

**30**  **Freshwater Habitats Trust**  
Celebrating freshwater wildlife for 30 years



**Freshwater Habitats Trust**  
How we are making a difference for freshwater wildlife

**Annual report and accounts 2018/19**

## Contents

---

Contents .....	2
Freshwater Habitats Trust - Protecting freshwater life for everyone .....	4
Our activities in 2018/19 .....	7
Reference details .....	22
Structure, governance and management .....	23
Financial review .....	25



**Protecting high quality freshwater habitats: as part of work to maintain freshwater biodiversity in the New Forest National Park, one of the most important landscapes in Britain for freshwater biodiversity, we have been using eDNA methods to assess fish distribution. Long Brook, in the headwaters of the Lymington River.**



**Freshwater Habitats Trust was founded in 1988 as Pond Action. In 2018 we celebrated 30 years of making a difference for freshwater wildlife and began planning how to continue doing so over the next 30 years!**

## Freshwater Habitats Trust – Protecting freshwater life for everyone

---

Freshwater Habitats Trust was founded in 1988 (as Pond Action) to help ensure the future of our freshwater wildlife. We have now been working for over 30 years with many different people and organisations to protect the variety of life in freshwater - its biodiversity. We've discovered what makes freshwater habitats special, how best to protect them and above all tried to make a practical difference on the ground. Now we are starting to see some of our longest running plans come to fruition. And although the tide is far from turning for freshwater, which is still under severe threat, we are beginning to see both some good news stories, and much greater recognition of the importance of protecting life in freshwater.

Freshwater Habitats Trust is highly strategic and we target our work where evidence suggests it will be most effective, to help us achieve our aim *to protect freshwater life for everyone to enjoy*.

Our organisation's strategic vision is to achieve three primary goals for freshwater:

- **Species** - All threatened freshwater plants and animals have recovered and developed sustainable populations.
- **Habitats** - The UK has a functioning network of freshwater habitats: The Freshwater Network.
- **People** - People value freshwater habitats and their wildlife.

The steps we are focusing on to get there are:

- **Identify what we have** - locate the Important Freshwater Areas (IFAs) in the UK.
- **Protect the best habitats** - ensure that important areas are recognised and protected.
- **Species conservation** - protect our most threatened freshwater plants and animals.
- **Expand and connect** - build out from the high quality areas.

Our work in all areas from policy, practical projects, partnership and outreach, to monitoring and research is always focused on helping us achieve this vision.

During 2018/19 our work was underpinned by important new sources of evidence, and by the efforts of hundreds of people who have worked with us in many different ways to protect life in freshwater.

The year saw us building on the work completed in the Heritage Lottery funded **People, Ponds and Water** project which involved a large number of enthusiastic and dedicated volunteers conducting surveys and collecting data across three core areas of our work - PondNet the national monitoring network for ponds, **Clean Water for Wildlife**, our campaign to collect quick but reliable information on nutrient pollution from all kinds of freshwater habitats and the **Flagship Ponds** programme which sets out to protect the best of the best ponds. This included:

- the launch of a new survey of National Trust properties across England and Wales using a combination of professional and volunteer survey work,
- the 4th year of the UK's national eDNA surveys for Great Crested Newts, started during 'People, Ponds and Water' and funded by Defra and Natural England,
- the start of a new regional eDNA survey of Great Crested Newts as part of the South Midlands Newt Conservation Partnership's work,
- further applications of quick water pollution test kits distributed through the Clean Water for Wildlife survey in a range of projects,

- on-going work at key Flagship Ponds sites – such as Stow Bedon in The Brecks, Pinkhill Meadow near Oxford, and Strensall Common in Yorkshire.

We completed work on the Important Freshwater Areas (IFA) concept in Oxfordshire and the North York Moors, as well as in The Brecks in East Anglia.

Catchment work continued in the R. Ock, the R. Thame (with our partners the River Thame Conservation Trust) and in the New Forest. In the Ock catchment we began work with the Environment Agency to help get the maximum benefits for freshwater wildlife and for people through the Oxford Flood Alleviation Scheme as well as working with farmers to investigate the potential for using natural flood management methods to reduce the risk of flooding in Abingdon. We started several new catchment or landscape scale project planning work on the River Irfon in Mid Wales, the Wotton Brook in Northamptonshire and the River Leck in Buckinghamshire.

Natural England's District Level Licencing scheme for the conservation of Great Crested Newts progressed through the South Midlands Newt Conservation partnership, covering an area from Oxfordshire to the east of Bedford. The new scheme offers developers the opportunity to buy into a landscape level conservation scheme for Great Crested Newts, rather than simply trying to protect newts on the development sites which, research evidence shows, often leads to the loss and decline of newt populations. During the year we created 40 new high quality ponds across the area and some have already – in only 6 months – been colonised by Great Crested Newts.

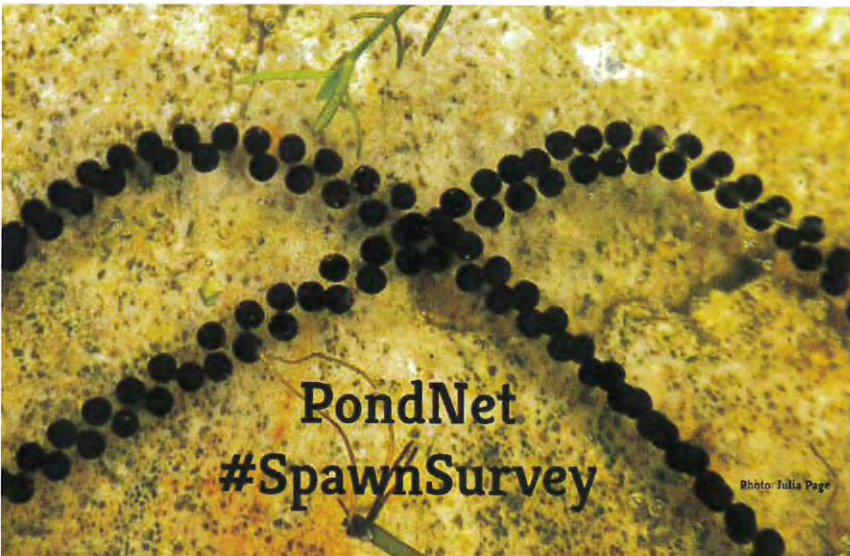
During the year we also began a new area of work for us – protecting alkaline fens, with work starting in Oxfordshire and preparations beginning for work in other parts of the country.



**Fen conservation:** with support from the Trust for Oxfordshire's Environment and Thames Water we started fen management in Oxfordshire with our partners in the Oxford Fens Project. Fens which should have short, species rich vegetation have been swamped by reeds; together we started the management to reduce reeds and allow sensitive wetland plants and animals space to live. Top: before: dense reed growth; below: after the first phase of reed cutting.

Using best evidence has been vital to make the greatest impact for freshwater biodiversity in all of our projects. We've seen endangered species colonising new high quality habitats that we've created, demonstrated that you can increase the variety of freshwater life across whole landscapes by making high quality ponds, and applied evolutionary new ways of surveying freshwater wildlife using environmental DNA.

Partnerships have also been vital: throughout all of this work we've depended on the help and support of many different people and organisations – together we've shown we can make a difference for freshwater life.



During the year we ran a variety of engagement projects:

**Top left:** the Environment Agency's team designing the Oxford Flood Alleviation Scheme volunteered for the day to undertake management of floodplain ponds for endangered water plants at Cutteslowe Meadow, Oxford.

**Top right:** in the summer of 2018 we co-ordinated a month of water-related activities in the New Forest where we are joint catchment hosts with the New Forest National Park Authority.

**Bottom left:** in spring 2018 we ran the annual #SpawnSurvey as part of PondNet.

**Bottom right:** during 2018 we developed further engagements with landowners protecting, creating and managing important freshwater habitats; the pond is one of the best in Oxfordshire and home to the rare Pondweed Leafhopper.



During 2018 we began work creating new high quality ponds for Great Crested Newts across the South Midlands as part of Natural England's new approach to protecting the species known as District Level Licensing. This work is being carried out with NatureSpace and Amphibian & Reptile Conservation working as the South Midlands Newt Conservation Partnership. The picture shows a pond in Oxfordshire that we created in 2011 as part of the Million Ponds Project, which has been colonised by Great Crested Newts. In 2018 we created three further ponds on this site as part of the Great Crested Newt project.

## Our activities in 2018/19

Our **People, Ponds and Water** project was completed in 2018 after three years of funding from the Heritage Lottery Fund (now the National Lottery Heritage Fund). The three main project aims have continued in various strands of the work with different funders and supporters:

- **Gathering evidence on freshwater habitats and species:** we continued the national Great Crested Newt eDNA survey with financial support from Defra and Natural England.
- **Protecting the best freshwater habitats:** we've continued to help protect and raise the profile of the very best ponds, Flagship Ponds such as Langham Pond at Runnymede in Surrey and Strensall Common in Yorkshire.
- **Championing freshwater biodiversity:** we helped protect endangered freshwater plants and animals like the Pond Mud Snail and Creeping Marshwort.



Mud Pond Snails are amongst our most sensitive freshwater animals. We are working to protect these animals at several locations through careful management of high quality pond landscapes.

The People Ponds and Water project had three overlapping project elements:

***PondNet*** - A volunteer survey network to collect statistically robust data to identify trends in pond quality and pond species, including uncommon plants and animals. Survey methodologies were standardised and included environmental metrics; giving information to help explain the reasons for changes in biological quality, and ultimately help to guide the direction of freshwater policy.

***Flagship Ponds*** - A network of some of the most important pond sites in England and Wales, known to support populations of species under threat. We helped local communities develop sustainable plans for these sites enabling them to undertake monitoring, management, pond creation and help species recovery.

***Clean Water for Wildlife*** - A citizen science survey to raise awareness of the true extent of nutrient pollution, and identify clean water habitats in England and Wales, with the ultimate aim of helping to protect biodiversity. Nutrient pollution is invisible so often doesn't seem 'real' to people. Using quick kits made it possible for people to easily 'see' pollution for the first time and we have continued to apply this approach in a range of our projects.



Langham Pond at Runnymede Surrey is a Flagship Pond, one of the best ponds in Britain for its freshwater biodiversity. It is owned and managed by the National Trust and we continued to survey and advise on this site during 2018.

The People Ponds and Water project depended on hundreds of enthusiastic volunteers who gave their time to the project from early morning site visits and midnight surveys to scaling mountains and venturing into dense scrub. Their enthusiasm meant there was no end to the lengths they were willing to go to discover and protect the species and places they love - this enthusiasm has continued beyond the end of the People Ponds and Water project and we are continuing to support our volunteers through the new projects we're developing around the country.



## People, Ponds and Water Project Summary report



Naomi Ewald, Laura Quinlan, Pete Case, Francesca Dunn, Anne Heathcote, Hannah Shaw, Hannah Worker, Penny Williams and Jeremy Biggs



A summary report of the People Pond and Water project outcomes is available on our website - [https://freshwaterhabitats.org.uk/wp-content/uploads/2015/03/PPW-Report\\_FINALlow-res2018Mar.pdf](https://freshwaterhabitats.org.uk/wp-content/uploads/2015/03/PPW-Report_FINALlow-res2018Mar.pdf)

The project has left a great legacy that we continue to build on through partnership working. Through the Flagship Ponds network we will continue to add new sites and build out from these high quality landscapes. PondNet has continued to survey priority species including Great Crested Newts, Medicinal Leech and Pillwort. We again ran the popular Spawn Survey - which asked members of the public to send in their records of Common Toads and Common Frog spawn, with records from over **1,300** participants in 2018; the results contribute to national datasets on the distribution of these species. Clean Water for Wildlife has set the ground work for partner organisations to continue engaging the public with this important citizen science work using reliable quick test kits to identify sites free from nutrient pollution.



Creeping Marshwort is one of Britain's most endangered water plants currently found at only two place in the country and so in severe danger of extinction in the UK. Continuing global declines mean that it is now also rare all over Western Europe. Working with botanists in Oxfordshire who form the Oxfordshire Flora Group, a part of The Ashmolean Natural History Society and the Oxford Botanic Garden, this plant was introduced experimentally to one of a group of ponds created by Freshwater Habitats Trust in the mid-2000s. So far the plant, which appears to be associated with naturally disturbed river floodplains, is surviving in the ponds. Whether the plants survives or not (we hope it will!), the ongoing monitoring will tell us more about how to protect this most endangered of freshwater plants.

In Oxfordshire we continued our relationship with **Thames Water** with the launch of the Saving Oxford's Wetland Wildlife Project helping people in Oxford to appreciate and connect with their local freshwater environment. Also funded by the **Trust for Oxfordshire's Environment**, the project aims to get the most for freshwater wildlife and people from the multi-million pound Oxford Flood Alleviation Scheme, as well as involving people in collecting technically credible data using environmental DNA survey methods, and undertaking nutrient pollution testing using the Clean Water for Wildlife test kits.



The floodplain of the R. Thames west of Oxford city is the location of a new flood alleviation channel being constructed by the Environment Agency. We are working closely with the Agency and local groups to get the best from the scheme for people and freshwater wildlife. Although the construction of the channel will damage some existing freshwater and wetland habitats we hope that the overall benefits will significantly outweigh these negative effects. We are undertaking additional monitoring and working closely with the Agency to get the best from the scheme.



**Water Friendly Farming has been testing the effects of agri-environment scheme land management measures on flood, water pollution and freshwater biodiversity. Clean water ponds, like those in the project's Stonton catchment pictured above are lynch-pin habitats, adding substantially to the variety of wetland plants found in the landscape. Water Friendly Farming is run jointly with the Game & Wildlife Conservation Trust and the University of York, with substantial support from the Environment Agency and the Anglian northern Regional Flood and Coastal Committee.**

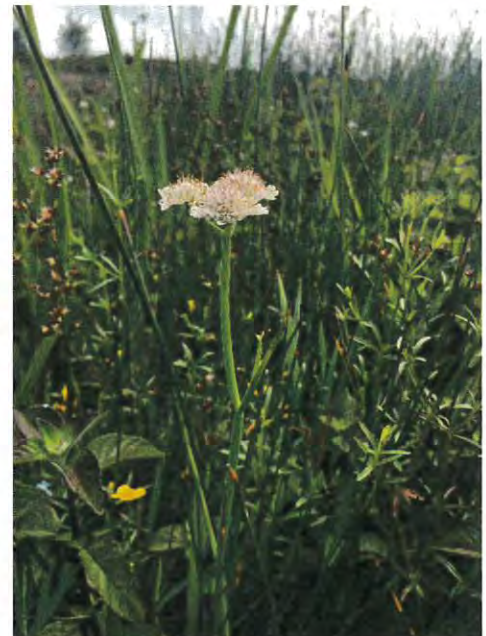
Catchment management work has continued in the 3 catchments we are hosts or co-hosts for - River Thame (Oxfordshire/Buckinghamshire), River Ock (Oxfordshire) and the New Forest (Hampshire), plus through our largest current research project - Water Friendly Farming (Leicestershire).

Our work this year on the Water Friendly Farming project was focused on monitoring the effects of the measures we've installed across the landscape to hold back water, reduce diffuse pollution and improve freshwater biodiversity. We continued to write up the data for publication in the scientific literature, with important results showing the benefits of creating new clean water ponds: these have quickly increased freshwater plant diversity across the whole landscape, the first time such an effect has been properly demonstrated. The work confirms the importance of high quality ponds in reversing declines in freshwater biodiversity at a landscape scale.



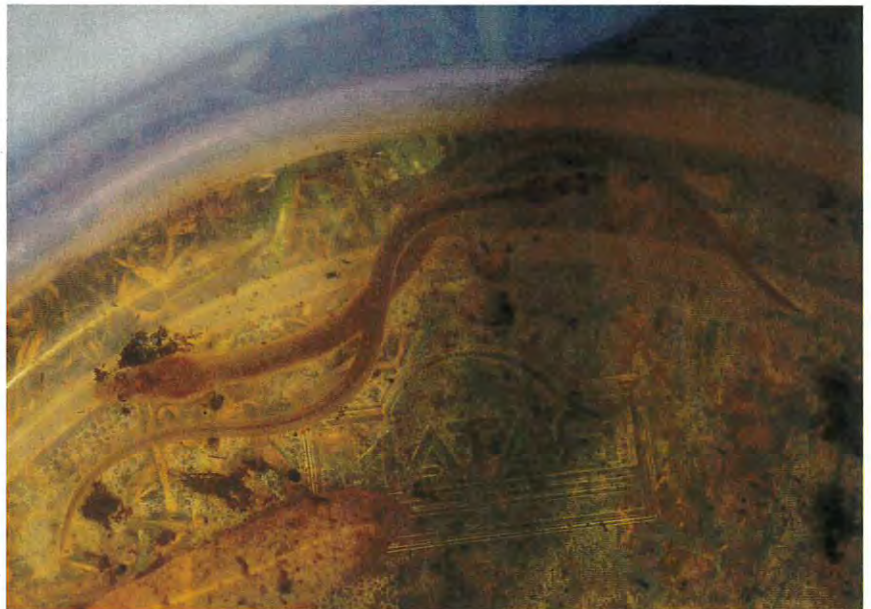
Leaky dams created as part of the experimental catchment management work in the Water Friendly Farming project. We are testing the effect of these dams on flows, and the ability to reduce downstream flooding, and their effect on freshwater biodiversity.

In the New Forest catchment we are co-hosts with the New Forest National Park Authority and work closely with key partners including the Environment Agency, Forestry Commission, National Trust, New Forest Verderers, New Forest Association, Beaulieu Estate and Hampshire & Isle of Wight Wildlife Trust.



We are partners in the New Forest Wetland Restoration Strategy: an approach which will outline the guiding principles for restoration of historically modified streams in the New Forest. Left: Near Bramshaw: a section of realigned and deeply incised stream. Right: At Rowbarrow: a swathe of wetland plants including New Forest rarities such as Tubular Water-dropwort and Lesser Water-plantain flourish alongside the newly restored stream.

During the year Living Waters - part of the National Park's 'Our Past: Our Future', Heritage Lottery Funded project - focused on the Beaulieu catchment in the south of the National Park; where measures were installed to address diffuse pollution and improve upstream connectivity for the European Eel.



**Top: the Beaulieu River above North Gate on the 'Open Forest', the area of woodland, heathland and high quality wetlands characteristic of the heart of the New Forest. Bottom left: installation of an eel pass on the Hartford Stream, a tributary of the Beaulieu River. Bottom right: elvers in a specially constructed trap on the pass in 2019.**



At Hatchet Pond we completed baseline fish surveys using eDNA and completed preparations for work to reduce the impacts of recreation on this biodiversity hotspot. Hatchet Pond is one of southern England's highest quality small lakes and designated a Special Area for Conservation under the EU Habitats Directive.

The lake supports one of the most diverse dragonfly populations found in the New Forest including the Southern Damselfly, along with other rarities such as Medicinal Leech, Pillwort and Great Crested Newts.

We continued to undertake practical

**Hatchet Pond in the New Forest, which is actually a small lake, is one of the richest freshwater habitats in southern England. We are working with local partners, including the National Park Authority, Forestry Commission, Natural England, and local interest groups, to protect the special freshwater plant and animal communities of this exceptional lake.**

works on Sowley Pond and stream; year three of an ongoing programme to restore the catchment. The pond, which is a Site of Special Scientific Interest, is currently failing to achieve Water Framework Directive 'Good' status, because of historically high levels of nutrient and sediment input from the surrounding catchment, both from agriculture, septic tank failures and domestic waste water. Working with the Environment Agency, New Forest Land Advice Service and the Sowley Estate we have installed measures to reduce erosion and sediment run off; and undertaken scrub management to increase plant diversity around the lake margin. Additional funding through the Water Environment Improvement Fund allowed us to undertake a study on the feasibility of dredging the lake to remove some or all of these nutrient rich sediments.

Partnership working and sharing information is a vital component of projects being delivered across the New Forest to protect its unique and fragile freshwater habitats and species. We've helped to develop and deliver landscape strategies, including the New Forest Partnership Plan and the New Forest Wetland Strategy; we've showcased the work of the catchment at regional events and workshops including the New Forest Show, the Environment Agency's 'Catchment Visions' event, and a series of local walks and talks; and provided financial support for species specific monitoring programmes. This culminated in our annual Water Forum bringing together around 100 project partners and community members.

In the River Thames catchment we have continued to work closely with our colleagues at the River Thames Conservation Trust, and with landowners, to protect and restore the areas in the greatest need of attention in the catchment. This included raising awareness of water quality issues with arable farmers, and preliminary work on the Waddesdon Estate near Aylesbury preparing for the construction of a new large wetland complex. There have also been a variety of training courses for members of the public on a range of wetland related topics - Water Shrew, Otter, amphibians, Riverfly surveys and more.

The Important Freshwater Area Oxfordshire Pilot work, funded through the Patsy Wood Trust, also allowed us to create several new ponds and we are now searching for more sites suitable for high quality habitat creation.



With financial support from the Trust for Oxfordshire's Environment and help from local volunteers, we introduced Greater Water-parsnip plants (arrowed) at Cutteslowe Meadow to test the potential of the site to support this nationally declining wetland plant. The introduced plants came from seeds collected from Oxford's remaining, very vulnerable, populations of the plant grown on by Oxford Botanic Garden. Volunteers helped us to clear a space in bulrushes growing in the margins of one of the site's semi-permanent ponds, and to put up temporary fencing to protect the young plants from deer grazing. The area where plants were added spans the normal drawdown zone of the pond, although at the time of the work in August 2018 water levels were unusually low.



**Digging trial archaeological trenches in preparation for the construction of a wetland complex on the Waddesdon Estate in Buckinghamshire, part of our catchment management work with the River Thames Conservation Trust.**

**Cutting dense reed growth at Hinksey Heights fen. In the past, grazing would have kept the reeds at bay allowing more sensitive and less competitive plants and animals to survive, many of which are now very rare in the modern British countryside. The Oxford area is one of the most important in Britain for small valley fens; this work is helping to restore these very rich freshwater habitats which depend on lime-rich spring water. The organisation of this work has been funded by the Trust for Oxfordshire's Environment.**





In the River Ock catchment this year we have continued to feed into the planned Oxford Flood Alleviation Scheme, which should give us some new opportunities for pond and wet grassland creation in the catchment. In the longer term we are hoping the scheme will provide an important new green space – rich in freshwater wildlife – on the west side of Oxford. The draft Water Environment Improvement Plan for the Ock catchment was reviewed by partners and other organisations and is now available for everyone to use. We visited 18 farms spread around the catchment to begin identifying locations for opportunities for natural flood management work, with funding from the Environment Agency.

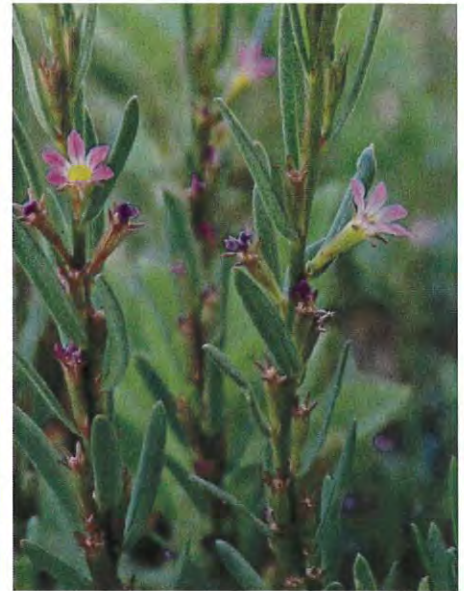


Quite a few farmers also expressed interest in making high quality clean water ponds which the Water Friendly Farming project shows to be especially effective for protecting freshwater biodiversity. With the Oxford Flora Group we also began working on restoring fens in both the Ock catchment and other areas of Oxfordshire – which are some of the most important hotspots for freshwater wildlife in the county and often have unsuitable management.

A farm in the Ock catchment where discussions with the landowner identified a number of areas where natural flood management measures could be applied; in intensively farmed landscapes it is difficult to substantially reduce diffuse water pollution impacts unless landuse can be changed.

Volunteers from the Environment Agency hand-pulling young willows at the Cutteslowe Meadow floodplain ponds site on the edge of Oxford in autumn 2018. In the absence of grazing, removing willows by hand is needed to keep pond margins open for endangered wetland plants that need bare ground and low-growing vegetation.





We are making a special effort to protect some of Britain's most endangered water plants. Top, left and right: in 2018 we funded a survey of this pond at Thriplow, Cambridgeshire, which has one of Britain's largest populations of the temporary pond plant Grass-poly (*Lythrum hyssopifolia*) with thousands of individuals of this Red Data Book species. Bottom, left: in Oxfordshire one of our sites now supports an experimentally introduced population of Fen Violets, only the fourth place in Britain where this plant can be seen. Bottom right: Violet crystalwort, an aquatic liverwort, had a good year in 2018 at its only site in Britain, the Flagship Pond site Brown Moss in Shropshire.

### **Protecting Great Crested Newts: the South Midlands New Conservation Partnership**

During 2018 we launched the South Midlands Newt Conservation Partnership working with private company NatureSpace and Amphibian & Reptile Conservation. The South Midlands Newt Conservation Partnership is a community benefit society set up by the Directors of Freshwater Habitats Trust and Amphibian & Reptile Conservation to implement a new approach to the conservation of the Great Crested Newt known as District Level Licencing.

With this new approach, which was launched by Natural England in 2017, instead of developers having to mitigate damage to Great Crested Newt populations on the site they are developing, which is often unsuccessful and costly, they instead fund new pond and terrestrial habitats creation or management work at strategic locations which can be protected in the long term. The work is done in areas where the new habitats strengthen and extend existing Great Crested Newt populations and where they are very unlikely to be affected by development in the future. Starting in February 2018 the first year of operation created 40 new high quality clean water ponds across the South Midlands, in an area stretching from Oxfordshire to east of Bedford.



Photo: Pascale Nicolet



**We made the first 40 new ponds for Great Crested Newts in the South Midlands in 2018/19. Above: new pond made with Forestry Commission in Bernwood Forest, Buckinghamshire. Below: excavator working on new pond creation in the Great Crested Newt Conservation Priority Zone west of Oxford City.**

At Strensall Common Flagship Ponds site in Yorkshire we continued practical work with the local volunteer groups from Butterfly Conservation and the Yorkshire Group of the British Dragonfly Society. We also worked with the Yorkshire branch of the British Pteridological Society who have been working with us for several years now to help protect the highly endangered aquatic fern Pillwort.



Conservation work in February 2019 at Strensall Common - an important Flagship Ponds site in Yorkshire, owned and protected by the MODs Defence Infrastructure Organisation, one of Britain's best protectors of freshwater biodiversity! Left: the group ready for a spot of managing pond margin; right: in the warmer summer weather surveying Pond Mud Snails and Pillwort, two of the site's freshwater specialities.

### Plans for 2019-20

During 2019 we plan to:

- Promote widely the results from our Water Friendly Farming project, which has substantial implications for the protections of freshwater biodiversity, and use this information to develop new catchment projects.
- Further develop the Freshwater Network, particularly in the Thames Valley, and building out to other parts of the country, to identify locations and projects which will help to protect existing freshwater biodiversity hotspots and build new networks of clean water habitats between these locations.
- Build on the PondNet project to develop a new national monitoring network for small waters, both still and flowing, based on the use of eDNA techniques, working with professional and citizen scientists to collect technically credible data
- Continue the national monitoring programme using eDNA for Great Crested Newts and report on the results, making those results widely known.
- Develop new national monitoring programmes with the Forestry Commission and with other large land-owning and managing organisations.
- Expand the South Midlands Newt Conservation Partnership area to include several new local authorities, extending from Oxfordshire to the Welsh border.

- Develop new catchment projects in the Midlands and in Wales: bids are being made for work in up to three new catchment areas, particularly concerned with developing the evidence base for the effectiveness of catchment management work.
- Help establish a new monitoring framework in the New Forest to ensure that future management of freshwaters protects and increases the aquatic biodiversity of this exceptional landscape.
- Further promote the creation and management of high quality ponds, particularly with Natural England, building on the Flagship Ponds network.
- Increase our information and awareness raising work to ensure that the work that we are doing is widely known.
- Seek funding to further develop the Million Ponds project to increase the rate at which new high quality clean water ponds are created in the British countryside.
- Develop new funding models for practical projects, particularly building on the 'Net Gain' concept, by identifying pipelines of projects that: (a) focus on the protection of Important Freshwater Areas and (b) use ponds and other wetlands as a vehicle for bringing clean water back into degraded landscapes.
- Continue to develop projects which reverse declines in endangered and declining freshwater species, such as work on endangered water plants in the Oxford area.
- Continue and extend our work on alkaline fens, which are hotspots of freshwater biodiversity.
- Maintain and strengthen our presence in the English regions, in Wales and assess the potential for work in Scotland
- Develop and strengthen our research programmes including for eDNA, and seek funds to establish new catchment scale projects, investigate the benefits of new pond creation and assess the effects of pond management.



**At the Tadnoll and Winfrith Flagship Pond a 1 year old pond has been colonised naturally by the sensitive aquatic fern Pillwort which grows in seasonal ponds. Here it can be seen at the dry time of the year, when low water levels and gentle grazing help to keep competitors under control. Volunteers are training to take on the monitoring of the plants.**

## Reference details

---

### Patron:

The Earl of Selborne KBE FRS

### Board of Trustees:

Roger Thomas	Chair of Trustees
Paul Jackson	Treasurer
Baroness Hilton of Eggardon	
Professor Lorraine Maltby	
Geoff Phillips	
Keith Lawrey	
Dr Mark Downs	
Dr Edward Sykes	Elected Jul18

### Company Secretary:

Ms Jo Fever	Resigned Oct18
Mrs Natasha Challoner	Appointed Jan19

### Senior Management Team:

Dr Jeremy Biggs	Director
Penny Williams	Technical Director
Dr Pascale Nicolet	Technical Director (part-time secondment as CEO to SMNCP)
Dr Naomi Ewald	Director of Research and Development
Natasha Challoner	Finance Manager

### Registered Office:

Bury Knowle House,  
North Place, Headington,  
Oxford, OX3 9HY

### Independent Examiner:

Kingston Smith  
Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

### Bankers:

HSBC Bank plc  
108 London Road, Headington  
Oxford, OX3 9AP

Freshwater Habitats Trust is a registered charity, no. 1107708, and a company limited by guarantee registered in England and Wales, no. 5317683, at the above registered address.

## Structure, governance and management

---

The trustees (who are also directors of Freshwater Habitats Trust for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- 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 operation.

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

In so far as the trustees are aware:

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

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

Freshwater Habitats Trust is an incorporated charity established and governed under a Memorandum and Articles of Association completed in December 2004, under the name of Pond Conservation: The Water Habitats Trust. The Trust was entered onto the Register of Charities, Number 1107708, on 19th January 2005. It was registered as a Limited Company, Number 5317683, on 20th December 2004. Pond Conservation remained inactive until 1st April 2005, at which point it took over the charity "The Ponds Conservation Trust". It subsequently also took over the subsidiary company "The Ponds Conservation Trust: Policy & Research Ltd". The Trust's name was changed to Freshwater Habitats Trust in August 2013 and the Memorandum and Articles of Association were updated to reflect this in October 2013.

The Trust is administered by a Board of Trustees, currently consisting of eight members. The Senior Management Team (SMT) reports to the Trustee Board, and manages staff and activities of the Trust under delegated authority from the Trustee Board.

The financial management and fundraising strategy of the Trust are supervised by Trustees and SMT, reporting and making recommendations to the full board for implementation.

The Trust currently provides an informal induction process for new Trustees. Prospective trustees are nominated for their professional experience and the match of their skills to the board's needs. They are approached by the Chair or an SMT member, the aims and activities of the Trust are explained to them, and they are provided with explanatory information and reports. They are invited to attend a board meeting to learn more of our work and procedures and when possible, to meet staff. On becoming a Trustee, they are provided with explanatory material on Trusteeship from the Charity Commission, and copies of the budget, recent accounts, and recent staff and board meeting minutes.

### **Public Benefit**

The Board of Trustees is satisfied that they have complied with the duty in of the 2011 Charities Act to have due regard to public benefit guidance issued by the Charity Commission, and that the mission, aims and activities of Freshwater Habitats Trust meet with these criteria.

### **Objects**

- To advance public education in the conservation and ecology of ponds, wetlands, catchment systems and other water habitats;
- To promote for public benefit the conservation and creation of freshwater habitats and their wildlife, and their sustainable enjoyment by the public, in particular, but not exclusively, through:
  - (a) Promotion and conduct of active creation and conservation of freshwater habitats and their catchments.
  - (b) Public education in the conservation and ecology of freshwater habitats and their catchments.
  - (c) Promotion and conduct of research and the dissemination of useful results.
  - (d) Advocacy to promote the conservation, creation, sustainable use and enhancement of freshwater habitats.

### **Mission statement**

To protect freshwater life for everyone to enjoy.

### **Risk management**

The Board of Trustees have assessed the major risks to which the charity is exposed, in particular those relating to the operations, reputation, business and finance of Freshwater Habitats Trust. The Senior Management Team (SMT) assess and update the likelihood and impact of material risks on a risk management matrix, which is reviewed by the Board on a quarterly basis at Trustee meetings. Any significant changes are reported to Trustees as they arise.

Health and Safety Procedures are reviewed annually on a rotational basis, with Health and Safety reports as standing items on Board, SMT and staff meeting agendas. Specific risk assessments are carried out for all new activities and field working sites. Health and Safety is a primary element of the staff induction system, and training is provided whenever appropriate.

### **Data Protection**

The Board of Trustees recognises the importance of protecting the personal information FHT collect and how this is handled within the organisation. Guidelines, Privacy Policies and Procedures are regularly reviewed and Data Protection is a standing item at internal meetings.



## Financial review

---

The Statement of Financial Activities for the year ended 31 March 2019 is set out on page 16 of this report.

### Income

Freshwater Habitats Trust's total income decreased by 27% in 2018/19 to £700k (2017/18: £956k).

Voluntary income of £256k (2017/18: £726k) no longer represents the majority of Freshwater Habitats funding, following the completion of People Ponds & Water (2017/18 £507k Heritage Lottery Fund). Continuing grants included, Water Friendly Farming research funding (£24k), Environment Agency (98k), and New Forest National Park (£20k). New funding was received from Thames Water (£29k) and Biffa Award (30k).

Charitable activities income of £443k is higher than the prior year (2017-18: £228k). This included Environment Agency, Water Friendly Farming project (£45k), River Thame Conservation Trust (£79k), Leck Natural Flood Management (£40k), South Midland Newt Conservation Partnership (£130k), eDNA Great Crested Newt monitoring (£70k), and other smaller projects (£81k).

### Expenditure

Total expenditure for 2018/19 is Lower by 24% at £811k (2017/18: £1,061k) due to the lower income and last year having a higher level of project funds carried forward and spent from the previous year. The fundraising and governance costs of the organisation remain low at 1% of total expenditure (2017/18: 1%), with no dedicated fundraiser during the year.

Charitable expenditure is dominated by practical projects:

- Practical Projects including the Catchment Partnership Projects, New Forest projects and South Midlands Newt Conservation partnership make up 54% (2017/18: 15%).
- Public Outreach and Partnership make up 24% (2017/18: 65%). This previously included People Ponds & Water.
- Research and Monitoring, including Water Friendly Farming make up 21% (2017/18: 19%).
- Policy spending at only 1% (2017/18: 1%) remains relatively small, but does not require extensive practical costs.

### Reserves position

Closing reserves of £372k are 23% lower than 2017/18 (£483k).

Restricted reserves decreased 20% to £82k (2017/18: £103k) due to receiving less grant funded projects which carry into the next financial year.

Unrestricted reserves decreased 24% to £290k (2017/18: £381k). This was in part due to funds held over relating to contract funds on ongoing projects (£10k, 2017/18: £101k).

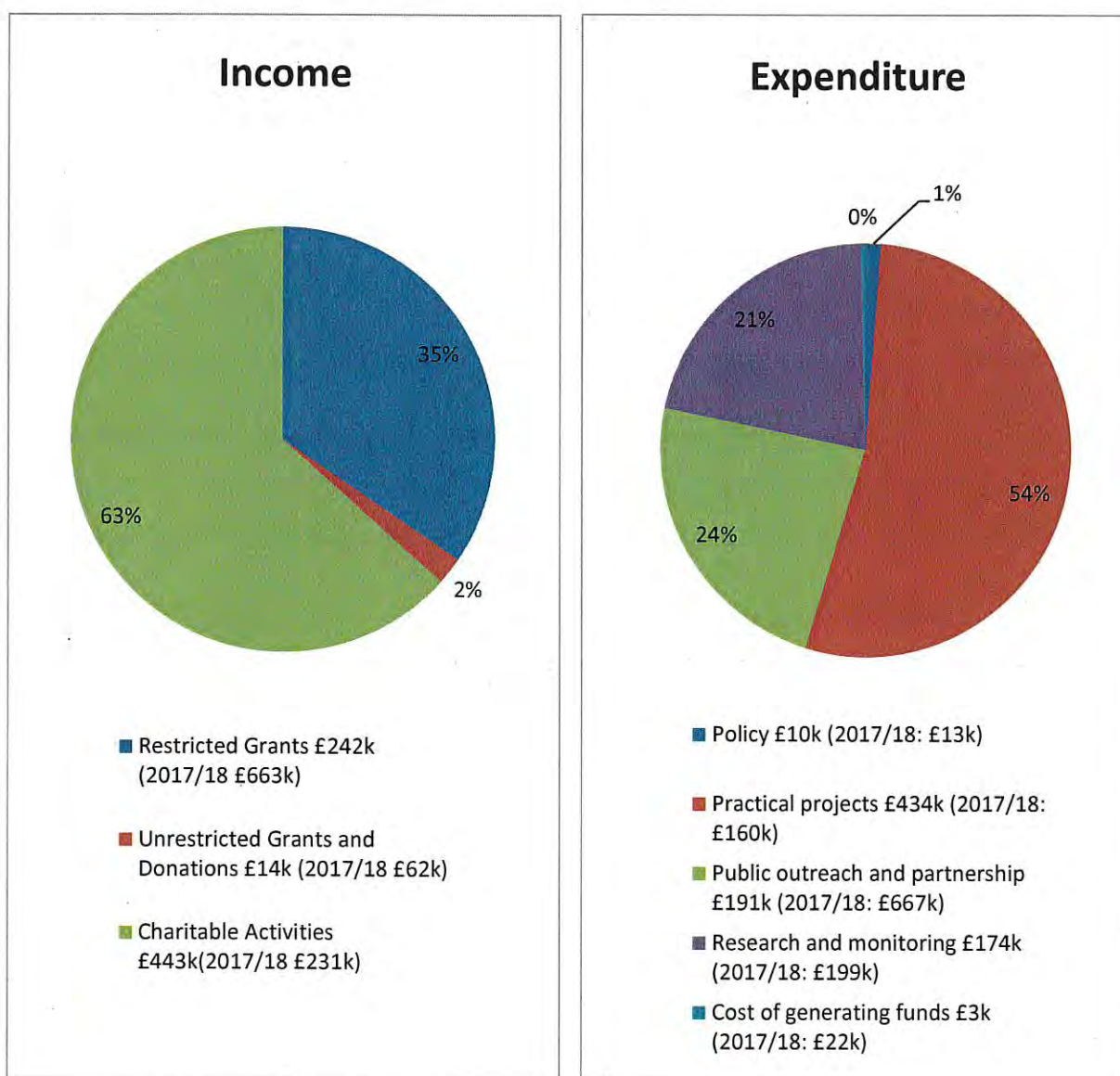
### Reserves policy

The Trustees have agreed to maintain unrestricted reserves to meet the requirements of Freshwater Habitats Trust's working capital, in order to meet any temporary shortfall in funds, or cover unexpected expenditure, such as finding new accommodation, and therefore enable Freshwater Habitats Trust to fulfil its charitable objectives. Working capital is defined as the equivalent of 6 months' unrestricted expenditure (£274k).

The Board of Trustees reviews the Reserves Policy and amount of reserves required annually as part of the budget setting process. The unrestricted reserves at the end of this period were £289k and comply with this policy.

Restricted reserves represent unspent monies received from donors who have specific conditions as to their use on agreed projects. These funds are fully covered by matching assets. No project funds are in deficit at the end of the financial year, and the Board of Trustees anticipates that these are sufficient to fulfil project requirements.

The Board of Trustees considers there are sufficient reserves held at the year end and therefore continues to adopt a going concern basis in preparing the accounts.



## Approval

### Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial period that give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Comply with applicable accounting standards, including FRS 102, subject to any material departures disclosed and explained in the financial statements.
- State whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They 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.

In so far as the trustees are aware:

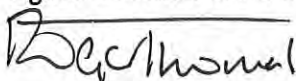
- There is no relevant information of which the charitable company's independent examiner is unaware; and
- The trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The Trustees' Annual Report is approved by the Trustees of the Charity.

### Small Company Rules

These accounts have been prepared in accordance with the special provision of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Trustees on 24 July 2019



Roger Thomas  
Chair



Paul Jackson  
Treasurer

## Independent examiner's report to the Trustees of Freshwater Habitats Trust ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2019.

### Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

### Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statements of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

*N.F. Smith Ltd*

Neil Finlayson

(FCA)

For and on behalf of Kingston Smith LLP

Chartered Accountants

*5/9/2019*

## Balance sheet as at 31 March 2019

	Note	31-Mar-19	31-Mar-19	31-Mar-18	31-Mar-18
		£	£	£	£
<b>Fixed assets:</b>					
Intangible assets	11	483		3,375	
Tangible assets	12	<u>4,338</u>		<u>5,656</u>	
			4,821		9,031
<b>Current assets:</b>					
Stock	13	525		370	
Debtors	14	180,492		289,226	
Cash at bank and in hand		330,431		294,264	
<b>Total current assets:</b>		<u>511,448</u>		<u>583,860</u>	
<b>Creditors:</b>					
Amounts falling due within one year	15	(144,092)		(109,728)	
<b>Net current assets:</b>			<u>367,356</u>		<u>474,132</u>
<b>Net assets:</b>			<u>372,177</u>		<u>483,163</u>
<b>The funds of the charity:</b>					
Restricted funds			82,247		102,620
Unrestricted funds			289,930		380,543
<b>Total charity funds</b>	16		<u>372,177</u>		<u>483,163</u>

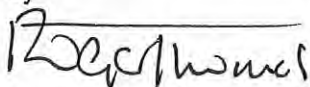
For the year ended 31 March 2019 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year ended 31 March 2019 in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These statements were approved and authorised for issue by the Trustees on 24 July 2019 and signed on their behalf by:



Roger Thomas  
Chair

Company Number 5317683

## Statement of financial activities for the year ended 31 March 2019

(Incorporating the summary Income and Expenditure account)

	Note	Unrestricted funds	Restricted funds	Total funds year ended 31-Mar-19	Total funds year ended 31-Mar-18
		£	£	£	£
<b>Income from:</b>					
Grants and donations	2	14,550	241,780	256,330	725,524
Investments		750	-	750	2,693
Charitable activities	3	441,327	1,247	442,574	228,092
<b>Total income</b>		<b>456,627</b>	<b>243,027</b>	<b>699,654</b>	<b>956,309</b>
<b>Expenditure on:</b>					
Raising funds	4	2,501	-	2,501	2,354
Charitable activities	5				
Influencing policy		2,211	7,678	9,889	12,749
Practical projects		254,680	179,078	433,758	159,843
Public outreach & partnership		142,708	47,927	190,635	687,294
Research & monitoring		144,643	29,214	173,857	199,135
		544,242	263,897	808,139	1,059,021
<b>Total expenditure</b>		<b>546,743</b>	<b>263,897</b>	<b>810,640</b>	<b>1,061,375</b>
Transfers between funds		(497)	497	-	-
<b>Net movement in funds</b>		<b>(90,613)</b>	<b>(20,373)</b>	<b>(110,986)</b>	<b>(105,067)</b>
Fund balances at 1 <sup>st</sup> April 2018		380,543	102,620	483,163	588,229
<b>Fund balances at 31<sup>st</sup> March 2019</b>		<b>289,930</b>	<b>82,247</b>	<b>372,177</b>	<b>483,163</b>

<b>Cash flow statement</b>	Notes	2019	2018
For the year ended 31 <sup>st</sup> March 2019		£	£
<b>Cash flows from operating activities:</b>			
Net cash provided by/(used in) operating activities	see below	37,619	(204,119)
<b>Cash flows from investing activities:</b>			
Interest income		750	2,693
Purchase of plant and equipment	12	(2,202)	(4,656)
<b>Net cash used in investing activities</b>		<u>(1,452)</u>	<u>(1,963)</u>
Change in cash and cash equivalents in the reporting period		36,167	(206,082)
Cash and cash equivalents at the beginning of the reporting period		294,264	500,346
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>330,431</u></u>	<u><u>294,264</u></u>

#### Reconciliation of net (expenditure)/income to net cash flow from operating activities

		2019	2018
		£	£
<b>Net expenditure (as per the statement of financial activities)</b>		(110,986)	(105,066)
<b>Adjustments for:</b>			
Depreciation and amortisation charges	11,12	6,412	4,949
Investment income		(750)	(2,693)
(Increase)/decrease in stocks	13	(155)	443
Decrease/(increase) in debtors	14	108,734	(43,211)
Increase/(decrease) in creditors	15	34,364	(58,541)
<b>Net cash provided by/(used in) operating activities</b>		<u><u>37,619</u></u>	<u><u>(204,119)</u></u>

#### Analysis of cash and cash equivalents

	2019	2018
	£	£
Cash in hand	330,431	294,264
<b>Total cash and cash equivalents</b>	<u><u>330,431</u></u>	<u><u>294,264</u></u>

# Notes to the financial statements for the year ended 31 March 2019

## 1. Accounting policies

### a. Accounting convention

#### Basis and preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable United Kingdom and Republic of Ireland (FRS 102) issued 16 July 2014.

The Charitable Company is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the Statement of recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

#### b. Going concern basis

The financial statements have been prepared on a going concern basis.

Having carried out a detailed review of the Charity's resources and the current economic challenges facing both the charity and its members, the Trustees are satisfied that the charity has sufficient cash flows to meet its liabilities as they fall due for at least one year from the date of approval of the financial statements.

#### c. Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are those funds over which the trustees do not have full discretion concerning their use.

#### d. Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity becomes legally entitled to the income and when this income can be quantified with reasonable accuracy. Any contract income received in advance of the work being done is deferred.

No amounts are included in the financial statements for services provided by volunteers.

#### e. Resources expended

All expenditure is recognised on an accruals basis. Raising funds are those costs incurred in attracting voluntary income. Charitable activities include costs in furtherance of the charity's objects and support costs relating to those activities. Governance costs include those incurred in the governance of the charity and are primarily associated with constitutional and statutory requirements. Support costs include administrative staff and central office costs. Where support staff work for a particular activity their costs are allocated to that activity based on an hourly recharge rate. Any remaining support costs are allocated to the charitable activities in the same percentage.



#### **f. Intangible and tangible fixed assets and depreciation**

Depreciation and amortisation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

- Computers and software - 33% straight line.
- Leasehold costs - depreciated over the period of the lease (5 years).
- Assets costing less than £1,000 are not capitalised and are included in expenditure.

#### **g. Stocks**

Stocks and work in progress are included at the lower of cost and net realisable value.

#### **h. Pension costs**

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity in the year.

#### **i. Foreign currency**

Transactions in foreign currencies are recorded at the exchange rate ruling at the date of the transactions. Monetary assets and liabilities denominated in foreign currencies are retranslated at the balance sheet date. All exchange differences are included in the statement of financial activities.

#### **j. Financial instruments**

##### Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

##### Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

#### **k. Critical accounting estimates and areas of judgement**

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. There are no significant estimates or judgments that have a material effect on amounts recognised in the financial statements.

## 2. Grants and donations

Year to 31 March 2019	Unrestricted	Restricted	Total 2019
	£	£	£
<b>Practical projects</b>			
Environment Agency	-	97,950	97,950
New Forest National Park Authority	-	19,704	19,704
Thames Water	-	29,014	29,014
TOE	-	4,662	4,662
Other	-	10,118	10,118
	-	161,448	161,448
<b>Public outreach and partnership</b>			
Anglian Water	-	8,875	8,875
Biffa Award	-	30,215	30,215
Other	-	13,329	13,329
	-	52,429	52,429
<b>Research and monitoring</b>			
Environment Agency	-	24,000	24,000
	-	24,000	24,000
<b>Other</b>			
Supporter Scheme	11,452	-	11,452
Other	3,098	3,903	7,001
	14,550	3,903	18,453
<b>Total grants and donations:</b>	<b>14,550</b>	<b>241,780</b>	<b>256,330</b>

Note some grants are given for projects which bridge different areas of activities. Allocations have been made according to where the majority of the work fits.

## 2. Grants and donations *(continued)*

Year to 31 March 2018	Unrestricted	Restricted	Total 2018
	£	£	£
<b>Practical projects</b>			
Environment Agency	-	73,350	73,350
New Forest National Park Authority	-	24,938	24,938
Other	-	21,174	21,174
	-	119,462	119,462
<b>Public outreach and partnership</b>			
Heritage Lottery Fund	-	507,339	507,339
Southern Water Ltd	-	5,403	5,403
Other	-	25,000	25,000
	-	537,742	537,742
<b>Research and monitoring</b>			
Environment Agency	48,950	-	48,950
	48,950	-	48,950
<b>Other</b>			
Supporter Scheme	10,968	-	10,968
Other	2,200	6,202	8,402
	13,168	6,202	19,370
<b>Total grants and donations:</b>	<b>62,118</b>	<b>663,406</b>	<b>725,524</b>

### 3. Charitable activities

	Unrestricted	Restricted	Total
			2019
Year to 31 March 2019	£	£	£
Practical projects	289,513	-	289,513
Public outreach and partnership	81,464	1,247	82,711
Research and monitoring	67,830	-	67,830
Corporate membership & sponsorship	2,520	-	2,520
	<b>441,327</b>	<b>1,247</b>	<b>442,574</b>

	Unrestricted	Restricted	Total
			2018
Year to 31 March 2018	£	£	£
Influencing policy	4,298	1,900	6,198
Practical projects	61,912	-	61,912
Public outreach and partnership	30,338	5,020	35,358
Research and monitoring	121,744	-	121,744
Corporate membership & sponsorship	2,880	-	2,880
	<b>221,172</b>	<b>6,920</b>	<b>228,092</b>

### 4. Raising funds

	Unrestricted	Restricted	Total
	2019	2019	2019
Year to 31 March 2019	£	£	£
Support costs	2,501	-	2,501
	<b>2,501</b>	<b>-</b>	<b>2,501</b>

	Unrestricted	Restricted	Total
	2018	2018	2018
Year to 31 March 2018	£	£	£
Staff costs	-	166	166
Support costs	2,169	19	2,188
	<b>2,169</b>	<b>185</b>	<b>2,354</b>

5. Cost of charitable activities including grants payable and activities undertaken directly by the charity

	Grants payable	Staff costs	Project activities	Other costs	Support costs	Total 2019
<b>Year to 31 March 2019</b>	£	£	£	£	£	£
Influencing policy	-	5,054	3,401	-	1,434	9,889
Practical projects	3,750	214,882	124,625	247	90,254	433,758
Public outreach & partnership	-	83,518	85,973	2,006	19,138	190,635
Research & monitoring	17,750	47,447	82,162	-	26,498	173,857
	<b>21,500</b>	<b>350,901</b>	<b>296,161</b>	<b>2,253</b>	<b>137,324</b>	<b>808,139</b>

	Grants payable	Staff costs	Project activities	Other costs	Support costs	Total 2018
<b>Year to 31 March 2018</b>	£	£	£	£	£	£
Influencing policy	-	8,208	2,030	-	2,511	12,749
Practical projects	3,750	89,492	43,056	-	23,545	159,843
Public outreach & partnership	-	238,951	290,817	41,652	115,874	687,294
Research & monitoring	17,750	55,032	99,333	1,505	25,515	199,135
	<b>21,500</b>	<b>391,683</b>	<b>435,236</b>	<b>43,157</b>	<b>167,445</b>	<b>1,059,021</b>

6. Support costs

	Unrestricted 2019	Restricted 2019	Total 2019
<b>Year to 31 March 2019</b>	£	£	£
Staff costs	45,391	22,458	67,849
Office running costs	40,306	19,942	60,248
Governance costs	3,517	1,740	5,257
Other	2,656	1,314	3,970
	<b>91,870</b>	<b>45,454</b>	<b>137,324</b>

	Unrestricted 2018	Restricted 2018	Total 2018
<b>Year to 31 March 2018</b>	£	£	£
Staff costs	11,912	63,378	75,290
Office running costs	13,381	71,191	84,572
Governance costs	823	4,379	5,202
Other	377	2,004	2,381
	<b>26,493</b>	<b>140,952</b>	<b>167,445</b>

## 7. Net incoming resources

Net incoming resources are stated after charging:

	2019	2018
	£	£
Independent examiner's remuneration	4,070	3,950
Depreciation on tangible assets	3,520	2,057
Amortisation intangible assets	<u>2,892</u>	<u>2,892</u>

## 8. Trustees' remuneration and related parties

Trustees received reimbursement £1,139 (2018: £582) in relation to travel expenses in the financial year and no trustees received any remuneration.

Unrestricted donations from trustees were £120 (2018: £120)

## 9. Employees remuneration

The aggregate payroll costs of employees were:

	2019	2018
	£	£
Wages and salaries	362,597	402,430
Social security	33,053	39,581
Pension costs	20,898	22,761
	<u>416,548</u>	<u>460,772</u>

No employee received emoluments of more than £60,000 during the year (2017 - no. 0)

## Average number of employees:

	2019	2018
Practical projects	7	2
Public outreach & partnership	1	6
Research & monitoring	1	1
Support	3	3
	<u>12</u>	<u>12</u>

Key management personnel includes the Trustees and senior management. The total employee benefits, including pension costs, of the charity's key management personnel were £215,311 (2017: £204,088)

## 10. Taxation

The company is a registered charity and is, therefore, exempt from taxation.

## 11. Intangible fixed assets

	Software £	Fixed assets £
<b>Cost</b>		
At 01/04/18	8,677	8,677
Additions	-	-
At 31/03/19	<u>8,677</u>	<u>8,677</u>
<b>Amortisation</b>		
At 01/04/18	5,302	5,302
Annual charge	2,892	2,892
At 31/03/19	<u>8,194</u>	<u>8,194</u>
<b>At 31/03/19</b>	<u>483</u>	<u>483</u>
At 31/03/18	<u>3,375</u>	<u>3,375</u>

## 12. Tangible fixed assets

	Leasehold costs £	Computers £	Fixed Assets £
<b>Cost</b>			
At 01/04/18	5,575	14,066	19,641
Additions	-	2,202	2,202
At 31/03/19	<u>5,575</u>	<u>16,268</u>	<u>21,843</u>
<b>Depreciation</b>			
At 01/04/18	4,460	9,525	13,985
Annual Charge	1,115	2,405	3,520
At 31/03/19	<u>5,575</u>	<u>11,930</u>	<u>17,505</u>
<b>Net book value</b>			
At 31/03/19	<u>-</u>	<u>4,338</u>	<u>4,338</u>
At 31/03/18	<u>1,115</u>	<u>4,541</u>	<u>5,656</u>

**13. Stocks**

	2019	2018
	£	£
Books for resale	<u>525</u>	<u>370</u>

**14. Debtors**

	2019	2018
	£	£
Project debtors	123,427	34,461
Prepayments and accrued income	54,797	252,455
Other debtors	2,268	2,310
	<u>180,492</u>	<u>289,226</u>

**15. Creditors falling due within one year**

	2019	2018
	£	£
Project creditors	70,917	60,095
Deferred income < one year	2,593	2,080
Accruals	44,786	22,976
Taxation and social security costs	24,546	22,201
Other creditors	1,250	2,376
	<u>144,092</u>	<u>109,728</u>



## 16. Analysis of funds

	At 1-Apr-18 £	Incoming resources £	Resources expended £	Fund transfers £	Balance 31-Mar-19 £
<b>Restricted funds</b>					
Catchment Partnership Funds: Ock, Thame & New Forest	14,590	43,750	49,879	1,408	9,869
Avon & Sowley Catchments	13,947	44,850	56,728	(2,069)	-
Important Freshwater Areas Oxfordshire	10,226	-	2,661	-	7,565
Pond Digging Fund	17,459	-	-	-	17,459
Million Ponds Project Phase 2	6,027	-	23	-	6,004
Million Ponds Project Dissemination	4,653	-	-	-	4,653
New Forest Catchments	4,402	-	1,293	-	3,109
New Forest HLF Beaulieu	-	7,704	7,754	50	-
River Irfon	13,005	10,100	711	-	22,394
Arable Farming:Ock & Thame	9,048	21,492	28,224	(1,829)	487
Thames Water (Saving Oxford Wetland Wildlife)	-	29,014	27,330	-	1,684
Biffa Award, Stow Bedon	-	30,215	30,123	-	92
Anglian Water	-	8,875	-	-	8,875
Water Friendly Farming Researcher	2,608	24,000	26,608	-	-
Other Small projects	6,655	23,027	32,563	2,937	56
<b>Total restricted funds:</b>	<b>102,620</b>	<b>243,027</b>	<b>263,897</b>	<b>497</b>	<b>82,247</b>
<b>Unrestricted funds</b>					
General funds	380,543	456,627	546,743	(497)	289,930
<b>Total unrestricted funds:</b>	<b>380,543</b>	<b>456,627</b>	<b>546,743</b>	<b>(497)</b>	<b>289,930</b>
<b>TOTAL FUNDS</b>	<b>483,163</b>	<b>699,654</b>	<b>810,640</b>	<b>-</b>	<b>372,177</b>

16. Analysis of funds (continued)

	At 1-Apr-17 £	Incoming resources £	Resources expended £	Fund transfers £	Balance 31-Mar-18 £
<b>Restricted funds</b>					
<b>Restricted funds</b>					
Catchment Partnership Funds: Ock, Thame & New Forest	14,285	42,000	44,404	2,709	14,590
Earthwatch training France	2,512	-	2,512	-	-
Avon & Sowley Catchments	-	33,000	19,053	-	13,947
Important Freshwater Areas CaBA	321	1,900	2,324	103	-
Important Freshwater Areas Oxfordshire	11,341	-	1,115	-	10,226
Important Areas for Ponds	6,405	-	6,775	370	-
Pond Digging Fund	17,459	-	-	-	17,459
Million Ponds Project Phase 2	6,203	-	176	-	6,027
Million Ponds Project Dissemination	4,653	-	-	-	4,653
New Forest Catchments	7,031	-	-	(2,629)	4,402
New Forest HLF Beaulieu	-	15,938	15,938	-	-
New Forest Hatchet	11,428	-	11,057	(371)	-
People, Ponds & Water Project HLF	20,210	542,311	601,351	38,830	-
People, Ponds & Water Project Valpak	638	-	-	(638)	-
Policy Officer	-	-	946	946	-
Arable Farming: Ock & Thame	-	13,825	4,777	-	9,048
Thames Water Pinkhill	462	-	846	384	-
Thames Water for Wildlife	21,053	-	10,075	(10,978)	-
Trust for Oxfordshire Environment	4,785	-	1,354	(3,431)	-
Tubney Development Fund	2,538	-	2,526	(12)	-
Water Friendly Farming Researcher	22,823	-	20,215	-	2,608
Other Small projects	-	21,352	1,692	-	19,660
<b>Total restricted funds:</b>	<b>154,147</b>	<b>670,326</b>	<b>747,136</b>	<b>25,283</b>	<b>102,620</b>
<b>Unrestricted funds</b>					
General funds	434,082	285,983	314,239	(25,283)	380,543
<b>TOTAL FUNDS</b>	<b>588,229</b>	<b>956,309</b>	<b>1,060,375</b>	<b>-</b>	<b>483,163</b>

Restricted funds consist of grants which have been made Freshwater Habitats Trust which have yet to be fully completed and span over the year end. Transfers between funds occur when there is match funding agreed at the start of the project.

## 17. Analysis of net assets by funds

	Unrestricted	Restricted	Total Funds
Year to 31 March 2019	£	£	£
Fixed assets	4,821	-	4,821
Current assets	356,748	154,700	511,448
Current liabilities	(71,639)	(72,453)	(144,092)
Net assets	<u>289,930</u>	<u>82,247</u>	<u>372,177</u>

	Unrestricted	Restricted	Total Funds
Year to 31 March 2018	£	£	£
Fixed assets	9,031	-	9,031
Current assets	409,347	174,513	583,860
Current liabilities	(37,835)	(71,893)	(109,728)
Net assets	<u>380,543</u>	<u>102,620</u>	<u>483,163</u>

## 18. Operating lease commitments

As of 31 March 2019 the charity had the following commitments under non-cancellable operating leases.

	Land and buildings 2019	Land and buildings 2018
	£	£
Expire within one year:	<u>575</u>	<u>21,000</u>
Expiry within two to five years:	<u>-</u>	<u>-</u>

## 19. Financial instruments

	2019	2018
	£	£
Financial assets measured at amortised cost	<u>175,212</u>	<u>284,026</u>
Financial liabilities measured at amortised cost	<u>117,232</u>	<u>85,447</u>

