

Trustees' Report and Financial Statements

(including Director's Report)

Year ending 31 December 2025

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1 Administration and organisational details

Wild Team Conservation (WildTeam – working name)
Registered charity in England and Wales number 1149465
A charitable company limited by guarantee number 08163375

Trustees (& Company Directors, Non-Executive)
Sarah Brunwin (appointed July 2020)
Danielle Parks (appointed July 2020)
Winnie De'Ath Marlow (appointed April 2023)
Emma Green (appointed March 2023)
Helga Rainer (appointed March 2023)

Charity Executive Director
Adam Barlow

Company Secretary (and Charity Operations)
Lucy Boddam-Whetham

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Wild Team Conservation
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UK
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www.wildteam.org.uk

Bankers
The Co-operative Bank PLC
P.O. Box 101,
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Manchester
M60 4EP

Triodos Bank NV
Brunel House,
11 The Promenade,
Clifton, Bristol
BS8 3NN

Independent Examiner
Ian Barrett FCA FCIE
Barretts, Chartered Accountants, 22 Union Street, Newton Abbot, Devon, TQ12 2JS

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on the 31 July 2012 and registered as a charity on the 24 October 2012 with the Charity Commission of England and Wales. The charitable company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Organisational Structure

The charity is governed by a Board of Trustees, which determines the overall direction of the charity and monitors the financial and charitable activities of the charity. The Trustees have delegated the day-to-day running of the charity to the Executive Director. The Executive Director reports to the Trustees, with a minimum of three Trustees meetings a year. The Trustees are also Directors of the charitable company.

Appointment of Trustees

Names of potential new Trustees (company directors) are put forward to the Executive Director and to the existing Trustees. Candidates are then interviewed by the Executive Director and at least one other existing Trustee, final appointment is then agreed by all existing Trustees. A formal offer is made, and acceptance also made in writing. The resolution provides for a minimum of three Trustees.

Reserve's Policy

The Trustees set up a policy so that as an organisation, WildTeam will hold unrestricted reserves equal to approximately two months of operational costs in order to protect the charity from any fluctuation in income levels. This amount is held in a separate savings account from the main operating charity current account.

Risk management

As part of our organisational and project management processes, WildTeam regularly reviews and assesses the risks faced by the charity in all areas of its work and plans for the management of those risks. WildTeam conducts a full operational risk assessment annually. This assessment identifies the main risks to which the charity is exposed, assessing both its likelihood and impact, and developing preventative measures and mitigating action plans. The Trustees will report on the major factors and risks outside of the charity's control if there is any that may affect achieving our objectives.

2 Trustees' Report

Vision

Every conservationist has access to the skills, knowledge, and network they need to progress their career and make a meaningful difference for our natural world, no matter who they are or where they are from.

What we do

We empower conservationists to protect and restore nature everywhere.

We give conservationists worldwide the knowledge, skills, and community support they need to design and deliver conservation projects that have more impact.

Knowledge. We create best practices in subjects such as project management and project planning. These are provided for free as a knowledge base to help all conservationists deliver projects that are ethical and effective.

Skills. We run online and class-based training courses that lead to professional certification in key conservation subjects. These are made accessible through bursaries that cover some or all of the course costs.

Network. We provide an online community of conservationists. This community provides a safe, collaborative space for conservationists to share solutions, collaborate, and support one another's wellbeing.

Objectives

The founding objectives of the charity:

1. To promote for public benefit the conservation of rare and endangered species globally
2. To promote for public benefit the conservation protection and improvement of the physical and natural environment of areas inhabited by rare and endangered species
3. To advance the education and awareness of the public anywhere in the world in the condition of rare and endangered species and in methods of conserving such species and of protecting the environment in which they live.

Main activities and achievements during the financial period (January - December 2025)

Charitable activities

During 2025, we continued to focus on: providing essential knowledge to wildlife conservationists via our free best practices in key wildlife conservation subjects; providing guided online training in those subjects; and hosting an online community for wildlife conservationists to share, collaborate and connect with each other.

During 2025 we continued to offer best practices in 5 key subjects:

- Project Management for Wildlife Conservation (PMWC)
- Project Planning for Wildlife Conservation (PPWC)
- Grant Writing for Wildlife Conservation (GWWC)
- Stakeholder Engagement for Wildlife Conservation (SEWC)
- Monitoring and Evaluation for Wildlife Conservation (MEWC).

All current versions of the best practices continued to be freely available for anyone to download via our website. In 2025, there was a total 1,060 downloads of our best practices.

New best practices were finalized during 2025, with plans to launch courses in these during 2026. The new subjects included:

- Delivering Training for Wildlife Conservation
- Ethics for Wildlife Conservation
- Consultancy for Wildlife Conservation
- Facilitation for Wildlife Conservation.

Our online training courses continued to be popular and we endeavoured to provide an accessible, friendly and engaging learning environment for participants around the world to improve their conservation skills and engage with each other during the live online training sessions. The courses were all guided and expert-led, over an average of a 6 week period, with regular live online sessions where conservationists around the world could practice and discuss their newly learned knowledge and skills with each other and the Trainer.

During 2025, WildTeam planned to schedule 15 online guided training courses in our 5 subjects, aiming to train 600 conservationists during the year. We successfully delivered 14 online training courses in total, 5 in our most popular subject – PMWC, 3 in PPWC, 3 in GWWC, 2 in SEWC, and 1 in MEWC. There were 1,135 enrollments on WildTeam training courses, which was nearly double our target number, and 795 new training certificates were issued (not all trainees who enrolled in courses during 2025 took the exam).

In order to provide more training opportunities and remove potential barriers for people unable to attend our live sessions or who needed more flexibility. We piloted a new flexible learning format for our most popular subject PMWC. This format was a more flexible and self-paced course compared to our normal guided courses. The flexi course had the same training resources, but with no live sessions and had a longer timeframe. 4 flexi PMWC courses were delivered in 2025 with 201 enrollments and 54 completions. The popularity and completion rate was slightly less than our normal guided courses, but gave a viable alternative to those who would not have otherwise enrolled in our guided courses.

During 2025, we have had trainees take part in our online training courses from 76 different countries (see map) and 305 organisations. 99.4% of trainees would recommend our training, with an average rating of 4.5 out of 5. Of those taking part, 49% were existing conservation practitioners, 35% were at the start of their conservation career and 16% were hoping to switch to conservation from another sector.

2025 was the last year that we delivered our training courses in their current format of guided courses with regular live sessions on zoom, moving on to more self-led online training platform in 2026. We would like to celebrate our achievements, during the 7 years of delivering guided online courses with expert led live online sessions between 2019-2025:

- 88 guided online training courses with live sessions delivered
- 4,960 trainee enrollments on our guided courses
- 3,660 certifications (trainees completed the course by passing an exam)
- 2,200 bursaries provided (full bursary equivalents, majority were full, and some partial)
- 700 live online sessions held
- Conservationists from over 100 countries
- Conservationists from over 1,000 organisations
- Average courses rating 4.52 out of 5 and average 98.2% would recommend
- Average over the years: 32% Starters, 17% Switchers, 51% Practitioners.

We were delighted to be able to continue to provide our extensive bursary scheme in 2025, via an open application process, aiming to provide full bursaries for approximately half of the number of places per course (target of 35 per training course- total of 550), as well as partial bursaries. We are pleased to report that the actual number of full bursaries equivalent was 842, with 800 of those being 100% full bursary places to trainees, (the remaining number is made up of partial bursaries ranging from 80% to 20% funded). This bursary scheme helps to remove the barrier for those that otherwise would not be able to afford our training course and

has therefore opened up our reach globally and our impact. Once a bursary recipient has successfully completed a training course with us, they were entitled to another bursary place on another course subject, to build up their skills even more. We are grateful for our generous donors and grants for helping to fund this scheme, as well as WildTeam covering the costs of many of these places from income from paid training places.

In 2024, we ramped up our efforts for the Train the Trainer's initiative, thanks to a generous grant from the Darwin Initiative and this continued into 2025. The Conservation Trainers Network is an international coalition of WildTeam-certified Conservation Trainers dedicated to empowering conservation professionals worldwide. We train conservationists to deliver our training courses themselves in-person or in their networks, to expand our impact and to increase accessibility to courses for conservationists from disadvantaged backgrounds and geographies. The network is open to university instructors, consultants, NGO staff, and anyone passionate about training others in vocational conservation skills. The training of these trainers, the membership to the network, and the provision of training materials was completely cost free to the trainers during this period.

By the end of 2025, globally, 178 people had enrolled in the programme, 12 people had completed their training and had started delivering training themselves as Trainers to their own organisations, students or networks.

WildHub is a free, member-led, online global community of conservation professionals aimed at creating a more diverse and inclusive conservation sector to drive innovation, collaboration, and social justice. Responding to the increased need of conservationists worldwide to connect, exchange knowledge and support each other online, WildHub was launched in 2020 and has grown to a community of 6,530 registered members from 165 countries by the end of 2025.

During 2025, WildHub members collectively published 738 new content items, resulting in 166,000 page views and a total of 5,694 comments, conversations and follows. WildHub also continued its Conservation Catalyst programme, with 10 new participants supporting engagement and connection across the online community

Zapnito continued to kindly provide the WildHub platform pro-bono, significantly keeping down the costs of this important community. WildTeam covered the running costs of WildHub during 2025.

Lastly, during 2025, we continued with our partnership with Natural State, the aim of which is to create on-site training courses to increase the number of nature restoration professionals

across East Africa. Work was completed to create extensive courses in carbon market access for local land managers in Africa.

Fundraising and marketing activities

We continued to generate some income from our training courses and partnerships, but there continued to be an increased focus to fundraise from donations and grants to help cover the training delivery and engagement with trainees and to fund our larger bursary scheme for fully/partially funded places on our online training courses. Aiming to increase the number of conservationists that can build their skills without a financial barrier, and for WildTeam to indirectly contribute to wider conservation impact. The online training courses, enable us to provide a lot of training with a small team, reaching more conservationists around the world. We focused more on securing funding from grants and continued with help from a grants specialist to increase our grant-writing efforts.

However, at the start of the year, due to some funding possibilities falling through, our target income was forecast to be less than our budget requirements, so we had to change our approach and reduce capacity.

Thankfully, we successfully secured funding mid-year for the rest of the year and into 2026. We were also successful in securing funding from a previous grant-maker (anonymous) to help with fundraising, communications and engagement, mainly into 2026. And another significant grant to help fund a new training platform and courses in 2026, which helped our cash flow significantly.

Support and operational activities

As mentioned, we had some funding challenges at the start of 2025. To avoid potential redundancies, many staff suggested and took reduced hours for a period of 6 months so that we could adjust our budget and continue our charitable activities as planned. This was a challenging time and we are grateful to our team for showing such resilience and dedication. Team members were able to secure other work to sustain their income. We were also amazingly still able to deliver nearly the amount of planned training courses, planned activities for WildHub and our consultancy work.

However due to the ongoing fundraising challenges, and the need to sustain our efforts going forward, we looked to reduce our team size going in to 2026. This meant that we were no longer able to continue short-term contracts for 2 staff members into 2026, and 1 permanent member of staff took redundancy at the end of 2025. This was linked to the decision that we could no longer fund and sustain our online community WildHub (see future plans).

We continued with our communications and engagement efforts during 2025, advertising our training courses, bursary opportunities, best practices and online community, to help more conservationists find the support we offer. Our main focus was also to develop and implement an extensive communications strategy to help launch our new online learning platform in 2026.

During 2025, we overhauled our staff handbook and policies, to make sure it was compliant and in line with best practice recommendations, as well as improving sections on codes of practice and wellbeing.

Governance

By the end of 2025, WildTeam had five active Trustees. The Trustees of WildTeam UK would also like to thank all of our donors, partners, clients, trainees and friends and our dedicated team, in continuing to help make our charity a success, and for us to continue to make a difference to the wildlife conservation sector.

Future planned activities (January - December 2026)

Charitable activities

As previously mentioned, in 2026, we planned to upgrade our training delivery, with the launch of a new learning management system (LMS), this new online training platform will provide a more stream lined and effective way for trainees to take our online training courses. The platform will allow trainees to access more user-friendly content, with a more flexible and self-paced format. As there will no longer be specific course cohort start dates, we will no longer be providing weekly live online sessions for the courses. Although this has been an invaluable and enriching part of the guided courses previously, the staff time is no longer sustainable and limits our scope, and it also created some barriers for participation for those not able to attend on specific dates, and provides more flexible learning. It is hoped in the future, that we will still provide some ad hoc live sessions to replicate some of those benefits, but in a more targeted way.

As well as reducing the amount of staff time on training course delivery and admin, the new LMS means that we will have more capacity to design and deliver new courses, and offer a wider range of skills and to more wildlife conservationists. The skills that our trainees gain, are expected to help them progress their careers, raise more conservation funds to support their work, and conserve and restore wild areas more effectively.

We also aim to continue to offer our bursary scheme, the number of places will be reliant on income streams in 2026. Through the new online learning platform, we will be able to streamline the application process.

We aim to launch the new online training platform by March 2026, with all five of our core subjects being available as soon as possible. Plans for new training courses during 2026 include:

- Ethics for Wildlife Conservation
- Consultancy for Wildlife Conservation
- Facilitation for Wildlife Conservation
- Delivering Training for Wildlife Conservation (updated version)
- Human Rights for Wildlife Conservation
- FPIC for Wildlife Conservation
- Leadership for Wildlife Conservation

To increase our impact further and access to our training, we have secured funding to translate some of our training courses into French, which will improve access for francophone countries. We plan to start with our most popular subject first, Project Management for Wildlife Conservation.

Once our core subjects are up and running on the new platform, we also plan to seek Continuing Professional Development (CPD) accreditation, to obtain independent assessment of our courses to make sure they are of high quality and increase the value of our courses for our trainees.

Since its inception in 2020, it has become increasingly challenging to find a sustainable financial path for our very much valued online community- WildHub. The fantastic news is that WildHub's community manager and co-founder was passionate about keeping WildHub going and chose to set up a new foundation in The Netherlands (where they are based) to take WildHub forward independently. WildTeam was pleased to agree to this, and the handover was completed by the end of 2025. We are delighted that WildHub will be continuing independently, and that the community are able to take it forward so it can evolve on its own terms. wildhub.community.

Fundraising activities

As previously reported, fundraising continues to be challenging, and we are finding it harder to secure funding from donors and grant makers, although we continue to use this approach, we will look at ways to improve fundraising from various different income streams. We also

aim to continue to generate some funds from our training courses and consultancy partnerships. As we explore different funding income streams, there is still a risk to our cash flow and ability to manage any lulls in income. To counteract this, we continue to aim to build up our existing reserves and work to secure funds to cover operational costs.

Support activities

Support activities will continue as needed to support the charitable activities accordingly. We also aim to overhaul and update our staff performance assessment and personal development processes to make them more fit for purpose.

Governance

During 2026 we plan to continue to identify and recruit additional Trustees, especially to provide more expertise in legal and financial areas, to help strengthen the existing board.

Trustee's Responsibilities Statement

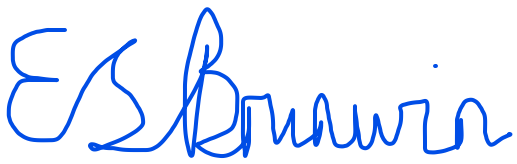
The Trustees are responsible for providing financial statements for each financial reporting period, which give a true and fair view of the state of affairs of the charity at the end of the financial reporting period and of its excess or deficit of income over expenditure for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable 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 charity will continue in business
- The trustees have had regard to the guidance issued by the Charity Commission on public benefit

The Trustees are responsible for making sure proper accounting records are kept which disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The charitable company has taken advantage of the small companies' exemption in preparing this report.

The Trustees declare that they have approved the trustees' report (including director's report) and confirm that these accounts comply with statutory requirements, the governing document and the Statement of Recommended Practice.

Approved by the charity's trustees/directors and signed on their behalf.



Sarah Brunwin
23 September 2026

3 Independent Examiners' Report

I report to the trustees/charitable company directors of Wild Team Conservation (charity no.1149465, company no. 08163375) on the accounts of the charitable company for the period ended 31 December 2025, which are set out on pages 16 to 26.

Respective responsibilities of trustees and examiner

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income did not exceed £1 million.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act
- To follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act
- To state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) Which gives me reasonable cause to believe that in any material respect the requirements:

- To keep accounting records in accordance with section 130 of the Charities Act; and
- To prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Ian Barrett FCA FCIE
Address: Barretts, Chartered Accountants
22 Union Street, Newton Abbot, Devon, TQ12 2JS
Date: 24 September 2026

4 Statement of Financial Activities

For the period ended 31 December 2025

Statement of Financial Activities					
Recommended categories by activity	Notes	Unrestricted	Restricted	Total 12 months to 31 Dec 2025	Total 12 months to 31 Dec 2024
Incoming resources	1	£	£	£	£
Income and endowments from:					
Donations and legacies		-	111,441	111,441	65,304
Charitable activities		97,803		97,803	137,611
Other trading activities		-	-	-	-
Investments		846	-	846	1,323
Separate material item of income		-	-	-	-
Other		-	-	-	-
Total incoming resources		**98,650**	**111,441**	**210,091**	**204,238**
Resources expended	2				
Expenditure on:					
Raising funds		11,053	13,017	24,071	56,118
Charitable activities		81,505	95,970	177,474	236,407
Separate material expense item		-		-	-
Other		-		-	-
Total expenditure		**92,558**	**108,987**	**201,545**	**292,525**
Net income/(expenditure) before investment gains/(losses)		6,091	2,455	8,546	- 88,288
Net gains/(losses) on investments		-	-	-	-
Net income/(expenditure)		6,091	2,455	8,546	- 88,288
Extraordinary items		-	-	-	-
Transfers between funds		-	-	-	-
Other recognised gains/(losses)					
Gains and losses on revaluation of fixed assets for the charity's own use		-	-	-	-
Other gains/(losses)		-	-	-	-
Net movement in funds		6,091	2,455	8,546	- 88,287
Reconciliation of funds:					
Total funds brought forward		26,025	13,134	39,159	127,713
Total funds carried forward		**32,116**	**15,589**	**47,705**	**39,426**

5 Balance sheet

As at 31 December 2025

Balance Sheet	Notes	As at 31 Dec 2025	As at 31 Dec 2024
Fixed assets		**£**	**£**
Intangible assets		-	-
Tangible assets		-	-
Heritage assets		-	-
Investments		-	-
Total fixed assets		**-**	**-**
Current assets			
Stocks		-	-
Debtors	6	26,256	267
Investments		44,390	43,728
Cash at bank and in hand	8	147,362	70,540
Total current assets		**218,007**	**114,535**
Creditors: amounts falling due within one year	7	170,303	75,109
Net current assets/(liabilities)		**47,705**	**39,426**
Total assets less current liabilities		**47,705**	**39,426**
Creditors: amounts falling due after one year	7	-	-
Provisions for liabilities			
Net assets		**47,705**	**39,426**
Funds of the Charity			
Endowment funds			
Unrestricted funds	9	32,116	26,025
Restricted income funds	9	15,589	13,134
Revaluation reserve		**-**	**-**
Total funds		**47,705**	**39,426**

Please note - the above investments are cash investments in a savings account. Opening unrestricted reserves at 1 January 2025 have been adjusted by £267.06 to correct an overstatement of bank interest income at 31 December 2024.

Approved by the Trustees/company directors and signed on their behalf.



Sarah Brunwin
23 September 2026

6 Notes to the accounts

Basis of accounting preparation

Basis of accounting

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by 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) and with the Charities Act 2011.

Fund accounting

- Unrestricted funds comprise of accumulated surpluses and deficits on general funds. They are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes. They may be re-allocated
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Accounting policies

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to, and virtually certain to receive, the income and the amount can be quantified with reasonable reliability.

The following policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant
- Donated services and facilities are included at the value to the charity where this can be quantified. The values of services provided by volunteers or other gifts in kind have not been included in these accounts
- Investment income is included when receivable
- Incoming resources from charitable trading activity are accounted for when earned.

Expended resources

Expenditure is recognised on an accrual basis as a liability is incurred:

- Charitable activities, costs of generating funds and governance costs comprise direct expenditure, including staff costs, directly attributable to the activity. Where costs cannot be directly attributed, they have been allocated to activities on the basis of estimated time spent by staff on each activity
- Support costs comprise of all services supplied centrally, identifiable as wholly or mainly in support of projects and include an appropriate proportion of central overheads
- Central overheads are allocated to operational and fundraising functions on the basis of their use of central support services with the aim of ensuring that those costs remaining within governance relate to the management of the charity's assets, organisational administration and compliance with constitutional and statutory requirements
- All liabilities are recognised as soon as an obligation arises.

Analysis of incoming resources

Note 1 - Analysis of income				
	Unrestricted	Restricted	Total 12 months to 31 Dec 2025	Total 12 months to 31 Dec 2024
Donations and legacies:	£	£	£	£
Donations and gifts	-	-	-	1,977
Gift Aid	-	-	-	-
General grants provided by government/other charities	-	111,441	111,441	63,327
Total	**-**	**111,441**	**111,441**	**65,304**
Charitable activities:				
WildlLearning training delivery	53,342		53,342	81,443
Course creation	44,461	-	44,461	56,168
Total	**97,803**	**-**	**97,803**	**137,611**
Income from investments:				
Interest income	846	-	846	1,323
Total	**846**	**-**	**846**	**1,323**
Other:		-	-	-
Total	**-**	**-**	**-**	**-**
TOTAL INCOME	**98,650**	**111,441**	**210,091**	**204,238**

Note 1.2 Analysis of receipts of government grants				
	Unrestricted	Restricted	Total 12 months to 31 Dec 2025	Total 12 months to 31 Dec 2024
	£	£	£	£
DEFRA Darwin Initiative grant		15,466	15,466	27,563
Total	**-**	**15,466**	**15,466**	**27,563**

Analysis of resources expended

Note 2 - Analysis of expenditure				
	Unrestricted	Restricted	Total 12 months to 31 Dec 2025	Total 12 months to 31 Dec 2024
Analysis			£	£
Incurred seeking donations	5,214	6,139	11,353	26,672
Incurred seeking grants	5,214	6,139	11,353	26,672
Support costs associated with raising funds	626	737	1,364	2,774
Total expenditure on raising funds	**11,053**	**13,017**	**24,071**	**56,118**
WildlLearning Delivery	75,569	88,980	164,547	213,145
Support costs associated with WildLearning	5,937	6,990	12,927	23,262
Total expenditure on charitable activities	**81,505**	**95,970**	**177,474**	**236,407**
TOTAL EXPENDITURE	**92,558**	**108,986**	**201,545**	**292,525**
Support costs have been apportioned across raising funds and charitable activities.				

Support Costs

Note 3 - Support Costs			
	Raising funds	WildLearning/ WildHub	Grand total
Support cost (detail)	£	£	£
Staff salaries	852	8,081	8,933
Pensions	14	137	151
Governance	89	841	929
All other	408	3,868	4,276
Total	**1,364**	**12,927**	**14,290**

Appointment of support costs between activities was based on approximate staff time (therefore salary costs) spent on support of activity and actual activity allocation. The above figures are related to support costs only that have not already been shown as a seperate fundraising cost or charitable activity cost and therefore do not include all expenditure.

Note 4 - Details of certain items of expenditure		
	Total 12 months to 31 Dec 2025	Total 12 months to 31 Dec 2024
	£	£
Independent examiner's fees	444	420
Other fees	-	-
Total	**444**	**420**

Staff costs

5.1 Staff Costs		
	Total 12 months to 31 Dec 2025	Total 12 months to 31 Dec 2024
	£	£
Salaries and wages	176,314	236,221
Social security costs	7,529	16,217
Pension costs	3,115	5,326
Other employee benefits	-	-
Total staff costs	**186,958**	**257,764**

5.2 Average head count in the year	Total 12 months to 31 Dec 2025	Total 12 months to 31 Dec 2024
	Number	Number
Fundraising	0.5	0.8
Charitable Activities	4.7	6.2
Support Costs	0.3	0.5
Total	**5.5**	**7.5**

There were no employees who received employee benefits of more than £60,000. A pension scheme was implemented in April 2017. None of the Trustees has been paid any remuneration or received any other benefits from an employment with the charity or related entity. No Trustee expenses have been incurred. 1 staff member was made redundant and two short-term contracts were not renewed during the financial year.

5.3 Redundancy costs	Total 12 months to 31 Dec 2025	Total 12 months to 31 Dec 2024
	£	£
The extent of redundancy funding at the balance sheet date	3,493	-
Total staff costs	**3,493**	**-**
Redundancy payments were statutory, committed at time of notice, and fully paid before year end. The charity recognizes a liability and an expense for redundancy when it is commited to give notice. Benefits are measured at best estmate of the amount required.		

Grant making

No grants were made during the reporting period January to December 2025.

Debtors

Note 6 - Debtors and prepayments		
6.1 Analysis of debtors	As at 31 Dec 2025	As at 31 Dec 2024
	£	£
Trade debtors	-	267
Prepayments	-	-
Accrued income	26,256	-
Total	**26,256**	**267**

Creditors

Note 7 - Creditors and accruals				
7.1 Analysis of creditors	Amounts falling due within one year		Amounts falling due after more than one year	
	As at 31 Dec 2025	As at 31 Dec 2024	As at 31 Dec 2025	As at 31 Dec 2024
	£	£	£	£
Accruals for grants payable	-	-	-	-
Bank loans and overdrafts	-	-	-	-
Trade creditors	-	-	-	-
Accruals and deferred income	170,303	74,774	-	-
Taxation and social security			-	-
Other creditors		335	-	-
Total	**170,303**	**75,109**	**-**	**-**
7.2 Deferred income				
Movement in deferred income account			As at 31 Dec 2025	As at 31 Dec 2024
			£	£
Balance at the start of the reporting period			75,109	
Amounts added in current period			170,303	75,109
Amounts released to income from previous periods			- 75,109	
Balance at the end of the reporting period			**170,303**	**75,109**

Cash in hand

Note 8 - Cash at bank and in hand		
	As at 31 Dec 2025	As at 31 Dec 2024
	£	£
Short term cash investments	-	-
Short term deposits	44,390	43,728
Cash at bank and on hand	147,362	70,540
Other	-	-
Total	**191,751**	**114,268**

Movement of funds

Note 9 - Charity funds				
9.1 Details of material funds held and movements during the CURRENT reporting period 12 months to 31 Dec 2025				
Movement of major funds	**Fund balances brought forward 1 Jan 2025**	**Incoming resources**	**Outgoing resources**	**Fund balances carried forward 31 Dec 2025**
	£	**£**	**£**	**£**
Unrestricted				
General (inc WildLearning unres)	26,025	98,650	92,558	32,116
Restricted	-			
TigerTeam project	5,573	-	373	5,200
WildLearning project	7,560	-	-	7,560
Conservation Trainers Network	-	15,466	18,125	- 2,659
WildHub project	-	-	-	-
Comms, Engagement & Fundraising	-	85,000	85,000	-
WildLearning Bursaries	-	10,976	5,488	5,488
Total Restricted	**13,134**	**111,441**	**108,986**	**15,589**
Total Funds	**39,426**	**210,091**	**201,545**	**47,705**
Analysis of net assets beween funds				
		Unrestricted	**Restricted**	**Balances carried forward 31 Dec 2025**
Current assets		32,116	185,891	218,008
Other current/(liabilities)		-	- 170,303	- 170,303
	Total Funds	**32,116**	**15,589**	**47,705**

9.2 Details of material funds held and movements during the PREVIOUS reporting period 12 months to 31 Dec 2024				
Movement of major funds	**Fund balances brought forward 1 Jan 2024**	**Incoming resources**	**Outgoing resources**	**Fund balances carried forward 31 Dec 2024**
	£	**£**	**£**	**£**
Unrestricted				
General (inc WildLearning unres)	91,913	139,934	205,555	26,292
Restricted				
TigerTeam project	4,970	977	373	5,573
WildLearning project	-	11,265	3,705	7,560
Conservation Trainers Network	-	27,563	27,563	-
WildHub project	9,387	-	9,387	-
Comms, Engagement & Fundraising	9,912	22,500	32,412	-
WildLearning Bursaries	11,530	2,000	13,530	-
Total Restricted	**35,800**	**64,304**	**86,970**	**13,134**
Total Funds	**127,713**	**204,238**	**292,525**	**39,426**
Analysis of net assets beween funds				
		Unrestricted	Restricted	Balances carried forward 31 Dec 2024
Current assets		33,901	80,634	114,535
Other current/(liabilities)		- 7,609	- 67,500	- 75,109
		26,292	**13,134**	**39,426**