

Pond Conservation  
*For life in fresh waters*

**Annual report and accounts 2011/12**

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## About Pond Conservation

**Pond Conservation is a national charity created in 1988 to protect the wildlife of our freshwaters.**

Life in freshwater is under threat everywhere; we aim to protect it through strong practical action backed by good information. We think that maintaining a rich and healthy freshwater environment brings benefits to everyone – now and in the future. Our organisation has a strong research background, and over the last few years with support from funders such as the Tubney Charitable Trust, we've been putting this knowledge directly into practice on the ground and spreading the message to people at home and in the community.

### What we do

- We aim to inspire everyone to support the conservation of freshwaters
- We implement practical solutions based on the best knowledge
- We champion ponds, rivers and lakes to decision makers
- We work with people, communities and organisations to protect freshwater wildlife
- We support our practical conservation work with research, survey, policy work, education and fundraising.

### Strategic areas

**Pond Conservation aims to work with others to improve the conservation of ponds and other freshwater habitats by:**

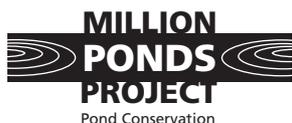
- Researching their ecology and history to improve scientific knowledge and conservation practices
- Communicating our knowledge, providing training and advice, and raising public appreciation of the importance, attractiveness and vulnerability of these habitats.
- Running practical projects in sustainable habitat creation and conservation, especially with stakeholder communities
- Influencing policy makers to take proper consideration of these habitats.

# Achievements in 2011/12

During the year we made substantial progress both in the key organisational aim of protecting freshwater biodiversity, and in developing our organisation. Reflecting our strategic goals to protect all freshwater biodiversity, we also made major progress in broadening our work to cover all of freshwater: ponds, lakes, streams, rivers and headwaters.

Highlights of the year were:

## Delivering on the ground



The Million Ponds Project completed its third year and has now created over 1000 ponds for specific

endangered freshwater species: everything from giant algae, like tassel Stonewort, to the not-so-common Common Toad.

## Protecting the very best freshwaters

With the New Forest National Park Authority we began jointly planning the practical management of all freshwater in the New Forest – making a publicly agreed catchment plan for one of Western Europe's most important areas for freshwater wildlife. We believe this is the first time anywhere that a quasi-official water planning process has considered all freshwaters – everything from the Forest's critical temporary ponds to river estuaries.

In Wales we piloted the Flagship Ponds concept with local groups and volunteers – taking practical action with local volunteers to monitor and protect the very best ponds, often the last remaining refuges for critically endangered freshwater plants and animals like the tiny aquatic fern Pillwort and the delicately beautiful Fairy Shrimp.

## Research to underpin practical action on all freshwaters

As an organisation we already know a lot about freshwaters other than ponds – we are the first organisation to compare the full range of freshwater habitats and their biodiversity, data that were used in the UK government's groundbreaking 2011 National Ecosystem Assessment. All the evidence shows that freshwater habitats, from the smallest ponds



Countryfile, March 2012 – Pond Conservation's Jeremy Biggs and Naomi Ewald with Andy Brennan from the New Forest NPA, looking at the wonderful New Forest ponds and our work to protect them, with Matt Baker

to the biggest rivers, are still under serious threat, especially from pollution.

An important part of this pollution impact comes from agriculture, and society spends many millions of pounds trying to protect freshwaters from the unwanted side-effects effects of farming. However, as yet – despite enormous efforts – we don't yet know what really works to control agricultural pollution.

For this reason, before we begin to extend our practical conservation programmes to streams, river and lakes, we need to know what does work, and to establish this we have launched one of our largest yet research projects – Water Friendly Farming. Working with a wide range of partners (Game & Wildlife Conservation Trust, Syngenta, the Environment Agency, Anglian Water, University of York and others) we are testing a wide range of practical measures – like buffer strips, constructed wetlands and interception ponds – to see if we can control the pollution affecting all the freshwaters across the typical farmed landscape. Altogether the project team has brought about £1 million to this

project so far and we expect the new knowledge it provides to have a major influence on the way we manage freshwater.

### Monitoring the state of freshwaters

We further developed our work to find and monitor the most important ponds for freshwater wildlife. With funding from Miller Philanthropy, we brought together the data needed to complete the identification of Important Areas for Ponds in England. This vital policy work will put biologically important ponds on the map literally for the first time – the ponds that support endangered species, are near natural in their freedom from pollution impacts or have especially rich wildlife communities. At present it's just down to luck whether these ponds are protected simply because people either don't know where they are, or how important they are. Getting them onto a map transforms the chances that they will survive into the future.

We have already pioneered monitoring of Britain's ponds – working with the Centre for Ecology and Hydrology on the Countryside Survey Ponds Report since the mid-1990s. Now for Defra and Natural England we have been testing whether volunteers can help extend this survey to cover endangered species – most of which have no credible monitoring at present.

### Working with the public

With the Amphibian and Reptile Groups of the UK we ran a new extension of our Big Pond Dip garden ponds project – the Big Spawn Count. 1000 people reported back the number of frog spawn clumps they had in their garden ponds – a good indicator of the number of Common Frogs. The first year showed people had a great appetite for providing this information – now



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'A living fossil' – *Triops cancriformis* is believed to be amongst the oldest living animal species in the world – its ancestors have remained almost unchanged for the last 220 million years!

we need to get the methods properly tested and quality assured so that we can use the results to report national trends – this is a piece of work we'll be retuning to soon.

### Developing the organisation

It's not enough for us simply to do good work protecting wildlife. We also need to make sure our organisation is secure financially to meet the many challenges to freshwater life, and also growing to do more to tackle the huge problems freshwater faces.

We have been generously funded with one of the final grants from the Tubney Charitable Trust to specifically develop our organisation further. In doing so we:

- Employed a Research Manager to lead the development of contract and applied research grants
- Supported a permanent Fundraising Officer post
- Continued to develop our Supporters Scheme base, including part-funding a Supporters Scheme manager.

# Research to find out what works

**A key element of Pond Conservation's work is that our advice and conservation activities are evidence-based. If there are essential gaps in knowledge, we undertake high quality research to fill these. The results inform our practical activities on the ground, and provide information that we use to strengthen our case in policy and advocacy work.**

## **Water Friendly Farming – protecting biodiversity in our farmed landscapes**

Water Friendly Farming is one of our core research projects. It aims to address the shocking problem of just how little is known about the measures that are routinely used to control agricultural pollution, to clean up water and protect freshwater life. This is despite the fact that millions of pounds are spent annually on buffer strips, constructed wetlands, riverside fencing and reducing fertiliser use to try to stop pollution effects. To start finding out what really does work, we developed the Water Friendly Farming research programme with Game & Wildlife Conservation, Syngenta, University of York, the Environment Agency, the Chemicals Regulatory Directorate, Anglian Water and others. Our project works with farmers and landowners to help determine whether installing buffer strips, cleaning-up sewage works, re-meandering rivers or making ponds makes a difference to the quality of ponds, streams, smaller headwaters and ditches across whole landscapes. The results will have profound implications for understanding how freshwater life can be protected and managed in agricultural landscapes.

Baseline data is essential for any experimental project like this and during 2011-12 we undertook our second year plant surveys and collected invertebrate samples from over 200 sites across the projects 30 km<sup>2</sup> study area. Visiting Post Doctoral researcher, Toshikazu Kizuka, funded by the Japanese government, worked with us between March and August 2011 to collect and analyse water samples for the project, and Dr Sian Davies joined us in November 2011, as a full-time post-doctoral researcher funded by Syngenta to continue this work, instrumenting the catchment and

measuring pollutant levels. We will begin installing the experimental practical measures to control pollution and improve habitats next year (2012-13).

## **PondNet – developing a strategy for volunteer pond monitoring across England**

It is surprising that, although many thousands of rivers, streams and lakes are monitored each year to check if their quality is deteriorating, there is no regular national monitoring programme at all for ponds. In autumn 2011, Pond Conservation teamed up with Natural England, Amphibian and Reptile Conservation and other environmental NGOs to develop the concept for PondNet. The aim was to test whether it is possible to establish a network of volunteers to help monitor ponds for the long term: gathering critical information on the occurrence of rare and threatened species, and establishing whether pond biodiversity is in decline. For the first stage of this project, in Spring 2012, we used statistical analysis to identify the size of the network that would be needed to show significant change in pond quality measures (ponds in c700 1 km<sup>2</sup> grid squares). The next stage, to be carried out with funding from Defra in 2012-14, is to work with volunteers to test PondNet on the ground in three areas of England (South Hampshire, NE Yorkshire and Cheshire).

**The Tadpole Shrimp project** – the Tadpole Shrimp is one of Western Europe's most remarkable, and most endangered, freshwater creatures. In the UK this species – which predates the dinosaurs by millions of years – has just two tiny surviving populations at locations in the New Forest and at one site in Scotland. As part of our Million Ponds Project work we began identifying sites for new ponds where this



Working with the Game and Wildlife Conservation Trust we are undertaking the most extensive experiments yet in the UK to assess the effectiveness of measures to protect freshwaters from the impacts of farming

species could spread to naturally to help sustain its remarkably fragile population in the long term. Like many of our projects we are working on the Tadpole Shrimp in partnership with others: staff member Dr Naomi Ewald, the UK's national specialist on the species, advised colleagues in the Wildfowl & Wetlands Trust and Oxford University's Wildcru on the design of a parallel research programme investigating the ecology of the species.

### Carbon sequestration and ponds

Recent American data suggests ponds may have exceptional carbon capture potential (at least 100 times terrestrial habitats). PhD student Ruth Shaw continued her work on the potential for carbon sequestration by ponds in a joint research project funded by Oxford Brookes University. The success of her work means that we have been able to appoint a second PhD student during this year who will continue Ruth's work, specifically investigating carbon trapping in the landscape where we are undertaking our Water Friendly Farming work, adding an important new dimension to this work.

### The European Pond Conservation Network (EPCN)



The EPCN is a Europe-wide network of practical conservation groups and technical specialists with an interest in the

conservation of ponds. Pond Conservation has played a key role in the establishment of the organisation which now has participants in over 32 countries. The objectives of the EPCN are to promote awareness, understanding and conservation of ponds in a changing European landscape. During 2011/12 we completed the publication of two special issues of scientific journals reporting the results of the EPCN international conference in 2010 – overall the network has now published around 150 scientific papers on ponds, creating a major new evidence base on the importance of small waterbodies. Further information about the EPCN can be found at [www.europeanponds.org](http://www.europeanponds.org)

# Helping people help wildlife: communication, education and training

**To achieve our objectives we aim to inspire a wide range of people at home, in their communities and in other conservation organisations, and ensure that this enthusiasm is translated into action on the ground.**

## Training

Pond Conservation's programme of training in 2011-12 included:

**Million Ponds Project training:** The Million Ponds Project trained around 1500 people over the main practical phase of the project during 2009/10 and 2010/11. A modest amount of



© David Orchard

training for just over 60 people was undertaken during 2011/12, mainly to complete the planned programme. Subsequently most contact

with partner bodies was through the provision of 1-to-1 advice and feedback relating to specific sites. The Project also continued to provide on the ground advice to partners and others including the Defence Infrastructure Organisation, the Forestry Commission, RSPB and, at both active sites and previously restored mineral workings, in partnership with aggregate companies.

**PSYM survey techniques:** to support the use of our PSYM pond assessment system we ran our annual specialist training course in September 2011.

**Flagship Ponds pilot project in Wales:** in autumn 2011 we ran two training workshops for volunteer ecologists to develop and test the methods of the Flagship ponds project in Wales. On a four point scale of Excellent, Good, OK and Poor, all participants rated the courses either 'Excellent' or 'Good'.

## Information

We added further components to the Million Ponds Project toolkit of information about pond creation, and endangered pond associated species. Re-launched in June 2011, it is accessible to everyone and was downloaded about 8,000 times in the year.

## Community

Most community work on ponds helps people but doesn't do much for ponds. We've been testing and developing a range of new approaches to engaging communities including piloting community group programmes with the Flagship Ponds project in Wales, the North Blackpool Pond Trail and work with individual local groups. Pond Conservation's communication work seeks to increase public awareness, enjoyment and understanding of freshwater habitats and species, ultimately building this knowledge into support for our work and into active habitat management and creation work that protects biodiversity on the ground. We aim to make our knowledge-based advice available to all stakeholders from the general public to land managers, environmental policy makers, scientists and specialists. During the year we began the preparations for a major new community engagement project, to be supported by HLF, which would put into practice these principles.

## Life in garden ponds

Garden ponds are hugely popular, and one of the first places where people experience the freshwater environment. Garden ponds are key to our awareness raising strategy, and allow us to reach far beyond the normal 'conservation' audience. We completed the third year of our national public survey the 'Big Pond Dip' which is the first ever garden pond survey to assess the



© Julia Page

quality of the pond environment. Results from the survey have provided the basis for lots of new recommendations for wildlife gardeners. In the spring of 2012 we undertook for the first time the Big Spawn Count to test the potential for members of the public to estimate garden Common Frog numbers by counting spawn clumps.

## European engagement and publications

During 2011-12 we continued to act as Secretariat for the European Pond Conservation Network, producing the bi-annual EPCN newsletter. We also contributed to writing and editing manuscripts from the 2010 Berlin bi-annual conference for the scientific journals *Limnologica* and *Hydrobiologia*. The *Hydrobiologia* volume was published recently (<http://rd.springer.com/journal/10750/689/1/page/1>) and the *Limnologica* volume is expected later in 2012.

## Advice line

Pond Conservation continues to host a telephone and email advice line which provides information about the protection, creation and management of ponds to promote biodiversity in the countryside, in urban areas and in the garden.



Water Crowfoots are wonderful non-invasive native plants found in all types of freshwater from chalk streams to muddy trackway ponds



Pond creation work as part of the Million Ponds Project in Altcar, Merseyside – ponds to benefit the rare Natterjack toad

## Publicity

Press coverage during the year included newspaper and radio coverage of the Million Ponds Project, the Big Pond Dip and the Big Pond Thaw surveys. Over Christmas, the BBC website featured our story on (Christmas) Fairy Shrimps – highlighting the winter appearance of these delicate and beautiful creatures. The BBC Radio 4 programme ‘Saving species’ ran a piece on the value of ponds in September 2011, and we followed this up in January 2012 with a programme in the Living World series on BBC Radio 4 where we focussed specifically on the importance of New Forest temporary ponds. Our work in the New Forest was also covered in a film on Countryfile in March 2012.

We continued to write a column, 3 times a year, on the latest freshwater wildlife news for the semi-technical conservation magazine British Wildlife which is widely read by nature conservationists and wildlife enthusiasts.

## Flagship ponds – pilot project in Wales completed

We set up a Flagship Ponds project, and piloted it in Wales, working with community groups and others to ensure that there is monitoring and active protection of the most important ponds or groups of ponds. These ponds will also have an important educational role: it is important that they are wonderful places. People increasingly see only badly damaged ponds whose muddy water and impoverished wildlife offers little inspiration. Following the successful

completion of the pilot we are now planning project grant applications to roll the programme out across the UK.

## New Forest Pondscape project

The New Forest is one of the most important areas of Britain for freshwater wildlife and its ponds are amongst the most important natural features of the landscape, recognised as of European importance under the Habitats Directive. Despite the importance of the Forest’s ponds they are currently managed and protected only haphazardly with no specific long-term plan to ensure their protection. With financial support from the National Park Authority we began a programme to create a strategic plan for the Forest’s ponds to identify and develop funding for a programme of practical pond creation and management.

## Blackpool Pond Trail

Cheshire and South Lancashire have some of the highest pond densities in England, and many of the ponds are exceptionally important for wildlife. To celebrate this, an area to the north of Blackpool is being made into a Pond Trail that winds around a network of over 30 waterbodies. In summer 2011 Pond Conservation undertook a comprehensive survey of these sites, and showed that they supported a range of uncommon plants and animals including the Biodiversity Action Plan plant Tubular Water-dropwort. The results will be used to help manage the ponds to ensure they retain their value, and to provide information for the pond trail guide.

# Creation and conservation of ponds and other wetland habitats

**Habitat action that brings real benefit to freshwater wildlife is at the heart of all our work, and we undertake local, regional and national projects to ensure this happens.**

## The Million Ponds Project – putting back clean water in the landscape

Ponds are small and easily created but support more species, common and endangered, than any other freshwater habitat type. If you make new ponds in places where they can have clean water they can quickly become fantastic wildlife habitats.



A team of enthusiastic volunteers from Kent Wildlife Trust helped make 15 new lined ponds in Ashford in Kent as part of a Living Landscapes initiative with part funding from our Million Ponds Project

The Million Ponds Project, which was conceived in 2007 as a core activity of our organisation, is the biggest pond creation project in the world. Phase 1 runs from 2008 to autumn 2012 and aims to create the first 5,000 new clean water ponds in England and Wales needed to meet the long term goal of doubling pond numbers. Of these, 1,000 ponds are being targeted to support some of the 100 or so pond-associated species that are national priority for conservation action under the UK Biodiversity Action Plan (BAP). The Project is co-ordinated by Pond Conservation and is a collaboration of major landowners and land managers funded principally by the Tubney Charitable Trust, with a significant input from Natural England, Countryside Council for Wales and Biffaward..

In Year 3 of the project we exceeded the project target for ponds created specifically for individual Biodiversity Action Plan species, funded by a dedicated £500,000 Biffaward grant, with over 1000 ponds created against an original target of 650. This includes habitats for 40+ pond-associated BAP species e.g. Spangled Water Beetle, Water Vole, Pillwort, Lapwing, Lesser Horseshoe Bat, Mud Snail, Tassel Stonewort, Grass-poly, Marsh Clubmoss, Natterjack Toad, and Great Crested Newt. New clean water ponds were located across England and Wales from Devon to North Yorkshire, and from west Wales to Suffolk. They included a number of large pond complexes: mixtures of permanent and seasonal ponds, which create mosaics of clean water habitats that will remain exceptionally rich wildlife habitats for the long term.

The number of ponds created by partner organisations is still to be evaluated but we expect it to be close to the originally proposed targets.

## North Leigh Pond Project

With financial support from the Trust for Oxfordshire's Environment, during 2011/12 we began a demonstration project with the local community at North Leigh in Oxfordshire to test a range of new approaches to local community engagement with ponds. To date this project has undertaken local training visits to introduce people to the importance of clean water for wildlife and its current scarcity in the landscape. Further work on this project will focus on teaching people how to assess water quality across the landscape, the methods for surveying garden ponds and the application of this knowledge in practical pond conservation projects.

# Influence on policy matters

**Ponds and other small waterbodies like ditches, flushes and headwaters, are vital for freshwater wildlife but remain the poor relation in terms of policy and legislation, compared to larger freshwaters. This has critical knock-on effects, because it means that the condition of these waterbodies are not known, and there is little funding to protect their wildlife.**

Pond Conservation's policy work aims to ensure that threats to the biodiversity value of ponds, and freshwaters more generally, are well-understood by government, statutory agencies, other NGOs and the public. We also work to directly influence the shape of policy and legislation in Britain and Europe so that it more effectively protects freshwater biodiversity on the ground.

During the year we have:

- Developed a working relationship with the Environment Bank, acting as one of 4 NGO advisors, to test the potential of Biodiversity Offsetting as a conservation funding source.
- Worked with Natural England to develop new pond creation targets for the UK as part of the new England Biodiversity Strategy.
- Commented on the Welsh Government proposals for a new approach to environmental management based

on the ecosystem services principle and sustainability.

- Engaged with the new Defra Catchment Based Approach in England to water management, particularly by coming forward as a catchment host for the New Forest.

To increase our policy engagement we are currently seeking additional funds to expand our work in this area.

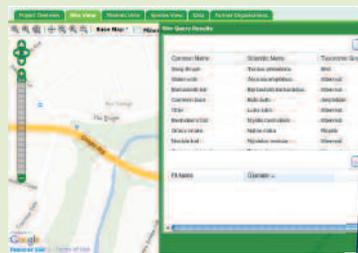
## Pond Habitat Action Plan (HAP)

Pond Conservation continues to coordinate action on the conservation of ponds now working with all four UK countries separately as biodiversity policy is devolved to the English, Welsh, Northern Ireland and Scottish administrations. The UK Pond HAP, which we wrote with the Environment Agency and other statutory partners in 2007/8, remains a guide to this work, and is still helping set national targets. Although the position of the Pond HAP is a little ambivalent now, the strong statement

## Case Study The Million Ponds Project Species Map

The Million Ponds Project Species Map is an online tool which, at the click of a mouse, delivers a list of the rare plant and animal species in your neighbourhood. Anyone with an interest in wildlife can find out about plants and animals in their area and help protect them by creating new ponds; helping maintain existing sites; and looking out for wildlife in their area.

The map is the first example of a new generation of web-based tools which use species distribution data to help people take practical action on the ground to conserve rare species. It was created by Pond Conservation with support from the Aggregates Levy Sustainability Fund and assistance from Nature After Minerals. Although it was originally intended as a tool for the minerals industry, it quickly became clear that it could have a much wider use. [www.pondconservation.org.uk/millionponds/bapspeciesmap](http://www.pondconservation.org.uk/millionponds/bapspeciesmap)



Jeremy Biggs of Pond Conservation says: ***"Making new clean water ponds is one of the best things you can do to protect freshwater wildlife – and with the information provided as part of the Million Ponds Project, it's easy and simple for everyone to get involved, either at home or in the countryside."***

### Ponds and small water bodies

They are often overlooked, but small water bodies such as ponds and ditches play a critical role in supporting ecosystem services (intercepting, storing and routing water and nutrients, transporting and transforming carbon, and supporting biodiversity). Ponds alone support 70% of freshwater biodiversity and more endangered species than lakes, rivers, streams or ditches. Land managers and communities can add diversity to ecological networks in an inexpensive and highly effective way, by creating small clean water bodies across the countryside.

in the government's National Environment White Paper on the importance of small waterbodies has given these critical habitats an even higher profile.

### Important Areas for Ponds in England – putting our best ponds on the map

Around half of all threatened freshwater plants and animals use ponds, and some are so rare they are hanging on in barely a handful of sites. Thanks to Biodiversity Action Plan legislation, our best ponds have some limited protection as "Priority Ponds" making it harder for developers to damage them or fill them in. However, to protect something you have to know where it is, and a critical first step is simply finding out and showing everyone where the best ponds are located. In 2011/12 we completed the first phase of the Important Areas for Ponds project. This aims to gather, analyse and make available, information on the location of Priority Ponds across the UK, so that everyone from householders to planners and government bodies know where they are. The work provides vital information that can be used to help protect our existing biologically rich ponds and to determine where to create new ponds to further support endangered species associated with important ponds. Previous projects have allowed us to identify these sites in Wales, Northern Ireland and south-east England. Funding from Miller Philanthropy in 2011 has now enabled us to complete data collation for the remaining areas of England. This involved collating over 150,000 species records gathered from a wide range of sources including regional data centres, data holding NGOs, national recording groups and individuals. We now have new funding from Miller Philanthropy to complete the second phase of the project: publishing a report to describe the location and value of each Important Pond Area.

### New Forest pilot catchment hosting with the New Forest National Park Authority

The New Forest is one of the most important refuges for freshwater wildlife in lowland Western Europe largely because it has thousands of clean, virtually unpolluted, ponds and a network of the highest quality streams and rivers. It is a reminder of what freshwaters were like before modern agriculture, extensive

urbanisation, roads and factories near-universally polluted our freshwaters. We have teamed up with the National Park Authority to develop the first ever water catchment plan which takes account of all kinds of freshwater, not just the bigger rivers and lakes, to protect and improve these precious habitats. Supported by a wide range of partners we expect this project to herald a new era of water management for biodiversity – in which we take seriously the whole water environment and don't assume, as has long been the case, that the bigger a freshwater habitat is, the more important it is.



Jeremy Biggs, Director of Pond Conservation (left) discussing watery issues with HRH The Prince of Wales at a Clarence House reception in February 2012 to celebrate the work of the Tubney Charitable Trust

### Advocacy

Throughout 2011-12 we continued to address freshwater policy issues through our membership of Wildlife & Countryside Link, the umbrella body for the conservation movement. Jeremy Biggs was re-elected by partner conservation organisations as a Trustee of Link and helped the organisation undertake a strategic review of its priorities. Following the changes implemented by the new coalition government in environmental policy we worked hard to promote the importance of small waterbodies in catchment management processes, traditionally dominated by a focus on rivers which represent no more than 25% of the water environment. We worked particularly closely with policy makers in Wales, which now often leads the rest of the UK in developing and adopting new approaches to small waters. Having originally piloted the Important Areas for Ponds process, in 2011-12 Wales piloted the practical delivery of the Flagship ponds concept.

# Plans for the year ahead

Over the last 20 years, Pond Conservation has led the way in advocating the importance of clean water and small waterbodies for protecting freshwater biodiversity. With increasing scientific evidence from across the world mirroring our findings, the evidence base that ponds are critical freshwater habitats is becoming hard to ignore. In the coming year we aim to use this information to influence legislation and policies in both Britain and Europe to improve the monitoring of small waterbodies, and increase the proportion of funding given to their management and creation.

2012/13 will see the end of Phase 1 of the Million Pond Project (2009-2012), and this enormously successful and effective project will now move into Phase 2: continuing its important work to create networks of new clean water ponds, through major regional projects in Hampshire, the Gower Peninsula in Wales, and elsewhere.



Pond Conservation has always worked to protect the full range of freshwater habitats in the landscape. Our work in this area will continue through existing projects including the Water Friendly Farming research project and the New Forest Catchment Hosting project which works to benefit all freshwater habitats and enhance ecosystem services for people. We will also use the New Forest template in other areas, including developing projects in Oxfordshire and Norfolk.

In addition we will be:

- Working with volunteers to develop new surveillance monitoring methods for ponds and with the Earthwatch / HSBC Water Programme to develop rapid freshwater pollution assessment methods. Both these programmes involve getting people out to look at the environment and increasing their understanding of the natural world and the impacts it faces.
- Working to protect the biodiversity value of Priority Ponds particularly through

development of the Flagship Ponds project undertaken in association with volunteers and community groups.

Other planned work in 2012-13 includes:

- Complete Phase 2 of the Important Areas for Ponds project by identifying the location of Priority Ponds in England.
- Continue to develop outreach programmes which combine biodiversity delivery with public education and community involvement.
- Seek funding to develop the National Pond Monitoring Network to improve the gathering and dissemination of Priority Pond data for public benefit.
- Increase our provision of information to help protect and enhance ponds and their biodiversity through information dissemination.
- Undertake targeted research to investigate the value of pond creation for landscape biodiversity and the rate and sustainability of carbon sequestration in standing water.
- Undertake policy advocacy work to raise the profile of ponds, clean water and biodiversity aiming, in particular, to embed ponds and clean water issues into policy so that this ultimately brings on-the-ground benefits.
- Maintain engagement with the European Pond Conservation Network, particularly aiming to help ECPN members work effectively to protect pond biodiversity across Europe.
- Revise/update Pond Conservation's 10-year development plan, including development of programmes to further strengthen the organisations core funds and reserves.

# Structure, governance and management

## The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Trustees are aware, there is no relevant audit information (information needed by the charitable company's auditors in connection with preparing their report) of which the charitable company's auditors are unaware; and each Trustee has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the

charitable company's auditors are aware of that information.

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

The Trust is administered by a Board of Trustees, currently consisting of 9 members. The Senior Management Team (SMT) reports to the Trustee Board, and manages staff and activities of the Trust under delegated authority from the Trustee Board.

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

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

## Public Benefit

The Board of Trustees is satisfied that they have complied with the duty in section 4 of the 2006 Charities Act to have due regard to public benefit guidance issued by the Charity Commission, and that the mission, aims and activities of Pond Conservation meet with these criteria.

## Objectives

- To advance public education in the conservation and ecology of ponds, wetlands, catchment systems and other water habitats;
- To promote for public benefit the conservation and creation of ponds, wetlands, catchment systems and other water habitats, and their wildlife and historical features, and their prudent use and enjoyment by the public, in particular, but not exclusively, by:
  - a) The promotion and conduct of research and the dissemination of the useful results thereof;
  - b) The promotion and conduct of active conservation and creation of ponds, wetlands, catchment systems and other water habitats by landowners and community groups;

- Such other charitable purposes as the Trustees may think fit or such other charitable objects as the Trustees may think fit.

## Mission statement

To excel in the understanding and conservation of ponds and all freshwater wildlife, securing their future for people to enjoy.

## Risk management

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

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

# Financial review

**The Statement of Financial Activities for the year ended 31 March 2012 is set out on page 19 of this report.**

## Income

Pond Conservation's total income increased by 6% in 2011/12 to £642k (2010/11: £607k). Funds for the Million Pond Project, Biffaward, the matching Pond Digging Fund and other project partners continue to represent the largest proportion of income received, at 29% of total income. Pond Conservation has been fortunate to be chosen as one of the legacy grant recipients of the Tubney Charitable Trust. A restricted grant of £394k was received for the development over 5 years of the organisation's fundraising, project development, research, policy and publicity, of which £134k

was allocated to the 2011/12 financial year (representing 21% of total income). In addition a further £160k core funding grant was given on the closure of the Tubney Charitable Trust to support Pond Conservation's ability to deliver positive, long-term impacts for the UK's biodiversity.

Income earned from Charitable Activities increased by 92% to £111k from the previous year, as more project work was awarded on a contract rather than grant basis, such as the Natural England and Defra funded PondNet project.

## Expenditure

Total expenditure for 2011/12 was marginally lower at £602k (2010/11: £612k). The fundraising and governance costs of the organisation remain low at 7% of total expenditure (2010/11: 8%). The majority of charitable expenditure (67%; 2010/11: 78%) continues to be spent on the creation and conservation of ponds and wetland habitats, driven by the creation of ponds on the Million Ponds Project, although this has dropped 14% in terms of monies spent.

Spending on Research activities has increased year on year by 61% to £101k (2010/11: £63k), driven by elements of the PondNet project and the continuation of Water Friendly Farming. Spending on Communication, training and education by 41% to £62k (2010/11: £44k), with more community engagement and management projects awarded, such as the Blackpool Pond Project, Flagship Ponds for Wales and the New Forest Pondscape project.

## Reserves position

Closing reserves of £316k are 15% higher than the previous year (2010/11: £275k), driven by a marked improvement in unrestricted reserves to £204k because of the legacy core funding grant from the Tubney Charitable Trust. Excluding this grant, there was still an improvement in unrestricted funds of 127% as the organisation successfully looked to build reserves after the substantial draw-down of the previous year. Restricted reserves decreased by 53% to £112k (2010/11: £241k), due to spending on restricted projects. At the beginning of the financial year £196k was held for the completion of the Million Ponds Project which will run to September 2012, of which £156k was spent during 2011/12. Funds remaining represent amounts to be spent on the completion of restricted projects.

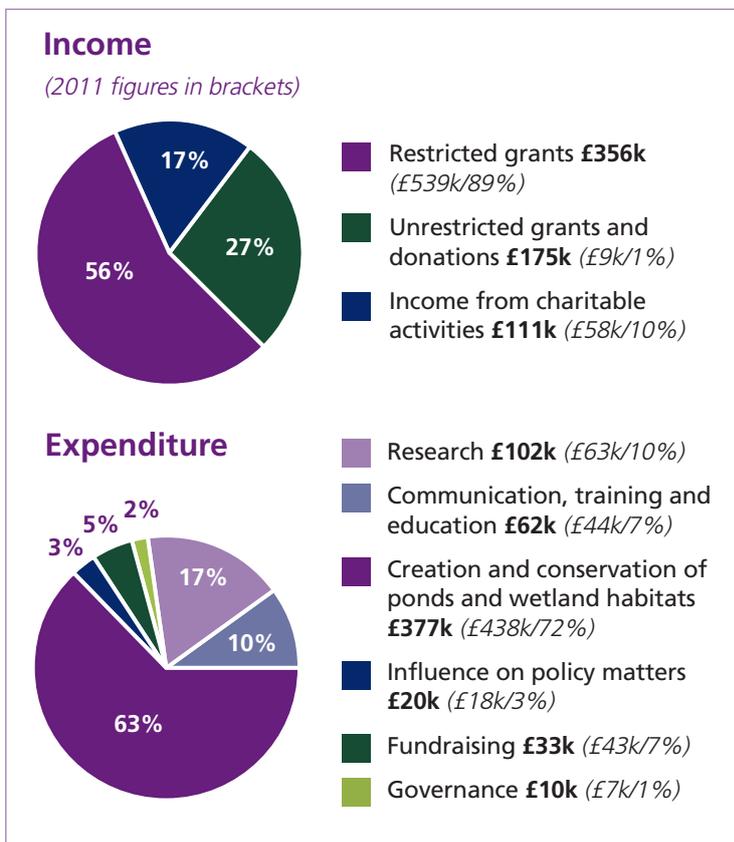
## Reserves policy

The Trustees have agreed to maintain unrestricted reserves to meet the requirements of Pond Conservation’s working capital, in order to meet any temporary shortfall in funds or cover unexpected expenditure and therefore enable Pond Conservation to fulfil its charitable objectives. Working capital is defined as the equivalent of 6 months’ unrestricted expenditure.

The Board of Trustees reviews the Reserves Policy and amount of reserves required annually as part of the budget setting process. The unrestricted reserves at the end of this period were £204,034 and comply with this policy.

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

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



## Approval

This report was approved by the Board of Trustees on 11 July 2012.

Hugh Becker  
Chair

Robert Barker  
Treasurer

# Independent Auditors' report to the members of Pond Conservation: The Water Habitats Trust

We have audited the financial statements of Pond Conservation: The Water Habitats Trust for the year ended 31 March 2012 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

## Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement set out on page 15, 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's [(APB's)] Ethical Standards for Auditors.

## Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

## Opinion on financial statements

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 2012 and of its 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.

## Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

## Matters on which we are required to report by exception

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

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



Alan Jordan FCA DChA (Senior Statutory Auditor)  
for and on behalf of Taylorcocks

Taylorcocks, Chartered Accountants and Registered Auditor. Abbey House, Hickleys Court, South Street Farnham, Surrey GU9 7QQ

# Statement of financial activities for the year ended 31 March 2012

(Incorporating the summary income and expenditure account)

|   | Note | Unrestricted<br>Funds | Restricted<br>Funds | Total Funds<br>year ended<br>31-Mar-12 | Total Funds<br>year ended<br>31-Mar-11 |
|---|------|-----------------------|---------------------|--|--|
|   |      | £                     | £                   | £                                      | £                                      |
| <b>Incoming resources:</b>                              |      |                       |                     |  |  |
| Incoming resources from generated funds:                |      |                       |                     |  |  |
| Voluntary income  | 2    | 174,079               | 356,657             | 530,736                                | 548,487                                |
| Investment income                                       |      | 468                   | -                   | 468                                    | 244                                    |
| Incoming resources from charitable activities:          | 3    | 111,418               | -                   | 111,418                                | 57,963                                 |
| <b>Total incoming resources</b>                         |      | <b>285,965</b>        | <b>356,657</b>      | <b>642,622</b>                         | <b>606,694</b>                         |
| <b>Resources expended:</b>                              |      |                       |                     |  |  |
| Cost of generating funds                                | 4    | 4,215                 | 28,531              | 32,746                                 | 42,885                                 |
| Charitable activities:                                  | 5    |                       |                     |  |  |
| Research  |      | 71,594                | 29,963              | 101,557                                | 63,210                                 |
| Communication, training and education                   |      | 29,982                | 31,638              | 61,620                                 | 43,555                                 |
| Creation and conservation of ponds and wetland habitats |      | 90                    | 376,503             | 376,593                                | 437,583                                |
| Influence on policy matters                             |      | 1,237                 | 18,358              | 19,595                                 | 17,504                                 |
|   |      | 102,903               | 456,462             | 559,365                                | 561,852                                |
| Governance costs  | 7    | 9,576                 |                     | 9,576                                  | 7,223                                  |
| <b>Total resources expended</b>                         |      | <b>116,694</b>        | <b>484,993</b>      | <b>601,687</b>                         | <b>611,960</b>                         |
| Transfers between funds                                 |      | 145                   | (145)               | -                                      | -                                      |
| <b>Net incoming resources</b>                           |      | <b>169,416</b>        | <b>(128,481)</b>    | <b>40,935</b>                          | <b>(5,266)</b>                         |
| <b>Reconciliation of funds:</b>                         |      |                       |                     |  |  |
| Funds brought forward:                                  |      | 34,618                | 240,686             | 275,304                                | 280,570                                |
| <b>Total funds carried forward</b>                      |      | <b>204,034</b>        | <b>112,205</b>      | <b>316,239</b>                         | <b>275,304</b>                         |

# Balance Sheet as at 31 March 2012

|                                     | Note | 31-Mar-12      | 31-Mar-12      | 31-Mar-11      | 31-Mar-11      |
|-------------------------------------|------|----------------|----------------|----------------|----------------|
|                                     |      | £              | £              | £              | £              |
| <b>Fixed assets:</b>                |      |                |                |                |                |
| Tangible assets                     | 11   |                | -              |                | -              |
| <b>Current assets:</b>              |      |                |                |                |                |
| Stock                               | 12   | 1,069          |                | 1,617          |                |
| Debtors                             | 13   | 129,513        |                | 109,527        |                |
| Cash at bank and in hand            |      | 497,711        |                | 195,603        |                |
| <b>Total current assets</b>         |      | <u>628,293</u> |                | <u>306,747</u> |                |
| <b>Creditors:</b>                   |      |                |                |                |                |
| Amounts falling due within one year | 14   | (175,113)      |                | (31,443)       |                |
| <b>Net current assets</b>           |      |                | <u>453,180</u> |                | <u>275,304</u> |
| Amounts falling due in 2-5 years    | 15   |                | (136,941)      |                | -              |
| <b>Net assets</b>                   |      |                | <u>316,239</u> |                | <u>275,304</u> |
| <b>The funds of the charity:</b>    |      |                |                |                |                |
| <b>Restricted funds</b>             |      |                | 112,205        |                | 240,686        |
| <b>Unrestricted funds</b>           |      |                | 204,034        |                | 34,618         |
| <b>Total charity funds</b>          |      |                | <u>316,239</u> |                | <u>275,304</u> |

These statements were approved and authorised for issue by the Trustees on 11 July 2012 and signed on their behalf by:



Hugh Becker  
Chair

# Notes to the financial statements for the year ended 31 March 2012

## 1. Accounting Policies

### a. Basis and preparation

The financial statements have been prepared under the historical cost convention. The financial statements have also been prepared in accordance with the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' (issued March 2005) and applicable UK accounting standards and the Companies Act 2006.

### b. Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds are funds that have been set aside by the Trustees for specific projects.

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

### c. Incoming resources

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

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

### d. Resources expended

All expenditure is recognised on an accruals basis. Costs of generating funds are those costs incurred in attracting voluntary income. Charitable activities include costs in

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

### e. Tangible fixed assets and depreciation

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

- Plant and machinery – 25% straight line
- Assets costing less than £1,000 are not capitalised and are included in expenditure.

### f. Stocks

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

### g. Pension costs

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

### h. Foreign Currency

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

## 2. Voluntary Income

|  | Unrestricted   | Restricted     | Total<br>31-<br>Mar-12 | Total<br>31-Mar-11 |
|--|----------------|----------------|------------------------|--------------------|
|  | £              | £              | £                      | £                  |
| <b>Research</b>  |                |                |                        |                    |
| The Helen and Geoffrey de Freitas Trust                        |                | 5,000          | 5,000                  | -                  |
| Mohammed Bin Zayed Species Conservation Fund                   |                | 1,871          | 1,871                  | -                  |
|  | -              | 6,871          | 6,871                  | -                  |
| <b>Communications, training and education</b>                  |                |                |                        |                    |
| Environment Wales  |                | 12,099         | 12,099                 | 0                  |
| <b>Creation and Conservation of Ponds and Wetland Habitats</b> |                |                |                        |                    |
| Biffaward ( <i>net of 10% contribution</i> )                   |                | 143,897        | 143,897                | 121,311            |
| Countryside Council for Wales                                  |                | 26,352         | 26,352                 | 18,333             |
| The John Spedan Lewis Foundation                               |                | 4,737          | 4,737                  | -                  |
| The D'Oyly Carte Charitable Trust                              |                | 3,500          | 3,500                  | -                  |
| Forestry Commission  |                | 3,000          | 3,000                  | 3,000              |
| Ernest Kleinwort Charitable Trust                              |                | 2,000          | 2,000                  | -                  |
| Linley Wightman Shaw Foundation                                |                | 1,000          | 1,000                  | -                  |
| Mr & Mrs JA Pye's Charitable Settlement                        |                | 1,000          | 1,000                  | -                  |
| The Mackintosh Foundation                                      |                | 1,000          | 1,000                  | -                  |
| Natural England  |                |                | -                      | 58,206             |
| Sheffield Wildlife Trust                                       |                |                | -                      | 22,210             |
| Heritage Lottery Fund  |                |                | -                      | 5,000              |
| SITA Environmental Trust                                       |                |                | -                      | 2,921              |
| Other  |                | 3,218          | 3,218                  | 4,094              |
|  | -              | 189,704        | 189,704                | 235,075            |
| <b>Influencing Policy</b>                                      |                |                |                        |                    |
| Miller Philanthropy  |                | 8,000          | 8,000                  | 15,000             |
| New Forest National Park Authority                             |                | 5,300          | 5,300                  | -                  |
|  | -              | 13,300         | 13,300                 | 15,000             |
| <b>Other</b>   |                |                |                        |                    |
| Supporter Scheme   | 10,647         |                | 10,647                 | 5,996              |
| Tubney Charitable Trust  | 160,000        | 134,683        | 294,683                | 289,789            |
| The Broadwall Foundation                                       | 2,500          |                | 2,500                  | -                  |
| Other  | 932            |                | 932                    | 2,627              |
|  | 174,079        | 134,683        | 308,762                | 298,412            |
| <b>Total voluntary income:</b>                                 | <b>174,079</b> | <b>356,657</b> | <b>530,736</b>         | <b>548,487</b>     |

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

### 3. Incoming resources from charitable activities

|   | Unrestricted   | Restricted | 31-Mar-12      | 31-Mar-11     |
|---|----------------|------------|----------------|---------------|
|   | £              | £          | £              | £             |
| Research  | 69,424         |            | 69,424         | 52,320        |
| Communication, training and education                   | 41,961         |            | 41,961         | 2,351         |
| Creation and conservation of ponds and wetland habitats | -              |            | -              | 3,292         |
| Other   | 33             |            | 33             | -             |
|   | <u>111,418</u> | <u>-</u>   | <u>111,418</u> | <u>57,963</u> |

### 4. Cost of generating funds

|               | Unrestricted | Restricted    | 31-Mar-12     | 31-Mar-11     |
|---------------|--------------|---------------|---------------|---------------|
|               | £            | £             | £             | £             |
| Staff costs   | 3,468        | 22,079        | 25,547        | 42,178        |
| Support costs | 747          | 6,452         | 7,199         | 707           |
|               | <u>4,215</u> | <u>28,531</u> | <u>32,746</u> | <u>42,885</u> |

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

|   | Grants payable | Staff costs    | Project activities | Other costs  | Support costs | 31-Mar-12      | 31-Mar-11      |
|---|----------------|----------------|--------------------|--------------|---------------|----------------|----------------|
|   | £              | £              | £                  | £            | £             | £              | £              |
| Research  | -              | 62,649         | 16,136             | 65           | 22,707        | 101,557        | 63,210         |
| Communication, training and education                   | -              | 30,525         | 15,002             | 1,300        | 14,793        | 61,620         | 43,555         |
| Creation and conservation of ponds and wetland habitats | 159,885        | 116,678        | 55,194             | -            | 44,836        | 376,593        | 437,583        |
| Influence on policy matters                             | -              | 9,532          | 5,132              | -            | 4,931         | 19,595         | 17,504         |
|   | <u>159,885</u> | <u>219,384</u> | <u>91,464</u>      | <u>1,365</u> | <u>87,267</u> | <u>559,365</u> | <u>561,852</u> |

### 6. Support costs

|                      | Unrestricted  | Restricted    | 31-Mar-12     | 31-Mar-11     |
|----------------------|---------------|---------------|---------------|---------------|
|                      | £             | £             | £             | £             |
| Staff costs          | 10,887        | 37,441        | 48,328        | -             |
| Office Running costs | 8,717         | 29,977        | 38,694        | 46,469        |
| Other                | 55            | 190           | 245           | 1,358         |
|                      | <u>19,659</u> | <u>67,608</u> | <u>87,267</u> | <u>47,827</u> |

### 7. Governance costs

|                      | Unrestricted | Restricted | 31-Mar-12    | 31-Mar-11    |
|----------------------|--------------|------------|--------------|--------------|
|                      | £            | £          | £            | £            |
| Staff costs          | 5,410        |            | 5,410        | 2,430        |
| Travel & subsistence | 258          |            | 258          | 686          |
| Audit costs          | 3,456        |            | 3,456        | 4,000        |
| Other                | 452          |            | 452          | 107          |
|                      | <u>9,576</u> | <u>-</u>   | <u>9,576</u> | <u>7,223</u> |

## 8. Trustees' remuneration and expenses

No trustees received reimbursement £0 (2011: £66) in the financial year and no trustees received any remuneration.

## 9. Employees remuneration

The aggregate payroll costs of these persons were as follows:

|                    | 2012           | 2011           |
|--------------------|----------------|----------------|
|                    | £              | £              |
| Wages and salaries | 256,616        | 288,220        |
| Social security    | 24,874         | 27,157         |
| Pension costs      | 14,163         | 12,156         |
|                    | <u>295,652</u> | <u>327,533</u> |

No employee received emoluments of more than £60,000 during the year (2011 – no. 0)

|   | 2012       | 2011      |
|---|------------|-----------|
| Research  | 2          | 2         |
| Communication, training and education                   | 1          | 1         |
| Creation and conservation of ponds and wetland habitats | 4          | 7         |
| Influence on policy matters                             | 0.5        | 1         |
| Support   | 2          | 2         |
|   | <u>9.5</u> | <u>13</u> |

## 10. Taxation

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

## 11. Tangible fixed assets

|                       | Plant and machinery |
|-----------------------|---------------------|
|                       | £                   |
| <b>Cost</b>           |                     |
| As at 1 April 2011    | 4,252               |
| Additions             | -                   |
| As at 31 March 2012   | <u>4,252</u>        |
| <b>Depreciation</b>   |                     |
| As at 1 April 2011    | 4,252               |
| Charge for the year   | -                   |
| As at 31 March 2012   | <u>4,252</u>        |
| <b>Net book value</b> |                     |
| As at 31 March 2012   | <u>-</u>            |
| As at 31 March 2011   | <u>-</u>            |

## 12. Stocks

|                  | 2012         | 2011         |
|------------------|--------------|--------------|
|                  | £            | £            |
| Books for resale | <u>1,069</u> | <u>1,617</u> |

## 13. Debtors

|                                | 2012           | 2011           |
|--------------------------------|----------------|----------------|
|                                | £              | £              |
| Project debtors                | 90,776         | 14,629         |
| Prepayments and accrued income | 36,939         | 94,898         |
| Other debtors                  | 1,798          | -              |
|                                | <u>129,513</u> | <u>109,527</u> |

## 14. Creditors falling due within one year

|                                    | 2012           | 2011          |
|------------------------------------|----------------|---------------|
|                                    | £              | £             |
| Project creditors                  | 2,549          | 5,400         |
| Deferred income < one year         | 122,376        | -             |
| Accruals                           | 28,482         | 13,250        |
| Taxation and social security costs | 21,279         | 10,210        |
| Other creditors                    | 427            | 2,583         |
|                                    | <u>175,113</u> | <u>31,443</u> |

## 15. Creditors falling due within two to five years

|                            | 2012           | 2011     |
|----------------------------|----------------|----------|
| Deferred income > one year | <u>136,941</u> | <u>-</u> |

## 16. Analysis of funds

|  | Balance<br>31-Mar-11 | Incoming<br>resources | Resources<br>expended | Fund<br>transfers | Balance<br>31-Mar-12 |
|--|----------------------|-----------------------|-----------------------|-------------------|----------------------|
|  | £                    | £                     | £                     | £                 | £                    |
| <b>Restricted Funds</b>                |                      |                       |                       |                   |                      |
| Important Areas for Ponds              | 14,049               | 8,000                 | 10,983                | -                 | 11,066               |
| Research (webtool)                     | 10,700               | -                     | -                     | (1,445)           | 9,255                |
| Tadpole Shrimp Research Project        | -                    | 1,871                 | -                     | -                 | 1,871                |
| Tassel Stonewort Translocation Project | -                    | 4,737                 | 474                   | -                 | 4,263                |
| Flagship Ponds Wales                   | -                    | 12,099                | 12,099                | -                 | -                    |
| Million Ponds Project                  | 195,992              | 173,249               | 331,549               | 1,834             | 39,526               |
| Pond Digging Fund                      | 19,945               | 11,245                | 15,989                | -                 | 15,201               |
| New Forest Pondscape Project           | -                    | 1,375                 | 1,197                 | (178)             | -                    |
| New Forest Catchments                  | -                    | 3,925                 | 3,569                 | (356)             | -                    |
| North Leigh Community Pond Project     | -                    | 473                   | 473                   | -                 | -                    |
| Thompson Common Pingo Project          | -                    | 5,000                 | -                     | -                 | 5,000                |
| Tubney Development Fund                | -                    | 134,683               | 108,660               | -                 | 26,023               |
| <b>Total restricted funds:</b>         | <b>240,686</b>       | <b>356,657</b>        | <b>484,993</b>        | <b>(145)</b>      | <b>112,205</b>       |
| <b>Unrestricted Funds</b>              |                      |                       |                       |                   |                      |
| General funds                          | 34,618               | 285,965               | 116,694               | 145               | 204,034              |
| <b>TOTAL FUNDS</b>                     | <b>275,304</b>       | <b>642,622</b>        | <b>601,687</b>        | <b>-</b>          | <b>316,239</b>       |

## 17. Analysis of net assets by funds

|                                      | Unrestricted | Restricted | Total<br>31-Mar-12 | Total<br>31-Mar-11 |
|--------------------------------------|--------------|------------|--------------------|--------------------|
|                                      | £            | £          | £                  | £                  |
| Tangible fixed assets                | -            | -          | -                  | -                  |
| Current assets                       | 247,139      | 381,154    | 628,293            | 306,747            |
| Current liabilities                  | (43,105)     | (132,008)  | (175,113)          | (31,443)           |
| Liabilities falling due in 2-5 years | -            | (136,941)  | -                  | -                  |
| Net assets                           | 204,034      | 112,205    | 316,239            | 275,304            |

## 18. Operating Lease Commitments

As of 31 March 2012 the charity had the following commitments under non-cancellable operating leases.

|                         | Land and<br>Buildings 2012 | Land and<br>Buildings 2011 |
|-------------------------|----------------------------|----------------------------|
|                         | £                          | £                          |
| Expire within one year: | 6,121                      | 9,182                      |

## Our funders

**We would like to thank the following organisations for their financial support this year:**

Biffaward  
Countryside Council for Wales  
Defra  
Environment Wales  
Ernest Kleinwort Charitable Trust  
Forestry Commission  
Groundworks North West & Wigan  
Joint Nature Conservation Committee  
Linley Wightman Shaw Foundation  
Miller Philanthropy  
Mohammed Bin Zayed Species Conservation Fund

Mr & Mrs JA Pye's Charitable Settlement  
Natural England  
New Forest National Park  
Tubney Charitable Trust  
The Broadwall Foundation  
The D'Oyly Carte Charitable Trust  
The Helen and Geoffrey de Freitas Trust  
The John Spedan Lewis Foundation  
The Mackintosh Foundation  
And all our generous supporters



## Acknowledgements

**We work with numerous partners and allies. Our sincere thanks to the many organisations and individuals who work together with Pond Conservation to support life in freshwater.**

Amphibian & Reptile Conservation  
Amphibian & Reptile Groups of the UK  
Anglian Water  
Biological Records Centre  
Botanical Society of the British Isles  
British Aggregates Association  
British Dragonfly Society  
British Trust for Ornithology  
Buglife  
Centre for Ecology and Hydrology  
Conchological Society of Great Britain  
Corinne Welch, Goodthinking  
Countryside Council for Wales  
Defence Infrastructure Organisation  
Environment Agency  
Environment Bank  
Field Studies Council  
Forestry Commission

Freshwater Biological Association  
Game & Wildlife Conservation Trust  
Helen Edwards, abcGIS  
Kent ARG  
Minerals Products Association  
North and East Yorkshire Ecological Data Centre  
Oxford Brookes University  
Oxford University Wildcru  
Plantlife  
RHS  
RSPB  
Syngenta  
The Chemicals Regulatory Directorate  
Trichoptera Recording Scheme  
Trust for Oxfordshire's Environment (TOE2)  
University of York  
Wildfowl & Wetlands Trust  
Wildlife & Countryside LINK

# Reference details

**Patron:** The Earl of Selborne KBE FRS

**Board of Trustees:**

Hugh Becker Appointed Chair July 11  
 Roger Hyde Chair to July 11. Resigned July 11  
 Leslie Jones OBE Honorary Treasurer to July 11. Resigned July 11  
 Dr Anne Powell OBE Resigned July 11  
 Baroness Hilton of Eggardon Resigned July 11  
 Roger Thomas  
 Dr Stephen Head  
 Dr Mark Avery  
 Professor Lorraine Maltby  
 Craig Blackwell  
 Martin Layer  
 Juliette Jowit Appointed July 2011  
 Robert Barker Appointed Dec 2011, Honorary Treasurer

**Company Secretary:** Ms Jo Fever

**Senior Management Team:**

|                    |                              |
|--------------------|------------------------------|
| Dr Jeremy Biggs    | Director                     |
| Penny Williams     | Technical Director           |
| Andrew Mitcham     | Finance Director to May 11   |
| Dr Pascale Nicolet | Senior Ecologist             |
| Janey Forgan       | Finance Director from May 11 |

**Registered Office:**

Faculty of Health and Life Sciences  
 Oxford Brookes University  
 Gipsy Lane, Headington  
 Oxford, OX3 0PB

**Auditors:**

Taylorcocks  
 Abbey House, Hickleys Court  
 South Street, Farnham  
 Surrey, GU9 7QQ

**Bankers:**

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

Pond Conservation: The Water Habitats Trust is a registered charity, no. 1107708, and a company limited by guarantee registered in England and Wales, no. 5317683, at the above registered address.



Pond Conservation  
*For life in fresh waters*

## Become a Pond Protector today

Ponds are small but can make a big difference. By giving just £5 a month you too can make a difference and help turn pounds into ponds.

Donate online by Direct Debit:

[www.pondconservation.org.uk/supportus/joinus](http://www.pondconservation.org.uk/supportus/joinus)

[www.pondconservation.org.uk](http://www.pondconservation.org.uk)

Pond Conservation, c/o Oxford Brookes University,  
Gipsy Lane Campus, Headington, Oxford, OX3 0BP