BRITISH HERPETOLOGICAL SOCIETY

(Registered Charity No. 205666)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2025

Trustees' Annual Report

&

Receipts and Payments Accounts

for the year ended 31 December 2025

BRITISH HERPETOLOGICAL SOCIETY

(Registered Charity No. 205666)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2025

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BRITISH HERPETOLOGICAL SOCIETY

(Registered Charity No. 205666)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2025

Reference and administrative details

Charity Name:	British Herpetological Society
Registered Charity Number:	205666
Principal Correspondence address:	The British Herpetological Society 11, Strathmore Place Montrose, Angus DD10 8LQ (UK)
Trustees	Dr Gerardo Garcia (President) Mark Hollowell (Chair) Michael Wise (Treasurer) Trevor Rose (Secretary) Dr Simon Townson Dr Steven Allain (UK Conservation Officer) Jennie Shea (Education and YH Officer) Dr Christopher Gleed-Owen (Research Officer) Paul Eversfield (Meetings Organiser) Dr Richard Hodges (Herpetological Bulletin Editor) Stephen Copley Catherine Whatley Maria Filippou Katherine Mitchell (Communications Officer) Vince Goodall Dr Kevin Arbuckle Prof Jelka Crnobrnja-Isailovic Anna Maria-White Erin Rickman-Hills Jackie Wellings (June 2025- co-opted May 25)
Bankers	National Westminster Bank PLC 694 High Road Leytonstone, E11 4TZ CAF Bank Ltd 25 Kings Hill Avenue West Malling, Kent, ME19 4JQ
Independent Examiner	Charles Ssempijja, FCA NfP Accountants Ltd 3rd Floor, 86-90 Paul Street, London EC2A 4NE

BRITISH HERPETOLOGICAL SOCIETY

(Registered Charity No. 205666)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2025

Foreword

It is very pleasing to report that 2025 was another successful year for the Society. Our reach as an organisation continues to grow, in large part due to our increased online presence as well as attendance at our meetings and events. Our sponsorship of other organisations also has an impact on how we expand our messaging with a BHS presence at almost every event we support. We have continued to review our website capability and make changes that enable us to sustain our existing infrastructure alongside any changes so that continuity is maintained. We remain committed to disseminating scientific updates and reporting on critical research findings. An excellent example of this was the year-end issue of a special BHS report, publishing the results of an intensive, large-scale study of the grass snake (Natrix helvetica) population in Dorset, southern England. Originally undertaken between 1958 -1962 by the naturalist Dr. Robert Stebbings, this research had its inaugural publication as an Open Access Special BHS report due to a collaboration between the original researcher, Professor Richard Griffiths and our own Dr. Simon Townson.

Our scientific journals – the Herpetological Journal, Herpetological Bulletin and The Natterjack (our periodic newsletter) continue to be hugely successful. My grateful thanks to our learned volunteer editors and associate editors whose time, dedication and diligence enable the very best experience for both contributors and readers. Our partnerships with other organisations and entities in the herpetological field are increasingly important in ensuring we add value rather than duplicating. Our herpetological influence and reach can only be achieved by increasing collaborations and sharing findings. Our support of five one off events and support for three further advocacy approaches during the year is further testament to our commitment to joint working.

During 2025 our Student Grant programme sponsored seven projects including in Sri Lanka, Nepal and Columbia. Our £300 support programme is a key tenet of the Society's aim of supporting the work of young herpetologists.

Our March 2025 conference - the combined efforts of the BHS and AHH on Reptile and Amphibian Care and Breeding (held at Drayton Manor Resort) has become a key feature of the annual herpetological calendar. Now established as a UK & major international event (both speakers and delegates) the conference grows year on year, with some participants wanting to book for the following year as soon as the conference ends! A measure of its success and popularity. My thanks to all the BHS volunteers who give their time to this important event and to our sponsors and our supporters, from far and wide who are helping us to grow the event year on year.

Our AGM was held in June at the prestigious Manchester Museum, where members and guests were able to visit the vivarium during the recess with Matthew O'Donnell the Curator of Herpetology - after a series of fascinating talks. The afternoon slot included a presentation from our own President Gerado Garcia (Chester Zoo), who regaled us on how he had combined his love of tech and Komodo dragons to create an adapted tracking device which records the behaviours of this beguiling creature both in captivity and in the wild.

Finally - my thanks to all our Trustees and volunteers for the effort and time they commit on a voluntary basis to ensure the Society remains strong and relevant. And to our legators, partners, sponsors, supporters and membership, who enable us to continue our increasingly important work.

Mark Hollowell - Chair

BRITISH HERPETOLOGICAL SOCIETY

(Registered Charity No. 205666)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2025

The Trustees present their annual report and financial statements of the charity for the year ended 31 December 2025. The reference and administrative information set out on page 3 forms part of this report. The Trustees have taken advantage of the smaller charities' exemption under Section 133 of the Charities Act 2011, and have prepared these accounts on a Receipts and Payments basis. Consequently, the charities reporting guidance and requirements under "Accounting and reporting by charities: Statement of Recommended Practice (SORP)" are applied to only the Trustees' Annual Report.

Objectives and Activities

Summary of the objectives of the charity set out in its governing document:

The promotion of the study and protection of amphibians and reptiles in particular through scientific research, captive breeding and husbandry, conservation and fieldwork and education.

Summary of the main activities undertaken for the public benefit in relation to these objectives:

Publications

The society produces and distributes regular herpetological publications to its members, who include both individuals and institutions in the UK and overseas. Membership is open to all and membership fees are relatively modest. The society's publications also benefit the herpetological community at large by providing a platform for the publication of high-quality scientific research and disseminating new ideas and practices.

Meetings and Events

The Society organizes, attends and supports herpetological meetings, including both scientific meetings and those aimed at the lay enthusiast. The society's representatives also attend non-herpetological events with a view to disseminating information to the public about herpetofauna.

Grants

The Society makes grants for scientific research, conservation work, the protection and creation of reptile and amphibian habitats, conservation-related captive breeding activities, and the education of the public.

Herpetological Library

The Society owns a collection of varied herpetological books which provide useful reference information for herpetologists and other zoologists.

Public Benefit

The Society's Council of Trustees has borne in mind the Charity Commission's guidance on public benefit in planning the Society's activities for the year. The Trustees consider that the Society's activities benefit the herpetological community, in particular by providing services and sponsorship to it, and that the general public benefits, because this assists in protecting British and other herpetofauna and its funding facilitates scientific research.

Policy on grant making

Grants made by the Society are approved by the Council of Trustees, after due consideration of each application's merits. Student Grant applications (which are invited twice yearly, in June and December), are assessed by a dedicated panel of the Society's herpetological experts. All approved grants are reported to Council. Progress in achieving the objectives of all of the approved grants is monitored by allocated members of the Council of Trustees and reported to Council.

Contribution made by volunteers

The Society is run by unpaid volunteers (the Council of Trustees). Volunteers who are not members of the Council of Trustees also contribute to the Society's activities, including its conservation activities, the maintenance and running of the library, and attendance and support at events. Volunteers are entitled to claim expenses incurred in the course of these activities, subject to pre-approval by Council for substantial items.

The Treasurer and Secretary are each entitled to claim an honorarium of £250 per annum, in recognition of the space taken up in their homes by the Society's records. Both have waived these honoraria during the year. The Society commissioned external storage facilities during the latter part of 2025 to alleviate the demand on the Secretary. This commercial arrangement will continue for future storage requirements. The Natterjack Editor is also entitled to receive an honorarium of £150 per issue to reflect the work involved in the production of the publication.

Achievements and Performance

This summary of the main achievements of the charity, identifies how its work has impacted its beneficiaries and provided wider benefits to the herpetological society and beyond.

- The publication of our scientific journals, key to maintaining the involvement of our members, individuals, families and institutions, has continued during 2025. We produced a combined 12 editions of the Herpetological Journal and the Herpetological Bulletin, together with the Natterjack (our periodic newsletter). These were distributed across our expansive membership.

- The Open Access and website availability of 70+ editions of the British Journal of Herpetology published by the Society between 1949 -1985 (a major piece of work in 2024) has been very successful with tens of thousands of downloads.

- March saw the (pre-eminent two-day event of the BHS calendar the "BHS and AHH Annual Conference" (Advancing Herpetological Husbandry). The event was again held at the Drayton Manor Resort Conference Centre. It featured lectures on reptile and amphibian care and breeding, provided practical

workshops and was an opportunity for UK and International herpetologists to meet like-minded individuals, hear about recently published research and learn about new approaches and studies. The conference is now firmly established as a major, domestic and international event with speakers and delegates from the UK, Europe and the U.S.A. Originally conceived as a forum for private and professional "herp-keeping" communities to get-together, the conference now provides a unique platform and forum for (typically) 150+ attendees to share ideas and learn from professionals (and amateurs) in the sphere of herptile captive care.

- Our conservation work continues – with inter alia - promotion of our amphibian ladders – developed by the Society's Secretary as a solution to avoid the needless deaths of countless amphibians in drains, gullies and similar traps. Although the financial contribution to the Society is modest, this small piece of equipment continues to have a growing impact in protecting migrating breeding colonies (both domestically and internationally) where drainage and other infrastructure introductions encroach on amphibian territories. It also serves as a conduit to highlight the BHS's other activity.

- The annual joint BHS and Thames and Chiltern's Herpetological Group Autumn meeting (held in the Chilterns Lifestyle Centre) in October was attended by around 70 people, of all ages and herpetological interests. Topics ranged from smooth snake status and conservation in the UK to in-situ research on Parson's chameleon in Madagascar. Professor Richard Griffiths presented a talk on the remarkable naturalist Dr. Robert Stebbings – and his work on a grass snake population in Dorset (South of England) in the 1950's & 1960's. (see reference below)

- The BHS Research Committee approved seven student research grants in the 22nd year of its operation. With grants of circa £300 – this initiative set up by the Society's Research Officer Dr Chris Gleed-Owen to help early-career herpetologists from around the word, opens to applications from students in June and December each year. BHS prioritises projects in developing countries, and particularly ones working with endangered species. During the year over £2,000 worth of grants were awarded to projects. These included a project on the evaluation of stress levels in populations of captive pit vipers (Bothrops rhombeatus and Bothrops ayerbei) in Columbia with projects in Sri Lanka and Nepal also represented in this programme. BHS welcomes corporate sponsorship to support this important work and to encourage the involvement and interest of young herpetologists.

- The Society supported a number of events to encourage knowledge sharing and learning opportunities (in addition to its annual BHS/AHH Conference). These included the ARC-BHS joint scientific meeting, Amphibian & Reptile Group of the UK (ARG) Vanishing Viper Conference, the European Congress of herpetology, Herpeton (Florida) and Bangor Students' Union - Venom Day. The Society has also supported the Sustainable Users Network (SUN), the Companion Animal Sector Council (CASC) and the Federation of British Herpetologists. BHS believes that such sponsorship is vital not only to ensure the success of higher profile programmes often with a national and international reach, but also to encourage and sustain local level initiatives as well as promoting partnership working. It is from these initiatives that many new ideas and approaches often emerge as well as encouraging new and younger peoples' involvement in herpetology.

- During the year, research was approved (in full or as match funding) for varied and unique initiatives including: Population Genetics of the Botsford Leaf Litter Frog. A number of other international research and conservation projects that were expected to qualify for BHS funding were being developed in 2025 by relevant external project leads and teams. These were expected to reach a status where BHS funding could be applied for during 2026.

- At the year-end the BHS produced a Special Report, the results of an intensive, large-scale study of a grass snake (Natrix helvetica) population in Dorset, southern England - carried out between 1958 and 1962 by the naturalist Dr. Robert Stebbings. This was a first publication of the study results. A collaboration between Dr. Stebbings, Professor Richard Griffiths and Dr. Simon Townson has enabled this remarkable and invaluable study to be finally published as an Open Access special BHS Report.

- The Society is again indebted to the late Robert Ward–Howlett who had a life-long love of herpetology. A further £38,950 legacy was received in March. This is the second tranche of legacy funding received from his estate. This incredibly generous bequest has provided a vital contribution to our funding capability which will enable the Society to continue to support grant applications, sponsorship, research and conservation work.

- As the year closed, work commenced on the planned upgrade of our website. This work which will be completed in 2026, is essential to ensure our membership is able to access the full range of BHS news, upcoming events, publications, our partnership activity and key scientific updates. It is also a vital window for encouraging new membership and as part of our wider reach ambitions alongside our enhanced social media presence. Key upgrades include easier access for subscribers with additional payment/membership renewal options.

- And our AGM was held in June at the prestigious Manchester Museum, where members and guests were able to visit the vivarium during the recess with Matthew O'Donnell the Curator of Herpetology – after his talks which included Project Lemur Frog, The Tapir Tree Frog, the Holdridge Toad Project and the non-herp Glow Worm! Thom Lyons Ecologist & PhD Researcher highlighted Britain's rarest amphibian – the Northern Pool Frog. The event included a presentation by our own President - Dr Gerado Garcia (Animal & Plant Director at Chester Zoo) who spoke about how he had combined his love of tech and Komodo dragons to track behaviours of this intriguing creatures both in captivity and in the wild.

Financial Review

Financial summary

In total the Society secured £75,449 (prior year: £39,678) of funding in the year, ending the year with total funds of £211,996 (prior year: £180,559), which is above its reserve requirement. Of the total funds at year end, £38,834 (prior year: £38,834) was restricted and £173,161 (prior year: £141,725) was unrestricted. The Trustees consider that the excess of current reserves over requirement is acceptable in order to eliminate concerns about the Society's ability to continue its activities in the short and medium term. The Trustees continue to monitor the Society's membership subscriptions to ensure its long-term viability given the changing patterns of membership. Membership was reviewed again in year and two categories of subscription were amended. The next major review will take place in 2026.

Reserves and reserves policy

The Trustees consider that the Society's current level of reserves is adequate, as its unrestricted funds are sufficient for a minimum of two years' non-discretionary expenditure (The Society's policy is to hold sufficient unrestricted reserves to meet two years of non-discretionary outgoings). The Trustees consider that this is sufficient to enable the Society to discharge its obligations in the event of unexpected difficulties.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Principal funding sources

The Society's principal source of funds is the subscription fees paid by its membership. These are supplemented by bequests/legacies and income from activities such as the sale of amphibian ladders and herpetological books. All proceeds assist with advancing the Society's aims. BHS Council will review its income generation strategy during 2026/2027.

Investment policy

The Society's current policy is to hold the bulk of its funds in cash. The Council of Trustees has reviewed this policy and considered it prudent to continue at present, bearing in mind the significant uncertainty currently affecting both the UK and the global economy and the potential that it may need to release substantial funds for conservation land purchases in the near future. In year, the Society set up two new deposit accounts to achieve improved returns on its cash assets.

Risk Management

The principal financial risk facing the Charity is a fall in membership numbers and receipts to an unsustainable level. The Trustees believe the risk is largely from both economic pressures affecting individual subscribers and the methods by which members choose to access information for their interests. The matter of membership recruitment remains a key priority for Trustees with a major review taking place in 2026.

The Trustees are continuing to mitigate the risk of falling revenues by developing other sources of income such as amphibian ladder sales, book sales, events income, open access publishing fees and an enhanced income generation strategy. Additionally, efforts have been made in-year to expand the Society's online footprint and engagement across all spheres of activity with the objective of encouraging and building additional membership interest.

However, the Trustees remain of the view that this risk event is low.

The first key reputational risk facing the Charity is the danger of inadvertently disseminating known falsehoods in its scientific publications. This risk is addressed by means of the peer review process, which seeks to ensure that the society only publishes material of acceptable quality.

The second key reputational risk facing the Charity is the danger of inadvertently promoting bad practise, in terms of either conservation or animal welfare. This risk is addressed by the expertise of the Society's Board of Trustees, which includes eminent herpetologists, and by the society's funding model, whereby funds are raised directly from the public, thus ensuring it is not beholden to commercial or other interests/concerns.

Structure, Governance and Management

Description of the charity's trusts:

Type of governing document:	Constitution dated March 2015
How the charity is constituted:	Registered Charity (unincorporated)
Trustee selection methods:	Trustees may be temporarily co-opted by Council. All appointments are confirmed by a vote of the Society's members at the AGM.
Related parties:	The trustees and their close connections are considered to be the only related parties of the charity.

Recruitment, appointment and induction of new trustees

Trustees are elected and co-opted under the terms of the Constitution. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all Trustees' approval. When it is necessary to appoint new Trustees, due to either a Trustee stepping down or a gap of expertise in the Board being identified, recruitment begins through the networks of the Board and staff. Applicants' details are reviewed by Trustees, and selected applicants invited to observe a meeting and to attend an interview with the Chair of Trustees with at least one other Trustee. Upon a successful interview, the successful applicant is invited join the Trustee Board.

The charity provides new Trustees with information about the charity, including the content of the Constitution and Rules. They are also directed to guidance on their legal obligations under charity and the Charity Commission guidance on public benefit, and information updates are circulated to Trustees regularly.

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Mark Hollowell	
Position (e.g. Secretary, Chair, etc.)	Chair	
Date	26th October 2026	

BRITISH HERPETOLOGICAL SOCIETY

(Registered Charitable Incorporated Organisation No. 205666)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2025

Independent examiner's report on the accounts

CHARITY COMMISSION FOR ENGLAND AND WALES

Section A Independent Examiner's Report

Report to the trustees/ members of

Charity Name

British Herpetological Society

On accounts for the year ended	31 December 2025	**Charity no (if any)**	205666

Set out on pages

(remember to include the page numbers of additional sheets)

14-15

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's statement

My examination was carried out in accordance with 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 the 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 (other than that disclosed below)

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 and comply with the accounting requirements of the Charities Act

   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.

Section B	**Disclosure**

Only complete if the examiner needs to highlight material problems.(E.g. accounting records have not been kept in accordance with s132 of the Charities' Act 2011 and those accounts do not comply with the requirements of the 2008 Regulations setting out the form and content of charity accounts; any material expenditure or action which appears not to be in accordance with the trusts of the charity; any failure to be provided with information and explanations by any past or present trustee, officer or employee; and any material consistency between the accounts and the trustees' annual report.)

Give here brief details of any items that the examiner wishes to disclose.	N/A

Signed:		**Date:**	26 October 2026
Name:	Charles Ssempijja		
Relevant professional qualification(s) or body (if any):	FCA, ICAEW		
Address:	3rd Floor, 86-90 Paul Street, EC2A 4NE		

BRITISH HERPETOLOGICAL SOCIETY

(Registered Charitable Incorporated Organisation No. 205666)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2025

CHARITY COMMISSION FOR ENGLAND AND WALES

Charity Name	No (if any)
British Herpetological Society	202666

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	01/01/2025		31/12/2025

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Amphibian Ladders	-	-	-	-	-
Books	1	-	-	1	108
Conservation	-	-	-	-	-
Events	16,420	-	-	16,420	14,862
Finance	2,965			2,965	1,114
Legacies	38,950	-	-	38,950	-
Memberships	16,832	-	-	16,832	23,405
Recycle4charity		-	-	-	-
Open Access Publishing Fees	281	-	-	281	189
Research	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total *(Gross income for AR)*	**75,449**	**-**	**-**	**75,449**	**39,678**
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	**-**	**-**	**-**	**-**	**-**
Total receipts	**75,449**	**-**	**-**	**75,449**	**39,678**
A3 Payments					
Admin	1,208	-	-	1,208	954
Advocacy	700	-	-	700	300
Amphibian Ladders	-	-	-	-	-
Books	5	-	-	5	11
Conservation Grants	-	-	-	-	10,000
Covid-19	-	-	-	-	-
Events	19,028	-	-	19,028	14,295
IT	3,541	-	-	3,541	3,423
Memberships Expenditure	17,353	-	-	17,353	18,109
Research	2,177	-	-	2,177	1,800
Other	-	-	-	-	-
Sub total	**44,012**	**-**	**-**	**44,012**	**48,892**
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	**-**	**-**	**-**	**-**	**-**
Total payments	**44,012**	**-**	**-**	**44,012**	**48,892**
Net of receipts/(payments)	**£ 31,437**	**£ -**	**-**	**31,437**	**- 9,214**
A5 Transfers between funds	**-**	**-**	**-**	**-**	**-**
A6 Cash funds last year end	**141,725**	**38,834**	**-**	**180,559**	**189,773**
Cash funds this year end	**173,162**	**38,834**	**-**	**211,996**	**180,559**

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Caf Cash Ed Comm	-	-	-
	CAF Cash Main	8,552	508	-
	CAF Gold Main	85,790	-	-
	Ed Comm Santander	1,735	-	-
	Membership Cards Petty Cash	30	-	-
	Nat West Main	5,561	77	-
	Nat West 35 Day Deposit	40,422	-	-
	Nat West 95 Day Deposit	17,717	38,249	-
	Paypal	12,333	-	-
	Treasurer's Petty Cash	-	-	-
	Secretary's Petty Cash	36	-	-
	Ed Comm Petty Cash	985	-	-
	Total cash funds	173,162	38,834	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Gift Aid Claims Outstanding	6,324	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Santander Shares	Land Fund (Restricted)	-	5,031

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use		General (Unrestricted)	-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Independent Examiner's Fee	General (Unrestricted)	600	Less than 1 year

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Mark Hollowell (Chair)	26.10.26