



**Herts &
Middlesex**
Wildlife Trust



Trustees' Report &
Financial Statements
for the year ended
31 March 2022



Creating a wilder Hertfordshire and Middlesex

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1 LEGAL AND ADMINISTRATIVE INFORMATION

Hertfordshire and Middlesex Wildlife Trust, a company limited by guarantee

Company Registration Number 816710 Charity Number 239863

Honorary President	Sir Simon Bowes-Lyon, KCVO
Honorary Vice President	Robert Wilson
Council of Management (Trustees)	Olivia Bertham Dr Veronica Edmonds-Brown (Vice Chairman) Lisa Clavering (appointed at AGM September 2021) Keith Cotton Clive Hinds (Treasurer) Laura Horton (appointed at AGM September 2021) Jackie Hunter Amy Jankiewicz (retired at AGM September 2021) Kathryn MacKenzie Paul Knutson (retired at AGM September 2021) Sarah Kohl Michael Master, MBE (Chairman) Peter Tallantire Louise Turner (appointed at AGM September 2021)
Chairman, Finance & Resources Committee	Clive Hinds
Chairman, Nature Recovery Committee	Dr Veronica Edmonds-Brown
Chairman, Health, Safety & Personnel Committee	Sarah Kohl
Chairman, Engagement Committee	Kathryn MacKenzie
Chief Executive	Lesley Davies
Senior Management Team	Sally Clark, Head of Finance Chloe Edwards, Director of Nature Recovery (appointed February 2022) Emma Norrington, Director of Development Becky Vernon-Clinch, Head of Business Support
Auditor	Mercer & Hole, 72 London Road, St Albans, AL1 1NS
Solicitors	Longmores, 24 Castle Street, Hertford, SG141HP
Bankers	Barclays Bank, 1 Churchill Place, London, E14 5HP
Registered office and principal address	Grebe House, St Michael's Street, St Albans, AL3 4SN
Charity number	239863
Company number	816710

2 INTRODUCTION FROM THE CHAIRMAN

The Trustees, who are also the Directors, of Hertfordshire and Middlesex Wildlife Trust Limited ("the Trust") are pleased to present their report and financial statements for the year ended 31 March 2022.

On behalf of the Trustees I would like to express my thanks to all our members, volunteers, advocates and other supporters and to our staff team for helping the Trust create a better future for wildlife. With 23,000 Members, the Trust has a powerful local voice enabling us to stand up for wildlife. The many hundreds of volunteers are critical to the Trust and our thanks goes to each and every person for their varied and important work. The Trust relies upon securing financial support additional to our membership income and we are very grateful for all the individual donations, grants, legacies and sponsorships we receive. The Trust simply could not make the difference it does to wildlife without this support.

This has been a challenging year for the Trust due to the ongoing impact of the COVID-19 situation, which meant that much of our volunteering programme had to be put on hold, as well as a loss of our usual face to face activities including membership recruitment and events. We have been very grateful for how our members responded so positively to our fundraising requests and how understanding our volunteers have been during the restrictions. Our staff team have gone to great effort to keep our activities running and providing new ways for people to be inspired about nature's recovery. As a result, we have seen our membership numbers across the year grow and have continued to deliver practical action for habitats and species and a suite of activities to inspire people about wildlife.

Our work to address the ecological and climate crisis becomes more pressing every year. The Trust's new Strategy 2030 published in March 2022 seeks to address these challenges and to make the most of new opportunities, with the ultimate aim of making more space for wildlife and seeing species populations recovering.

The ongoing support of our members, partners and grant funders has become all the more important as we strive to ensure that Herts & Middlesex has a Wilder Future.



Mike Master, MBE
Chairman

3 STRUCTURE AND MANAGEMENT

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Charity and company limited by guarantee

The charity is registered with the Charity Commission and is a company limited by guarantee. It is governed by its Articles of Association as amended by Special Resolution on 1 July 1987, 1 July 1996, 15 September 2007, 8 November 2014, 21 November 2015, 22 September 2018 and 14 September 2019.

Individuals paying the prevailing subscription, as set by the Trustees, or opting to pay a higher amount, become members of the Trust. We were very pleased to see the number of our members rise over the year and as at 31 March 2022, the number of household memberships stood at 12,953 (2021: 12,319) including more than 22,900 individuals. In addition, 31 organisations support the Trust with affiliate membership.

The Trust operates in Hertfordshire and the London Boroughs of Barnet, Enfield, Harrow and Hillingdon ("Middlesex"). The Trust is an independent member of The Wildlife Trusts, a partnership of 46 local Wildlife Trusts and the Royal Society of Wildlife Trusts working across the UK protecting wildlife for the future. Collectively, the Wildlife Trusts have over 800,000 Members, manage around 2,200 nature reserves and have a vital role standing up for wildlife together at a national level.

Objects

The objects of the Trust are:

- a) For the benefit of the public, to advance, promote and further the conservation, maintenance and protection of:
 - i) wildlife and its habitats
 - ii) places of natural beauty
 - iii) places of zoological, botanical, geological, archaeological or scientific interest
 - iv) features of landscape with geological, physiographical, or amenity value
- b) To advance the education of the public in:
 - i) the principles and practice of sustainable development
 - ii) the principles and practice of biodiversity conservation
- c) To promote research in all branches of nature study and to publish the useful results thereof.

Trustees

For the purposes of the Companies Act 2006, Trustees are Directors and the Council of Management is regarded as the Board of Directors of the Company. The Council of Management, which can have between eight and twelve Trustees, meets quarterly. It is supported by three committees which also meet quarterly.

The Trustees supported a governance review in 2021 which was in response to the Trust's new Strategy. The changes made were:

- a) Nature Recovery Committee - created to replace the Conservation, Community & Education Committee
- b) Engagement Committee – a new Committee created to recognise the growth in engagement and the need for greater focus on this area
- c) Health, Safety & Personnel Committee – a transfer of responsibility for personnel matters from the Finance & Resources Committee.

Our thanks go to Amy Jankiewicz and Paul Knutson who retired as Trustees in 2021. We welcomed Lisa Clavering, Laura Horton and Louise Turner as new Trustees. Depending upon their area of expertise, Trustees are allocated to a Committee or to support specific areas of work. Trustees sign a declaration to meet the requirement of the Finance Act 2010 that Trustees are 'fit and proper' persons for the charity. This is also signed by the relevant senior staff (the Chief Executive and Head of Finance).

Staff

The Chief Executive leads the day to day operations of the charity, supported by the Senior Management Team which consists of the Director of Development, Director of Nature Recovery, Head of Finance and Head of Business Support. The Trust's wider Management Team plays an important role in the leadership and strategic direction of the Trust, and includes the members of SMT plus the Conservation Manager, Nature Reserves Manager, Herts Environmental Records Centre Manager, Planning & Biodiversity Manager, Marketing & Communications Manager, Individual Giving Manager, Project Development Manager and Health & Safety Manager.

The Trust's Reward and Remuneration Policy recognises that its success relies on the talent and contribution of all staff and the importance of valuing and rewarding our employees. Whilst reward and remuneration effectively cover 'benefits' and 'pay', the total reward approach seeks to embrace an organisational culture of employees having a voice in the operation and direction of the Trust. This aims to lead to more engaged staff, improved performance, and to enhance the reputation of the Trust as an employer of choice. The Trust carries out benchmarking to ensure that salaries are appropriate to the level of responsibility and a reasonable level of salary is on offer. The Trust encourages staff development and supports training through in-house mentoring and coaching, and external courses. At annual performance development reviews staff are asked to reflect on the previous year's training and to consider their coming year's needs.

4 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

Environmental

The primary purpose of the Trust is to ensure that local wildlife and wild places are protected and have a positive future. Alongside this, the Trust recognises the wider environmental impact and has set out a **Carbon Strategy** and established an internal working group, the **Carbon Team**, to identify and implement ways of reducing our carbon footprint. An annual assessment is carried out, according to a national framework based on the Defra calculations and we have set business metrics which enable us to track changes over time. In 2021 we moved investments with Sarasin into their **Climate Active Fund** to further manage our environmental impact.

Social

The wellbeing of individuals is integral to our work. The Trust engages with a wide variety of individuals and organisations, our work linking to the **5 ways to wellbeing** – connect with other people, be physically active, learn new skills, give to others, pay attention to the present moment. This is supported through our volunteering programmes, events, providing places for people to visit and promotional activity to encourage people to explore wildlife in their area.

For our staff, we have set up an internal working group, the **Wellbeing Team**. This brings together staff across the Trust to identify ways to support staff, boost morale and provide a source of signposting for additional advice. The Trust pays for an Employee Assistance Programme to provide support and advice from financial, to stress to health. This the second year that the Trust has given all members of staff additional days off, 'Wellbeing Days'.

Jackie Hunter is the lead Trustee for the Council on matters relating to **safeguarding**. There were no safeguarding matters of concern reported during the year.

The Trust has set up an internal working group on **Equality Diversity & Inclusion**, recognising the importance of embedding EDI principles across all the Trust's work. This working group reports to the Engagement Committee.

Governance

The Trust seeks to follow the seven principles set out in the **Charity Code of Governance** and keeps its policies and practices under review accordingly. A governance review in 2021 resulted in changes to the committee structure so that they are aligned to the new Strategy.

New trustees are recruited according to best practice, whereby the Trust advertises widely and operates an interview panel. Trustees are appointed for nine years, although by exception, their term can be extended by agreement of the Trustee board.

The Trust is registered with the Fundraising Regulator and a member of the Institute for Fundraising. We comply fully with the Fundraising Regulator's **Code of Fundraising Practice** and the six guiding principles identified in the Charity Commission guidance for Trustees on charity fundraising. This is reflected in our **Fundraising Policy** and our Fundraising Promise outlines the commitment made to donors and the public by the Trust, confirming that our fundraising is legal, open, honest and respectful. We received 19 complaints relating to fundraising in FY22 none of which were of a serious nature, all being satisfactorily resolved without further action or formal reporting requirements. The Trust uses one external fundraising supplier to help with membership recruitment, Wildlife Fundraising Central Ltd, which was set up as a company limited by guarantee by a number of Wildlife Trusts and now services five Wildlife Trusts. As with external providers, they are closely monitored and required to adhere to agreed guidelines including the Fundraising Regulator's Code of Practice and our own high standards. Other fundraising activities include the use of direct mail and emails, general requests for donations and support, and occasional door drops.

We ensure measures are in place to monitor compliance and that we protect vulnerable people and other members of the public from unreasonable intrusion and persistent approaches for support. All supporters are requested to state their preferences for how they want to be contacted and are invited to update these at any time. A detailed privacy statement and complaints procedure is highlighted on our website and in our publicity to ensure we are clear and transparent about our use of personal data.

Risk management is a key strand of good governance and is set out in the following section in more detail.

5 RISK MANAGEMENT

Summary

The Trust maintains a **Risk Register**, an **Accidents & Incidents Register**, and a **Complaints, Comments & Compliments Register**. These are reviewed regularly by the Senior Management Team and reports taken to committees and Council. Trustees keep under review the major risks to which the charity is exposed and how these are mitigated.

Over the last twelve months, the ongoing COVID-19 situation has had a significant impact on our financial situation, staff retention and recruitment and staff morale. The Trust has undergone a governance change with a new Committee structure to ensure we have the structures to support the delivery of our Strategy 2030 and that committees have a balanced workload. The creation of the Engagement Committee recognised the growth of this area of work to addressing areas which impact on risk such as awareness of the Trust and our reputation, supporter generation and management, and activities which engage members and the wider public.

In reducing our risk, there has been a significant step forward through a major IT project completed in late 2021 and the migration to ThankQ, our new customer relationship management system. The risk around government policy has been reduced, further to the enactment of the Environment Bill. This is a step forward for environmental legislation, and has clarified the process around biodiversity net gain and the development of Local Nature Recovery Strategies will now commence. Whilst this is broadly positive, there is still uncertainty around agri-environment funding and given its importance to the Trust and to the farmers with whom we work to be able to support conservation management.

There are a number of areas which the Trust is tracking and actively managing.

Long term impacts of BREXIT and COVID-19

Brexit and COVID-19 have impacted on our staff and our finances, compounded by the recent knock on effect of the war in Ukraine. Staff are being impacted by the higher level of inflation and energy costs and increased NI contributions and the risk is of them moving to a cheaper part of the country/seeking better paid employment. Inflation may also impact upon our membership with fewer people able to support the Trust. We are already seeing difficulties in obtaining vehicles with long delays.

Climate change and severe weather events

The risk associated with climate change and severe weather events remains high, particularly because of the financial implications it could entail for the Trust as well as the loss of or deterioration in the quality of habitats.

Staff workload and morale

The last two years has seen an increase in workload to manage the impact of COVID-19. We benefitted from the government furlough scheme and whilst workloads were put on hold as far as possible, it did require others to pick up work at the time. The year saw a high turnover in staff and recruitment proved difficult for some roles. A variety of ways to support staff and create a sense of team have included giving staff Wellbeing Days (additional days off) and staff away days. Most staff have continued to work primarily from home and have found it a positive experience and have appreciated not having to commute. For some though, where the home working environment is not suitable, they were supported to work from the offices, as and when the COVID-19 restrictions permitted. It is clear that the loss of social interaction and feeling part of the Trust's team continues to have an impact and the Wellbeing Team is leading ways to address this.

Staff sickness (pandemic)

The impact of the pandemic on staff health has been of great concern, for those who have had COVID-19 and the impact on mental health. Across the Trust we have seen staff supporting each other and being very flexible in working from home and managing as best they can. Throughout the pandemic we have strived to be a supportive and understanding organisation, recognising the support that staff need and the individual challenges they face. We have developed COVID-19 protocols which govern the use of offices, outdoor working for both staff and volunteers, and engagement activities and have followed government guidance throughout. The staff Wellbeing Team has been actively supporting the team providing advice and activities.

Disease – ash dieback

This has been added as a separate risk in FY22 due to the likely impact on the Trust's finances to manage the health and safety risk. The Trust has started a programme of surveys and works to trees to manage the risks associated with ash dieback. We are carrying out surveys of all our nature reserves to assess the scale of the problem and looking to identify ways to cover these costs.

Financial sustainability

The Trust has prepared a medium term financial plan and is looking to reduce the forecast unrestricted deficit. We have seen growing costs of running the organisation, e.g. depreciation for IT, office upkeep and vehicles. Steps have

been taken to reduce our running costs, such as switching to better energy deals and we will be looking to embed some of the changes which the last year has brought about e.g. significant reduction in printing and travel costs. We have seen generous responses to our appeals (Astonbury Wood appeal 2021) and have continued to secure grants. Members joining on line have increased, as well as those generated through national RSWT campaigns. We are looking to diversify our income streams such as establishing a major donor team.

The numbers of new members joining the Trust is better than predicted at the start of FY22. There have been periods when Wildlife Fundraising Central was not able to recruit because of the COVID-19 restrictions but wherever recruitment was possible this proved to be very successful. The overall risk for WFC has been held as high as we are still in a period of uncertainty.

6 HERTS & MIDDLESEX WILDLIFE TRUST STRATEGY 2030

In March 2022, the Trust published its Strategy 2030 which sets out our vision, goals and outcomes. The Trust recognises that wildlife is in trouble, facing an ecological and climate crisis and people are less connected with nature than ever before. Action is needed to reverse the declines in species and habitats and we need people to cherish wildlife and act now.

We have set the target of 30% of land managed for the benefit of nature by 2030. This is an ambitious target, but it is supported by the findings of our 2020 Herts State of Nature report. The Trust will seek to achieve this by managing nature reserves, providing ecological advice to landowners and managers, working in partnership and engaging the local community, businesses and key decision-makers.

VISION

Wildlife has space to thrive and our precious habitats and species populations are recovering. People feel more connected to wildlife and are empowered to take action to give nature a positive future.

GOAL 1: more land in Hertfordshire and Middlesex is managed and protected for nature

OUTCOMES

- 1a Nature's recovery is at landscape scale with more and better connected habitats.
- 1b Wildlife habitats are better protected and the best they can be for nature.
- 1c Species declines are reversed and populations are recovering.
- 1d Greater understanding of local species populations and their ecology

GOAL 2: more people are standing up for wildlife and taking action for nature's recovery

OUTCOMES

- 2a Greater knowledge, appreciation and involvement in nature.
- 2b People see the Trust as the source of ideas, guidance and support for what they can do for wildlife and priorities for action.
- 2c Nature's recovery is at the heart of local decision making.
- 2d Involvement with nature is welcoming and open to all.

GOAL 3: nature plays a central and valued role in helping to address climate issues and people's health and wellbeing

OUTCOMES

- 3a Biodiverse, natural processes are restored.
- 3b Greater understanding of the impact of climate change on local habitats and species.
- 3c Habitat management and restoration support resilience to climate change.
- 3d Greater understanding of the value of nature to health and wellbeing.

7 REVIEW OF THE YEAR ENDED 31 MARCH 2022

Highlights of the year

Just a few of the highlights are given below:

- Lapwings displaying at Rye Meads
- White helleborines flowering at Fox Covert
- More green winged orchids recorded than average at Hunsdon Meads
- Bittern regularly seen at Amwell
- Great white egrets seen at Wilstone
- Starling roost at Marsworth Reservoir
- 19 species of dragonfly and damselfly at Hilfield Park Reservoir, including the first ever Norfolk hawkler and the first records of emerald damselfly since 2000
- Water voles discovered at Springwell Reedbed
- Five species of orchid in flower at Hexton Chalk Pit
- Scarce emerald damselfly has been recorded again on the Roundings, Hertford Heath
- Herts Invertebrate Group found chalk chafer at Aldbury Nowers the first record at Aldbury since the 1890's and only the second site for the species in Hertfordshire
- Events and engagement activities were enjoyed online and in person by over 4300 people
- Eight original wildlife murals were painted on the A10 viaduct highlighting the wildlife found at Kings Meads
- Our new Wilder St Albans project was launched, offering community-based support and advice to groups, individuals and landowners wanting to take practical action for wildlife

Leading nature conservation in Herts and Middlesex

The Trust's new **Strategy for a Wilder Future** draws on the Hertfordshire State of Nature report and an analysis of challenges and opportunities over the coming years. The Strategy has three goals which focus on nature recovery, inspiring and engaging people, and addressing the links between the future of wildlife and climate change and people's health and wellbeing. The Trust is holding its first Wilder Future Conference in May 2022 to which businesses, local authorities, farmers and statutory agencies have been invited, with the aim of demonstrating what needs to happen for nature's recovery and that everyone needs to work together to achieve this.

The Trust prioritises engagement with Natural England and Herts County Council so that we can help shape the upcoming Local Nature Recovery Strategy, as required by Defra, and which will play a pivotal role in bringing organisations together for the benefit of wildlife and wild places. The Trust has already carried out much of the research necessary to inform the Strategy, including the State of Nature Report, interview with large estate owners and ecological networks mapping and supports the volunteer recording community through the work of the Records Centre which holds species records. Through this the Trust has identified priority species and habitats which are integral to the Strategy.

The Trust plays an active role as part of the UK federation of Wildlife Trusts. We have supported the national call for 30% of land to be managed for wildlife by 2030 and have been able to make good use of this messaging in our local campaigns. We supported the national neonicotinoids campaign against the Government proposal to allow neonicotinoids by sugar beet farmers and saw some success with agreement for a temporary reprieve. The Wildlife Trusts' collective campaign continues to secure long term action on this matter, which is closely aligned with the national Action for Insects campaign.

Increasing the quality and stature of our nature reserves

Thanks to the generosity of our members, grant funding and our team of volunteers, much has been achieved on our **40 nature reserves**. The last year was again affected by the COVID-19 restrictions when we were unable to have our

usual volunteer support, but we were delighted when this was again permitted and it was encouraging to see the growth in interest in individuals wanting to support our work.

Our management to improve our nature reserves for wildlife and people has continued throughout the year. Maintaining flower-rich meadows which support a wide variety of other wildlife means that grazing remains an integral part of our site management at many of our reserves. At Beane Marsh, one of our newer reserves, the Trust held a joint fundraising event with the local community group to pay for fencing so that grazing can be introduced. We have been improving our wetland sites, from bank repairs at Lemsford Springs. In our woodlands, there has been a considerable amount of tree safety work carried out, particularly to address the presence of ash dieback disease.

Thanks to a very positive response to a public appeal the Trust is in the process of acquiring Astonbury Wood, a beautiful 22 hectare ancient woodland near Stevenage. A major local campaign was used to raise the funds and we saw very generous support. It was exceptionally well received and was widely covered in local media including BBC News, ITV Anglia and Herts Mercury.

We were very pleased to enter into a new agreement with Watford Borough Council to write a management plan for Cassiobury Park and to run volunteer work parties at the Park and at Whippendell Woods.

Our **Affinity Water Sites Biodiversity Project** continues where we manage Stockers Lake, Springwell Reedbed and Hilfield Park reservoir on behalf of and funded by Affinity Water. This includes writing management plans and delivering them with the help of volunteers. 800 people attended our 'Life at the Lake' event in the summer and since the project started, over 5000 people have been involved, with 3200 volunteer hours given and 300 activities led. 'Stepping Out With Carers' had 35 people visit Stocker's Lake, many of whom were carers and young adults with special educational needs. 150 common-dog violets have been planted at Hilfield Reservoir in an attempt to attract breeding silver-washed fritillary butterflies.

Increasing wildlife habitat in the wider countryside and urban areas

Our **Living Rivers programme** is a very high priority for the Trust given the international importance of chalk rivers and their wildlife and the urgent need for their restoration. The Trust is the catchment host for the upper Lee and upper lower Lea has delivered a high number of improvement projects, creating wetland habitat on the River Ash, weir removal on the River Rib, Himalayan balsam pulling with the River Beane Restoration Association and developing restoration plans for the River Hiz at Ickleford, the River Mimram at Panshanger, the River Stort at Stansteadbury and the River Lea near Bayfordbury. We are pleased to be working in partnership with Buntingford Town Council on a project to restore the River Rib through the Town and are working with a landowner and Braughing Parish Council to restore the River Quin. Our work in the Chess Valley continues through the Wilder Chess initiative and Smarter Water Catchment project. Wilder Chess is a bottom-up initiative working with individual land owners aiming to secure nature's recovery. Habitat management recommendations are informed by ecology surveys. In its role as Catchment Host, the Trust organised catchment meetings for the Lea and tributaries and hosted a conference in March which attracted over 50 participants.

The **Water Vole Project and Non-Native Species Project**, is funded by the Lee Valley Regional Park Authority and the Environment Agency. Volunteers have been trained and supported volunteers in surveying for water voles and checking rafts for mink. Six Trust reserves that are key sites for water voles have been surveyed to monitor how they are faring. Panshanger Park, King's Meads and Amwell and Tewinbury showed populations to be strong. Thorley Wash demonstrated a significant reduction in distribution; particularly from the reserve ditches; but were abundant on the Stort Navigation. Rye Meads showed water voles to have increased in abundance and distribution following last year's survey, though suggests a population still in recovery. A highlight for the year was a water vole reintroduction on the River Ver, where 150 voles were released. This was a great collaborative effort with the Ver Valley Society and the event was covered by BBC's One Show. It was funded by the Debs Foundation and the Linder Foundation and made possible by working in collaboration with three landowners in the Ver Valley. In March the Trust hosted a conference which attracted 96 participants.

We are working in partnership with Tarmac at **Panshanger Park** delivering a community-focused project and building a group of volunteers through online and face to face events and volunteering across the year. Three butterfly transects have been re-established and volunteers are regularly surveying and submitting the data. Regular volunteer work parties have been continuing and, as restrictions have eased, guided walks and pop-up drop-in style engagement events have also been taking place. Conservation work parties have included restoring the River Mimram diversion, dragonfly ponds and marginal habitats around lakes. The first school engagement for our 'Elms for the Future' project took place with students potting elm cuttings from Panshanger with the intention that the schools will care for them until the saplings are ready to be planted.

Wilder St Albans is run in partnership with and funded by St Albans District Council and aims to engage the community in improving their local environment to increase biodiversity. The Project started in 2021 and has seen a huge amount of interest. Activities have included a 'How Wild Are We' survey as a first 'call to action' to encourage

people to look and record the wildlife and habitat features that they have around them now. 'Wilder Spaces' has been developed with an interactive web-based map for people to plot ideas and actions and alongside SADC we are identified areas of amenity grass which can be improved for wildlife. Schools are being given the opportunity to come together and share skills and knowledge on improving grounds for wildlife and the quality and quantity of outdoor learning. Plans for the creation of chalk grassland banks are in development with Sandridge Parish Council and SADC which, it is hoped will act as 'stepping stones' for the rare small blue butterfly to colonise the district.

The **Colne Valley Landscape on the Edge** project, funded by the National Lottery Heritage Fund and HS2's local mitigation fund, has had a highly successful year working with angling clubs to encourage and support them in managing their fisheries for the benefit of wildlife, in particular for water voles. This landscape scale approach is designed to increase the impact of the work and to create a network of connected sites. The focus is to train anglers to write management plans and to support their implementation such as creating kingfisher banks. Anglers have received training in fisheries and wetland management. Habitat enhancement works were carried out at the Trust's Broadwater Nature Reserve, including opening up the margins along the River Colne, with the aim of supporting water voles. Works commenced on the River Gade water vole habitat enhancement project funded by Three Rivers District Council removing over-shaded and fallen trees from the river channel. The Trust was successful in obtaining £6,000 from Three Rivers District Council to support a water vole habitat enhancement project on the River Gade in partnership with Croxley Hall Fisheries.

The Kings Meads project, **Restoring the Majesty of the Meads**, is funded by the National Lottery Heritage Fund and Thames Water and has brought together volunteers to help manage the site and record its wildlife and introduce a new audience to this floodplain wetland. The Project has worked with a variety of other organisations such as our 'Nature Connections' project, funded by the NHS where ex-offenders and NHS and probation staff members were introduced to the site over six sessions. Surveys for birds, plants, mammals, reptile and amphibians have been carried out with the help of volunteers and a water vole survey indicated that Kings Meads remains a stronghold for the species. A local artist was commissioned to create colourful pictures on the pillars of the viaduct representing wildlife of the reserve a feature which has proved extremely popular with visitors some of whom have made a special visit to see them.

Carrying out work on a **consultancy** basis remains important for the Trust in providing ecological advice to landowners and in generating income. This has included writing management plans, carrying out ecological surveys for large estates, businesses, schools and councils. This includes supporting the national arrangement with Jordans Farms where we provide advice and surveys. Of note was a re-assessment of the whole of the Lea Valley, from Panshanger Park to the Thames, with special reference to water birds. The report details how bird populations have fared over the past 10 years and makes recommendations to landowners for habitat management for the next 10 years. In the London Borough of Enfield, we carried out baseline surveys to enable monitoring of the impact of beavers introduced to a wetland this year.

Step change in our knowledge of habitats and species

Herts Environmental Records Centre (HERC), which is hosted by the Trust, now holds over 3.1 million records. The data is used to inform Neighbourhood Plans and planning application ecological reports, and is vital to ensuring that the ecological impacts of development are fully considered. Reflecting the reported increase in planning applications, the commercial data search service has been very busy, seeing a nearly 9% in income over the previous highest year.

New species and site data has been entered, including Herts Invertebrate Project data, iRecord data, bryophytes and terrestrial heteroptera. Notable records that have been received include the county's first record for Noble Chafer, the first appearance of Lizard Orchid since 1931, and a reappearance of Forester Moth in the south of the county after being presumed extinct. There have been several new invertebrate additions to the county list.

HERC is helping HMWT to build on the impact of the 2020 Hertfordshire State of Nature Report by working with the Herts Natural History Society to identify conservation actions that would benefit the species of conservation concern, with the help of a student intern from King's College London. HERC has been completed the first stages of the Ancient Woodland Inventory for Hertfordshire and is moving to the next stages, funded by Natural England.

The **Local Wildlife Sites Programme** surveyed and gave advice on sites across Hertfordshire. This is critical work as these precious sites lack protection in the planning process. The survey season was very productive and we are very pleased to be supported by a trainee, our thanks go to Kate Aylett long-time supporter of the Trust who funds this role. Four riverine Local Wildlife Sites were added to the dataset following agreement of the new riverine criteria at the 2021 ratification meeting.

Positive outcome for wildlife from planning and infrastructure proposals

The Trust has an important role in commenting on planning and infrastructure proposals, including local plans, minerals plans and neighbourhood plans. We seek to work closely with local planning authorities and developers across our area in order that our advice can be fed into the planning application process as early as possible and give

the best chance for full consideration of the ecological impact. The Trust provides comments and will object where appropriate. The **local plan and neighbourhood plan** process continues and advice has been given to 12 Neighbourhood Plans including Ashridge, Sandwell and Much Hadham, and consultation responses have been made to the Local Plan processes in Three Rivers, St Albans, Hertsmere, Harrow and Dacorum.

We continue to make the case for the full and proper consideration of the ecological impact of **High Speed Two**, which will pass over our Broadwater Lake Nature Reserve. We are liaising with the HS2 main contractors and Natural England to seek to achieve the best possible mitigation.

Increasing support for the Trust

The Trust is extremely grateful for the continued support we have received from all our supporters through their memberships, donations, legacies and grants. We were very pleased to see the overall number of members increase. Members not only provide vital funding, enabling us to take action for wildlife, but also represent the collective voice of people who care about the natural world. This is critically important in helping the Trust to stand up for wildlife and get our message across to key decision-makers.

The variety and growth of support from our **local community** has been very encouraging, with income from donations and community fundraising activities steadily received throughout the year. Many of our supporters organised their own fundraising and sponsorship events, and we were especially delighted that amongst them were a number of young supporters who wanted to take action to support their local wildlife. Our Chess Valley Challenge event ran for another year and was once again kindly sponsored by Affinity Water. Well done and thanks to all.

We are very grateful for the generous **legacies** we received from Christopher Lake, Milton Collier, Geoff Pulzer, John Papachristou, Roger Quinby, Iris Oakes, Margaret Leach and Rosemary Holden. We continue to operate a dedicated Legacy Fund through which Trustees determine how unrestricted legacies are allocated.

The Trust received kind **donations in memory** of Rita Hayes, Bernard Oak, The Duke of Edinburgh, Fred Aylott, Bruce Banks, Janine Tyler, Maureen Armstrong, Brian Sheppard, Peter Evans, Frances Ronald, Dorothy Smith, Valerie Fullforth, Doreen Fletcher and David Howard.

We were pleased to receive the ongoing support from our existing Corporate Members:

Platinum

UK Power Networks

Silver

Cemex UK

Tarmac

Gold

Affinity Water

Islandbridge Properties Limited

Thames Water Utilities

The Grove

Bronze

Institute of the Motor Industry

We continue to work with **business partners** in managing their land, engaging their staff and the local community. Building on our relationship with Home Farm Glamping, together we once again ran a series of educational family events hosted at their site. We received sponsorship again from Affinity Water for our Chess Valley Challenge, and also from both Opticron and Jet Black Squares for our photography competition, *Wild Snaps*. We continued to work with Puddingstone Distillery who helped raise awareness of our conservation work and funds for the Trust through sales of their new wildlife inspired gin, *Ultrasonic*. Other companies who supported us with donations from product sales this year include Tommy and Lottie and Abigail's Flowers, and Little Otter Books, and we received annual contributions from national Trust partnerships with Vine House Farm. We also received donations from the British Soft Drinks Association, Hillier Hopkins and Beazley Management, as well as donations from Amazon Smile and Easy Fundraising through their community giving programmes.

Grants and individual project sponsors are important to the Trust, enabling improvements on our nature reserves and other conservation and engagement projects. We are grateful for the generosity of all our funders which includes:

Affinity Water	National Lottery Community Fund
Arts Council England	National Lottery Heritage Fund
Christopher Laing Foundation	People's Postcode Lottery
Dacorum Borough Council	Postcode Planet Trust
Environment Agency	Royal Society of Wildlife Trusts
Friends of Tewin	Rural Payments Agency (DEFRA)
Graham and Henrietta Somervell's Wildlife Trust	Seeds of Change
Great Big Green Week Community Fund	St Albans City & District Council
	Stevenage Borough Council
Green Recovery Challenge Fund delivered by The National Lottery Heritage Fund in partnership with Natural England and the Environment Agency	Tarmac Limited
Harpenden Town Council	Tesco Community Grants
Hertford Town Council	Thames Water
Hertfordshire Community Foundation	The Banister Charitable Trust
Hertfordshire County Council	The Debs Foundation
Hertfordshire County Council Locality Budget (Cllr Crofton, Cllr Eames-Petersen, Cllr Kaye, Cllr Stevenson)	The Linder Foundation
Highways England	The Tree Council
HS2 Colne Valley Regional Park Panel	Three Rivers District Council
HS2 Ltd	Veolia Environmental Services
John Davis	Waitrose & Partners
Kate Aylett	Watford Borough Council
Lee Valley Regional Park Authority	Welwyn Hatfield Borough Council
London Borough of Hillingdon	West Herts Environment Forum
	Wild Trout Trust
	Woodland Trust

Increasing influence on and support from key decision-makers

We continue to champion wildlife through our advocacy work with local government, MPs and business leaders on specific subjects such as the impact of Brexit and the future of agri-environment funding and wildlife legislation. We continue to play a full role within the Wildlife Trusts federation in national campaigns. We have continued to engage with Natural England, the Environment Agency, the Colne Valley Regional Park, the Lee Valley Regional Park Authority, the Chilterns AONB, local authorities and businesses in order to support a joined-up approach to delivering nature's recovery and recognise that the future of wildlife is integrally linked to addressing climate change.

Working with local authorities continues to be a priority for the Trust in terms of having local impact and benefiting local communities. Special thanks go to County Cllrs Crofton, Eames-Petersen, Kaye, and Stevenson for their support through their Locality Grants.

More people aware of the need for wildlife conservation

Our partnership projects such as those for the Affinity Water sites, Kings Meads, Colne Valley and Panshanger Park, provide an excellent way to raise awareness of our local conservation and to engage people actively as volunteers. The Trust's centrally organised activities make a significant contribution to raising awareness. From mid-April, in-person events were slowly reintroduced, initially with a very restricted capacity, with a slow increase from May onwards, in-line with UK Government guidance. A total of 140 public events were held, of which 34 were online, attracting over 4,200 people and raising over £12,000. In addition to the public events, there were 87 external engagements – from talks to a community groups, activities for youth groups and schools, adult training and attending a community event. The Tewin Orchard badger hide reopened from mid-May and was 94 nights of the 2021 season. In-line with the 2020 season, the experience continued to have a charge of £50 for the whole hide for one evening. Despite expected member hesitancy at attending an in-person AGM, it was very well attended by over 85 members. This was the first hybrid AGM, allowing members to also view the AGM business meeting remotely. We have introduced special, chargeable events such as gin tasting and a bat walk delivered in partnership with Puddingstone Distillery in support of our Ultrasonic gin.

The annual 30 Days Wild campaign once again proved popular. The campaign aims to get people closer to wildlife and participants are encouraged to complete a 'Random Act of Wildness' of their choosing every day in June. Over 1,800 people took part from our area.

Returning for its second year, the Trust's photography competition, Wildsnaps, launched in August. The competition, sponsored by Opticron and Jet Black Squares, saw over 240 entries and over 1,800 votes on the shortlisted images. The 30 shortlisted images were also part of an exhibition held in the Marlowes Centre in Hemel Hempstead. The reaction to the competition and improved engagement are encouraging signs for the future of the competition and we are working on developing it for 2022.

Raise awareness of the Trust and our work

Our **external communications** continue to grow and create awareness of the Trust and our activities. *Wildlife Matters* is the Trust's flagship membership publication and is well received. Our media work has been highly successful including appearances on The One Show for our work to reintroduce water voles to the river Ver. Our print media alone has an estimated advertising value of over £1.8m, while our Twitter, Instagram and LinkedIn social media audiences continue to grow.

Increase sales activities and new income streams

Following last year's move online, our paid-for events programme has continued to be hugely popular with ticket sales and experience vouchers providing special opportunities for our supporters to connect with and enjoy their local nature, whilst raising much needed funds for the Trust. Our wildlife sponsorships have also remained as popular as ever, with digital packs offered alongside our postal packs following their introduction in 2020 in response to the pandemic.

More children learn about, experience and value nature

We received very positive feedback for our Wild Child activities and are grateful to Herts County Council for their continued support. The programme offers free to access activities and inspiration for families and those supporting children to visit nature reserves and their local countryside. Through our partnership projects we were able to run a wide variety of events, such as family drop-in events at Panshanger Park and Stocker's Lake, engaging with over 500 children at 11 events over the summer. External engagement with schools and youth groups slowly recovered after schools reopened and our project staff led 17 school assemblies, activities or talks to approximately 500 children.

Increase number of actively involved volunteers

Volunteers support the work on nature reserves and in the countryside, as well as community speakers, the wildlife gardening team at Grebe House, event helpers and a team of volunteers who help regularly in the offices. The Trust is grateful to the hundreds of volunteers who support us and gave over 1800 days, worth around £100,000. Sadly, at times our volunteering could not proceed as usual due the COVID-19 pandemic and when the restrictions lifted we were very pleased to welcome back old friends and new.

A special mention is made of the Mid Herts Local Group which closed in early 2022 after many years running events and helping people to find out about their local wildlife. Many thanks go to the Group Chairman Dave Laming, the committee members and everyone who has supported the Group over the years.

As always, our work party volunteers, volunteer wardens and their assistants continue to do fantastic work across our nature reserves, and the work we have achieved this year would not have been nearly possible without them. Thanks go to them all for their hard work and dedication. This year three of our long standing wardens stepped down, Neale Holmes-Smith at Stanborough Reedmarsh, Nicholas Murry at Aldbury Nowers and Barrie Stockwell at Willowmead, we would like to thank them for their dedication and hard work on their sites.

Provide employment skills whilst helping the Trust

Our volunteer activities and training events provide employment skills. Unfortunately, due to the COVID-19 restrictions we were unable to run our usual nature reserves trainee schemes but we were delighted to welcome Rhodri Gruffydd as our Wildlife Sites Programme Trainee.

Improve physical and intellectual access to wildlife and our reserves

New interpretation boards and orientation signage have been installed at King's Meads and Stocker's Lake. Original artwork was commissioned at King's Meads with eight wildlife murals being painted on the A10 pillars, highlighting the wildlife found at the nature reserve and proving a real draw for visitors.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Income

Overall income

Our overall income comprises two categories, unrestricted and restricted. *Unrestricted income is money we can spend on any activity in line with our charitable objectives, and restricted income is where the provider of the money specifies how it should be spent.*

Our total income this year increased by £254k to £2,430k. This was driven by strong membership recruitment activity and evidence of legacy income starting to flow again, post Covid.

Unrestricted income (increase of £60k)

Unrestricted income comprises mainly membership subscriptions together with items such as donations, legacies and investment income.

Membership income

Membership continues to be the major income stream which allows the Trust to deliver its charitable objectives. The Trust is committed to developing strong and lasting relationships with its supporters and to enabling new members to join us.

Formed in February 2013, Wildlife Fundraising Central (WFC) is jointly owned by the Trust and 5 other Wildlife Trusts. WFC operates a face-to-face recruitment model and has developed new areas of work over the last year. The Trust has regular communication with WFC management to review performance and agree actions to ensure compliance with legal and best practice requirements. In a 'normal' year, the majority of new members are recruited by WFC and this year has seen a strong performance as face-to-face fundraising has been reinvigorated.

Our total household memberships increased by 634 from 12,319 in March 21 to 12,953 as at March 2022.

The Trust continues to monitor the 'journey' of our members from recruitment through their wider engagement with our work and, in the event of cancellation, their reasons and timing for withdrawing their support. This helps the Trust to maintain our relationship with our members and to improve the membership experience.

Donations and other fundraising income

Given the opportunity to purchase Astonbury Woods, the decision was made to focus our appeal this year on restricted rather than unrestricted income.

Unrestricted legacy income

Unrestricted legacy funding is hugely important to the Trust to enable us to carry out vital management of our nature reserves, plan ahead for longer-term activities, and provide matched funding to unlock grants. (Match funding is where grant providers require a charity to provide an element of the funding for a project). We are very thankful for these generous gifts.

By its nature, legacy income is a variable and unpredictable source of income. Unrestricted legacy income has started to increase again during FY22 with a total of £82k being received, significantly up on the £3k in FY21. Management continue to take a cautious approach with legacy income in the budgeting process due to its unpredictability, in order to avoid overstretching the Trust.

Unrestricted legacy income is held in a designated fund, as discussed later in the report.

Restricted income (overall increase of £194k)

Restricted income generally comprises grants and contract income given to us by third parties for specific projects, which can be used for both staffing and project delivery costs. Grant giving bodies include local authorities, central government and charitable foundations.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

In the previous year we received £156k from an Emergency Heritage Lottery Fund to support the Trust through Covid-19, along with other funding specifically set up in response to the pandemic.

Significant donation income was received following the appeal to purchase Astonbury Woods. Donations totalled £207k but after claiming the appropriate Gift Aid, the Trust received a total of £216k. A restricted legacy of £5k was also received during the year.

Funding from Local Authorities remained steady this year, with ongoing funding from St Albans District Council, Welwyn & Hatfield District Council and Watford Borough Council.

Funding from the Heritage Lottery Funds' Green Recovery Challenge Fund meant we received £100k.

The Colne Valley project funded by HS2 and HLF has been fully staffed during the year and seen significant progress on its plan.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

Expenditure

Trustees continue to be vigilant to ensure that whilst satisfying our strategic objectives remains paramount, proper caution and control over expenditure should be maintained where possible.

Raising funds

Expenditure on raising funds has increased by £203k from £464k in FY21 to £667k in FY22. This is largely due to the increased costs of membership recruitment by Wildlife Fundraising Central, driven by the sign-up fee payable on each new member recruited. This year we have seen a net increase in membership of 634 members – a total of 848 new members were recruited face to face.

Charitable activities

Expenditure on our charitable activities increased by £82k from £1,561k in FY21 to £1,643k in FY22.

It should be noted that expenditure on restricted projects is often impacted by timing differences where it is not possible to spend the restricted income on the project in the year it is received, or funding received is planned to fund multi-year projects. As a result, restricted income will often be spent in later years.

Governance costs

Details of Governance costs can be found in Note 5. The level of Governance expenditure has reduced slightly to 4% this year versus 5% of total expenditure in previous years.

Gains on investments

The value of our investments increased by £22k during the year.

It should be noted that this gain is unrealised, it does not represent cash gained or lost.

In any period, the value of these investments can go down as well as up. However as explained later we are careful not to invest cash in these investments which we may need to access in the short term. Also, we do not assume any increases in value on our investments when we set our operating budgets. Stock market valuations are always volatile and particularly so at the moment.

Net movement in funds

Overall there was a surplus of £141k for the year, comprising a restricted funds surplus of £196k and an unrestricted deficit of £55k.

Nature Reserves

No nature reserves were acquired during the year.

Financial position as at 31 March 2022

Our total funds at 31 March 2022 are £5,383k, comprising General Funds of £765k, Designated Funds £1,181k and Restricted Funds of £3,437k.

Designated Funds

The Trust has two unrestricted designated funds, the Endowment Fund and the Unrestricted Legacies Fund.

Endowment Fund

The balance held within the fund reflects the investment we have with Sarasin in their growth fund. This designated fund represents the amount of money that the Trust has invested for the long term with the aim of generating an annual income to fund our ongoing charitable activities. The balance of the endowment fund at the end of the year is £806k (up £15k from £791k in March 21).

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

Unrestricted Legacies Fund

The Unrestricted Legacies Fund was introduced in October 2015 and the Finance & Resources Committee (FRC) agreed that unrestricted legacy income would be transferred into this fund each year. The aim of this fund is to ensure that the visibility of legacy income is not lost and to highlight how the legacies we receive are spent. Projects to be funded from the Legacy Fund are considered annually as part of the budgeting process, and as requirements/opportunities arise.

This year's unrestricted legacy income of £82k has been transferred into the fund. The fund has been used to fund the final legal fees in connection with the purchase of Blagrove Common (£3k). The fund closing balance was £375k.

Restricted Funds

The value of restricted funds increased by £196k to £3,437k at 31 March 2022. These funds are analysed in Note 19.

Financial reserves policy

Financial reserves are defined as that part of our *unrestricted funds (including designated funds)* that are available to spend on any of the Trust's purposes. Accordingly, it excludes restricted funds and any tangible fixed assets purchased using unrestricted monies.

As described in previous years during our last strategic review the Trustees decided that we need to maintain:

- adequate financial resources to meet our financial needs for the next 12 months ('short-term funds')
- we should set aside additional financial reserves to fund one off projects that may arise ('medium-term funds')
- we should invest our remaining financial reserves to create an endowment which will provide income to ensure that the Trust can fulfil its ongoing wildlife and people projects even if our income reduces in the short term ('long-term funds')

Short-term funds must be maintained at a level to cover next year's budgeted unrestricted cash outflows together with any financial or capital investments to be made in that period. They must be maintained in cash or cash equivalents (convertible to cash within 3 months).

At 31 March 2022, total unrestricted cash and equivalents stand at £337k this level meets the Trust's short-term unrestricted requirements for the year to 31 March 2023.

Medium-term funds set aside to fund one-off projects may be invested in asset classes with higher risk than cash, but not entirely in equities. At 31 March 2022, £249k of unrestricted funds are held in medium-term investments and £251k in a 12 month notice account.

Long-term funds set aside to create an endowment may be invested in equities. At 31 March 2022 these were £806k.

Our level of financial reserves is reviewed by the Finance & Resources Committee as part of the annual budget approval process to ensure that the Trustees are comfortable with the level of financial reserves being maintained by the Trust.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

Our financial investment policy

Our financial investment policy is focused on the need to provide appropriate short-term cash resources for the Trust to carry out its present and future activities effectively, together with the management of an acceptable level of investment risk on funds that we do not need in the short term to generate an income for the Trust, along with capital growth.

Our investment policy is reviewed annually by the FRC. Investments funds held are reviewed on a regular basis and any substantive changes to the finances will be highlighted to Council. No additional funds were invested this year.

During our last major review of the financial investment policy we decided to use Sarasin & Partners, a Swiss /UK investment manager, specialising in charities and used by a number of other Wildlife Trusts.

At the start of the year we have held our investments in two Sarasin funds the Endowment Fund and the Income Fund. We updated our holdings during the year and we now invest in the Climate Active Endowment Fund and the Growth Fund. All these funds are Charity Authorised Investment Funds available only for charities to invest in, and the funds are regulated both by the Charities Commission and the Financial Conduct Authority. The Sarasin funds follow a socially responsible and ethical investment policy.

Climate Active fund (medium-term funds) - The Sarasin Income Fund has significant bond holdings. Following advice from Sarasin's that returns on bonds over the next five years are expected to be minimal or even negative, FRC agreed that we transfer our existing Sarasin Income bond holding into the Sarasin Climate Active Endowment fund which has a higher proportion of equities (70%). The investments at 31 March 2022 (£317k) represented a cumulative £17k (6%) gain on £300k invested originally in the Alpha Income fund.

Growth Fund (long-term funds) – Again following the advice from Sarasin we reviewed where we held our long-term funds. We moved these funds from their Endowment Fund into their Growth Fund. The Growth Fund holds primarily equities together with a mixture of alternative investments. But it does not hold any bonds unlike the Endowment Fund. The value of these investments at 31 March 2022 was £806k which represented a cumulative £206k (34.3%) gain on the amount invested of £600k.

In addition, we have relatively small investments in two Blackrock (a leading global investment manager) funds, which we have held for a number of years. We decided to continue to hold these to provide an element of diversification in our investment portfolio.

Details of movements in our investments can be found in Note 12.

As noted in previous years the Trust is receiving restricted income which for a variety of reasons will not be spent in the immediate future. We therefore decided to expand our financial investment policy to cover restricted funds, with the one difference to the policy used for our unrestricted funds being that when we will hold short term funds to cover planned expenditure for the next 24 months rather than just the next financial year's budget for unrestricted income.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

TRUSTEE'S RESPONSIBILITIES AND APPROVAL

Statement of Trustees' Responsibilities

The Trustees (who are also Directors of Hertfordshire & Middlesex Wildlife Trust Limited for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming and outgoing resources and application of their 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;
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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.

The directors are responsible for the maintenance and integrity of the Trustees' Annual Report and Financial Statements published on the Charity's website. Legislation in the UK concerning the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The responsibility for preparing this Annual Report rests with the charity's Trustees. It is taken to the June 2022 meeting of Council for approval.

Disclosure of information to auditors

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. The Trustees have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

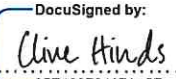
Auditors

Mercer & Hole were the successful candidate in our tender process. They have indicated their willingness to continue in office and in accordance with the provisions of the Companies Act, it is proposed that they be re-appointed auditors for the ensuing 3 years.

Statement for small companies

This Trustees' report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption provided by section 414B (b) of the Companies Act 2006.

Approved by the Council of Management on 30 June 2022 and signed on its behalf by:

DocuSigned by:

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Clive Hinds
Trustee & Treasurer

Date: 30 June 2022

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST

Opinion

We have audited the financial statements of Hertfordshire & Middlesex Wildlife Trust Limited (the 'charity') for the year ended 31 March 2022 which comprise Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Report of the Trustees.

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

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 23, the trustees (who are also the directors of the 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST

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. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to the Charities Act 2011, the Charities Statement of Recommended Practice UK, health and safety regulation, UK tax legislation, anti-bribery, corruption and fraud, money laundering, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006.

We evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to use of restricted funds, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST

Use of the audit report

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

DocuSigned by:
Jolene Upshall
27DC21325673435...

Jolene Upshall (Partner)

for and on behalf of:
Mercer & Hole LLP
72 London Rd,
St Albans
AL1 1NS

Date: 4 July 2022

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £000	Restricted Funds £000	Total 2022 £000	Total 2021 £000
<u>Income from:</u>					
- Donations and legacies:					
Membership subscriptions	2	1,170	-	1,170	1,057
Donations, gifts and grants	4(a)	84	488	572	476
Legacies		82	5	87	3
- Other trading activities:					
Fundraising activities		58	1	59	182
Investment and other income		34	-	34	59
Income from charitable activities:					
- Fees and contracts	4(b)	24	483	507	399
Total income		1,452	977	2,429	2,176
<u>Expenditure on:</u>					
Costs of raising funds	5	655	10	665	464
Expenditure on charitable activities:					
Conservation and nature reserves	5	874	771	1,645	1,561
Total expenditure		1,529	781	2,310	2,025
Net gains/(losses) on investments	12(a)	22	-	22	161
Net income		(55)	196	141	312
Transfers		-	-	-	-
Net movement in funds	6	(55)	196	141	312
Fund balances brought forward		2,001	3,241	5,242	4,930
Fund balances carried forward		1,946	3,437	5,383	5,242

All of the above results are derived from continuing activities. There are no recognised gains and losses in the year other than those recorded above.

The information presented within the Statement of Financial Activities for the year ended 31 March 2022 is equivalent to that which would have to be disclosed in an income and expenditure account and accordingly a separate income and expenditure account has not been presented, as permitted by Companies Act 2006.

The comparative SoFA for 2021 can be found in note 3.

The notes on pages 29 to 44 form part of these financial statements.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
BALANCE SHEET AS AT 31 MARCH 2022

	Note	31 March 2022 £000	31 March 2022 £000	31 March 2021 £000	31 March 2021 £000
Fixed Assets					
Tangible fixed assets	9		243		258
Intangible Fixed assets	10		33		42
Nature reserves	11		1,857		1,853
Investments	12		1,255		1,247
			<u>3,388</u>		<u>3,401</u>
Current Assets					
Debtors	13	224		271	
Short term investments	14	251		249	
Cash and cash equivalents	14	1,733		1,522	
		<u>2,208</u>		<u>2,042</u>	
Creditors: Amounts falling due within one year	15		<u>(213)</u>		<u>(201)</u>
Net Current Assets			<u>1,995</u>		<u>1,841</u>
Net Assets			<u><u>5,383</u></u>		<u><u>5,242</u></u>
Funds					
Unrestricted funds:					
General funds	17		765		914
Designated funds	17		1,181		1,087
Restricted funds	18		3,437		3,241
Total Funds			<u><u>5,383</u></u>		<u><u>5,242</u></u>

These financial statements have been prepared with the special provision of part 15 of the Companies Act 2006 relating to small entities.

These financial statements were approved on 30th June 2022 and authorised for issue by the Council of Management on and signed on its behalf by:

DocuSigned by:

 4D0358753F3A481...

M. Master MBE (Chairman)

DocuSigned by:

 95E43072487A45P...

C. Hinds (Trustee & Treasurer)

30 June 2022

The notes on pages 29 to 44 form part of these financial statements.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
CASH FLOW STATEMENT AS AT 31 MARCH 2022

	31 March 2022 £000	31 March 2022 £000	31 March 2021 £000	31 March 2021 £000
<u>Cash flows from operating activities:</u>				
Net movement in funds	141		312	
Adjustments for:				
Depreciation	38		21	
Losses / (gains) on fixed and current investments	(22)		(177)	
Investment manager fees	-		8	
Investment and interest income	(34)		(59)	
Movement in debtors	47		32	
Movement in creditors	13		7	
Movement in provision	-		-	
Cash generated from operating activities	183		144	
<u>Cash flows from investing activities:</u>				
Investment and interest income	34		59	
Repayment of fixed asset investment loan	15		-	
Purchase of tangible fixed assets	(15)		(75)	
Purchase of nature reserves	(4)		(199)	
Net cash used in investing activities	30		(215)	
Change in cash and cash equivalents in the reporting period		213		(71)
Cash and cash equivalents at the beginning of the reporting period		1,771		1,842
Cash and cash equivalents at the end of the reporting period		1,984		1,771

The notes on pages 29 to 44 form part of these financial statements.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

1 Accounting policies

General information

Hertfordshire & Middlesex Wildlife Trust Limited is a company limited by guarantee, incorporated in England and Wales. The address of its registered office and principal place of business is disclosed in the company information.

Hertfordshire & Middlesex Wildlife Trust Limited is also a charity, registered with the Charity Commission (England and Wales). The principal activity of the charity is to advance, promote and further the conservation, maintenance and protection of wildlife and its habitats.

The financial statements are presented in Sterling and this is the functional currency of the charity.

Basis of Preparation

The financial statements have been prepared under the historical cost convention, and in accordance with applicable accounting standards. In preparing the financial statements the charity follows best practice as set out in the Statement of Recommended Practice: 'Accounting and Reporting by Charities' (SORP), the Financial Reporting Standard applicable in the United Kingdom and Ireland (FRS102) and the Charities and Companies Acts.

The financial statements have been prepared on a going concern basis. Forecasts and business plans have been prepared which provide comfort that the Charity will continue to meet its objectives and be able to pay its liabilities as they fall due for the foreseeable future and for a period of at least 12 months from the approval of the financial statements.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

- a) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Membership subscriptions are included in the accounts in the period in which they are received.
- b) Revenue grants are credited to incoming resources when they are receivable.
- c) Income from legacies is included within the financial statements when the charity is legally entitled to the income and the amount can be quantified at the year end with reasonable accuracy.
- d) Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable.
- e) Costs of raising funds comprise the costs incurred through promoting membership and seeking donations to the Trust.
- f) Governance, finance and office costs (including relevant staff costs) are allocated to activities within the categories based on the average number of staff involved in those activities.
- g) Depreciation is provided on tangible fixed assets at rates calculated to write each asset down to its estimated residual value over its expected useful life, as follows:

Leasehold property (Grebe House)	straight line over 99 years
Reserves infrastructure	4% straight line basis
Motor vehicle	25% straight line basis
Plant	20% straight line basis
Office & computer equipment	20% straight line basis
Property Repairs & Office refurbishment	10% straight line basis
Nature reserves	nil
Assets in the course of construction	nil

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

- h) Tangible fixed assets costing more than £3,000 are capitalised. The associated depreciation is allocated according to occupancy.

Grebe House leasehold property was acquired in 1981 on a 99 year lease. The net book value of the lease at 31 March 2022 was £77,567 (2021: £78,910). In the event that the Trust vacates the premises the lease will automatically revert to the Council of the District of St Albans, and there is no guarantee that compensation will be receivable. In view of this uncertainty the Trustees have decided to carry the leasehold at its net book value. (see Public Appeal Fund in Note 19)

- i) Intangible assets (in this case our new CRM system, thankQ) are amortised over 5 years. Costs are amortised in line with other Wildlife Trusts' treatment of the software. The net book value at 31 March 2022 was £33,161 (2021: £41,799).
- j) The Trust holds nature reserves in furtherance of the charitable objects of the Trust. These assets cannot be readily sold and so in the normal operations of the Trust are not available for other use. The Trustees consider that owing to the incomparable nature of these reserves, conventional valuation approaches lack sufficient reliability and that, even if valuations could be obtained, the costs would be onerous compared with the additional benefits derived by the Trust and users of the accounts. The figures in the accounts represent the cost or valuation of the asset on acquisition where available, or where this is not available are included at the historic book cost.

With the exception of expenditure on major reserves infrastructure works, expenditure on constructions within the nature reserve are written off as expenditure during the year. It is the Councils' view that it should not be capitalised due to their vulnerability to vandalism.

- k) Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- l) Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.
- m) The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.
- n) Cash and cash equivalents are cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.
- o) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of overheads & support costs.
- p) Unrestricted funds represent subscriptions, donations and other income received for charitable purposes.
- q) Designated funds comprise of unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of designated funds is set out in the notes to the financial statements.
- r) The Trust makes payments to the defined contribution personal pension plans of employees who have joined the plan. The charge for the year represents the total payments made and is allocated to unrestricted funds, except where staff are allocated wholly to a restricted project.
- s) Life members' subscriptions are written off over 20 years.
- t) Rentals payable under operating leases are charged to the Statement of Financial Activities in the period in which they fall due.
- u) Investments are stated at market value. Unrealised gains/losses on the annual revaluation are transferred to reserves. Income from investments is recognised when it becomes receivable.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

- v) Income is shown net of VAT.
- w) Irrecoverable VAT is identified as a cost and allocated to the appropriate costs.
- x) Termination payments are recognised when a commitment to pay them arises.
- y) Judgements in applying accounting policies and key sources of estimation uncertainty

In applying the company's accounting policies, the directors are required to make judgements, estimates and assumptions in determining reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

The key estimates and assumptions made in these accounts are:

- Legacies are recognised when the criteria of entitlement, probability and certainty of amount, can be met;
- Depreciation and amortisation are calculated on a straight-line basis, based on management's best estimate of the useful economic lives of assets on policies that can be seen above;
- Nature reserves are shown at the cost or valuation of the asset on acquisition where available, or where this is not available are included at the historic book cost.

2. Household memberships

	2022	2021
	No.	No.
Total Memberships at the start of the year	12,319	12,342
Net change	634	(23)
Total Memberships at the end of the year	12,953	12,319

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

3. Comparative Statement of Financial Activities	Unrestricted Funds	Restricted Funds	Total 2021
	£000	£000	£000
<u>Income from:</u>			
- Donations and legacies:			
Membership subscriptions	1,057	-	1,057
Donations, gifts and grants	69	7	76
Legacies	3	-	3
- Other trading activities:			
Fundraising activities	174	8	182
Investment and other income	59	-	59
- Income from charitable activities:			
Grants	-	400	400
-Fees and contracts	30	369	399
Total income	1,392	784	2,176
<u>Expenditure on:</u>			
Costs of raising funds	449	15	464
Expenditure on charitable activities:			
Conservation and nature reserves	811	750	1,561
Total expenditure	1,260	765	2,025
Net gains/(losses) on investments	161	-	161
Net income	293	19	312
Transfers	(36)	36	-
Net movement in funds	257	55	312
Fund balances brought forward	1,744	3,186	4,930
Fund balances carried forward	2,001	3,241	5,242

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

4.(a) Donations, gifts and grants	Unrestricted	Restricted	Total	Total
	2022	2022	2022	2021
	£000	£000	£000	£000
Affinity Water	-	58	58	-
Astonbury Wood Appeal	-	207	207	-
Bannister Charitable Trust	-	-	-	12
CJRS (Job Retention Scheme)	-	-	-	19
Environment Agency	-	48	48	89
Heritage Lottery Fund	-	100	100	156
Hertford Town Council	-	-	-	30
Herts Community Foundation	-	-	-	15
Highways England	-	10	10	-
HS2 – Colne Valley Bats	-	-	-	26
Linder Foundation	-	-	-	13
People Postcode Lottery	-	10	10	10
Rural Payments Agency (Defra) *	35	-	35	40
Other	49	55	104	66
Total	84	488	572	476

Grants/donations exceeding £10,000 per funder in either the year ended 31 March 2022 or 31 March 2021 have been disclosed separately in the above schedule, with smaller amounts within 'other'.

* Higher Level Stewardship & Basic Payment Scheme.

4. (b) Fees and contracts	Unrestricted	Restricted	Total	Total
	2022	2022	2022	2021
	£000	£000	£000	£000
Affinity Water – Biodiversity Management	-	59	59	62
Rent for Angling Licences	11	-	11	11
Consultancy	-	19	19	11
Hertfordshire County Council - HERC	-	45	45	44
HS2/HLF – Colne Valley	-	180	180	78
Harpenden TC - People & Wildlife Officer	-	-	-	22
St Albans District Council	-	33	33	25
Tarmac - Panshanger P & WO	-	52	52	21
HERC Data search invoices	-	60	60	52
HERC Annual Licences	-	24	24	19
Stevenage Borough Council	-	-	-	10
Other	13	11	24	44
Total	24	483	507	399

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

5. Analysis of total expenditure		Expenditure on Raising funds 2022 £000	Expenditure on Charitable activities 2022 £000	Governance 2022 £'000	Total 2022 £000	Total 2021 £000
Direct costs:	Note					
Staff & volunteer costs		291	745	8	1,044	970
Nature reserves and project expenditure		-	393	-	393	338
Publications, newsletters & publicity		8	102	-	110	104
Annual contribution to RSWT*		-	47	-	47	48
Depreciation	6/9	7	24	7	38	21
Membership recruitment & servicing		255	-	-	255	115
Audit and accountancy fees	6	2	6	3	11	11
Council expenses		-	-	1	1	-
Sub total		563	1,317	19	1,899	1,607
*Royal Society of Wildlife Trusts						
Support costs:						
Staff & volunteer costs	7	41	137	43	221	232
Finance		4	1	-	5	5
Office		22	70	20	112	96
Information technology		11	34	9	54	61
Legal and professional fees		2	14	3	19	24
Sub total		80	256	75	411	418
Total		643	1,573	94	2,310	2,025
Allocation of Governance costs		22	72	(94)	-	-
Total (post allocation)		665	1,645	-	2,310	2,025

Governance costs are allocated to activities within the categories based on the average number of staff involved in those activities.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

6. Net movement in funds

	2022	2021
	£000	£000
Net movement in funds is stated after charging:		
Auditors' remuneration		
- statutory audit	9	7
- other services	2	3
Operating lease rentals		
- plant and machinery	11	8
Depreciation – owned assets	29	21
and crediting:		
Interest receivable	5	8

7. Staff costs and numbers

	2022	2021
	£000	£000
Salaries	1,018	1,016
Social security costs	96	99
Employer's pension	80	73
Total	1,194	1,188

	2022	2021
	No.	No.
The average number of employees during the year was:		
Conservation and Nature Reserves	12	12
Support and Administration	7	6
Fundraising and Publicity	11	9
Projects	8	8
Total	38	35

During the year, the Trust moved to a Salary Sacrifice scheme for the payment of Pensions. This generated a saving in National Insurance for both staff and the Trust. Part of the saving the Trust benefitted from was reinvested in the individuals pension contributions.

During the year, no member of staff received a severance package (2021: one).

The Trust considers its key management personnel comprise the Chief Executive Officer and Senior Management Team (Director of Nature Recovery, Director of Development, Head of Finance and Head of Business Support). The total employment benefits including employer pension contributions of the key management personnel were £239,612 for five posts (2021: £301,405 for five posts). The reduction in costs is attributable to the vacant Director of Nature Recovery role, successfully recruited in February 2022.

One employee was remunerated between £70,000 and £80,000 (2021: none).

8. Taxation

All income is applied for charitable purposes and therefore the charity is exempt from corporation tax.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

9. Tangible fixed assets

	Land, Buildings & Reserves Infrastructure £000	Office Equipment £000	Office Refurb £'000	Motor Vehicles £000	Plant and Equipment £000	Total £000
Cost						
At 1 April 2021	256	137	-	47	29	469
Additions	5	3	7	-	-	15
Disposals	-	-	-	-	-	-
At 31 March 2022	<u>261</u>	<u>140</u>	<u>7</u>	<u>47</u>	<u>29</u>	<u>484</u>
Depreciation						
At 1 April 2021	87	48	-	47	29	211
Charge for the year	7	22	-	-	-	29
Eliminated on disposals	-	-	-	-	-	-
At 31 March 2022	<u>94</u>	<u>70</u>	<u>-</u>	<u>47</u>	<u>29</u>	<u>240</u>
Net Book Value						
At 31 March 2022	<u>167</u>	<u>70</u>	<u>7</u>	<u>-</u>	<u>-</u>	<u>244</u>
At 31 March 2021	<u>169</u>	<u>89</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>258</u>

During the year capital expenditure was incurred in anticipation of upgrading the windows to Grebe House. This is yet to be completed.

10. Intangible Assets	Net Book Value 1 April 2021	Cost £'000	Depreciation £'000	Net Book Value 31 March 2022
Customer Relationship Software	<u>42</u>	<u>-</u>	<u>9</u>	<u>33</u>

11. Nature Reserves	Cost 1 April 2021 £'000	Additional Blagrove £'000	Cost 31 March 2022 £'000
Cost of Nature Reserves	<u>1,853</u>	<u>4</u>	<u>1,857</u>

The Trust's nature reserves are held to advance the conservation objectives of the charity. Such assets are central to the achievements of the Trust. Trustees believe that the cost of £1,857k is not materially overstated, in accordance with accounting policy j (above). During the year, the Trust incurred the final legal costs relating to the acquisition of Blagrove Common.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

12. Fixed asset investments	2022	2021
	£000	£000
Listed investments (a)	1,255	1,233
Loan to Wildlife Fundraising (Central) Ltd (b)	-	15
Total	<u>1,255</u>	<u>1,248</u>
a) Listed investments	2022	2021
	£000	£000
Market value at 1st April	1,233	1,064
Additions	-	-
Gross Unrealised (losses)/gains	22	177
Investment manager fees	-	(8)
Market value at 31 March	<u>1,255</u>	<u>1,233</u>
Analysis by type of fund		
Sarasin – Alpha CIF for Endowments	-	791
Sarasin – Growth Fund	806	-
Sarasin – Alpha CIF for Income & reserves	-	315
Sarasin – Climate Active Endowment Fund	317	-
Black Rock – Charinco Common Investment Fund	56	57
Black Rock – Charishare Restricted Common Investment Fund	76	71
Market value at 31 March	<u>1,255</u>	<u>1,233</u>
Historical cost at 31 March	<u>978</u>	<u>978</u>

The funds are held in the UK by BlackRock and Sarasin, regulated investment managers.

The Trust to the decision to transfer the total of our income fund held with Sarasins into their climate active fund. This was enacted in September 2021, with no fees incurred. At the same time, we transferred our funds in the Endowment fund to the Sarasins Growth Fund.

b) Loan to associated company

On 20 March 2013 the Trust advanced a loan of £15,000 as the first tranche of funding of Wildlife Fundraising (Central) Limited (WFC) as required by the Loan Agreement dated 28 January 2013. This is a company established by a number of the Wildlife Trusts (including the Trust) in the south-east to recruit new members. A second tranche of £10,000 was due by 1st February 2014, but was not been called upon.

This loan was secured under a mortgage security deed over the assets of WFC and was repaid in February 2022.

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

13. Debtors

	2022	2021
Due within one year:	£000	£000
Trade debtors	55	61
Gift Aid debtor	64	36
Prepayments and accrued income	105	174
As at 31 March	224	271

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

14. Short term investments and cash and cash equivalents	2022	2021
	£000	£000
<u>Short term investments:</u>		
Fixed notice accounts (notice exceeding 3 months *)	251	249
	<u> </u>	<u> </u>
* Funds are held in a 12 month notice account with Close Brothers.		
<u>Cash at banks:</u>		
Current accounts	1,733	1,522
	<u> </u>	<u> </u>
Total Cash & Cash equivalents	1,984	1,771
	<u> </u>	<u> </u>
15. Creditors: Amounts falling due within one year	2022	2021
	£000	£000
Life Members' Subscriptions	10	12
Trade creditors	23	24
Other creditors, accruals and deferred income	154	133
Taxation and social security	26	32
As at 31 March	213	201
	<u> </u>	<u> </u>

Deferred income comprises prepaid contracts (including service level agreements for data searches) annual corporate memberships and restricted projects where work cannot commence.

Deferred Income	2021	Releases	Additions	2022
	£'000	£'000	£'000	£'000
Rattys Lane S.106	58	-	-	58
Contractual Income (prepaid)	40	(18)	30	52
Corporate Memberships (Annual)	6	(6)	7	7
Event Income (prepaid)	-	-	7	7
Total	104	(24)	44	124
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

16. Analysis of net assets between funds:

Fund balances at 31 March 2022 as represented by:	Restricted	Unrestricted Funds		Total
	Funds	Designated	General	Funds
	£000	£000	£000	£000
Fixed assets	142	-	134	276
Nature reserves	1,818	-	39	1,857
Investments	200	449	606	1,255
Cash and cash equivalents	1,395	608	(270)	1,733
Short term investments	-	124	127	251
Other net current assets/(liabilities)	(118)	-	129	11
Total Net Assets	3,437	1,181	765	5,383

Fund balances at 31 March 2021 as represented by:	Restricted	Unrestricted Funds		Total
	Funds	Designated	General	Funds
	£000	£000	£000	£000
Fixed assets	169	-	131	300
Nature reserves	1,817	-	36	1,853
Investments*	215	443	590	1,248
Cash and cash equivalents	1,137	521	(136)	1,522
Short term investments	-	123	126	249
Other net current assets/(liabilities)	(97)	-	167	70
Total Net Assets	3,241	1,087	917	5,242

* Includes initial loan to WFC (£15k)

HERTFORDSHIRE & MIDDLESEX WILDLIFE TRUST LIMITED
TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 22

17. Total funds	At at 1st April 2021 £000	Income £000	Expenses £000	Investment gains/ (losses) £000	Transfer s £000	As at 31st March 2022 £000
<u>Unrestricted Funds:</u>						
General Fund	914	1,370	(1,526)	7	-	765
Endowment Fund*	791	-	-	15	-	806
Legacies Fund*	296	82	(3)	-	-	375
Total Unrestricted Funds	2,001	1,453	(1,529)	22	-	1,946
Restricted Funds (note 19)	3,241	977	(781)	-	-	3,437
Total Funds	5,242	2,429	(2,310)	22	-	5,383

*designated unrestricted funds

The designated Endowment Fund represents long term funds set aside by the Trustees to support the delivery of objectives by the Trust.

The aim of the designated Legacy Fund is to ensure that the visibility of legacy income is not lost and to highlight what the legacies we receive are actually used for. Projects to be funded from the Legacy Fund are considered annually as part of the budgeting process, and as requirements/opportunities arise. This year the fund was used to cover the legal fees in completing the purchase of Blagrove Common Nature Reserve. The remaining balance has been carried forward to help the Trust in the coming years with similar activities.

Total funds comparative

	At 1st April 2020 £000	Income £000	Expenses £000	Investment gains/ (losses) £000	Transfers £000	At 31st March 2021 £000
<u>Unrestricted Funds:</u>						
General Fund	763	1,389	(1,260)	21	-	914
Endowment Fund	651	-	-	140	-	791
Legacies Fund	330	3	-	-	(36)	296
	1,744	1,392	(1,260)	161	(36)	2,001
Restricted Funds	3,186	784	(765)	-	36	3,241
Total Funds	4,930	2,176	(2,025)	161	-	5,242

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18. Restricted funds

Restricted funds were received in the year for specific wildlife conservation projects on the Trust's reserves, county-wide initiatives in Hertfordshire and Middlesex and the Hertfordshire Environmental Records Centre.

Unspent amounts, which can arise for a number of different reasons, are carried forward to be spent in subsequent financial years

	At 1st April 2021 £000	Income £000	Expenses £000	Trfs £000	At 31st March 2022 £000
Restricted Project Funds					
Arts Council - Herts Wild Art!	-	13	(2)	-	11
Astonbury Woods Appeal *	-	216	(8)	-	208
Colne Valley Water Voles & Angling	(6)	180	(172)	-	2
Consultancy	-	19	(23)	4	-
Environment Agency – Catchment Hosting	22	30	(15)	-	37
Environment Agency – Enforcement	16	-	(3)	-	13
Environment Agency - Lea Catchment	49	-	(2)	-	47
Environment Agency - Fir & Pond Fen	12	-	-	-	12
Friends of Tring Reservoir	11	-	-	-	11
Green Recovery Fund	-	101	(78)	46	69
Herts Environmental Records Centre (HERC)	170	119	(87)	-	202
Herts County Council S.106	80	-	(26)	-	54
Hertfordshire Wildfowl – Duck tracking	22	-	-	(4)	18
Highways England – Network for Nature	-	10	(10)	-	-
Hilfield/Stockers/Springwell management	4	46	(53)	-	(3)
Individual Donations	75	-	-	-	75
Kings' Meads – Restoring the Majesty	185	-	(66)	-	119
Living Rivers - Environmental Compliance **	248	1	(21)	(14)	214
Panshanger Park - Tarmac	3	52	(47)	-	8
People Postcode Lottery	-	25	-	-	25
St Albans District Council Wilder St Albans	25	33	(53)	-	5
Tewinbury & Mimram River Restoration	27	-	-	-	27
Watford DC – Cassiobury/Whippendell	-	10	(10)	-	-
Welwyn & Hatfield – Stanborough Lakes	-	6	(6)	-	-
Other	12	112	(84)	(32)	8
	955	973	(766)	-	1,162
Restricted Legacies	285	-	(10)	-	275
Capital Funds:					
Nature Reserves Fund	1,853	4	-	-	1,857
Nature Reserves Infrastructure	69	-	(4)	-	65
Public Appeal Fund	79	-	(1)	-	78
Total	3,241	977	(781)	-	3,437

* Income includes Gift Aid where applicable.

** Environmental compliance includes deferred income approved to be drawn down since FY20.

Projects with income exceeding £10,000 and/or those with balances exceeding £10,000 at 31 March 2022 have been disclosed separately in the above schedule. Projects with smaller income have been included within 'other'.

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The Nature Reserves Fund represents Nature Reserves which have been acquired by the Trust or gifted or bequeathed to the Trust. Nature Reserves Infrastructure represents capitalised costs on the construction of Thorley Bridge. The Public Appeal Fund represents funds used for the acquisition of Grebe House (see accounting policy h).

Restricted Funds Comparative	At	Income	Expenses	Transfers	At
	1 April				31 March
	2020	£000	£000	£000	2021
	£000	£000	£000	£000	£000
Restricted Project Funds					
Bannister Charitable Trust	-	12	(7)	-	5
Beane Marsh Nature Reserve Acquisition	130	39	(3)	(163)	8
Colne Valley Bats	-	28	(26)	-	2
Colne Valley Water Voles & Angling *	-	79	(85)	-	(6)
Consultancy	-	16	(16)	-	-
Environment Agency – Catchment Hosting	32	11	(21)	-	22
Environment Agency – Enforcement	-	16	-	-	16
Environment Agency - Lea Catchment	-	50	(1)	-	49
Environment Agency - Fir & Pond Fen	16	-	(4)	-	12
Friends of Tring Reservoir	11	-	-	-	11
Harpenden Commons & Greens Officer	-	24	(24)	-	-
Heritage Lottery Fund (HLF)	-	156	(156)	-	-
Herts Environmental Records Centre (HERC)	144	115	(89)	-	170
Herts Community Foundation (HCF)	-	15	(7)	-	8
Herts County Council S.106	103	-	(23)	-	80
Hertfordshire Wildfowl – Duck tracking	22	-	-	-	22
Hilfield/Stockers/Springwell management	8	65	(69)	-	4
Individual Donations	75	-	-	-	75
Kings' Meads – Restoring the Majesty	255	-	(70)	-	185
Living Rivers - Environmental Compliance **	284	-	(36)	-	248
Panshanger Park People & Wildlife Officer	-	21	(18)	-	3
People Postcode Lottery (RSWT)	-	10	(10)	-	-
St Albans District Council	-	25	-	-	25
Tewinbury & Mimram River Restoration	38	-	(11)	-	27
Other	(35)	102	(73)	-	(6)
	1,083	784	(749)	(163)	955
Restricted Legacies	296	-	(11)	-	285
Capital Funds:					
Nature Reserves Fund	1,654	-	-	199	1,853
Nature Reserves Infrastructure ***	73	-	(4)	-	69
Public Appeal Fund	80	-	(1)	-	79
Total	3,186	784	(765)	36	3,241

* Colne Valley Watervoles & Angling is fully funded externally & reimbursed on a quarterly basis from the agreed fund, hence any difference is purely due to timing and will be recovered in the next quarterly claim.

** Environmental compliance includes deferred income approved to be drawn down since FY20.

*** Thorley Wash Bridge and associated depreciation charge.

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19. Pension commitments

The charity provides a defined contribution money purchase pension scheme, the assets of which are held separately from those of the company in an independently administered fund run by Scottish Widows. Contributions totalling £80k (2021: £73k) were paid during the year. The Trust has chosen to process Pensions via salary sacrifice from FY22, sharing some of the national insurance savings benefit with the staff. There were no contributions payable at year end (2021: £nil)

20. Future financial commitments

At 31 March 2022 the Trust had annual commitments under non-cancellable operating leases as set out below:

	2022 Other £000	2021 Other £000
Operating leases which expire:		
Within one year	13	8
Between one and five years	29	8
	<u>42</u>	<u>16</u>

21. Local groups

The Trust had one branch (Mid Herts) which chose to wind up in December 2021. All outstanding monies have been transferred to the Trust and reflected in these accounts.

22. Transactions with members of the Council of Management

During the year expenses of £357 were paid to members of the Council of Management for travelling (2021: nil). No remuneration has been paid in the year (2021: nil).

Unconditional donations received from Trustees during the year amounted to £318 (6 Trustees) and in 2021 £450 was received. (4 Trustees)

There were no other transactions between Council members and the Trust during the year.

23. Control

The controlling party is deemed to be the Board of Trustees.