241,067	2,163,029	(2,007,055)	11,987
Health and wellbeing	-	4,000	(33,412)	397,041
Nature recovery fund appeal	111,915	96,172	(45,322)	-
Development Strategy	-	32,729	(109,392)	29,412
Sensory garden	4,583	-	(3,900)	76,663
Peregrine appeal	4,345	1,625	(1,083)	-
Badger vaccination appeal	4,407	-	(551)	683
Hedgehog campaign appeal	23,710	45	-	4,887
Landfill appeal	3,677	-	-	3,856
Reserves appeal	6,453	-	-	-
	416,164	2,606,224	(2,611,406)	204,122
				615,104

Restricted revenue funds represent unspent income received for revenue purposes where the funder or donor has imposed restrictions. The transfers to designated funds originate from charity surpluses.

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

**21. Designated Funds**

	<b>Movement in Resources</b>			
	<b>Balance 31 Dec 2023 £</b>	<b>Incoming £</b>	<b>Outgoing £</b>	<b>Balance 31 Dec 2024 £</b>
Charity Projects Fund	1,010,649	-	(25,718)	984,931
Nature Recovery Fund	2,542,000	-	-	2,542,000
Infrastructure Investment Fund	502,325	-	(1,638)	500,687
Contingency Fund	730,000	-	-	730,000
	<u>4,784,974</u>	<u>-</u>	<u>(27,356)</u>	<u>4,757,618</u>

The transfers to designated funds originate from donations under gift aid from the charity's subsidiary company, Middlemarch Environmental Limited, and charity surpluses.

**22. Undesignated Funds**

	<b>Movement in Resources</b>			
	<b>Balance 31 Dec 2023 £</b>	<b>Incoming £</b>	<b>Outgoing £</b>	<b>Balance 31 Dec 2024 £</b>
Unrestricted fund	As restated 662,102	1,898,680	(2,619,057)	371,873
Non charitable fund	1,375,728	7,910,579	(7,216,538)	1,435,499
	<u>2,037,830</u>	<u>9,809,259</u>	<u>(9,835,595)</u>	<u>1,807,372</u>

**23. Analysis of Group Net Assets Between Funds**

	<b>Tangible Fixed Assets</b>	<b>Net Current Assets and Provisions</b>	<b>Total</b>
<b>Endowments</b>	1,641,814	-	1,641,814
<b>Restricted funds</b>	-	615,104	615,104
<b>Designated funds</b>	1,965,687	2,791,931	4,757,618
<b>Unrestricted funds:</b>	-	-	-
Charitable	579,007	(207,134)	371,873
Non-charitable trading	222,301	1,213,198	1,435,499
	<u>801,308</u>	<u>1,006,064</u>	<u>1,807,372</u>
<b>Total</b>	<u>4,408,809</u>	<u>4,413,099</u>	<u>8,821,908</u>

**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

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**24. Guarantees and other financial commitments**

At 31 December 2024 the future minimum lease payments under non-cancellable operating leases were as follows:

	<b>Group</b>		<b>Charity</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Land and buildings:				
Expiring within one year	60,345	5,200	-	-
Expiring between two and five years	32,876	-	-	-
	93,221	5,200	-	-
Other equipment:				
Expiring within one year	44,473	138,575	-	-
Expiring between two and five years	13,013	57,693	-	-
	57,486	196,268	-	-

**25. Transfers between funds**

The Trustees have this year designated by way of a transfer from unrestricted undesignated funds £204,122 (2023: £241,716) with transfers made to unrestricted designated funds of £nil (2023: £27,768), and £204,122 to restricted funds (2023: £213,948). Transfers have been made to earmark funds for specific future planned activities and to ensure various funds do not go into deficit.

**26. Members' guarantee**

The company is limited by guarantee and does not have any share capital. The liability of each member is limited to £1.

**27. Capital Commitments**

As at 31 December 2024, the Trust had no capital commitments (2023: £nil).

**28. Contingent Liabilities**

The Trust Council was not aware of any contingent liabilities at the balance sheet date (2023: £nil).

**29. Related Party Transactions**

Key management remuneration is shown in the preceding notes to these financial statements. Intercompany sales have been disclosed in note 1, all of which have been carried out at arm's length. There are no further related party transactions that require disclosure.



**Warwickshire Wildlife Trust Ltd**  
**Notes to the Financial Statements - continued**  
**For the year ended 31 December 2024**

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**30. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>Group</b>		<b>Charity</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
		<b>As restated</b>		<b>As restated</b>
Net movement in funds	(69,021)	(161,992)	(118,645)	(131,636)
Add back tax charged	17,612	3,657	-	-
Deduct amortisation of endowments	-	-	(10,147)	(10,147)
Add back depreciation charge	163,445	138,799	43,220	41,558
Deduct interest income shown in investing activities	(140,026)	(198,450)	(140,026)	(198,450)
(Profit)/ loss on sale of fixed assets	(2,935)	(9,102)	(1,667)	(1,133)
Increase in stock	1,502	532	1,502	532
(Increase)/ decrease in debtors	(630,525)	(37,635)	(263,687)	(55,955)
(Decrease)/ increase in creditors	(417,591)	393,120	(49,169)	101,912
Increase/(decrease) in provisions	(53,582)	137,169	-	-
<b>Net cash (used in)/ provided by operating activities</b>	<b>(1,131,121)</b>	<b>266,098</b>	<b>(538,619)</b>	<b>(253,319)</b>