



Sussex
Wildlife Trust

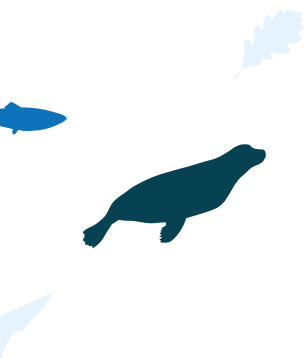
2024-2025





**STOP DUMPING
ON OUR
REEF**

**It's a
protected
area!**



Chair's Report

It is my great pleasure to present this year's Annual Report as Chair of Sussex Wildlife Trust. Over the past year, we have taken bold strides towards delivering *Our Wild Sussex*, our Strategy for 2024-2030. But we do so in the knowledge that the challenge before us is vast – and the clock is ticking.

Our mission to ensure 30% of land and sea across Sussex is protected and well-managed for nature is more than an aspiration – it is an urgent necessity. The threats to wildlife are unprecedented: habitat loss, species decline and accelerating climate impacts continue to undermine ecosystems that have sustained us for generations. We have no choice but to act at scale, act quickly, and act together.

Despite major successes, nature remains in overall decline. But we are not powerless. We know what must be done – and with enough support, we can turn things round.

In the past year, our teams and partners have made significant progress. From restoring vital wetlands at Filsham Reedbed and Pevensy Levels to supporting the recovery of kelp and marine ecosystems, we are demonstrating what is possible with bold and ambitious action. We have strengthened our efforts to engage communities – particularly young people – through initiatives like The Deneway youth-led nature reserve and the inspiring work of the Gatwick Greenspace Partnership.



This scale of transformation depends on your support. Over 38,000 members and generous donors have powered our progress – illustrated by the incredible success of our Species Recovery Appeal, which raised over £100,000. Equally invaluable are our 1,100 volunteers, including my fellow Trustees, whose dedication underpins everything we do.

Finally, I want to thank our staff and our leadership team – their dedication and passion for our mission is critical to what we have achieved and what we aspire to achieve in the years ahead.

While we celebrate our achievements, we are acutely aware that our work is far from finished. The challenges ahead are formidable, but so too is our determination. With your generous support we are confident that Sussex can be a place where nature thrives – not just today, but for generations to come.

Nick Pasricha

Chair



Left: Stop dumping on our reef campaign

© Kai Hilton

Right: Adonis Blue

© Bob Eade

The Trustees are pleased to present their annual Trustees' report, together with the consolidated financial statements of the charity, for the year ending 31st March 2025. These are also prepared with the purpose of meeting the legal requirements for a Trustees' report and accounts in accordance with the Companies Act 2006.

The financial statements comply with the Companies Act 2006, the Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019).

Objectives

Sussex Wildlife Trust's (SWT) objects, as detailed in our Articles of Association 2023, are for the benefit of both wildlife and the public:

- To conserve, restore and enhance the wildlife of Sussex, including that in its coastal waters. In particular, to conserve species and the habitats and landscapes in which they occur, including the restoration, creation, and interconnection of such habitats
- To promote the protection and enhancement of the natural environment
- To promote and advance public education about, understanding of, connection to, and action in support of, the natural environment and its benefits

With regard to the Charity Commission's guidance on public benefit, the Trustees believe that the provision of such benefit is an integral part of each of our charitable objectives.



Right: Duke of Burgundy

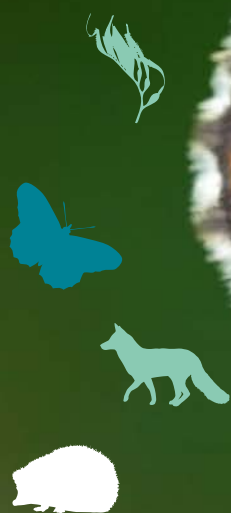
© Bob Eade

Left: Wildlife Rangers

© Roz Bassford

Strategic Report

Achievements and performance
of the Trust's work



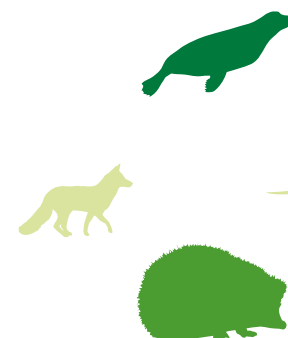
Diverse groups and individuals take action for wildlife and wild places across Sussex

Throughout the year, we continued to deliver meaningful work across Sussex, encouraging people from all backgrounds to connect with, and take action for, nature. While we've made important progress, we recognise there is still more to do to engage a broader and more diverse range of communities in our work.

Our work has helped individuals and communities create wildlife-friendly spaces and inspired thousands of children to explore the natural world through hands-on outdoor learning. Our Forest School and Wild Beach training programmes remained a vital part of our offer, equipping adults with the skills to lead nature-based education. We remain committed to making our work more inclusive and accessible, so that everyone in Sussex can feel empowered to take action for wildlife.

The **Nextdoor Nature** project supported communities with limited access to nature in the Hastings area, helping them connect with local green spaces and take action for wildlife. Successes included: weekly outdoor sessions for children, family Forest School activities near urban housing estates, and a community visit to Rye Harbour Nature Reserve. The project also fostered collaboration between housing associations, local businesses and community groups, to support woodland management and secure future funding for nature-based family programmes.

The **Discover Rye Harbour Project** was extended through to the end of this financial year, with a focus on making the Rye Harbour Discovery Centre and Nature Reserve more inclusive. A new Heritage traineeship was introduced, and accessibility was significantly improved through initiatives such as acoustic sound panels, mobility scooters and accessible boardwalks on the reserve.



**Bug hotel at
The Deneway**

© Sophie Atkinson



EMAS wellbeing day © Roz Bassford

The **Gatwick Greenspace Partnership** celebrated 30 years of community-focused conservation this year, continuing to support local people in managing and enjoying urban green spaces. The project engaged a wide range of groups – including schools, the LGBTQ+ community, and refugees – through habitat advice, events, and inclusive volunteering opportunities. A dedicated network of volunteers, including conservation teams, corporate groups, and education supporters, contributed over 3,900 hours of their time, playing a vital role in the project's success and ongoing impact.

Our **Wilder Learning** team certified 111 individuals in Forest School delivery and 29 in Wild Beach leadership, equipping them to bring nature connection into their own communities and classrooms. In addition, we ran 32 **adult wildlife courses**, covering a wide range of topics – from fungi and Nightingales to nature photography and seasonal ecology – supporting lifelong learning and deeper engagement with the natural world.

This year marked a significant step forward in our commitment to **youth engagement**, with the introduction of a dedicated Youth Action Officer role, helping to coordinate and expand opportunities for young people to get involved in nature conservation. Our Youth Rangers programmes at The Deneway nature reserve in Brighton and at Rye Harbour, have empowered young people to take an active role in managing and caring for these special sites. We were especially proud to see Ruby Stothard, one of our inspiring young volunteers, receive the David Streeter Wildlife Champion Award in recognition of her outstanding contribution to wildlife and conservation in Sussex.

Our **Wilder Communities** team supported grassroots wildlife projects with advice, events, courses and volunteer coordination. Working with a Community Ecologist, the team have trained community groups and provided advice to improve local greenspaces for wildlife. The Brighton Hit Squad continued to assist with local conservation tasks, and the Coastal Community Officer worked with our Nature Recovery team to deliver eight Shoresearch events, engaging volunteers and collecting valuable species data on our intertidal habitats.

We mobilised public support through a series of powerful calls to action, encouraging people across Sussex to stand up for wildlife and the natural environment. Highlights included our campaign opposing the renewal of Brighton Marina's dredging licence, and we also joined thousands in the March for Clean Water in London. This was demanding urgent action to tackle pollution in our rivers and seas, and took part in the Restore Nature Now March, amplifying the call for immediate and meaningful action on the nature and climate crises. These campaigns demonstrated the strength of public support for nature and the vital role of collective action in driving change.

This year, we were proud to work with over 1,100 **volunteers** who contributed more than 24,000 hours to support nature across Sussex. From livestock looking and beach cleans, to habitat management and visitor engagement, their dedication underpins everything we do. We are incredibly grateful for their commitment – our work simply wouldn't be possible without them.



Forest Schools © Roz Bassford

Restore abundant wildlife across large scale landscapes and the sea

Pevensy Levels: A Landmark Year for Habitat Creation

During the 2024/25 reporting period, Sussex Wildlife Trust placed significant emphasis on the restoration and enhancement of wetland habitats, with a particular focus on the Pevensy Levels. Following a period of uncertainty in spring and summer 2024, we successfully secured planning permission for an ambitious habitat creation programme. This initiative, developed in collaboration with multiple landowners, aimed to deliver large-scale ecological improvements across both private and Trust-owned land.

Despite the complexity and scale of the project, and thanks to the expertise of our contractors, we achieved 95% of our planned works within a narrow operational window. The remaining 5% was postponed due to adverse winter weather conditions. This project represents a major step forward in landscape-scale ambition for SWT and demonstrates our capacity to deliver impactful change under challenging circumstances.

At Filsham Reedbed, we undertook essential clearance work to combat natural succession and preserve vital open water and reedbed habitats. This ongoing management is critical to maintaining biodiversity and ecological function.

Meanwhile, at Rye Harbour Nature Reserve, we initiated the development of a new Management Plan. This forward-looking strategy sets out ambitious goals for the site's future, ensuring its continued role as a flagship reserve for wildlife and people into the future.



The Wilder Horsham District project continued to grow in impact and reach. In 2024/25, the project team engaged with 51 landowners, providing ecological advice across 860 hectares. Notably, over 40% of these engagements were repeat visits, indicating a strong and growing commitment among landowners to implement nature-positive practices.

Through the Wilder Horsham Nature Recovery Award, we supported over 20 community-led projects and facilitated more than 30 volunteer work parties. The team also played a pivotal role in the Adur River Restoration Landscape Recovery Scheme, contributing expertise and coordination to this vital initiative – which aims to see landscape recovery of the Adur valley on an epic scale.

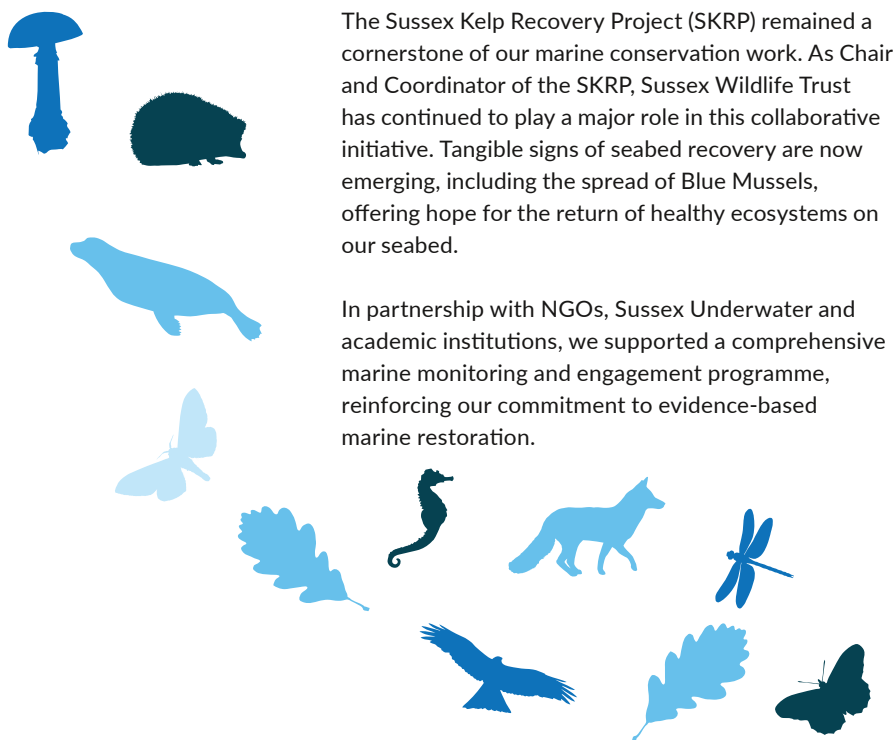
In the Ouse Catchment, our Wilder Ouse Project Officer collaborated with 40 landowners and led the delivery of 73 leaky dams, alongside other habitat enhancements. These interventions are instrumental in improving water retention, reducing flood risk and enhancing biodiversity.

**Above:
Pevensy Levels**

© Kai Hilton

**Left: Filsham
Reedbed**

© Alex Worsley



The Sussex Kelp Recovery Project (SKRP) remained a cornerstone of our marine conservation work. As Chair and Coordinator of the SKRP, Sussex Wildlife Trust has continued to play a major role in this collaborative initiative. Tangible signs of seabed recovery are now emerging, including the spread of Blue Mussels, offering hope for the return of healthy ecosystems on our seabed.

In partnership with NGOs, Sussex Underwater and academic institutions, we supported a comprehensive marine monitoring and engagement programme, reinforcing our commitment to evidence-based marine restoration.

A major advocacy focus this year was on the proposed disposal of dredge spoil from Brighton Marina into a neighbouring Marine Conservation Zone. Sussex Wildlife Trust joined forces with Surfers Against Sewage to raise public awareness, through a high-profile beach demonstration and media campaign, underscoring our role as a vocal advocate for marine protection.

We continue to play a leading role in the Sussex Local Nature Partnership, contributing to the development of our Sussex Local Nature Recovery Strategies. In 2024/25, 36 organisations collaborated to define regional conservation priorities. The Sussex Biodiversity Record Centre and County Recorders have been instrumental in analysing ecological data and identifying priority species and actions for these important Sussex strategies for nature. This collaborative, data-led approach ensures that our conservation efforts are targeted, effective, and aligned with broader regional goals.



Kelp © Paul Boniface / Sussex Underwater



Create climate resilient landscapes and thriving wildlife habitats

Throughout the year, Sussex Wildlife Trust delivered a wide range of habitat improvement projects across key sites in our Sussex portfolio. These works were designed to enhance biodiversity, support species recovery, and maintain the ecological integrity of our priority landscapes.

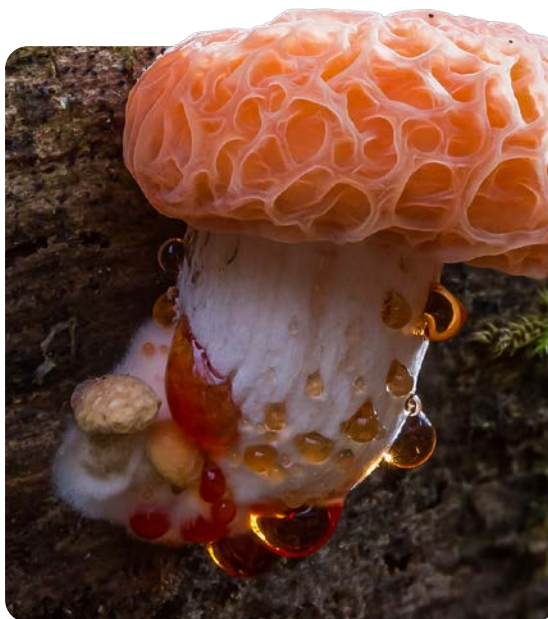
Woodland Restoration and Management

Willand Wood (West Sussex): Restoration began on a plantation within an ancient woodland site at Willand Wood, with the aim of returning it to native woodland. This work is expected to benefit woodland butterflies and specialist scrub and coppice species, while also improving foraging opportunities for woodland bats.

West Dean Woods: Our annual programme of coppicing and ride management continued, supporting populations of woodland butterflies and Dormice through the maintenance of structural diversity and light availability in the woodland.

Heathland Enhancement

Heathland Sites (various): Invasive species, including Rhododendron, Pine, and Birch, were removed from several heathland sites. These actions are critical to maintaining open heathland habitats and will benefit key species such as Dartford Warbler, Woodlark, and Nightjar.



Above:
Dartford Warbler

© Mike Read

Left:
Wrinkled Peach

© James and Dawn
Langiewicz

Chalk Grassland Management

Levin Down: Significant scrub clearance was undertaken on the south-facing slopes to restore flower-rich grassland. This work was part of a long-term strategy to prepare the site for a potential reintroduction of the Duke of Burgundy Butterfly, a species that has shown encouraging signs of recovery in West Sussex. Volunteers were proud to install a memorial bench that affords views over the reserve and the wider landscape in memory of much-loved long-term Volunteer Reserve Manager, Ann Griffiths.

Malling, Southerham, Ditchling, and Seaford Head: Ongoing scrub management was carried out across these chalk grassland sites. These efforts are essential to preserving species-rich grassland habitats. Positive ecological responses have been observed, with species such as the Adonis Blue Butterfly showing notable benefits.

Freshwater

Woods Mill: The newt ponds in Little Meadow were reprofiled to improve habitat quality for amphibians and aquatic invertebrates, contributing to the site's overall ecological resilience.

Pevensy Levels: As mentioned in the previous section, the ambitious programme of scrape, pool, island and ditch reprofiling on our Pevensy Levels site

was successfully delivered. As well as the immediate biodiversity benefits, an ambition of the project was to help this important designated site hold water for longer and restore its wetland characteristics.

Sandstone outcrops of the High Weald

Eridge Rocks: Holly was cleared from rock faces to improve conditions for rare lichens and bryophytes. We were particularly excited to record the discovery of a new lichen species at the site.

Throughout the year we have continued our focus on species recovery, working with partners to assess the feasibility of Pine Marten re-introduction to Sussex and also leading the Sussex Beaver Group as a large group of ambitious landowners and NGOs prepared for the Government Announcement regarding the future of free-living Beavers in the UK.

At sea, we contributed to the Beachy Head East Marine Conservation zone management consultation. Once signed off by the Secretary of State (still pending), this would see another 200km² of the Sussex seabed protected from bottom-towed gear. We also inputted into the Rampion II consultation process and the Gatwick expansion processes, ensuring that we represent the voice of Nature Recovery in these significant proposals for Sussex.



Smooth Newt © Dave Kilbey



Plans for the Future

A Wilder Future for Sussex: The Time to Act Is Now

Last year, we unveiled *Our Wild Sussex* – a bold roadmap for reversing the alarming decline of wildlife and restoring nature's rightful place in every corner of our county. It is a vision that stretches to 2030 and demands transformative action at scale.

Across Sussex, nature is under threat. Habitats are becoming more fragmented and many species continue to decline. At the same time individuals and communities are becoming increasingly disconnected from the wonders of our natural world. But there is still time to turn things around, providing we are bold and act quickly.

Our strategy is driven by three urgent goals:

- **Restore abundant wildlife** at scale across land and sea.
- **Diverse groups and individuals** take action for wildlife and wild places across Sussex.
- **Create climate resilient** landscapes and ecosystems.

Our strategic direction will continue to be driven by our values which underpin everything we do – **Innovation, Passion, Collaboration, and Inclusion**. If we stay true to these values, we can develop bigger and more ambitious plans, both alone and working with others, and inspire and involve more people in the urgent need to take action.



Above:
Beautiful
Demoiselle

© Jaroslav Zlamal

Left:
Fledgling Rangers

© Kai Hilton

Right:
Binoculars at
Rye Harbour
Discovery
Centre café

© Rebecca Brooker



Transforming How We Work

To meet the scale of the challenge, we will be pursuing four strategic transformations to deliver the scale of impact needed:

1. 30 by 30: Protecting Nature at Scale

At the heart of our mission is the need to protect, restore and manage land for nature. Building on the experience of the £500k Pevensey Levels wetland restoration, we are developing similar large scale and ambitious plans for Rye Harbour, alongside further work at the Pevensey Levels.

New “green finance” funding opportunities have emerged, including Biodiversity Net Gain, which we are exploring. If successful, this could create major opportunities for habitat restoration as well as increasing long term funding for our work.

Managing nature reserves is expensive but it is also the most secure way to restore and manage wildlife. To increase our nature reserve portfolio, in the coming year we hope to launch our biggest ever programme to support the expansion and management of our nature reserves over the next four years.

However, we cannot save nature simply by buying nature reserves. The scale of the threats from development on land and sea is immense. Making sure we are defending important sites will remain central to our work, and we will be prepared to stand firm to ensure the best sites are protected. However, such is the scale of the challenge, we cannot do it alone. We will need to support and upskill individuals and communities to take action in their local area as well as support our wider advocacy and campaigning work.





The other focus area for the coming year will be continuing to work with the myriad of landowners and other organisations to deliver nature at scale. An example is a potential Beaver re-introduction. If there is Government approval for our application, this will be an exciting and significant new project in which we plan to play a major role.

Our work on land is important, but our work in the marine environment is equally critical. Protected sites do not receive the same degree of protection as their terrestrial equivalents, as we saw with the granting of permission to dump dredgings from Brighton Marina into the Beachy Head West Marine Conservation Zone. In the coming year we will be exploring options to challenge this decision, which highlights the plight and second class treatment of marine sites, which suffer from being “out of sight and out of mind”.



The centrepiece of our work in the marine environment will be our continued central role in the Sussex Kelp Recovery Project (SKRP) which remains the largest marine rewilding programme in the UK. There have been early signs of ecosystem recovery and we hope to see further progress in the coming year.

2. Mobilising Action

The future of wildlife depends on rebuilding the connection between people and the natural world – yet many communities remain disconnected from the nature on their doorstep. Strengthening this relationship is essential, as people who feel part of nature are far more likely to take action to protect it.

In the year ahead, we have exciting plans to launch a Wilder Champions programme, supporting individuals who want to lead local action for wildlife in their communities. There are already individuals who make a big difference for wildlife where they live, and we want to provide the support and encouragement to substantially expand and develop this network.

We will also be rolling out a new Wilder Schools programme which will help embed nature connection and environmental action into school life, encouraging young people to become lifelong advocates for wildlife.

In addition, we will be launching Deneway's Wild Future – a community-led project in Brighton that gives young people the opportunity to shape, manage, and care for their own urban nature reserve. These initiatives will build on our existing work and bring us closer to our goal of inspiring 1 in 4 people in Sussex to take action for nature.

Above:
**Welcome desk
at Rye Harbour
Discovery Centre**

© Rebecca Brooker

Left:
Dormouse

© Derek Middleton

Right:
**Beach Clean
with ESCC**

© Roz Bassford

3. Inclusion at our core

We will build an organisation that truly reflects the diversity of Sussex – one where everyone feels they belong and can contribute meaningfully to our mission. Supported by our Wild About Inclusion team, we will continue to embed inclusive practices across all areas of our organisation, investing in training and inclusive initiatives.

Looking ahead, we know there is still much more to do. In the coming year we will be looking to increase our work with young people, including the delivery of our youth-led project at The Deneway Nature Reserve in Brighton. We want to take this further and give young people a bigger role in the running of the organisation and aim to recruit two young Trustees. Our work with young people will be a focus, but we also need to build our links with other underrepresented communities and redesign our programmes and spaces to be welcoming for all.

The scale of the challenge facing nature is immense and we will only bring about change if we can inspire more people from a wider range of ages and backgrounds to connect with nature. When more people understand and care about nature, more people will take action to save it.

4. Net Zero and Climate Resilience

We are working at pace to become a Net Zero organisation by 2030, cutting emissions, electrifying our fleet and equipment, using alternative fuel with lower emissions, changing our business travel and commuting habits and moving to more energy-efficient and climate resilient premises.

This is a significant challenge and will require some radical changes to the way we work.

Of course the impacts of climate change are already evident with milder, wetter winters and hotter, drier summers occurring on a more regular basis. We will continue to add features which retain water on nature reserves, as we have done at both our Woods Mill and Pevensey Levels. Beavers can also play an important role in the wider landscape, retaining water and slowing the flow of water in catchments, which can help reduce flooding.



Laying the Foundation for Success

To realise this future, we are strengthening the organisation by:

- Investing in the ecological resilience of our nature reserves
- Undertaking a complete digital transformation to boost efficiency and impact
- Investing in data and evidence to guide every decision
- Supporting staff and volunteers with training, leadership, and development
- Diversifying income generation to unlock larger scale funding

Volunteers:

The Heartbeat of Nature's Recovery – And We Need You More Than Ever

We now have over **1,100 registered volunteers** – a 10% rise on last year, and a powerful reminder that *people are stepping up for nature*. But to meet the challenges ahead, we must go even further. We urgently need more hands and more voices to support us.

Our volunteering programme is expanding rapidly, with **over 50 diverse roles** tailored to suit a wide spectrum of interests, abilities, and schedules. Whether you're a seasoned conservationist or completely new to nature work, there's a place for you here.



Volunteer Induction Day © Victoria Barrell

Behind the scenes, we've strengthened our volunteer infrastructure – building a smarter, more responsive system that helps us:

- Target and engage volunteers more effectively
- Monitor and measure impact for funding success
- Celebrate meaningful contributions at every level

Growing the number of opportunities where people can volunteer and get involved will be a priority for the coming year.

Nature cannot wait. Wildlife needs protection, habitats need restoration, and communities need to be more engaged and inspired. **Volunteers are crucial to helping drive this change.**

We must remember the Sussex Wildlife Trust is a volunteer organisation. We were founded by volunteers, we are run by our Trustee volunteers and we have around 10 times as many volunteers as paid employees.

Together, We Are Nature's Turning Point

As we look ahead, one truth stands clear: the scale of the crisis demands bold, united action – and Sussex Wildlife Trust is rising to meet that call. Our strategy is not just a roadmap; it's a rallying cry for everyone who believes in a wilder, more resilient Sussex. From restoring wetlands and reintroducing Beavers, to empowering young people and embedding inclusion at our core, we are laying the foundations for lasting change. But we cannot do it alone. This is a movement, and every voice, every action, every volunteer matters. With your continued support, we can turn the tide for nature – restoring abundance, building resilience, and inspiring generations to come. The future for wildlife in Sussex is still unwritten. We must work together, be brave, think big and take risks. If we can do this there is a chance to ensure nature is thriving across Sussex once again

Donated services

We were very pleased during the year to receive the following pro-bono support:

- Website support from Million Monkeys to the value of £6,048 (2023 £6,048).
- From March 2025, use of a nine-seater electric minibus from Toyota, for community activities, to the value of £317.
- Press training and ongoing communications support for the Sussex Kelp Recovery Project from Midnight to the value of £1,500.

Structure, Governance and Management

Governing document

The Sussex Wildlife Trust is a company limited by guarantee under the Companies Act and is governed by its Articles of Association adopted on 4th November 2023.

Organisation

The Sussex Wildlife Trust is governed by its Council, which is responsible for setting policies, ensuring legality and good practice in accordance with the Articles of Association of SWT and the Companies Act 2006. The CEO, under delegated powers, undertakes the routine management of SWT.

Recruitment and appointment of Trustees

In accordance with the Articles of Association, Trustees are elected by the Membership at the Annual General Meeting (AGM). At each AGM, one third of the Directors must retire by rotation, with those who have been longest in office since their last appointment, retiring first. Directors can offer themselves for re-election, but no Director shall serve for a period of more than nine consecutive years. On the expiration of such a period and the retirement of the relevant Director, a further year must lapse before that person shall be eligible for re-election to the Council. Nominations for new Trustees are considered each year prior to the AGM and are put forward for election at the AGM. When considering co-opting Trustees, the SWT Council has regard to the requirement for any specialist skills needed.

Trustee induction and training

New Trustees undergo an induction programme. During the induction, they meet the CEO and Senior Leadership Team (SLT), and other employees, and gain an understanding of their legal obligations with regards to charity and company law, the Articles of Association and the structure of the committee system. They are advised of appropriate Trustee training courses and are encouraged to attend.

Trustee review and evaluation

During the year, we undertook an internal evaluation of our governance which used the National Council for Voluntary Organisation's (NCVO) governance wheel tool which uses the seven Charity Governance Code principles as performance measures. Whilst the findings affirmed good practice across most of the principles, it did highlight a need to strengthen our work on diversity, which is now a strategic aim and has been included as a target area of focus for future recruitment by the Governance & Nominations Committee.

Environmental, social and corporate governance

We ensure our conservation work has the maximum benefit for wildlife in Sussex. We protect and restore natural habitats for both people and wildlife. However, to ensure we have the greatest positive impact, we aim to reduce our environmental

footprint through our systems, policies and ways of working, and undertake best practice as an employer to support our staff and volunteers in delivering their roles. This includes:

1 Environmental

- Working with Royal Society of Wildlife Trusts (RSWT) to report annually using the Green House Gas Protocol to calculate our organisations emissions
- Working to a SWT carbon emission reduction action plan
- Carrying out risk assessments (national framework) for all buildings and nature reserves

2 Social

- Working to industry best practice Health and Safety protocols and aiming for a culture of continuous improvement
- Employee benefits including above statutory sick pay, annual leave allowances and pension provision
- Staff consultation forms a key part of decision making
- Working to improve diversity within our staff and volunteer teams

3 Governance

- Working with the Charity Governance Code to develop high standards of integrity and accountability
- Developing our Trustee recruitment and induction processes to promote wider diversity and inclusion
- Regular Trustee skills audits with recruitment, linked to identified skills gaps to ensure succession planning

Remuneration of Senior Leadership Team

Trustees delegate the management of SWT to the CEO. The CEO heads a Senior Leadership Team which includes operational Directors. These are considered to be the key management personnel of the Trust. Remuneration for the SLT is reviewed annually and includes a benchmark review of all 46 Wildlife Trusts and where available, other similar sized charities operating in the southeast, managing similar levels of operational complexity.

The Wildlife Trusts partnership

SWT is a member of The Wildlife Trusts Partnership (registered as the Royal Society of Wildlife Trusts, registered charity number 207238) which acts as an umbrella body carrying out lobbying and public relations on behalf of all Wildlife Trusts. The charity has the use of The Wildlife Trusts logo and benefits from the resources, best practice and speciality experience of other member Trusts. Membership gives us a national voice and profile, as well as being known by association for those unfamiliar with our particular work. However, each member of the partnership remains entirely independent in terms of governance and operations.

Reference and Administrative Details

Charity name: Sussex Wildlife Trust

Charity number: 207005

Company number: 00698851

Registered and Principal Office Address:
Woods Mill, Henfield, West Sussex, BN5 9SD

Auditor:

Price Bailey LLP
Causeway House
1 Dane Street
Bishop's Stortford
Herts
CM23 3BT

A resolution to appoint auditors to the charitable company will be proposed at the Annual General Meeting.

Bank:

Barclays PLC
The Old Bank
High Street
Lewes
East Sussex
BN7 2JP

CAF Bank
30 Old Broad Street
London
EC2N 1HT

Directors and Trustees:

The Directors of the charitable company (the Charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustees.

The elected Trustees serving during the year and since the year-end were as follows:

Nitin Pasricha	<i>Chair of Council</i>
Linda Clark	<i>Vice Chair (until 17th February 2025)</i>
Andrew Clinton	<i>Secretary and Vice Chair (from 18th February 2025)</i>
Mark Braithwaite	<i>Treasurer and Chair of the Finance, Audit & Risk Committee</i>
Martin Kyndt	<i>Chair of the Governance & Nominations Committee</i>
Helen Marshall	<i>Chair of the Strategy Implementation Committee (from 1st May 2025)</i>
Dr Sean Ashworth	
Sarah Bonnôt	<i>until 7th March 2025</i>
Danielle Harvey	
Mark Mallalieu	
Louise McLoughlin	
David Plummer	
Dr Alan Stewart	<i>until 31st January 2025</i>

President

Dr Tony Whitbread

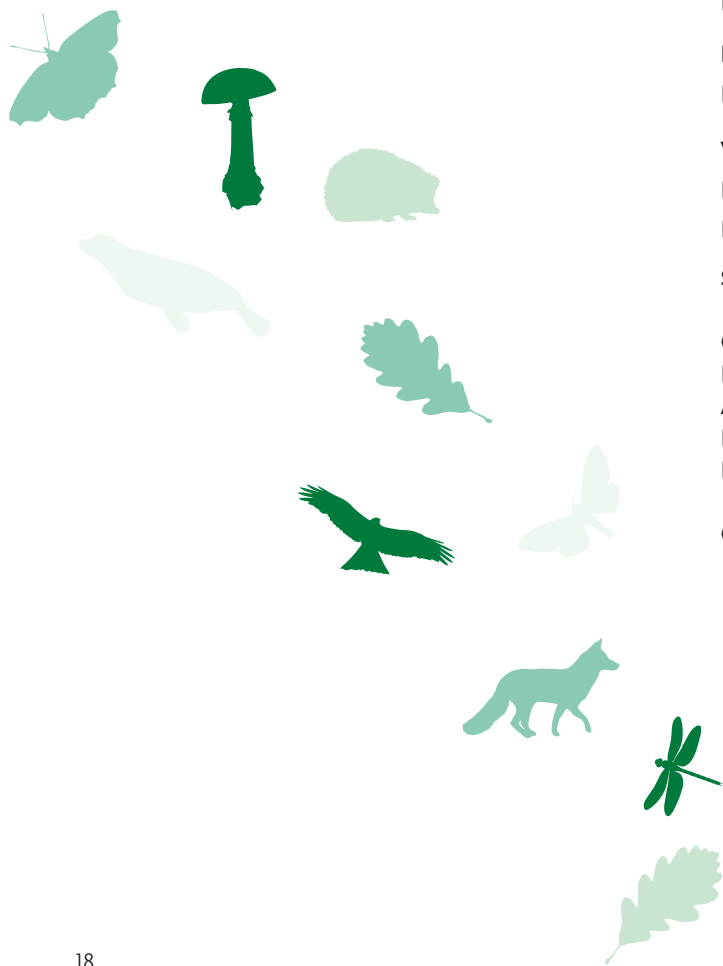
Vice Presidents

Mr Robin Crane CBE Dr Lisbet Rausing

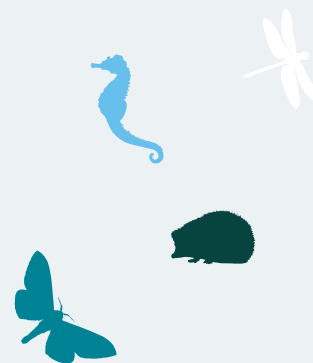
Mr David Streeter OBE

Senior Leadership Team

Chris Corrigan	<i>CEO</i>
Henri Brocklebank	<i>Director – Conservation</i>
Angela Croucher	<i>Director – Finance & Operations</i>
Nikki Hills	<i>Director – Communities</i>
Maria Jonsson	<i>Director – Change Management (until 31st March 2025)</i>
Caroline Pearce	<i>Director – Fundraising and Communications</i>



Financial Review



Despite the on-going challenges of our external political and funding environment, and due to the generosity of our supporters and proactive cost control, SWT's financial performance has been strong this year, with a surplus of £558k.

Total income for the year increased against last year to an impressive £7.2m (a 4% increase against last year's £6.95m). We had another good year of legacy income (£1.6m), but also generated appeal income (for our species recovery work), secured additional grant income for our nature reserves, particularly for the Pevensy wetlands, generated additional donation income and achieved greater retail income at our Rye Harbour Discovery Centre (increased by 18%). Unrestricted income stayed at the same level of £5.5m (compared to £5.5m in 2023/24) and restricted income rose to £1.7m (£1.4m for last financial year).

We continued our focus on delivering the strategy and generating interest in our work, recruitment of members and supporters and other fundraising activities, and achieved larger visitor numbers at our Rye Harbour Discovery Centre, all of which helped support our unrestricted income for the year. We are indebted to those who have remembered us in their wills and are grateful for their huge generosity, which helps support our continued work with nature and communities in Sussex. We have increased the spending on raising funds to £1.2m (2023/24 £1.1m) and running the Rye Harbour Discovery Centre to £824k (2023/24 £591k). The increases in these areas of work are primarily linked to the costs of recruiting more new members and an increase in the number of staff and resources needed in the Discovery Centre to help provide an excellent visitor experience to a growing number of visitors.

Our expenditure increased in 2024/25 to £6.7m (2023/24 £5.7m), mainly due to the extensive conservation work at our Pevensy Levels nature reserve and the investment in staff capacity required to deliver our new strategy. In addition, we also made essential investment in our digital transformation and skills and capabilities enabling priorities. Our unrestricted expenditure rose by 18% to £5.2m (£4.4m for 2023/24) and our restricted expenditure of £1.5m increased against last year (£1.3m for 2023/24) and covered expenditure related to our grant funded activities and nature reserves.

We still hope to make another significant land purchase during the year ahead to add to our recent purchase of the extension to our Ebernoe Common nature reserve. Other capital expenditure included an investment in electric

and hybrid vehicles and increased charging infrastructure capability at two of our sites to ensure our future resilience and support to our net zero strategic goal.

As always, credit is due to the entire staff and leadership team for the determination and drive they have shown during the year, especially at a time of considerable change with the launch of the new strategic plan, implementation of new IT systems and considerable staff recruitment. Now that the organisation is aligned to delivering our strategy and three-year business plan, we can have confidence that we are delivering against our strategic goals with continued financial sustainability.

Having assessed these accounts and reviewed the income and expenditure forecast and three-year business plan, the Trustees consider the charity to be a going concern, on the basis that SWT has sufficient financial reserves to continue trading for the foreseeable future, including twelve months from the date of approval of these accounts.

Bike outside Rye Harbour Discovery Centre

© Rebecca Brooker



Financial performance highlights:

Total Income £7.23m (2023/24 £6.95m)

Unrestricted and Designated Income £5.5m (2023/24 £5.55m)

- Donations and public appeals totalled £288k (2023/24 £136k)
- Legacy income of £1.63m received during the year (2023/24 £1.98m)
- Charitable activities £815k (2023/24 £705k)

Restricted Income £1.73m (2023/24 £1.40m)

- Charitable activities £1.28m (2023/24 £1.32m)
- Donations and public appeal £38k (2023/24 £135k)

Total expenditure £6.68m (2023/24 £5.72m)

Raising Funds £1.2m (2023/24 £1.1m)

Rye Harbour Discovery Centre £824k (2023/24 £591k)

Charitable Activities £4.61m (2023/24 £4.03m)

Membership

We saw an overall increase in membership numbers in 2024-25 of 316 memberships. This was due to an improvement in retention and good performance in both digital and face-to-face membership recruitment. We also ended the year with an additional 349 individual members, which represents an increase of 0.91% compared to a 0.46% reduction in the previous year. Income from membership was £1,987,441, a similar level to the previous year. On 31st March 2025, the number of members was 38,313 (2023/24 37,964).

Designated Funds Allocated

Expenditure during the year was mainly for the Sussex Biodiversity Record Centre and Local Wildlife Site staffing and other expenditure. For the year ahead we have identified crucial areas of investment for us to achieve our strategic aims and have also created a land purchase fund of £600k which will kick start our future acquisition ambitions.

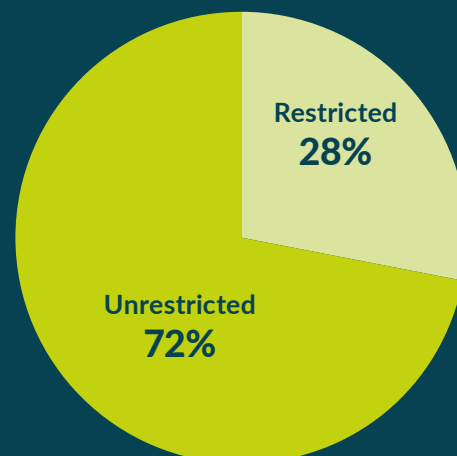
Capital Projects

SWT invested in three new electric and hybrid vehicles which have replaced older, higher carbon emission vehicles which had come to the end of their useful life. Other items of expenditure involved necessary computer and plant and machinery upgrades.

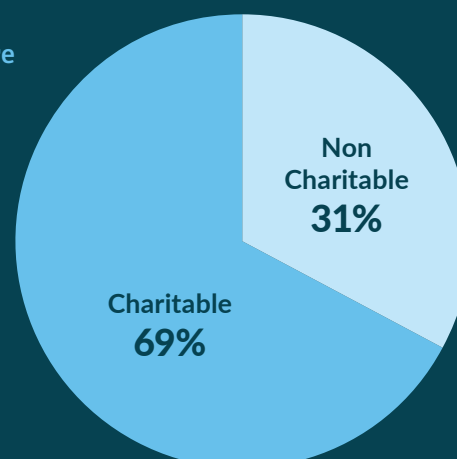
Retained Funds £15.4m (2023/24 £14.8m)

Our total funds at year-end were £15.4m, of which £4.6m are restricted funds and £10.8m unrestricted funds. Unrestricted funds include funds tied up in tangible and heritage assets, funds set aside for specific designated projects and readily usable funds of £2.6m, including cash of £1.7m.

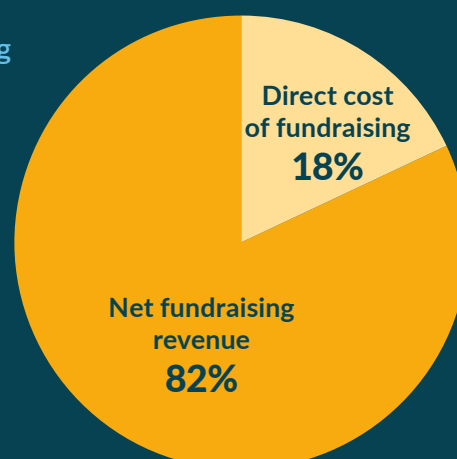
Income



Expenditure



Fundraising Revenue



Member numbers



Details of all our income can be found on page 26 of the Annual Accounts.

Principal Risks and Uncertainties

Trustees have prioritised the management of risk in view of the ongoing economic challenges of increasing costs and economic uncertainty. There has been a further review of the risk register to ensure the principal risks are clear and can be managed.

Examples of mitigation undertaken include:

Financial

- Continuing to improve cost control throughout the year, improving delegated spending authorities, developing budget training and providing more accurate forecasting aligned to our delivery.
- Improving the quality, regularity, and accessibility of our financial information to improve cashflow management and decision making. A three-year business plan has been developed, alongside the strategic plan, to ensure financial sustainability.

Compliance

- A continued review and strengthening of project management processes, controls, and ways of working. This allowed SWT to continue to proceed with confidence on projects and programmes such as kelp restoration and habitat restoration on Pevensey Levels.
- Ensuring a culture of compliance adherence and Health and Safety Action Plans are in place, developing a process of internal audit monitored through the Health & Safety Management Committee with regular reports to the Senior Leadership Team and Council.
- Updated Safeguarding Policies and Procedures and a nominated and trained staff/trustee team in place.

Other risks

- Ensuring relevant changes to management practice are adopted regarding wildfire control and management.
- Ensuring the implications of climate change are factored into the preparation of all new reserve management plans.

Financial reserves policy

During the year, the Trustees reviewed the financial reserves policy in line with current Charities Statement of Recommended Practice (SORP) requirements and relevant guidance. The revised policy, in place at the end of the financial year, is:

‘The reserves policy requires unrestricted reserves to be maintained at a level which would allow the core work and activity of SWT to continue during a period of unforeseen difficulty and also provide us with opportunities to invest in line with our strategic priorities which includes potential land purchases. The reserves are held in a readily useable form; that is readily available or convertible to cash should the need arise.

The calculation of the reserves level is an integral part of the regular financial management, monitoring, and budgeting process. It considers items on the risk register, the financial cost of mitigating risks, variability, and the potential for fluctuation of budgeted income and expenditure levels, SWT’s future commitments and potential strategic initiatives including land purchase. The main risks to income and expenditure are highlighted and a calculation made of the financial consequences of adverse movements. Our current calculation indicates a minimum reserve level of £2.1m.’

At year-end our readily useable reserves were £2.6m. At this level, the Trustees feel that we would be able to continue our current activities in the event of a significant drop in funding.

Investment powers and policy

Under the Articles of Association, the charity has the power to deposit or invest funds. The investment policy is:

- To invest those surplus funds not required for immediate use
- To obtain a reasonable income, liquidity and capital preservation from those funds, given prevailing market returns
- To invest only as permitted by the investment powers of SWT as set out in the Articles of Association

During the year, SWT has continued to retain the majority of its funds on deposit and the Trustees are of the opinion that this policy has been a prudent one. The Trustees review the investment policy from time to time, but given our ongoing obligations, it has not been felt appropriate to change this approach in the past year.

Professional Fundraising Practices

Sussex Wildlife Trust uses third party agencies to fundraise on its behalf for specific campaigns. In this financial year, this included a third party for recruiting new members to the organisation through private site face-to-face fundraising and a third party for recruiting new members through telephone fundraising. The charity has agreements in place with its partners to ensure that the legal requirements regulating fundraising practices are adhered to.

Council regularly reviews fundraising regulation compliance. Sussex Wildlife Trust is an organisational member of the Institute of Fundraising and is registered with the Fundraising Regulator. Sussex Wildlife Trust and its third-party agencies comply with the Fundraising Regulator’s Code of Fundraising Practice and are signed up to its Fundraising Promise. Sussex Wildlife Trust and its third-party agencies follow the sector’s guidance on protecting vulnerable people. Our Complaints Procedure complies with the requirements of the Fundraising Regulator, and during the financial year, we received 12 (2023/24 12) complaints about fundraising activity.

Trustees' responsibilities in relation to the financial statements

The Trustees (who are also Directors of Sussex 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 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 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 proper 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.

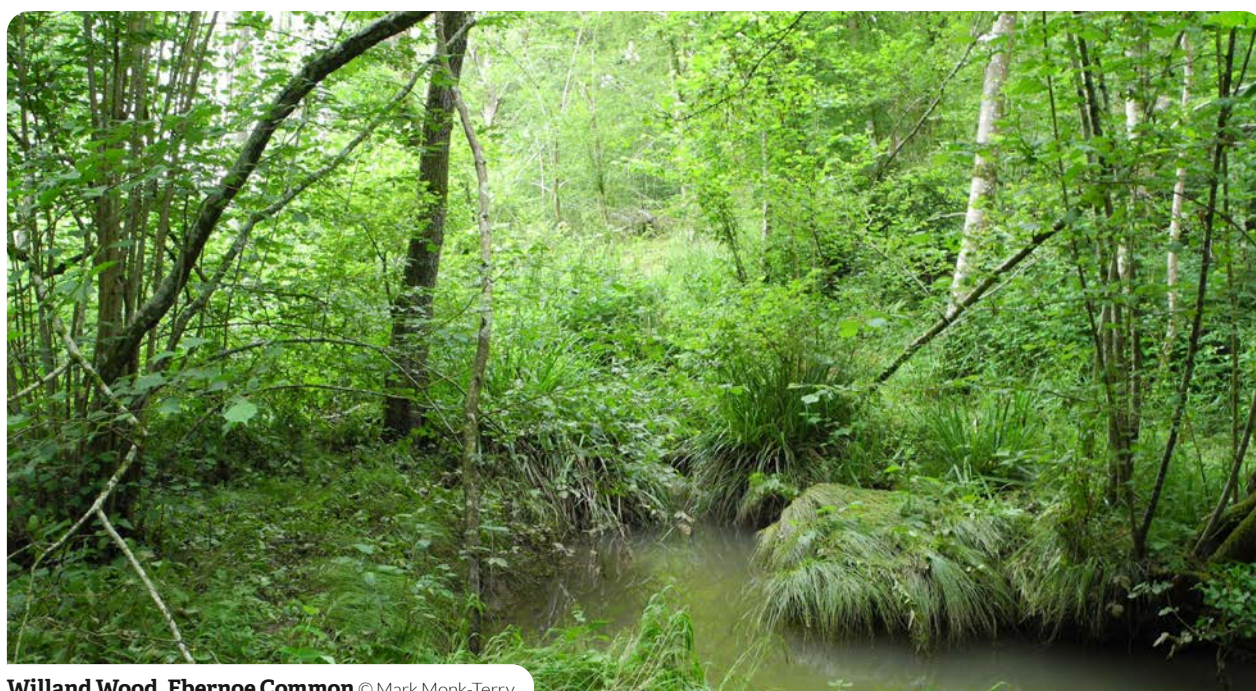
In so far as the Trustees are aware:

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

The Trustees' Annual Report is approved by order of the Council of Trustees and the Strategic Report included therein is approved by the Council of Trustees in their capacity as Directors at a meeting on 17th September 2025 and signed on their behalf by:

On behalf of the Trustees

Mr N Pasricha *Chair*
Woods Mill, Henfield, BN5 9SD

Willand Wood, Ebernoe Common © Mark Monk-Terry

Independent Auditors' Report to the Members of Sussex Wildlife Trust

for the Year ended 31 March 2025

Opinion

We have audited the financial statements of Sussex Wildlife Trust (the charitable company) for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cashflow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *the Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of the incoming resources and application of resources including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report, which includes the Strategic Report and the Director's 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 Strategic Report and the Director's 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 the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Director's Report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above,

to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of the charitable company not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting and tax legislation. In relation to the operations of the charitable company, this included compliance with the Companies Act 2006, Charities Act 2011, and SORP 2019.

The risks were discussed with the audit team, and we remained alert to any indications of non-compliance through the audit. We carried out specific procedures to address the risks identified. These included the following:

Reviewing minutes of Board meetings, reviewing any correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, and enquiries of management and officers of the charitable company. We have also reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.

To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We reviewed systems and procedures to identify potential areas of management override risk. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

Use of our report

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



Suzanne Goldsmith FCA
(Senior Statutory Auditor)

For and on behalf of:
Price Bailey LLP
Statutory Auditor
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire, CM23 3BT

Date: 29 October 2025



Corkwing Wrasse
© Paul Parsons

Statement of Financial Activities

Company Number: 00698851

for the Year ended 31 March 2025 (including Income and Expenditure Account)

	Notes	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total Funds 2025 £	Total Funds 2024 £
Income from:						
Donations and legacies	2	3,499,899	445,922	-	3,945,821	4,191,013
Other trading activities	3	740,434	11,540	-	751,974	665,862
Investments – including cash	4	157,919	-	-	157,919	68,552
Charitable activities	5	815,781	1,275,821	286,633	2,378,235	2,025,392
Total income		5,214,033	1,733,283	286,633	7,233,949	6,950,819
Expenditure on:						
Raising funds	6	1,244,910	-	-	1,244,910	1,102,257
Rye Harbour Discovery Centre	6	824,078	-	-	824,078	590,871
Charitable activities	7	2,846,799	1,482,698	277,509	4,607,006	4,025,679
Total expenditure		4,915,787	1,482,698	277,509	6,675,994	5,718,808
Net income		298,247	250,585	9,124	557,955	1,232,011
Transfers between funds	17	(931,695)	(355,694)	1,287,389	-	-
Net movement in funds		(633,448)	(105,109)	1,296,513	557,955	1,232,011
Reconciliation of funds						
Balances brought forward at 1 April 2024		10,073,736	4,699,701	27,055	14,800,491	13,568,480
Balances carried forward at 31 March 2025		9,440,288	4,594,592	1,323,568	15,358,446	14,800,491

The notes on pages 29 to 45 form part of these financial statements

Balance Sheet

at 31 March 2025

Company Number: 00698851

	Notes	2025 £	2024 £
Fixed assets			
Tangible assets	12	5,244,988	5,413,257
Heritage assets	12	3,938,960	3,927,199
Investments	13	100	100
Total fixed assets		9,184,048	9,340,556
Current assets			
Stock		26,305	31,828
Biological assets	14	288,950	306,470
Debtors	15	1,141,321	2,145,500
Cash at bank and in hand		5,104,971	3,378,983
Total current assets		6,561,547	5,862,782
Liabilities			
Creditors: amounts falling due within one year	16	387,149	402,847
Net current assets		6,174,398	5,459,936
Total net assets		15,358,446	14,800,491
Funds			
Unrestricted		9,440,287	10,073,736
Restricted		4,594,592	4,699,700
Designated		1,323,568	27,055
Total funds	19	15,358,446	14,800,491

The financial statements were approved by the Council of Trustees and authorised for issue on 17th September 2025 and signed on their behalf by:



Mr N. Pasricha
Chair



Mr M Braithwaite
Treasurer

The notes on pages 29 to 45 form part of these financial statements

Cashflow Statement

Year ended 31 March 2025

	Notes	2025 £	2024 £
Net cash from operating activities			
Operating activities	a)	1,934,792	545,008
Cash flows from investing activities			
Dividends, interest and rents from investments		157,919	68,552
Proceeds from sale of tangible fixed assets		250	-
Purchase of property, plant and equipment		(51,133)	(210,860)
Net cash from investing activities		(208,802)	(142,308)
Raising funds			
Change in cash and cash equivalents in the reporting period	b)	1,725,990	402,700

Notes to the cash flow statement

a) Reconciliation of net incoming resources to net cash flow from operating activities	2025	2024
	£	£
Net (expenditure) for the reporting period	557,955	1,232,011
Adjustments for:		
Depreciation	208,294	226,081
Dividends, interest and rents from investments	(157,919)	(68,552)
Profit on sale of fixed assets	(250)	-
Impairment of fixed assets	(651)	-
(Increase)/Decrease in stock	5,523	(7,889)
(Increase)/Decrease in biological assets	17,520	(26,647)
(Increase)/Decrease in trade and other debtors	1,004,179	(852,947)
Increase/(Decrease) in trade and other creditors	(15,697)	42,951
Net cash provided by operating activities	1,934,792	545,008

b) Analysis of changes in cash and cash equivalents	2025	2024
	£	£
Balance at 1st April	3,378,981	2,976,281
Net cash inflow in the year	1,725,990	402,700
Balance at 31st March	5,104,971	3,378,981

The notes on pages 29 to 45 form part of these financial statements

Notes to the Accounts

31 March 2025

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities:

Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Sussex Wildlife Trust ("SWT") is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. Sussex Wildlife Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

As at 31 March 2025 the Sussex Wildlife Trust has £15.3m in Total Net Assets including £5.1m Cash at Bank of which £2.4m is restricted funding for future years' project activity. The Trustees have considered the appropriateness of the going concern assumption for the preparation of the financial statements, based on forecasts covering the period of twelve months from the date of approval of the financial statements to September 2025.

b) Income

Income is recognised in the period in which the charity is entitled to receive it, and that the receipt of said income is measurable, and probable. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or is subject to unmet conditions wholly outside its control.

Grants from local authorities and other agencies have been included as income from activities in furtherance of the charity's objects where these amount to a contract for services, but as donations where the money is given in response to an appeal or with greater freedom of use.

Receipt of a legacy, in whole or in part, is only recognized when its receipt is considered probable, when the amount can be measured reliably and the charity is entitled to the amount. Where legacies have been notified to the charity

or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, the legacy is disclosed as a contingent asset.

Subscriptions are dealt with on a cash receipts basis.

Subscriptions of life members are included as a liability on the Balance Sheet in accordance with the SORP. One twentieth of this is transferred to income each year. Corporate Support includes annual subscriptions, sponsorship and donations received, while advertising revenue is generated through SWT's Wildlife magazine produced twice each year.

Investment income is recognised on a receivable basis, where the amount can be measured reliably.

c) Expenditure

Expenditure is accounted for on an accruals basis when a liability is incurred and there is a legal or constructive obligation to make a payment. While payments are in respect of a future period they are categorised as such.

- Raising funds includes expenditure on the recruitment of new members, the employee costs of the membership departments, the costs of the annual appeal and the administration costs of the membership department together with publicity costs and legacy development.
- Rye Harbour Discovery Centre costs include the total costs of running the shop, cafe and Visitor Centre and the depreciation costs associated with the building.
- Charitable activities include expenditure associated with the main objects of the charity – these are wildlife conservation, public awareness, the management of nature reserves and the collation of wildlife information.
- Support Costs represent the cost of staff and overheads incurred in providing centralised services for the charity at its offices at Woods Mill premises and include the finance, human resources, office services departments and buildings maintenance. Support costs are allocated to departments on the basis of staff numbers.

d) Donated services and volunteers

Where services are provided to the charity as a donation that would normally be purchased from suppliers this contribution is recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

Volunteers play a critical role in SWT and contribute substantial time to its work. However, in accordance with the Charities SORP (FRS 102), volunteer time is not recognised in these financial statements.

e) Tangible fixed assets

SWT's interests in tangible fixed assets other than land designated as nature reserves are stated at cost with an allowance for depreciation as stated below. Individual IT fixed assets costing £500 or more are capitalised at cost, for other asset classes this rises to £1,000. Assets under construction are not depreciated until the asset is in use.

f) Heritage assets

SWT's interests in land designated as nature reserves are stated at cost; these have been classified as heritage assets and are held by SWT in pursuit of its conservation objectives. Valuations are made by professional valuers – the Valuation Office Agency – and any gifts of land will be treated as heritage assets and will be included at valuation. No depreciation is charged on nature reserves.

g) Investments

SWT had no Equity investments during the year other than its investment in its subsidiary company Sussex Wildlife Enterprises Ltd. which was dormant throughout the current year and the previous year.

h) Depreciation

Tangible fixed assets are depreciated on a straight line basis over their estimated useful lives as follows:

Land	Nil
Buildings, car park & services	2-10%
Temporary structures, fencing, etc.	20%
Motor vehicles	20%
Furniture, fixtures and equipment	20%
Bird Hides	10%

i) Stock

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

j) Livestock (biological assets)

Livestock is stated at fair value less estimated costs to sell in accordance with the fair value model in FRS 102. Movements in fair value are taken to the Statement of Financial Activities (SOFA) in the year in which they arise. Fair value is based upon the estimation of sales from the land management team and is considered by the Trustees to be fair reflection of the estimated value at the year end.

k) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely

used for particular areas of the Charity's work. The funds held in each of these categories are disclosed in Note 17.

l) Pension schemes

The employees of SWT are eligible to join the Royal London Wildlife Trust Group Pension Scheme. This is a defined contribution scheme. Employees contributions will be enhanced by a contribution from SWT which is at least twice the employee contribution. Contributions are charged to the SOFA as they become payable in accordance with the scheme rules.

The Wildlife Trust category 5 Scheme is a multi-employer defined benefit scheme administered for the benefit of Wildlife Trusts and is managed in accordance with the Pensions Act 2004 Regulations.

The Trustees are unable to confirm the charity's share of the underlying assets and liabilities of the Wildlife Trust Pension Scheme and therefore the Scheme is accounted for as a defined contribution scheme. As a result, the amount charged to the Statement of Financial Activities represents the contributions payable to the scheme in respect of the accounting period.

A liability is recognised by SWT, where material, for the charity's share of the deficit of the scheme as per the agreed schedule of contributions. The Trustee commissioned an out-of-cycle triennial valuation of the scheme on 1 April 2024 in response to the recent legal advice confirming that the scheme closed to future Defined Benefit accrual on 30 June 2011 (and not 30 September 2005 as originally understood and administered). Based upon this report the deficit contribution is £35,000 which is not material and therefore has not been accrued in these financial statements. Payments of £nil per month are due between 1 April 2025 and 31 March 2028 in relation to this historic liability and payments of £27.62 per month are due between 1 April 2028 and 31 March 2031.

m) Operating leases

In categorising leases as finance leases or operating leases, management makes judgements as to whether significant risks and rewards of ownership have transferred to the Company as lessee, or the lessee, where the company is a lessor.

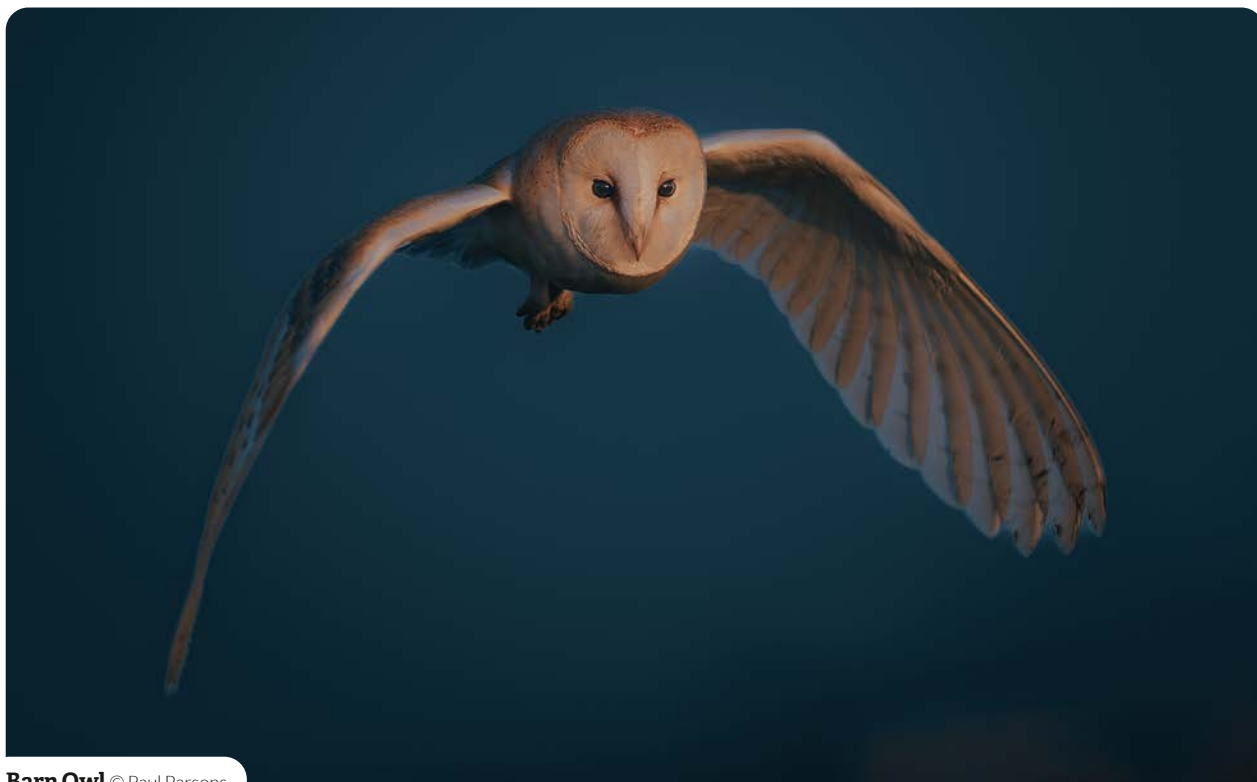
Rentals paid under operating leases are charged on a straight line basis over the life of the lease.

n) Nonrecoverable VAT

Where possible non-recoverable VAT is charged against the category of resource expended for which it was incurred. Otherwise it is charged to support costs.

o) Consolidation

The financial statements present information about the company as an individual undertaking and not about its group. The subsidiary undertaking is dormant.



Barn Owl © Paul Parsons

p) Cash at hand

Cash at bank includes cash and short term highly liquid investments with short maturity of twelve months or less.

q) Financial instruments

SWT would only have 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 with the exception of fixed assets which are measured at cost less depreciation.

r) Debtors

Trade and other 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.

A provision for impairment of trade debtors is established when there is evidence that the amounts due will not be collected according to the original terms of the contract. Impairment losses are recognised in the SOFA.

s) Creditors/liabilities

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

t) Taxation

The Charity is exempt from tax on income and gains falling within section 471 to 489 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 and is exempt from corporation tax to the extent that they are applied to its charitable objects.

u) Redundancy and termination payments

Expenditure required to settle an obligation for redundancy and termination benefits is recognised as an expense when the charity is committed to terminate the employment of an employee, or provide redundancy and termination benefits.

v) Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

The only estimate and assumptions that have significant risk of causing a material adjustment to the carrying amounts of assets and liabilities are those relating to legacy income. Estimates are based upon probability and measurability following guidelines outlined in the Charities SORP.

Income and endowments from:
2 Donations and legacies

	Unrestricted funds £	Restricted funds £	Designated funds £	2025 TOTAL £	2024 TOTAL £
a. Income from members	1,987,441	-	-	1,987,441	1,986,575
b. Donations	185,206	37,690	-	222,896	145,186
c. Legacies	1,224,786	408,232	-	1,633,018	1,933,915
d. Public appeals	102,466	-	-	102,466	125,337
	3,499,899	445,922	-	3,945,821	4,191,013

3 Other trading activities

a. Corporate support	17,777	11,540	-	29,317	11,855
b. Other fundraising income	1,169	-	-	1,169	44,089
c. Rye Harbour Discovery Centre	721,488	-	-	721,488	609,917
	740,434	11,540	-	751,974	665,862

4 Investments

a. Deposit interest	157,919	-	-	157,919	68,552
	157,919	-	-	157,919	68,552

5 Charitable activities
Restore and protect at least 30% of Sussex

a. Project grants	155,289	384,059	-	539,347	230,144
b. Rents, grazing income, sales of meat and timber	41,574	-	-	41,574	67,311
c. Grants and stewardship income	485,364	608,638	-	1,094,002	672,497
d. Other income	2,023	-	-	2,023	6,231
	684,249	992,697	-	1,676,946	976,182

Connect people with nature

e. Grants and income	-	254,369	-	254,369	551,081
f. Schools, events and courses	131,532	5,734	-	137,266	155,106
	131,532	260,103	-	391,635	706,187

Retain and develop a strong evidence base

g. Project grants and income	-	23,022	286,633	309,654	343,022
	-	23,022	286,633	309,654	343,022

Total income from charitable activities	815,781	1,275,821	286,633	2,378,235	2,025,392
TOTAL INCOME	5,214,033	1,733,283	286,633	7,233,949	6,950,819

Last year's total income of £6,950,819 was made up of £5,546,648 unrestricted, £1,404,171 restricted split between the following:

	Unrestricted £	Restricted £
Donations and legacies	4,107,235	83,778
Other trading	665,862	-
Investments	68,552	-
Charitable activities	704,999	1,320,393
Other	-	-

The Sussex Wildlife Trust has benefited from a small number of government grants and financial contributions during the year that support our conservation activity. The funding received, incorporates levels of conditional service and supports the management of our nature reserves.

	2025 £	2024 £
During the year this amounted to:		
Single Farm Payment	63,398	85,060
Higher Level Stewardship grant income	485,912	324,174

Expenditure on:

6 Raising funds

	Unrestricted funds £	Restricted funds £	Designated funds £	2025 TOTAL £	2024 TOTAL £
a. Staff costs	327,675	-	-	327,675	341,004
b. Membership promotion	333,021	-	-	333,021	325,648
c. Interpretation and website development	1,131	-	-	1,131	13,108
d. Other fundraising costs	43,590	-	-	43,590	51,116
e. Allocated support costs	539,494	-	-	539,494	371,381
	1,244,910	-	-	1,244,910	1,102,257
Rye Harbour Discovery Centre	824,078	-	-	824,078	590,872



Forest School circle © Roz Bassford

7 Charitable activities

	Unrestricted funds £	Restricted funds £	Designated funds £	2025 TOTAL £	2024 TOTAL £
Restore and protect at least 30% of Sussex					
a. Staff costs	648,262	277,370	-	925,632	910,201
b. Conservation work	450,226	747,690	-	1,197,916	695,287
c. Depreciation and other costs	65,018	33,810	-	98,828	122,442
d. Allocated support costs	586,700	-	-	586,700	471,181
	1,750,206	1,058,870	-	2,809,076	2,199,111
Connect people with nature					
e. Staff costs	439,928	265,679	-	705,607	667,874
f. Interpretation, education and other costs	40,385	135,128	-	175,512	314,223
g. Depreciation	56,556	-	-	56,556	56,169
h. Allocated support costs	387,761	-	-	387,761	353,386
	924,630	400,807	-	1,325,436	1,391,651
Retain and develop a strong evidence base					
i. Staff costs	-	22,714	223,238	245,953	271,796
j. Depreciation	-	-	2,437	2,437	1,194
k. Data recording	-	-	35,099	35,099	38,472
l. Other costs	-	307	16,735	17,043	5,659
m. Allocated support costs	171,964	-	-	171,964	117,795
	171,964	23,022	277,509	472,494	434,916
Total expenditure on charitable activities	2,846,799	1,482,698	277,509	4,607,006	4,025,679
TOTAL EXPENDITURE	4,915,787	1,482,698	277,509	6,675,994	5,718,809

Last year's total expenditure of £5,718,809 was made up of £4,362,717 unrestricted, £1,333,145 restricted and £22,946 designated, split between the following:

	Unrestricted £	Restricted £	Designated £
Raising funds	1,080,634	16,716	4,907
Rye Harbour Discovery Centre	590,872	-	-
Charitable activities	2,691,211	1,316,429	18,039
	4,362,717	1,333,145	22,946

Trustees' Liability Insurance

SWT pays an annual insurance premium to:

- protect the charity from loss arising from the defaults of its Trustees, employees or agents
- indemnify the Trustees or other officers against the consequences of any act or default on their part

8 Allocation of support cost

SWT allocates its support costs as shown in the table below and then further apports those costs between the three charitable activities undertaken. The costs of our Nature Reserves operations have been incorporated into our strategic transformation 'Restore & protect at least 30% of Sussex' and last year's allocations have also therefore been re-stated.

Support costs are allocated on the basis of staff numbers per department and where appropriate a percentage of time worked.

	Charitable activities			Charitable activities Total £	Raising funds £	Total 2025 £	Total 2024 £
	Restore & protect at least 30% of Sussex £	Connect people with nature £	Retain & develop a strong evi- dence base £				
Management and central overheads	202,914	134,110	59,475	396,499	186,588	583,087	560,320
Finance department	67,554	44,648	19,800	132,003	62,119	194,122	100,354
Information technology	70,139	46,356	20,558	137,053	64,495	201,548	182,166
Human resources	65,035	42,983	19,062	127,080	59,802	186,882	105,822
General administration	84,540	55,874	24,779	165,193	77,738	242,931	108,685
Health and Safety/Buildings maintenance	69,123	45,685	20,260	135,068	63,561	198,629	191,800
Governance	27,394	18,105	8,029	53,529	25,190	78,719	59,690
	586,699	387,761	171,964	1,146,424	539,494	1,685,918	1,308,837

Restated for 2024

	Charitable activities			Charitable activities Total £	Raising funds £	Total 2024 £
	Restore & protect at least 30% of Sussex £	Connect people with nature £	Retain & develop a strong evi- dence base £			
Management and central overheads	201,715	151,286	50,429	403,430	156,890	560,320
Finance department	36,128	27,096	9,031	72,255	28,099	100,354
Information technology	65,580	49,185	16,395	131,160	51,006	182,166
Human resources	38,096	28,572	9,524	76,192	29,630	105,822
General administration	39,127	29,345	9,782	78,254	30,432	108,686
Health and Safety/Buildings maintenance	69,048	51,786	17,262	138,096	53,704	191,800
Governance	21,489	16,116	5,372	42,977	16,712	59,689
	471,183	353,386	117,795	942,364	366,473	1,308,837

9 Staff costs

	2025 £	2024 £
Analysis of staff costs		
Salaries and wages	2,949,846	2,666,588
Social security costs	275,178	236,649
Pension costs	177,349	155,086
Redundancy and termination costs	43,095	18,380
	3,445,469	3,076,703

Salary band	2025	2024
£80-90k	2	-
More than £60k	2	2

These employees were all in Key management personnel.

The Key management personnel received in total £434,671.85 (2024: £425,681) in employee benefits, including pension contributions.

Employer's National Insurance paid £48,147(2024: £46,574)

Staff numbers

The average number of employees was 111 (2024: 110) with an average FTE of 83 (2024: 83)

	2025	2024
Management FTE	6	6
Other FTE	77	77

Other costs

In the current and prior year no travel, subsistence or training expenses were reimbursed to Trustees.

One Trustee was remunerated in the current year as a tutor in Adult Education to the value of £1,020.

10 Pension costs

Pension contributions

The pension charge shown in the accounts is the amount payable by the Trust during the financial year. It is analysed as follows:

	2025	2024
	£	£
Category 5 – Defined Benefit scheme	3,888	3,766
Total contributions to The Wildlife Trusts' Pension Scheme	3,888	3,766
Category 1 – Life assurance only (Standard Life)	-	-
Standard Life Stakeholder Pension scheme	23,720	27,940
Royal London Group Pension scheme	153,786	127,216
Life Assurance Costs	6,402	5,152
	187,797	164,074

Pension contribution liabilities

The following pension contributions were payable at the year-end and are included within creditors:

	2025	2024
	£	£
Royal London Group Pension scheme	15,242	15,242
Standard Life Stakeholder Pension scheme	4,811	4,811
	20,053	20,053

11 Net income/(expenditure) for the year

This is stated after charging:

	2025	2024
	£	£
Operating lease rentals	17,837	49,861
Depreciation	208,294	226,081
Auditors remuneration in respect of:		
Price Bailey LLP: Audit services	28,500	24,917
Price Bailey LLP: Non audit services	-	3,500
Profit on sale of assets	250	-



Violet Ground Beetle © Derek Middleton

12 Tangible and heritage fixed assets

Cost	Land and buildings £	Furniture, fixtures and equipment £	Plant & Machinery £	Motor vehicles £	Assets under construction £	Total tangible assets £	Heritage Assets £	TOTAL £
At 1 April 2024	6,297,077	380,812	124,393	308,367	-	7,110,650	3,927,199	11,037,849
Historical adjustments	-	-	-	-	-	-	-	-
Additions	-	21,958	-	29,175	-	51,133	-	51,133
Disposals	-	(23,623)	-	(14,638)	-	(38,261)	-	(38,261)
Impairment	-	-	-	-	-	-	-	-
Movement from L&B to HA	(11,761)	-	-	-	-	(11,761)	11,761	-
At 31 March 2025	6,285,316	379,147	124,393	322,905	-	7,111,761	3,938,960	11,050,722
Depreciation								
At 1 April 2024	1,125,169	306,399	69,830	195,996	-	1,697,394	-	1,697,394
Historical adjustments	(817)	-	-	-	-	(817)	-	(817)
Charge for year	121,978	23,271	19,171	43,874	-	208,294	-	208,294
Disposals	-	(23,461)	-	(14,638)	-	(38,099)	-	(38,099)
At 31 March 2025	1,246,330	306,210	89,002	225,233	-	1,866,773	-	1,866,773
Net book value								
31 March 2025	5,038,986	72,937	35,391	97,672	-	5,244,988	3,938,960	9,183,949
Net book value								
31 March 2024	5,171,908	74,412	54,563	112,371	-	5,413,257	3,927,199	9,340,456

Gift of land

SWT has received no gifts of land during the year. (2024: £NIL).

Heritage assets

Heritage assets consist of land designated as nature reserves by SWT and acquired either by purchase, gift or lease. SWT currently owns, leases or manages 34 nature reserves, all classified as heritage assets, which have been acquired since the early 1960s and cover a total 1,763 hectares of Sussex downland, woodland, wetland, heath, meadow, and farmland. Many are Sites of Special Scientific Interest (21).

Included are five sites designated as nature reserves that were given to SWT between 1964 and 1981 for which no cost or conventional valuation is currently available.

A nature reserve will be considered for acquisition if:

- its ownership will enhance the viability or conservation value of an existing SWT reserve or simplify its management
- the land is required: 1) to demonstrate best conservation practice, 2) for education, 3) for the local community or, 4) to achieve a joint conservation project with other agencies
- ownership of the land will help to achieve one or more targets as set out in the Trust's Nature Reserves Acquisition Strategy

SWT maintains a register of title deeds for all nature reserves in its ownership and land management is carried out to pre-agreed management plans.

Disposal of any nature reserve will only be considered if the original objectives for ownership have been met or the site meets the Trust's Nature Reserves Acquisitions and Disposals Policy. The Trust has a policy of allowing open access to all its nature reserves unless this is impossible to achieve due to physical location or will compromise the Trust's conservation objectives.

Five year financial summary of heritage asset transactions

Purchases at cost or valuation	2025 £	2024 £	2023 £	2022 £	2021 £
Streels Lane	-	-	-	78,406	-
Willand Woods	-	-	-	413,026	-
Ebernoe Forest Copse	-	108,404	-	-	-
Total additions	-	108,404	-	491,432	-

There have been no disposals of heritage assets in any of the last five years and a small impairment of £132 which was made in 2022.

13 Fixed asset investments

Subsidiary company – Sussex Wildlife Enterprises Ltd.	2025	2024
	£	£
Cost		
At 31 March 2024 and at 31 March 2025	100	100
Net book value at 31 March 2024 and at 31 March 2025	100	100

SWT owns 100% of the ordinary share capital of Sussex Wildlife Enterprises Ltd, a company incorporated in the UK. The company has not traded since its incorporation.

14 Biological assets

	2025	2024
	£	£
Fair value at 1 April 2024	306,470	279,823
Purchases	6,900	3,850
Sales	(17,475)	(46,269)
Gain/(Loss)	(6,945)	69,066
Fair value at 31 March 2025	288,950	306,470

Livestock were valued during the year to 31 March 2025 at £1200 (Breeding Heifers) £700 Cull Cows and at £800 (Heifers) and £700 Yearlings per head of cattle. Sheep: at £120 (ewes), cull £60, and £200 (rams) per head. Goats: at £150 (Nanny and Billy) and £100 (Whether).

15 Debtors

	2025	2024
	£	£
Trade debtors	94,956	158,203
Other debtors	983,512	1,860,329
Prepayments	62,853	126,968
	1,141,321	2,145,500

16 Liabilities: amounts falling due within one year

	2024	2024
	£	£
Trade creditors	155,844	213,974
Other taxes and social security costs	74,792	57,819
Other creditors and accruals	68,426	82,485
Deferred income	68,455	27,903
Life membership subscriptions	19,633	20,666
	387,149	402,847
Deferred income:		
Balance as at 1 April	27,903	27,903
Income recognised in the year	(27,903)	(16,203)
Income deferred in the year	68,455	16,203
Balance as at 31 March	68,455	27,903

Deferred income comprises memberships and charitable income received for use in future financial years.

17 Funds

	Balance 1 April 2024	Income	Expenditure	Transfers	Balance 31 March 2025
	£	£	£	£	£
Restricted					
Nature reserves	2,324,238	-	-	-	2,324,238
Projects	2,375,462	1,733,284	1,482,697	(355,694)	2,270,354
	4,699,700	1,733,284	1,482,697	(355,694)	4,594,592
Designated	27,055	286,633	277,509	1,287,389	1,323,568
Unrestricted	10,073,736	5,214,033	4,915,788	(931,695)	9,440,287
Total all funds	14,800,491	7,233,950	6,675,994	-	15,358,446

	Balance 1 April 2024	Income	Expenditure	Transfers	Balance 31 March 2025
	£	£	£	£	£
Analysis of restricted projects funds movements					
Behaviour Change	4,726	65	219	-	4,572
Brickfield Southern Water	6,400	-	-	-	6,400
Chalk Downland Fund	1,098,044	33,530	-	-	1,131,574
Community Ecologist Project	12,000	-	5,206	-	6,794
Creating Space & RSWT 30 by 30	9,120	-	-	(570)	9,690
Culvert Project at Rye Harbour	10,234	-	-	-	10,234
CIL (SDNPA) Iping Common	2,741	-	-	-	2,741
CIL (SDNPA) Levin Down	854	4,636	5,490	-	-
Woods Mill Nature Reserve	273	-	-	-	273
Deneway Nature Reserve	2,272	-	1,922	-	350
Ebernoe Woods Appeal	1,250	-	-	1,250	-
Friends of Gillham Wood	1,034	-	-	-	1,034
Friends of Rye Harbour	-	73,990	70,391	-	3,599
Gallus Trust	3,855	-	-	-	3,855
Gatwick Greenspace Partnership	41,813	100,261	104,520	-	37,553
LEI Butcherlands	-	25,100	25,100	-	-
Legacies	13,963	367,111	50,000	-	331,074
Lost Woods	-	17,129	17,129	-	-
Lottery 833 Club	-	5,630	-	-	5,630
National Highways Peveney Restoration	30	511,568	511,598	-	-
National Trust Changing Chalk	-	23,022	23,022	-	-
Natural Capital Sussex Nature Partnership	41,873	26,650	22,280	-	46,243
Owls In Mem Donation	-	6,700	-	-	6,700
People and Wildlife	10,261	-	-	-	10,261
Rapid Response Fund	20,791	-	-	-	20,791
RSWT Appeal 30 by 30	570	-	-	570	-
Rye Harbour Nature Reserve	10,588	-	10,588	-	-
Rye Harbour Discovery Centre	152,367	-	19,236	-	133,131
Rye Harbour Discovery Centre Operational Grant	1,937	83,598	85,535	-	-
Sea Changes Net recycling	-	3,540	1,080	-	2,460
Sussex Ornithological Society Heathland Improvements	-	(1,322)	(1,322)	-	-
Southerham Barn	20,670	-	19,042	-	1,628
Southern Water	14,413	-	-	-	14,413
Summer Appeal 20.21	5,954	-	5,954	-	-
Sussex Biodiversity Record Centre	255,628	-	-	255,628	-
Sussex Kelp Recovery Project	107,758	127,396	113,962	-	121,192
Sussex Local Wildlife Site Initiative	98,816	-	-	98,816	-
Sussex Wetlands Wilder Ouse	63,252	66,547	68,012	-	61,787

17 Funds continued

	Balance 1 April 2024	Income	Expenditure	Transfers	Balance 31 March 2025
	£	£	£	£	£
Analysis of restricted projects funds movements					
Species Recovery	32,089	57,034	41,344	-	47,779
The Leysdown Conservation Trust	47,108	40,000	59,326	-	27,781
TWT Next Door Nature	-	5,895	5,895	-	-
National Lottery Heritage Fund - Wild Coast Sussex	9,963	17,478	27,441	-	-
Wilder Horsham District	19,513	137,726	129,298	-	27,941
Winter Woodland Appeal	51,308	-	51,308	-	-
Winter Reserves Appeal	65,030	-	-	-	65,030
Wetlands Appeal 22	42,975	-	9,121	-	33,854
Woodland Legacy	93,987	-	-	-	93,987
	2,375,462	1,733,284	1,482,697	355,694	2,270,354

Restricted projects:

Behaviour Change Project Funded by Natural England: Looking at behaviour change in Nature Tots and Wildlife Watch.

Brickfield Southern Water: Compensation Payment from Southern Water for sewage leaks at Brickfield Meadow.

Chalk Downland Fund: To maintain, restore or purchase Sussex chalk downland.

CIL (SDNPA) Iping Common: Access improvements to Iping Common nature reserve.

CIL (SDNPA) Levin Down: Access Improvements to Levin Down nature reserve.

Community Ecologist Project: Funds for Providing Wildlife Advice to local communities.

Creating Space: Supporting Work in Ancient Woodlands.

Culvert Project at Rye Harbour: Funding from Environment Agency for Culvert Work at Rye Harbour Reserve.

Ebernoe Appeal: For Land Purchase at Ebernoe and land management.

Woodsmill Nature Reserve: Conservation work funded by a private individual.

Deneway Community Nature Reserve: Fund from the Co-op Local Community fund to create a pond and provide equipment.

Friends of Gillham Wood: For works at Gillham Woods given by Local Community group who disbanded.

Friends of Rye Harbour: For Salary support and Gooders Hide repair and Education on Rye Harbour Nature Reserve.

Gatwick Greenspace Partnership: Enhancing green spaces in the Gatwick, Crawley and Horsham areas and to increase community involvement.

Gallus Trust: For meadow and fen habitat conservation in West Sussex.

Legacies: Various bequests for specific projects.

Lottery 833 Club: Donation for Rye Harbour Education.

National Lottery Heritage Fund: Lost Woods of the Low Weald and Downs contract: Delivery of the Forest School and John Muir Awards project.

Natural Capital: The work of public engagement and reconnection to nature of the Sussex Nature Partnership.

Owls: an in memorial donation.

People and Wildlife: Conservation education for schools in Sussex.

Rapid Response Fund: Land acquisition/response to immediate need.

Rye Harbour Nature Reserve: A depreciation fund.

Rye Harbour Discovery Centre: The development of a Discovery Centre at Rye Harbour.

Rye Harbour Discovery Centre Operational Grant: For development of the operations of the Discovery Centre at Rye Harbour.

RSWT Appeal 30 by 30: Development of the strategic aim to ensure 30% of land of the UK is managed for the good of wildlife by 2030.

Sea Change Net Recycling: Sea-changers grant to support the Sussex Net Regeneration Scheme, to reuse and recycle end of life fishing gear.

Southerham Barn: The development of Southerham Barn.

Southern Water: Funds from fines received by Southern Water granted for specific aspects of SWT work.

Species Recovery: Funds from Kent Wildlife Trust covering Sussex species recovery work.

Summer appeal: Conservation campaigning, educating children and managing our nature reserves.

Sussex Biodiversity Record Centre: The provision of biodiversity information for Sussex transferred to Designated.

Sussex Kelp Recovery Project: The Pebble Trust to further the regeneration of Sussex kelp forests, plus other funding towards the Sussex Kelp Recovery Project.

Sussex Local Wildlife Site Initiative: Establishing a coherent and resilient ecological network across Sussex transferred to Designated.

Sussex Ornithological Society (SOS): Heathland Improvements.

Sussex Wetlands Wilder Ouse: Enhancing the awareness of wetland habitats in Sussex.

The Leysdown Conservation Trust: Training and development of trainees.

TWT National Lottery Heritage Fund 'Nextdoor Nature' project: part of a national Wildlife Trusts' initiative for the Queen's Platinum Jubilee to provide people with advice and support to help nature on their doorstep.

National Lottery Heritage Fund - Wild Coast Sussex: A partnership to inspire and connect people to help protect the Sussex coast and sea.

Wetlands Appeal 22: To support the work of the Sussex Flow Initiative (now Wilder Ouse) and the Trust's conservation work on wetland habitats.

Wilder Horsham District: Fund for delivering a Nature Recovery Network for Horsham District, with funding from Horsham District Council.

Winter Woodland Appeal: For land purchase (Willand Wood) at Ebernoe in 2020 and land management works.

Winter Reserves Appeal: For land management work.

Woodland Legacy: Bequest for Woodland Purchase.

17 Funds continued

Analysis of designated funds movements

Unrestricted funds comprise those funds which the Trustees are free to use in accordance with the Trust's charitable objectives.

The Trustees have designated funds from unrestricted funds for various planned future projects, as well as contingency funds for future eventualities.

	Balance 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance 31 March 2025 £
Strategy development	15,093	-	-	(15,093)	-
Ash Dieback crisis	11,962	-	-	(11,962)	-
Sussex Biodiversity Records Centre	-	272,332	247,650	255,628	280,311
Sussex Local Wildlife Sites	-	14,300	29,859	98,816	83,257
Build a stronger, more inclusive and diverse organisation	-	-	-	60,000	60,000
Restore and protect at least 30% of Sussex land and sea for nature by 2030	-	-	-	61,000	61,000
Become a net zero and climate resilient organisation	-	-	-	105,000	105,000
Connect people with nature and inspire 1 in 4 to take meaningful action for wildlife	-	-	-	31,000	31,000
Undergo a comprehensive digital transformation	-	-	-	80,000	80,000
Strengthen and develop our organisation to deliver the scale of ambition	-	-	-	12,000	12,000
Fund a better future: grow and diversify our supporter base and income streams	-	-	-	11,000	11,000
Land Purchase Fund	-	-	-	600,000	600,000
	27,055	286,633	277,509	1,287,389	1,323,568

Designated funds:

Strategy development: Investment in the development and implementation of next five year strategy.

Ash Dieback crisis: Provision of ongoing work managing the disease.

Sussex Biodiversity Record Centre: transferred from a restricted to designated fund type due to the nature of their funding streams which are contractual arrangements.

Local Wildlife Initiative: Funds transferred from restricted to designated fund type due to the nature of their funding streams which are contractual arrangements.

Investment in building a stronger, more inclusive and diverse organisation: including alternative recruitment initiatives and capacity building.

Restoring and protecting at least 30% of Sussex land and sea for nature by 2030: including building our capacity in our Nature Reserves and Nature Recovery teams.

Become a net zero and climate resilient organisation: by using technology and other initiatives to reduce our carbon emissions.

Connect people with nature and inspire 1 in 4 to take meaningful action for wildlife: by investing in our engagement capability.

Undergo a comprehensive digital transformation: by investing in cyber security, our internal infrastructure and a new website.

Strengthen and develop our organisation to deliver the scale of ambition: including reviewing our pay and reward benefits for staff.

Fund a better future: grow and diversify our supporter base and income streams.

Land Purchase Fund: to purchase appropriate land to complement our existing nature reserves portfolio.

18 Funds – Previous Year

	Balance 1 April 2023 £	Movement in Resources			Balance 31 March 2024 £
		Income £	Expenditure £	Transfers £	
Restricted					
Nature reserves	2,324,238	-	-	-	2,375,462
Projects	2,408,671	1,404,171	1,333,145	(104,235)	2,583,932
	4,732,909	1,404,171	1,333,145	(104,235)	4,699,700
Designated	252,568	-	22,946	(202,567)	27,055
Unrestricted	8,583,002	5,546,649	4,362,717	306,802	10,073,736
Total all funds	13,568,479	6,950,820	5,718,808	-	14,800,491

18 Funds – Previous Year *continued*

Analysis of restricted projects funds movements – previous year	Balance 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance 31 March 2024 £
Badger Appeal	15	50	65	-	-
Behaviour Change	4,726	-	-	-	4,726
Brickfield Southern Water	10,000	-	3,600	-	6,400
Chalk Downland Fund	1,098,044	-	-	-	1,098,044
Community Ecologist Project	12,000	-	-	-	12,000
Creating Space	6,070	3,050	-	-	9,120
Culvert Project at Rye Harbour	10,234	-	-	-	10,234
Woodsmill Nature Reserve	-	8,513	8,240	-	273
CIL Iping Common (SDNPA)	23,203	-	20,462	-	2,741
CIL Levin Down (SDNPA)	1,254	-	400	-	854
Deneway Nature Reserve	3,760	-	1,488	-	2,272
Ebernoe Woods Appeal	-	118,931	9,277	108,404	1,250
Friends of Rye Harbour	-	31,294	31,294	-	-
Friends of Gillham Wood	1,034	-	-	-	1,034
Gallus Trust	-	5,000	1,145	-	3,855
Gatwick Greenspace Partnership	31,041	99,882	93,280	(4,169)	41,812
HPAI Seabird Colony Rye	-	26,798	26,798	-	-
National Lottery Heritage Fund - Heritage Emergency Fund	301	-	301	-	-
Legacies	21,963	-	8,000	-	13,963
National Grid's Landscape Enhancement Initiative	-	7,873	7,843	-	30
National Highways Pevensey Restoration	-	54,521	54,521	-	-
Natural Capital	46,038	26,278	30,443	-	41,873
National Lottery Heritage Fund Next Door Nature	-	42,629	42,629	-	-
People and Wildlife	10,261	-	-	-	10,261
Portsmouth Water Fund	-	260	260	-	-
Rapid Response Fund	20,791	-	-	-	20,791
RSWT Appeal 30 by 30	570	-	-	-	570
Rye Harbour Nature Reserve	10,588	-	-	-	10,588
Rye Harbour Discovery Centre	203,400	51,033	-	-	152,367
Rye Harbour Discovery Centre Appeal	-	-	-	-	-
Rye Harbour Discovery Centre Operational Grant	-	119,463	117,526	-	1,937
3 C's (Championing Coastal Coordination)	5,790	800	6,590	-	-
Scottish Power Foundation	14,087	-	14,087	-	-
Southerham Barn	39,712	-	19,042	-	20,670
Southern Water	25,000	-	10,587	-	14,413
Summer Appeal 20.21	5,954	-	-	-	5,954
Sussex Ornithological Society No Fence	-	9,025	9,025	-	-
Sussex Ornithological Society Heathland Improvements	-	12,396	12,396	-	-
Sussex Biodiversity Record Centre	236,906	297,091	278,369	-	255,628
Sussex by the Sea Appeal	1,714	-	1,714	-	-
Sussex Kelp Recovery Project	120,047	82,814	95,103	-	107,758
Sussex Local Wildlife Site Initiative	91,638	45,931	38,753	-	98,816
Sussex Wetlands	26,555	76,978	40,281	-	63,252
Species Recovery	-	49,588	17,499	-	32,089
The Leysdown Conservation Trust	40,919	30,000	23,811	-	47,108
National Lottery Heritage Fund - Wild Coast Sussex	5,507	173,120	168,665	-	9,963
Wilder Horsham District	9,148	129,611	119,246	-	19,513
Winter Woodland Appeal	66,436	-	15,128	-	51,308
Winter Reserves Appeal	70,289	20	5,278	-	65,030
Wetlands Appeal 22	39,689	3,286	-	-	42,975
Woodland Legacy	93,987	-	-	-	93,987
	2,408,671	1,404,171	1,333,145	104,235	2,375,462

18 Funds – Previous Year continued

Restricted projects:

Badger Appeal: A grazing and vaccination programme against bovine TB.

Behaviour Change Project: Funded by Natural England looking at behaviour change in Nature Tots and Wildlife Watch.

Chalk Downland Fund: To maintain, restore or purchase Sussex chalk downland.

National Lottery Heritage Fund – Changing Chalk: Funded by the National Lottery Heritage Fund (NLHF) and led by the National Trust.

Climate Change Project: Funding from People's Postcode Lottery via RSWT for development and delivery of Carbon Reduction Strategies.

Deneway Community Nature Reserve: Fund from the Co-op Local Community Fund to create a pond and provide equipment.

Gateway to Nature: To develop further Youth Ranger work and community involvement.

Gatwick Greenspace Partnership: Enhancing green spaces in the Gatwick, Crawley and Horsham areas and to increase community involvement.

Heathlands Reunited Fund: Partnership agreement towards management and restoration of Sussex Heathlands.

National Lottery Heritage Fund – Heritage Emergency Fund: Grant to support nature reserves during Covid-19.

National Lottery Heritage Fund – Sussex by the Sea: To develop a round 2 submission.

Legacies: Various bequests for specific projects.

Lost Words Appeal: Issuing a nature book about declining use of nature words to all primary schools in Sussex.

Natural Capital: The work of public engagement and reconnection to nature of the Sussex Nature Partnership.

People and Wildlife: Conservation education for schools in Sussex.

Portsmouth Water Fund: Biodiversity Grant Scheme: Restoring rare habitat at Leythorne Meadow.

Rapid Response Fund: land acquisition/response to immediate need.

Rye Harbour: Rye Harbour Nature Reserve funds.

Rye Harbour Discovery Centre: The development of a Discovery Centre at Rye Harbour.

Rye Harbour Discovery Centre Appeal: for the Rye Harbour Discovery Centre project.

Rye Harbour Discovery Centre Operational Grant: The development of the Operations of the Discovery Centre at Rye Harbour.

ScottishPower Foundation: Wild Side of the Track project at Deneway nature reserve for community events, schools visits and habitat improvements.

Southerham Barn: The development of Southerham Barn.

Southern Water: Funds from fines received by Southern Water granted for specific aspects of SWT work.

Summer/Winter/Downland Appeal: Conservation campaigning, educating children and managing our nature reserves.

Sussex Biodiversity Record Centre: The provision of biodiversity information for Sussex.

Sussex by the Sea Appeal: For the Wild Coast Sussex project.

Sussex Downland appeal: For downland management and maintenance.

Sussex Kelp Recovery Project: People's Postcode Lottery funding via RSWT to further the regeneration of Sussex kelp forests, plus other funding towards the Help Our Kelp Partnership.

Sussex Local Wildlife Site initiative: Establishing a coherent and resilient ecological network across Sussex.

Sussex Ornithological Society (SOS): Amberley Wildbrooks Wader Project.

Sussex Wetlands: Enhancing the awareness of wetland habitats in Sussex.

The Leysdown Conservation Trust: Training and development of trainees.

Trailer Fund (formerly The Chalk Cliff Trust): Depreciation of trailer.

West Weald Landscape: enhancing the wooded landscape of an area of West Sussex.

National Lottery Heritage Fund – Wild Coast Sussex: A partnership to inspire and connect people to help protect the Sussex coast and sea.

Wilder Horsham District Project: Fund for delivering a Nature Recovery Network for Horsham District, with funding from Horsham District Council.

Woodland Legacy: Bequest for Woodland Purchase.

Analysis of designated funds movements – previous year

Unrestricted funds comprise those funds which the Trustees are free to use in accordance with SWT's charitable objectives.

The Trustees have designated funds from unrestricted funds for various planned future projects, as well as contingency funds for future eventualities.

	Balance 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance 31 March 2024 £
Business Plan strategic development capacity	11,583	-	-	(11,583)	-
Membership recruitment	142,908	-	-	(142,908)	-
Integrated software project	9,866	-	-	(9,866)	-
Strategy development	2,043	-	4,907	17,958	15,093
Land management equipment (sinking fund)	25,000	-	-	(25,000)	-
Interpretation	21,460	-	-	(21,460)	-
HR system upgrade	2,534	-	-	(2,534)	-
Ash Dieback crisis	500	-	18,039	29,500	11,961
Woods Mill Repairs	21,674	-	-	(21,674)	-
Tree Safety Implementation Fund	15,000	-	-	(15,000)	-
	252,568	-	22,946	(202,567)	27,055

Designated funds:

Strategy development: Investment in the development and implementation of next five year strategy.

Ash Dieback crisis: Provision of ongoing work managing the disease.

19 Analysis of net assets between funds

	Tangible & Heritage Fixed Assets £	Investments £	Net Current Assets £	Total £
Restricted				
Nature reserves	2,324,238	-	-	2,324,238
Projects	-	-	2,270,354	2,270,354
Unrestricted	6,859,711	100	2,580,476	9,440,287
Designated	-	-	1,323,568	1,323,568
	9,183,949	100	6,174,398	15,358,446

Analysis of net assets between funds 2024

	Tangible & Heritage Fixed Assets £	Investments £	Net Current Assets £	Total £
Restricted				
Nature reserves	2,324,238	-	-	2,324,238
Projects	-	-	2,375,462	2,375,462
Unrestricted	7,016,216	100	3,057,420	10,073,736
Designated	-	-	27,054	27,055
	9,340,454	100	5,459,936	14,800,491

20 Contingent liabilities

There are no contingent liabilities for the repayment of grants and gifts. (2024: £NIL).

SWT owns Castle Water, part of the Rye Harbour Nature Reserve. As previously reported SWT carried out an investigation to establish the nature and extent of the contamination based on existing data. This confirmed a source of contamination under part of the nature reserve. Since then discussions have been held with the relevant officers from the Environment Agency at a local level and the work done so far comprises a series of studies on the extent of contamination in other areas of Rye Harbour. Monitoring has continued throughout the 2024/25 financial year.

The costs of remediation at Castle Water remain unquantifiable. It is unclear to what extent, if at all, SWT will be liable.

21 (a) Operating lease commitments

SWT has commitments in the year to 31 March 2025 to pay minimum rentals on buildings and equipment under non-cancellable operating leases.

	2025 Buildings £	2024 Buildings £	2025 Equipment £	2024 Equipment £
Operating leases which expire:				
Within one year:	-	-	4,358	16,652
Within two to five years:	-	-	11,424	18,804
Total operating lease commitments	-	-	15,782	35,456

(b) Capital commitments

No capital commitments (24:£11.5k)

22 Related party transactions

During the year to 31 March 2025 related party transactions were £1,020 (2024: £NIL).

23 Prior Year Adjustment

During the preparation of the financial statements for the year ended 31 March 2025, it was identified that certain expenses needed to be recategorised.

1. Categorisation of Nature Reserves income should now be included in Restore and protect 30% of Sussex
– Unrestricted income £554,128 and restricted income £185,680 for 2024.
2. Categorisation of Nature Reserves expenditure should now be included in Restore and protect 30% of Sussex
– Unrestricted expenditure £1,219,903, restricted expenditure £250,756 and designated expenditure £18,039 for 2024.

24 Non-adjusting events after the end of the reporting period

SWT sold the office building on their Woods Mill site in August 2025 and will be relocating their head office to The Keep in Brighton in October 2025. We will be retaining ownership of our meeting and classroom facilities on the site.



Kelp Summit © Kai Hilton



Sussex
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