
2021-22

Annual report

A year of saving nature



Nature is in crisis. Together we can save it.

Contents

The front cover of this report is designed by the illustrator Noma Bar. It is inspired by the RSPB's founder, Emily Williamson. For more details, see pages 16–17.



Lottie van Grieken (rspb-images.com)

Campaigning has always been a key part of the RSPB's work.



RSPB Chair, Kevin Cox, and Chief Executive, Becca Speight, reflect on an eventful year and look ahead to a critical time for nature

One of the many setbacks of the Covid-19 pandemic was the postponement of COP26, but in November 2021, along with others from the RSPB, I was in Glasgow, helping to ensure that nature was not forgotten, especially its key role in tackling the climate crisis.

As the largest conservation charity in the UK, we will continue to stand up for nature and ensure that the promises made at COP26 and elsewhere turn into real action. In Glasgow, one area of focus was the role of peatlands as a nature-based solution that mitigates the impact of climate change as well as supporting precious wildlife.

Over the last year, I have visited some of our most vital peatland habitats, including Dove Stone in the Peak District. As well as sequestering large amounts of carbon, these habitats are home to red-listed birds like the curlew and dunlin. Our site teams continue to work across all four countries of the UK in collaboration with landowners and partners to ensure our peatlands are thriving. And we continue to call for a long-overdue ban on the extraction and sale of peat.

Across the UK in 2021-22, there have been some incredible successes for wildlife, with some inspiring recovery stories, including bitterns and cranes both having record-breaking years: two incredible comeback examples that we have played a lead role in. But of course, we still see the immediate threats to nature, with emblematic birds like swifts and house martins

added to the Red List. We continue to work with local communities to support these. Let's hope that the greenfinch, another newly red-listed species, can recover, with signs of an uplift in the results from this year's Big Garden Birdwatch.

Sadly our 2020 Birdcrime report recorded a 30 year high of incidents of raptor persecution. There have been some horrifying cases which our dedicated investigations team have played a leading role in uncovering. Last year also saw the completion of our ambitious mission to protect endangered birds on Gough Island. While we were not totally successful in eradicating invasive mice, we have given the Tristan albatross and MacGillivray's prion a fighting chance.

Thank you all, for playing a fundamental role in our mission. Your support enables us to achieve many things, such as helping us to acquire more land for nature. We were overwhelmed by your generosity in supporting our appeal to purchase a vital extension to RSPB Otmoor, benefiting both wildlife and people.

Members, supporters and volunteers are the lifeblood of the RSPB. As we move forward through this crucial decade for nature, we will need you every step of the way.

Kevin Cox
RSPB Chair



Many of us turned to nature during the Covid-19 lockdowns.

Over the last few years, like me, you may have turned to nature for solace and reassurance. We've been reminded how special but fragile our natural world is as we face into our nature and climate emergency.

As the world changes, so must the RSPB. You may have noticed our logo has evolved and we're building on over 130 years of experience to become a bolder, more influential voice for nature. With this decade being critical for our planet, you can read in the following pages how our strategy to 2030 ensures our impact for a world richer in nature, from back gardens to nature reserves and wider land and sea scapes.

In England, the ambitious East Coast Wetlands Programme, stretching from the Humber to the Thames, will support priority migratory and coastal birds, while responding to climate change impacts, such as coastal erosion. In Scotland, more peatland restoration will bolster these valuable habitats and vital carbon stores at scale.

In Northern Ireland, we will work to protect the unique environment of Rathlin Island from invasive predators, and with partners we'll embark on the largest ever Welsh conservation and engagement programme, as part of Natur am Byth.

Several international conservation priorities continue, including in UK Overseas Territories, such as supporting Tristan da Cunha's Atlantic Guardians community project and restoring the

cloud forest in St Helena, home to a vast number of endemic species.

The recent invasion of Ukraine has direct impacts in the UK. The growth in demand for renewable energy, particularly offshore wind, is welcome but must be delivered in a nature positive way. This war will also affect global food supplies and we must work with UK farmers to restore nature alongside sustainable food production to secure our long-term food security.

The RSPB and our incredible supporters will continue to be the voice for nature, influencing policy from the global COP15 to domestic government agendas, including a strong response to the recovery of seabird populations from highly pathogenic avian influenza.

Our vision for the future is ambitious and challenging, but it must be. Only by working together as an ecosystem of supporters, members, volunteers, staff and partnerships can we take a bird's eye view of the emergency we are facing, from the big picture of systemic change to individual species. Crucially, we must have both resilience and hope, that with your support and more and more diverse people engaging with us, our natural world can yet recover and thrive.

Becca Speight
RSPB Chief Executive

About the RSPB

Nature is in crisis. Together we can save it.

Our purpose

To advance the conservation of birds, other wildlife, and the natural world, by protecting and restoring habitats and landscapes, saving species and connecting people to nature. We carry out conservation work that you can see from space, built from the ground up. We believe that the planet is facing a nature and climate emergency and that we have a moral duty to pass on the natural world in a better state to future generations.

Our vision

A shared world where wildlife, wild places, and all people thrive. We believe we're all connected by the wonder of nature. The health of the natural world is fundamental to the survival of all species and has the right to flourish. We know that birds, other wildlife and the habitats on which these depend are interconnected. We recognise that the health and resilience of individuals, our society and the economy is dependent on the health and sustainability of the planet's ecosystems. We believe that we have the greatest impact when our strategy is informed both by our understanding of the state of species and ecosystems and our core beliefs.

How we deliver

We believe that in delivering public benefit, we are effective because we bring the breadth of our capabilities to bear on the complex challenges facing species and ecosystems.

The RSPB's strategy sets out how we meet those challenges to make a difference over the current decade. By setting and reviewing strategic objectives, the RSPB's Trustees test, refine and account for the performance and delivery of the organisation and plan for new challenges as they emerge. The Trustees confirm that they have

referred to the Charity Commission's general guidance on public benefit when reviewing objectives and activities described in the sections 'Our highlights,' 'Our impact' and 'Forward look'.

Royal charter

The RSPB is a non-statutory body incorporated by Royal Charter, originally granted in 1904. Together with the Statutes, it provides the RSPB's operating rules and guidelines.

Patron

Her Majesty the Queen.

Governance

The RSPB is committed to the highest standards of governance, and we use the Charity Governance Code. How we apply the Code is described throughout this report, in particular on pages 61–73.

Objects of the RSPB

The objects of the RSPB as set out in its Royal Charter are to:

- (1) promote the conservation of biological diversity and the natural environment for the public benefit, in particular but not exclusively by:
 - (a) conserving wild birds and other wildlife, and the environment on which they depend;
 - (b) protecting, restoring and recreating habitats. This includes raising public understanding and awareness of, and providing information on, such matters.
- (2) advance education of the public in conservation of the natural environment.



We advance the conservation of birds, other wildlife, and the natural world, by protecting and restoring habitats and landscapes, saving species and connecting people to nature.



We fulfil our purpose through five main work areas: science, species, places, people and policy.



What we do

The health of the natural world is fundamental to the survival of all species. It has the right to flourish. We won't stop until we realise a shared world: one where wildlife, wild places, and people thrive.

What we do

We work locally in the UK and around the world protecting habitats, saving species, and addressing the nature and climate emergency. We do this through five main work areas: **science**, **species**, **places**, **people** and **policy**. We're proud that we can apply our broad capabilities to the many complex challenges facing species and ecosystems to make a positive difference.

Science

We ground our work in a thorough understanding of the natural world. We identify the most important problems, using natural and social sciences to discover their possible causes and potential solutions.

Species

Survival of species and biodiversity are the ultimate signs of whether conservation is working and ecosystems are thriving. That's why we protect species from direct threats, such as loss of habitat, and indirect threats, like loss of food sources.

Places

Nature needs other nature. That's why we work to create more, bigger, better and joined up protected areas on land and at sea in the UK and

around the world. We help people and nature coexist in harmony, ensuring that where people are living, nature can thrive.

People

A thriving natural world is essential for our species and is only possible if people feel connected to and understand nature. We inspire, educate and support people young and old from every possible background to act. The more of us who get involved, the bigger, more diverse and more powerful our support for nature will be.

Policy

To stop nature's downward spiral and to build a world where wildlife can thrive, governments must have the right ambition. Ambition that is underpinned by action, which must be framed by targets, law, monitoring and enforcement.

How we do it

We bring people together who love birds and other wildlife, and who want to do something to restore the health and diversity of the natural world. We must also enable more people to take positive action for nature. **We act**, **we influence**, **we collaborate**, and **we empower**.

We act

The natural world and the global climate are in crisis. But our evidence-based conservation work shows that birds and other wildlife will thrive if they're given a chance. We're intensifying our efforts to give nature more opportunities to recover, every single day, delivering conservation across land and seascapes, protecting and restoring habitats and saving birds and other wildlife from extinction. We won't stop while the threat to nature persists.

We influence

We use our voice to help people understand the threats facing nature, and the solutions to save it. From individuals to businesses and governments, we encourage everyone to play a positive role for nature, and help change the world for the better.

We collaborate

We are one of the few conservation organisations that has the capacity and the expertise to make a difference on a truly global scale. When we partner with organisations, businesses, governments and individuals, we increase the impact we have. And by working together, we will deliver results for birds, nature and the climate at an even greater scale.

We empower

The closer people feel to nature, the more likely they are to defend it. We bring people together – across countryside and cities, in person and online. From experienced naturalists to fledgling enthusiasts, we help everyone connect, champion and take action for nature. By supporting local conservation groups, projects and initiatives, we encourage everyone to get involved.



Aidan McCormick (rspb-images.com)



Kate Lawrence (rspb-images.com)



Tom Mason (rspb-images.com)

Our strategy

In 2021, we launched our new strategy to 2030, to ensure the RSPB is making the biggest impact possible for nature.

Our vision for a world richer in nature

We believe that all species have a right to exist, and that nature is fundamental to human health and wellbeing. We have a moral duty to pass on the natural world in a better state to future generations, so we want to create a world where...

...wildlife is abundant and diverse in our towns and countryside

...we have a resilient, stable economy that values nature

...all people are living well in harmony with nature

...birds and other wildlife have made a comeback

...nature continues to be restored, enriching and sustaining the lives of people

...we benefit from a stable climate, and clean air and water.

Our six strategic shifts

We have identified six main areas where, by stepping up our efforts, we can increase our impact.

- 1** Delivering conservation at greater scale, through deeper collaborations.
- 2** Enabling more, and more diverse, people to act for nature.
- 3** Being a bolder and more influential campaigning organisation.
- 4** Becoming more relevant to the world we're trying to change.
- 5** Diversifying our income and opening up finance opportunities.
- 6** Making the RSPB the best it can be.



What we aim to achieve by 2030

UK land

At least 30% of land in each UK country will be managed primarily and effectively for nature and the climate, supported by nature-positive management elsewhere, to place that 30% at the heart of resilient ecological networks.

Global land

A network of site- and landscape-scale interventions along the East Atlantic migration route, and in other key locations internationally, will be global exemplars of high impact nature conservation, supporting lives and livelihoods, creating wider support for nature and helping to stabilise the climate.

Seas

Threats to seabirds from unsustainable fisheries, marine development and invasive non-native species will have been minimised, and where possible eliminated, globally and in the UK.

UK Overseas Territories

The conservation status of important terrestrial and marine wildlife sites in the UK's Overseas Territories (UKOTs) will be improved, environmental policy frameworks strengthened, and local partner capacity built, contributing to 30% of land and seas well-managed by 2030.

Species recovery

The future of 100 of the most threatened species of birds and other taxa will be more secure in the UK, UKOTs, the East Atlantic migration route and in other selected areas around the world.

This decade will be vital for the future of our planet and our contribution has never been needed more. We have set clear measures against each of these outcomes, which we will use to track our progress.

Food and farming

The majority of UK productive agricultural land will be managed so that it is contributing positively to the recovery of nature and is supporting a net-zero economy (where the carbon emitted into the atmosphere is balanced by the carbon removed from it), as part of a vibrant domestic food economy.

Nature-positive economy

The frameworks and standards that govern investment decisions will be nature positive, transforming public and private investment and increasing the direct investment in conservation available to the RSPB and the sector.

RSPB greening

Not only will the RSPB be a nature-positive organisation, we will remain a climate-positive organisation, having made further progress both to reduce net greenhouse gas emissions and enhance net emissions reductions through our land management activities.

People engagement

More, and more diverse, people will be engaging with the RSPB, taking meaningful action for nature and helping embed nature- and climate-positive outcomes into social, political and economic behaviour.

RSPB capabilities

The RSPB's operating model, structures, systems, values, skills and behaviours will reflect the strategic need.

Our highlights: **people**

A thriving natural world is only possible if people feel connected to and understand nature. We inspire, educate and support people young and old and from every background, to act. The more of us who get involved, the bigger, more diverse and more powerful our support for nature will be.

Nurturing nature on your doorstep

We launched Nature on Your Doorstep in May 2021. The aim is to get everyone taking action for nature in their outdoor spaces, whether that's a sizeable garden, a window box or a community space. In addition, there are incredible wellbeing benefits associated with getting out in nature and feeling a connection to it.

Put together, UK gardens and other public outdoor spaces are almost three times the combined size of our nature reserves – so everyone can do their bit.

Our team of expert volunteers is on hand, to give help and advice. The volunteers work together and grow, develop and moderate the online community that enables people to share inspiration, ideas and advice.

Since we launched Nature on Your Doorstep, more than half a million people have visited

the web activities and content, and over 20,000 people have signed up to our new monthly newsletter. More than 1,500 people have also joined our new Facebook group, and we've had over 178,763 visits to our web community and blogs.

We have over 40 inspirational wildlife gardening activities to choose from to help you create homes and food for wildlife. These include how to build a bug hotel, grow wildlife-friendly flowers, and put up a nestbox.

Nature on Your Doorstep is sponsored by Barratt Developments Plc. Together, we're getting gardens and outdoor spaces blooming and buzzing with life.

For more details, visit: rspb.org.uk/natureonyourdoorstep



Nature on Your Doorstep aims to get everyone taking action for nature in their outdoor space.



Robin Robin helped families engage with wildlife on more than 30 RSPB nature reserves.

Robin Robin lands on RSPB nature reserves

Robins are the UK's favourite bird, and in November 2021 a character called Robin Robin flew into RSPB reserves, where young people could be found flapping like robins and singing songs about worms. They were taking part in themed adventure trails, created as part of a partnership with Netflix and Aardman,

who created *Robin Robin*, a half-hour musical animation launched at the end of 2021.

Netflix briefly rebranded as 'Nestflix' for a Twitter takeover, which saw 1.4 million people view a live feeder camera at our Arne nature reserve in Dorset. The film was even nominated for an Oscar for Best Animated Short Film. Find out more at: rspb.org.uk/robinrobin

Half a million tune in for Big Garden Birdwatch LIVE

Big Garden Birdwatch, where we encourage you to watch the birds in your garden for an hour and report what you've seen, has been running since 1979. Big Garden Birdwatch LIVE – a livestream throughout the Birdwatch weekend – was back for the second year in 2022. More than half a million people viewed the livestream over the Birdwatch weekend, so it's clear that the concept works even when the UK is not in lockdown.

The RSPB presenter contingent broadcast from a supporter's garden in Sampford Brett, Somerset. The specialist team spent five days there to bring the live action to our viewers, and we're pleased to report the whole village got behind the event.

Big Garden Birdwatch LIVE is a great way to really engage with our audience, in real time. Outside of the digital arena, reserves also ran beginner birdwatcher events, to lead people towards Big Garden Birdwatch.

Compared to 2021, the 2022 Big Garden Birdwatch LIVE was more ambitious, with live cameras from Chris Packham's garden, plus our Arne, Nagshead, Saltholme and Loch Garten nature reserves. It also featured special guests Deborah Meaden, Dr Amir Khan and Alison Steadman, and a range of youth voices including 'Green-Fingered George', a young wildlife gardening enthusiast, and Mya Bambrick, an 18-year-old wildlife photographer and blogger. Over the Birdwatch weekend, we recorded 35 bird species across all of our cameras.

Big Garden Birdwatch took place from 28 to 30 January 2022, and an incredible 697,735 people took part. For more details, visit: rspb.org.uk/birdwatch





Roy Dennis (right) led ground-breaking work to bring ospreys and white-tailed eagles back to the UK.

RSPB Medal for white-tailed eagle saviour

Roy Dennis MBE has received the RSPB's most prestigious award, the RSPB Medal. He's the man known for bringing ospreys and white-tailed eagles back to the UK.

Alongside his mentor George Waterston, they pioneered the first trial reintroduction of white-tailed eagles on Rum. This paved the way for more translocations that continue to this day.

He was the RSPB's Highland Officer between 1970 and 1990, when he was responsible for Loch Garten, protecting nesting ospreys and golden eagles.

Roy said:

"In my middle years at the RSPB, we faced tough battles... but I always refused to give up.

Now I'm encouraged to see great steps forward in ecological restoration, but at this time of global crisis, it's for the young to lead the way and be the ones who refuse to give up."

Oldest-known white-tailed eagle on Winterwatch

White-tailed eagles are the UK's largest bird of prey. They became extinct in the UK due to changes in land use, and persecution, and the last UK-bred bird was shot in Shetland in 1918. But thanks to people like Roy Dennis, that's no longer the case. The RSPB became involved in reintroductions in the mid-1970s. The first reintroduced white-tailed eagles, including one named Blondie, bred in 1983, successfully fledged their first chick in 1985.

This is Skye (pictured), who featured on the BBC2 series Winterwatch as the UK's oldest-known white-tailed eagle. He's paired with Frisa, the offspring of Blondie, who fledged in 1992.



Skye is the UK's oldest-known white-tailed eagle.

Embedding inclusion at the RSPB

We're continuing our journey to become a more inclusive and diverse organisation. We've recruited an Equality, Diversity and Inclusion (EDI) team to lead the programme, embedding EDI into every part of the organisation, alongside our staff EDI Champions. We're implementing the recommendations outlined by our 2021 report from Full Colour – specialists in diversity and inclusion. We're working with staff, volunteers, and communities to give the greatest impact.

Over the last year our affinity groups, formed around a shared interest, and our EDI Champions have been active across the RSPB to raise awareness, support colleagues, and share knowledge. For example, Starlings, our LGBTQIA+ network, attended Birmingham Pride to celebrate and show visibility, and gave three talks for all staff to mark Pride, LGBT+ History Month and Trans Day of Visibility.

Meanwhile, members of our neurodiversity affinity groups have raised awareness on how to better support and engage neurodivergent people through talks and workshops.

"Together we can make the RSPB a place where everyone's an ally, where everyone's encouraged to be themselves, and can love who they love without fear of exclusion or discrimination."

– Starlings, the RSPB's LGBTQIA+ network

"Research shows nature benefits people with ADHD and autistic people. I have ADHD, and as a kid I felt much better when I was in nature – growing up in the wilds of Kent ignited my passion and inspired me to work for the RSPB."

– Simon Stennett, West Country Area Manager

Colleagues from across the UK have advanced our work on inclusive access to our reserves and events. In Wales, the Give Nature a Home project in Cardiff has worked closely with EDI specialist Diverse Cymru to create more inclusive values, including sharing accessibility information for events and a commitment to use Plain English and Cymraeg Clir in their communications.



Inspiring a generation with Girlguiding Anglia

Building on our partnership with Girlguiding London and the South East Region, the RSPB and Girlguiding Anglia formed an exciting new partnership in 2022, launched at our Minsmere reserve in Suffolk. It aims to inspire a love of nature in young Girlguiding members. The partnership makes it easy for leaders to run nature-focused sessions, with downloadable activity packs and badges.

Saving nature for 100 years

RSPB (rspb-images.com)



The birthplace of RSPB campaigning

In July 2021, we celebrated the 100-year anniversary of the 1921 Plumage (Prohibition) Act, the RSPB's first successful campaign. It also marked the launch of the Emily Williamson Statue Campaign, with a competition to create a commemorative statue of one of the RSPB's founders, Emily Williamson (pictured left). We are supporting the statue campaign, which is led by their Chair, Andrew Simock, and journalist Tessa Boase.

The four shortlisted statue maquettes toured RSPB nature reserves in summer 2021, including Bempton Cliffs, Minsmere, Loch Leven and Belfast WOW, culminating in the first Emily Williamson Festival in November 2021. The winning statue was decided through public vote, and was designed by artist Eve Shepherd (pictured below).

Her statue, hoped to be unveiled in 2023, will stand at Emily's former home in Fletcher Moss Park, near Manchester, where the RSPB was founded.

Emily Williamson was 36 when she set up the Society for the Protection of Birds, in response to the fashion to adorn women's hats with feathers, which meant that birds such as little egrets and great crested grebes were driven almost to extinction.

She joined forces with Etta Lemon and Eliza Phillips of the Fur, Fin and Feather Folk of Croydon, as well as Winifred Cavendish-Bentinck, Duchess of Portland.

The campaign against 'murderous millinery' was fought on all fronts. RSPB supporters wrote letters to women wearing feathered hats, spoke to shopkeepers that stocked them, and contacted political figures and royalty.

In the period 1891 to 1899, membership expanded from 1,200 to over 20,000. In 1904, the Society for the Protection of Birds was incorporated by Royal Charter. For more information on RSPB campaigns, visit: rspb.org.uk/campaigning



The winning statue design was created by sculptor Eve Shepherd.

Bernadette Delaney

Our highlights: **policy**

To stop nature’s downward spiral and to build a world where wildlife can thrive, governments must have the right ambition: ambition that is underpinned by targets, law, monitoring and enforcement.

Campaigning at COP26

Following two years of work, the RSPB attended the 26th Conference of the Parties (COP26), held in Glasgow in November 2021. This climate change conference brought together 120 world leaders and 40,000 registered participants.

RSPB staff worked inside COP26 to influence negotiations, raise the profile of nature, and meet MPs. Along with other organisations, our aim was to ‘keep 1.5 alive’ – to keep the rate of global warming to 1.5 degrees, to mitigate the worst effects of the nature and climate emergency. We ran a daily podcast (‘COPCAST’) for the duration of the event.

Outside the official spaces, we had a strong presence at mobilisations on the Global Day of Action on Saturday 6 November. Each RSPB contingent was led by a huge avocet puppet, creating a visual spectacle. More than 10,000 people attended the Glasgow event. In Cardiff, RSPB Cymru worked with other environmental organisations and led a 300-strong block amongst the 2,000 marchers, and there were successful events in Belfast and Birmingham too.

At the end of COP26, the response was mixed. The role of nature was more prominent than at any previous COP, which is a key step. Delegates agreed on commitments to halt and reverse deforestation and acknowledged the

10,000
people attended the Global Day of Action in Glasgow

role of nature in combatting the nature and climate emergency. Almost 200 countries agreed to the pact and just about ‘kept the goal of 1.5 alive’ but frustratingly since then there has been a lack of follow-up action which casts this target very much into doubt. We need greater urgency, ambition, and support. We must all go further to match the scale of the emergency.

Our work continues to try to mitigate and adapt to the worst of the nature and climate emergency, and ensure that wildlife is not forgotten. Thank you for supporting this work.



#ForPeatsSake

At COP26, we joined the ‘Peat Pavilion’ run by the International Union for Conservation of Nature (IUCN). By showing films about the restoration work at our Forsinard Flows nature reserve in Scotland, we aimed to highlight the global significance of peatlands in tackling climate change. As part of this, our #ForPeatsSake campaign asked people to pledge to use only peat-free compost: a simple step we can all take.

Peatlands are a large carbon store and are incredible for wildlife. They’re a rare ecosystem, home to a wealth of plants, birds, and insects including sphagnum mosses, sundews, golden plovers and curlews. They store three times more carbon than forests.

Peat is widely sold as a garden compost and soil conditioner. 11,594 people pledged #ForPeatsSake to keep peat out of their gardens and in the ground, and 6,265 encouraged their elected representative to support a ban on its sale. The Scottish Government has already banned the sale of peat. We want to send a clear signal that these policies are supported by both gardeners and nature lovers across the UK.



You helped fight for legally-binding targets for nature

In a world first, the Wildlife and Countryside Link State of Nature campaign, which the RSPB took a lead role in supporting, secured an amendment to the Westminster Environment Act. This means the UK is the first country in the world to have a legally-binding target for the recovery of nature.

Now, England has long-term targets in air quality, biodiversity, water and waste, and a duty to halt declines in species by 2030. We couldn’t have achieved this without the 200,000 people who supported the campaign – thank you.

The Environment Act also sets up a new regulatory body for England and Northern Ireland called the Office for Environmental Protection, the OEP.

Now we must ensure the OEP has the strong powers needed to enforce these targets.

England has a binding duty to halt declines in species by 2030





Mark Waugh

The interior of the InConvenience Store in Manchester.

RSPB InConvenience Stores highlight a future without nature

Our Revive Our World campaign was launched in September 2020, ultimately pushing for legally-binding targets to restore nature by 2030. In summer 2021, it took a rather unexpected incarnation in the form of pop-up shops. These took members of the public on a trip to a dystopian future – where nature has collapsed, birds are all but extinct, and flooding is a permanent fixture – in order to generate support for nature’s recovery.

Pop-up shops opened in Cardiff and Edinburgh, as well as in Manchester, where Coronation Street actor David Neilson joined us for the launch.

Each InConvenience Store was packed with products that may become vital if this future becomes reality – sandbags as nature can no longer work as an effective flood defence, bottles of clean air and drinking water, birdsong on vinyl as this is something we may never hear

again, and expensive fruit and vegetables, because pollinators no longer exist. The physical stores were also accompanied by an online shop.

Shoppers visiting the InConvenience Store, both in person and online, were encouraged to add their name in support of action to ensure this vision does not become a reality. Every time 15,000 names were added, another product was put in the ‘virtual shopping basket’. Real versions of these baskets were handed to the Prime Minister, the First Ministers of Scotland and Wales, and the First and Deputy Ministers of NI, to urge them to put legally-binding targets in place for nature and vote with nature in mind.

More than 110,000 people shared their support online, putting their voices behind the campaign’s urgent message.

The InConvenience Store won the Institute of Promotional Marketing Gold Award in their ‘experiential, events and staffing’ category.

Red kite sculpture shortlisted for award

Revive Our World also flew to Wales. RSPB Cymru commissioned a red kite sculpture which was launched outside Cardiff Castle.

It was shortlisted for an award by the Chartered Institute of Public Relations. The sculpture symbolises nature’s recovery and was displayed in Cardiff in late April 2021.



Matthew Horwood

Red kite sculpture outside Cardiff Castle.



UKY4N

UK Youth for Nature create lines in the sand

The RSPB partnered with UK Youth for Nature (UKY4N) to produce a 50m sand sculpture on the South Bay in Scarborough on 23 March 2022.

The sand drawing displayed four key UK species: beaver, curlew, oak and salmon. As it was washed away by the tide, it gave a visual marker of the loss of nature in the UK, and the urgent need to take decisive action to tackle it.

UKY4N is the UK’s youth-led network calling

on UK politicians to take urgent action to tackle the loss of nature. Co-director Talia Goldman said:

“Our drawing is a loud and clear message to our governments: this year the UN biodiversity conference is a once-in-a-decade chance to set new global nature goals. Take that chance, then act to meet those goals.”

The sand drawing was created by the company Sandinyoureye. The RSPB funded the project, and offered logistical, social media and PR support.

Our highlights: science

We ground our work in a thorough understanding of the natural world. We identify the most important problems, using natural and social sciences to discover their possible causes. We can then find solutions to make a positive impact and test them to measure our success.

Greenfinches, swifts and house martins are now at risk

There's bad news for familiar species in the latest *Birds of Conservation Concern* report, an assessment of the status of the UK's 245 regularly occurring bird species. Unfortunately, 70 species are now on the Red List, which highlights species of the 'highest conservation concern' that now need urgent help. The Amber List represents birds of 'moderate concern', and the Green List those of 'least concern'.

The Red List now includes well-known species such as the swift, house martin, greenfinch and Bewick's swan. Swifts and house martins moved from the Amber to the Red List, while

greenfinches moved straight from the Green to the Red List. This followed a population crash caused by trichomonosis, a disease which is spread through contaminated food and water. You can help by cleaning your bird feeders weekly and providing fresh water daily. If you see a sick bird in your garden, stop feeding until there is no further evidence of infection.

However, there are some positives. White-tailed eagles have moved from the Red to the Amber List as a result of extensive conservation work, including reintroductions, and increased protection of nest sites. White-tailed eagles became extinct in the UK in the 19th century. The release of birds on the Isle of Rum (1975 and 1985), northwest Scotland (1993 to 1998) and east Scotland (2007 to 2012) brought a change of fortune. The population now stands at 120 breeding pairs.

Birds of Conservation Concern has been published about every six years since 1996, and is compiled by a range of different nature organisations, including the RSPB.



Greenfinches are now on the Red List of Conservation Concern.

Kevin Sawford (rspb-images.com)



House martins have moved from the Amber to the Red List.

Tony Hamblin (rspb-images.com)



At Hope Farm, we run a profitable farming business that helps nature at the same time.

Sophie Mott (RSPB)

Pioneering agroforestry at Hope Farm

At Hope Farm in Knapwell, Cambridgeshire, we're trialling agroforestry to understand the impact this will have on nature. This is part of a farming carbon study initiated with help from The Northwick Trust.

Hope Farm is an arable farm, where we trial ways to farm that benefit both wildlife and the farming business. Agroforestry is the practice of incorporating trees and shrubs into the farming system, and has multiple potential benefits for nature.

A team of more than 30 volunteers helped plant more than 1,000 trees during the winter of 2021, and converted an 11 hectare arable field into an 'alley cropping system'. The volunteers planted trees and shrubs every 24 metres. The 24 metres between each section of trees will still be arable.

They planted a variety of trees, including broadleaves, to provide a shelter belt and

windbreak, 13 varieties of apple trees, some of which we hope will produce Hope Farm apple juice in a few years, and three varieties of cobnut. Cobnut is a type of hazel, and we also hope to produce cobnut oil to complement the rapeseed oil we already produce.

The next job is to monitor the effects of agroforestry, by monitoring the wildlife of the area and the amount of carbon captured by the trees, as well as the economic impact of the field on the farming business.

Managing agricultural land for nature is a key area of work in the new RSPB strategy.



trees were planted by volunteers during the winter of 2021



Agroforestry in action at Hope Farm.

Sophie Mott (RSPB)



Nick Upton (rspb-images.com)

The Volunteer Monitoring of Farm Wildlife project helps to connect farmers and volunteers.

Surveying farmland through volunteer power

Farmers and volunteers are connected through the Volunteer Monitoring of Farm Wildlife project. Volunteers undertake farm surveys for a range of species. The results help farmers improve their land management and help us understand how to support them as they boost their wildlife. Volunteers are involved at every level and this year it is being trialled in Cambridgeshire and Wiltshire.



Andrew Parkinson (rspb-images.com)

Seabirds are at risk from being accidentally caught in fishing nets.

Tackling seabird bycatch in UK waters

Seabirds are at risk of being accidentally caught on fishing hooks and in nets, as 'bycatch'. The RSPB and BirdLife International have worked through the Albatross Task Force for almost two decades, to reduce the amount of bycatch in places such as South Africa and Argentina. But it happens closer to home, too.

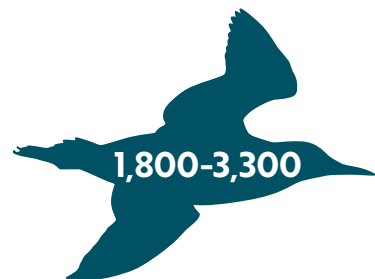
A 2020 report commissioned by Defra estimated that at least ten seabird species are caught in fishing gear in UK waters. Between 2,200–9,100 northern fulmars and 1,800–3,300 guillemots are killed unintentionally by UK vessels each year. Most UK bycatch happens with longlines in northern Scotland, and gillnets in southwest England.

We have proven that there are simple ways to prevent seabird bycatch, for example by fishing at night, when most seabirds don't hunt, and by adding weights to make baited hooks sink faster. That's why we're calling on UK governments to roll out such measures to prevent avoidable seabird deaths. Visit: rspb.org.uk/bycatch



Oliver Smart (rspb-images.com)

With government help, seabirds may be able to thrive once more.



1,800-3,300 guillemots are being unintentionally killed in the UK each year

How a pair of looming eyes might help us save birds

Each year, around 400,000 birds are accidentally killed in gillnets – walls of nylon netting. We've trialled different ways to mitigate gillnet bycatch, and the latest are the 'looming-eyes buoy', known as the LEB, and predator-shaped kites. They act like a scarecrow, to prevent birds getting close to the nets. Initial trials in Estonia look promising and we're now awaiting the results from trials in Cornwall and Iceland.



Andres Kalamees

Our highlights: species

Survival of species and biodiversity are the ultimate signs of whether conservation is working. That's why we protect species from direct threats, such as loss of habitat, and indirect threats, like loss of food sources.

Bringing species back from the brink

Back from the Brink was an ambitious partnership project, focusing on saving some of our most threatened species from extinction. Running from 2017 to 2022, it focused on 20 key species, and looked to benefit 112 more.

In total, 96 species showed an improvement in their conservation status, with 187 species benefiting overall.

The eight core Back from the Brink partners worked directly with 89 other organisations across England, and 59,000 people directly engaged with the work.

One of the target species was the black-tailed godwit. At the start of the project in 2017, there were 38 pairs. At the end of the project, there were 53. Project staff and volunteers reared 155 birds in captivity away from predators and other risks, and these birds are now surviving, migrating and breeding along with the wild population. Staff and volunteers also maintained 1,000 hectares of wet grassland with breeding

wading birds in mind, and installed and upgraded more than 7km of anti-predator fencing, to protect eggs and chicks from foxes and badgers. They organised events in the local area too, and around 1,200 people attended.

The RSPB also led projects to help field crickets, little whirlpool ramshorn snails and willow tits.

Although the Back from the Brink project has now finished, it has laid a strong foundation to enable the target species to recover into the future. The project partners were Amphibian and Reptile Conservation, Bat Conservation Trust, Bumblebee Conservation Trust, Buglife, Butterfly Conservation, Plantlife and the RSPB, led by Natural England. There were a number of key funders including National Lottery Heritage Fund. Find out more at: naturebftb.co.uk

187

species benefited from the Back from the Brink project



Ray Kennedy (rspb-images.com)

155 black-tailed godwits were reared in captivity as part of the Back from the Brink project.



Ben Andrew (rspb-images.com)

Bittern numbers on RSPB reserves are now at their highest levels ever.

2021: a record-breaking year for bitterns and cranes

Both bitterns and cranes had a record-breaking year for numbers in 2021, and it's clear our conservation efforts played a part.

Bitterns, which are members of the heron family, tend to spend their time well-camouflaged in reedbeds. You're more likely to hear them than see them, as the male's booming mating call can be heard up to a mile away.

Sadly, in 1997 only 11 booming males were left in the UK. However, following extensive conservation work, in 2021, a record 228 booming males were heard in the UK (108 of these on RSPB reserves), up from 209 in 2019.

Cranes are also at record highs, after going extinct in the UK 400 years ago. In 1979, a small number of cranes colonised the Norfolk Broads, though the population grew very steadily, with just four pairs nationally in 2000.

The Great Crane Project was formed in 2010, and involved hand-rearing and releasing chicks

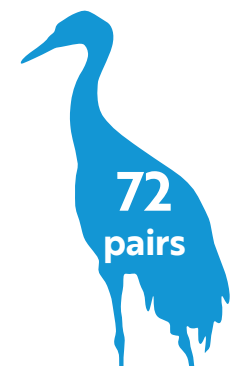
on the Somerset Moors and Levels. There are now 72 pairs of cranes across the UK, a new record since the 1600s. In 2021, 65 pairs of cranes bred, and raised 40 chicks.

Senior Conservation Scientist Simon Wotton, said: "This shows how quickly nature can bounce back when given the chance."

Thank you for supporting the RSPB, and making conservation success stories like this possible.

The Great Crane Project is a partnership of the RSPB, Wildfowl and Wetlands Trust and Pensthorpe Conservation Trust and was supported by the Viridor Credits Environmental Company through the Landfill Communities Fund.

Crane numbers are now at their highest since the 1600s



Montiagh's Moss at Portmore Lough nature reserve is a key site for the **Irish damselfly**. An MSc study based here showed they prefer pools with open water rather than those full of vegetation.



Shutterstock

Irish damselflies prefer open pools.

Using dogs to safeguard seabirds

Seabirds often choose to nest on islands with no land predators, and are particularly vulnerable to introduced animals that don't occur there naturally. 'Biosecurity' refers to the actions we take to protect islands from invasive predators. Conservation detection dogs are used on islands all over the world, as an aid for biosecurity, but are relatively new to the UK.

Greg Morgan is one of two recently-trained conservation detection dog handlers, as part of our Biosecurity for LIFE project, which aims to safeguard the UK's internationally important seabird islands.

"I live and work on the RSPB's Ramsey Island reserve off the coast of Pembrokeshire. Brown rats arrived here via shipwrecks in the 1800s,

but were thankfully removed in 2000. We need to maintain effective biosecurity measures to ensure they don't return. Dogs have 300 million scent receptors (humans only have six million), so they're a great addition to our biosecurity toolkit."

"I recently undertook training with Kryus Ltd who specialise in conservation detection dog handler training. Dogs can check for stowaways on boats, and check people's bags. Crucially, they can detect the presence of a target species much more quickly than using the traditional methods."

"Dogs have 300 million scent receptors (humans only have six million), so they're a great addition to our biosecurity toolkit."

– Greg Morgan, RSPB Ramsey Island site manager

Great steps forward for turtle doves

We're proud to say that 2021–2022 was a momentous year for our work on turtle doves. We saw hunting bans, the delivery of more UK breeding habitat, the first-ever UK turtle dove survey and progress for Operation Turtle Dove.

In 2021, for the first time, no hunting of turtle doves was permitted in France, Spain or Portugal. This saved the lives of more than a million turtle doves in just a single season. The RSPB played a pivotal role in developing the science, species action planning, and international policy work, that led to the hunting ban in 2021, and calls for a sustainable long-term management system.

This will give the western European breeding population of turtle doves much needed breathing space, and provide an ideal opportunity to improve their breeding season habitats: the priority action needed to reverse their declines.

Operation Turtle Dove, with the RSPB as the lead partner, also made good progress, encouraging farmers and landowners in eastern and south-east

England to adopt turtle dove-friendly conservation measures. We increased the area of land covered by the project by over 30% in just one year.

We also led the first-ever UK turtle dove survey, giving us an update on how many birds we have (estimated at around 2,100 pairs) and where we should focus our efforts. The survey results are a stark reminder of how many turtle doves the UK has lost since 1970, but with the right approach, and further RSPB science underway, it feels like we have the right tools and a real chance to turn around the fortunes of this much-loved bird.



More than a million turtle doves were saved by a hunting ban.

Ben Andrew (rspb-images.com)



Sadly, crimes against wild birds continue.

RSPB

Fighting crimes against wild birds

Wild birds are protected by law, but sadly, crimes against them continue. Our Investigations Team works with other organisations to investigate crimes and bring offenders to justice. They support the authorities by providing advice, expert witness and investigative help on wild bird crime.

One recent investigation, which culminated in January 2022, resulted in a Nottinghamshire gamekeeper receiving 20 weeks' imprisonment (suspended for 12 months) and a £1,000 fine for killing two buzzards in a trap.

Shortly before New Year 2021, a member of the public contacted us. They'd come across a crow cage trap, with a buzzard caught inside. An RSPB Investigations Officer found the trap, released the buzzard and then installed a remote camera. This then led us to discover evidence of a crime and find out who was responsible.

The footage we retrieved from the remote camera showed a buzzard flying into the trap, and feeding on the bait inside. John Orrey, a gamekeeper on a small pheasant shoot on the land, then entered the trap and beat the buzzard to death. He returned the next day, killing a second buzzard.

Following an investigation, Orrey pleaded guilty to all charges.

RSPB Investigations Officer Tom Grose said: "Installing cameras like these is the best way of catching a culprit and preventing more deaths. The footage is truly shocking, and it's clear that better regulation is needed."

For more details on birdcrime and the RSPB Investigations Team, visit: rspb.org.uk/birdcrime

Several **glossy ibises** were spotted at our Ouse Fen and Ouse Washes nature reserves in spring 2021.

The birds are from a main breeding colony in southern Spain, and have yet to breed in the UK. We're hoping they may breed here in 2022 – fingers crossed!



Glossy ibises have been spotted in the UK.

Nick Upton (rspb-images.com)



Kate Lawrence (rspb-images.com)

Invasive predators upset the delicate balance of island wildlife.

Endangered birds receive respite on Gough Island

Islands often have a unique set of wildlife. But invasive species can upset this balance, leading to widespread issues. This is why our island restoration work, to remove invasive species and restore this balance, is a key part of our work.

Gough Island in the South Atlantic is one of the most important places for breeding seabirds in the world. Species including the critically endangered Tristan albatross and the endangered Atlantic petrel breed here every year. These birds are at risk, however, from invasive house mice which have adapted to eat not only seabird eggs and chicks but also grown adults.

In 2020, the RSPB brought together experts and partners from around the world to attempt an eradication of these mice. The Covid-19 pandemic meant the 2020 project had to be postponed, but another attempt was launched in 2021.

The mission went as planned. Over the summer (the winter season on Gough) two hundred tonnes of cereal bait were distributed across the island. The crew then returned to their home countries of South Africa, the UK, New Zealand, Mexico, Australia and the USA.

However, in December 2021, a mouse was spotted on a camera trap. We've now confirmed that a breeding population of house mice is still present on the island. Analysis has confirmed that these survived the baiting operation.

The goal now is to gather as much information as possible about what might have contributed to some mice not eating the bait, to inform a future restoration attempt. Gough Island is an incredibly difficult island on which to operate, so the data we gather will be of great interest to other organisations who are carrying out island restoration projects around the world.

Despite these sightings of mice, early indications suggest the project has given the birds a fighting chance. The endangered MacGillivray's prion is a small seabird that nests underground on Gough, making it easy prey for mice. Between 2017 and 2021 only a single chick survived from 216 monitored nests. Following the restoration project, however, 41 out of 50 monitored prion chicks successfully fledged.

We're still determining next steps in the wake of this major project setback, but there's every hope the restoration has given the breeding seabirds some breathing space to build up their population numbers. We'd like to thank all our funders and supporters for their help with this critical work. For more details, visit: rspb.org.uk/goughisland



82%
of monitored prion chicks
successfully fledged in 2021

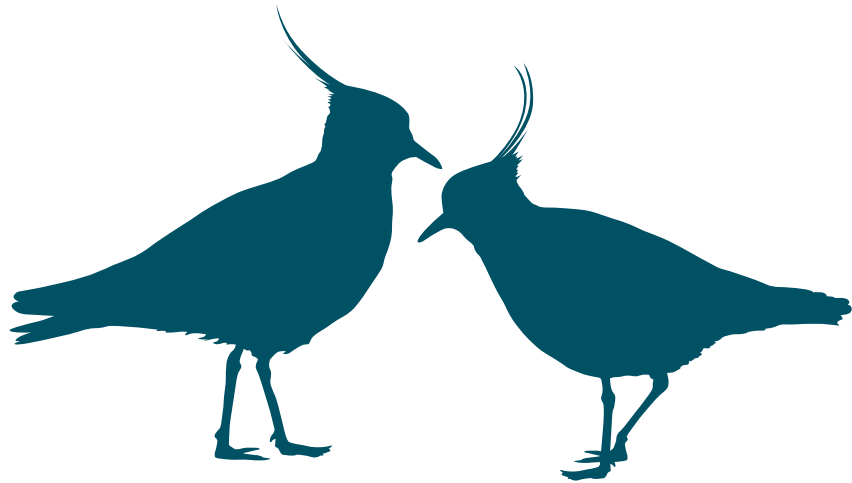


Oliver Smart (rspb-images.com)

RSPB nature reserves are home to a significant number of threatened wetland birds, including black-necked grebes. At St Aidans nature reserve near Leeds, these increased from ten pairs in 2020 to a record 17 pairs in 2021.

Saving nature on our reserves

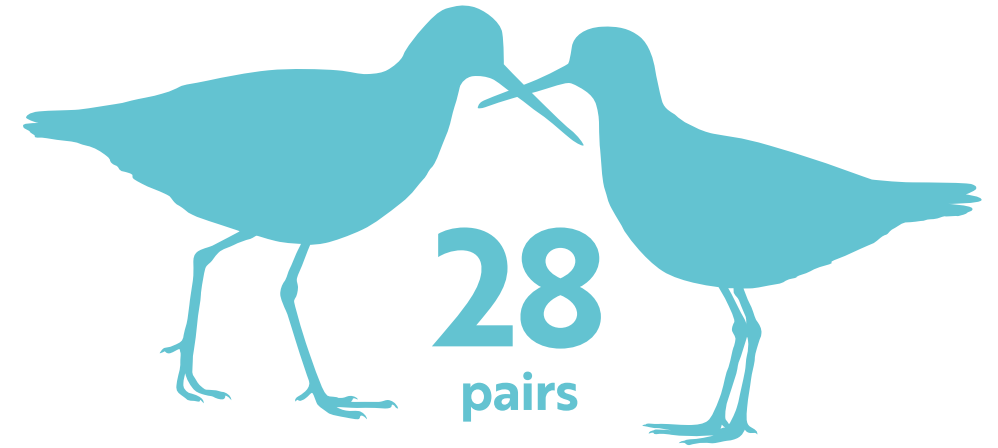
Giving nature space to thrive was the key to a successful season this year. Here are a few highlights from our nature reserves.



Highest number of breeding lapwings at West Sedgemoor since 1995

159,000

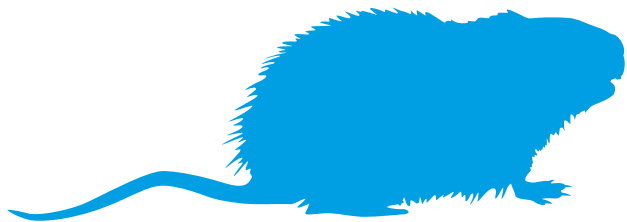
hectares – the area covered by our nature reserves



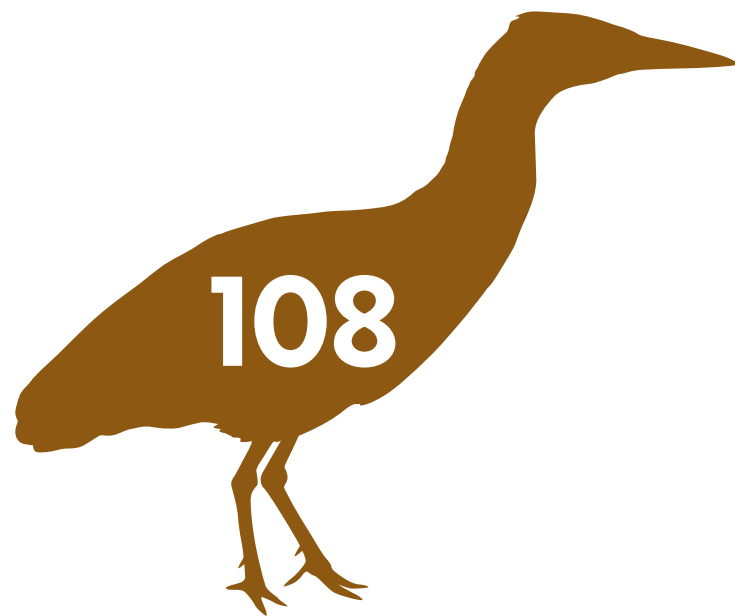
28

pairs

Of breeding redshanks at Ardnave on Islay – the highest number for 18 years



We recorded water voles at Ynys-hir and St Aidans after several years' absence



Booming male bitterns were recorded on RSPB nature reserves – the highest levels ever in the UK.



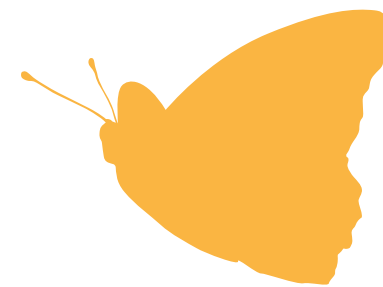
Sandwich terns at Larne Lough increased from 900 pairs in 2020 to 1,113 in 2021



Spoonbills nested at Hodbarrow for the first time, fledging one chick



Plants of the declining yellow centaury were counted at Arne



Blean Woods is home to the largest colony of heath fritillary butterflies in the UK

Our highlights: places

Nature needs other nature. That's why we work to create more, bigger, better and joined up protected areas on land and on sea. We help people and nature coexist in harmony, ensuring that where people are living, nature can thrive.

Two RSPB reserves receive international recognition

Only projects that are making a significant contribution to climate change are able to meet the IUCN's Global Standard for nature-based solutions. As announced at COP26 in Glasgow, only five locations in the UK meet these standards – and two are RSPB nature reserves.

The Global Standard is an international assessment process, recognising the most impactful projects that help unlock the power of nature to help mitigate the nature and climate emergency.

Our work at Haweswater in the Lake District and Medmerry in West Sussex are two of the five sites to receive this recognition.

Medmerry was part of a coastal realignment project, designed to protect local communities from flooding, and it's also an incredible wildlife haven with nesting sites for avocets, black-headed gulls, little ringed plovers and oystercatchers.

Haweswater is managed by the RSPB, in partnership with United Utilities and provides a home for a range of wildlife, including red squirrels and pied flycatchers. We're working with neighbouring landowners to restore a mosaic of woodland, peatland and grassland. This will enable the landscape to lock away carbon in its trees and soils, while also reducing flood risk. Site Manager Lee Schofield tells the story of Haweswater in his 2022 book, *Wild Fell*. For more details, visit: rspb.org.uk/haweswaternews



Patrick Neaves

Red squirrels make Haweswater their home.



United Utilities

Haweswater is managed by the RSPB, in partnership with United Utilities.



Richard Bowler (rspb-images.com)

We're helping to create new homes for butterflies in Bromley.

How can we make green spaces better for nature?

The RSPB's partnership with greenspace management contractor idverde helps communities make green spaces even better places for nature. This has now grown to six different partnerships.

An interesting new development is the connection between green spaces and sport. At Queen Elizabeth Olympic Park, a huge effort is underway to update all the wildlife survey records at the site, and support the rare striped bombardier beetle in the area. We've also started working with Manchester City Football Club, to ensure that 55 hectares of wildlife habitats in urban areas is managed with nature in mind.

From sport – to prison! We secured a partnership at Wormwood Scrubs, from January 2022. This will focus on community engagement, helping people to connect with nature in the London area.

In Bromley, the partnership has entered its fourth year. A highlight is the 'Brilliant Butterflies' project. Working with Butterfly Conservation, we created new homes for butterflies and insects by restoring and creating chalk grassland in the area. idverde is also working with the NI Housing Executive, working for people and nature on an 85,000 house estate, and in the Midlands, we've recruited 17 new volunteers to work on conservation projects in the region.

How a legacy helped us buy more land for nature

We were able to purchase an area of land called Horse Common, thanks in part to a generous legacy from RSPB supporters Peter and Patricia Shuttlewood.

Peter and Patricia Shuttlewood were passionate about nature and the RSPB. They were Life Fellows, regularly took part in Big Garden Birdwatch, and frequently supported our campaigns. We hope their love of nature will live on, through our work at Horse Common.

Horse Common is a royal woodland, home to wonderful bird species such as wood warblers,

hawfinches, spotted flycatchers and firecrests. A former conifer plantation, it's located next to our existing Franchises Lodge reserve in the New Forest. We plan to restore the area to its natural state of mixed woodland and heathland, which will help to create wonderful habitat for wildlife and secure the future of these species.

We're always very grateful to generous people who leave the RSPB a legacy in their Will. It's a lovely way to ensure your passion for nature lives on for future generations. If this is something that interests you, visit: rspb.org.uk/legacy

England

Edwin Kats (rspb-images.com)



Swanscombe is vital for wildlife, such as bearded tits.



England has 85% of the UK population, so connecting people to nature, especially in urban locations, is crucial. We can only help ensure nature's recovery by inspiring more people to act. Sadly, some of our most important places for nature are still under threat. We've worked hard with other organisations and local communities to ensure the best outcomes for nature.

Emma Marsh
Director, RSPB England

Saving Swanscombe

Swanscombe Peninsula, on the banks of the River Thames, is under threat from the proposed London Resort theme park, dubbed 'UK Disneyland'.

The development proposal stands in stark contrast to Natural England's March 2021 notification of the Swanscombe Peninsula as a Site of Special Scientific Interest (SSSI) in recognition of its importance for breeding birds including nightingales, cuckoos, grasshopper warblers, shovelers and pochards, marsh harriers, grey herons and black redstarts. Swanscombe also plays an important role for local people as a green space.

Although the application was withdrawn, due to the site being declared an SSSI and in response to pressure from campaigners, we expect a new application will be submitted. The struggle to

save Swanscombe isn't over. If the development is approved, it could lead to one of the largest losses of designated habitat in England, removing the site for people and wildlife.

We believe that protection of habitats like Swanscombe is crucial to achieving the UK's commitment to halting the loss of wildlife. We also believe the London Resort proposal is contrary to the Government's commitment to protect 30% of the UK for wildlife by 2030.

Together with Kent Wildlife Trust, CPRE Kent and local campaign group Save Swanscombe Peninsula, we actively support Buglife's campaign to save Swanscombe and preserve its vital wildlife habitats. That's why we're supporting Buglife's **#SaveSwanscombe** petition. For more information, visit: buglife.org.uk/campaigns/save-swanscombe-marshes/

How Birmingham's young people are connecting to nature

More than 1,800 young people in Birmingham can potentially connect with nature in new and exciting ways, thanks to a grant from the Green Recovery Challenge Fund.

Children from a diverse range of backgrounds could enjoy bug safaris, plant trees and search for signs of spring in a project in partnership with The Prince's Trust, Birmingham Open Spaces Forum, community groups and teachers.

In addition, through the funding we also aim to give teachers the training and confidence to give children amazing close-up experiences with nature in their school grounds. We hope this experience will inspire them to love and look after their local green spaces in years to come.

Alongside The Prince's Trust, the funding has also enabled us to give 24 young people the chance to learn practical conservation skills. Aged 16 to 30 and not currently in education,

employment or training, we helped them learn practical conservation skills such as how to manage meadows and coppice trees, connect with nature, and show others how to connect, too.

The Government grant totalled £250,000.



Young people connecting with nature at RSPB Sandwell Valley nature reserve.

Asma Faraz (RSPB)

Northern Ireland

Angela Mahon



This South Belfast Wild Wall mural draws attention to the plight of curlews.



We were delighted to showcase our conservation work on key species, with the launch of LIFE Raft on Rathlin Island and Curlew LIFE in Fermanagh and the Antrim Hills, as well as the continued success of CABB (Co-operation Across Borders for Biodiversity) and LELP (Lough Erne Landscape Partnership). We also welcomed the introduction of a Climate Change Bill in the NI Assembly. Thanks to everyone who made this possible.

Joanne Sherwood
Director, RSPB Northern Ireland



Ben Andrew (rspb-images.com)

In recent years, puffins have declined by more than half on Rathlin Island.

Green light for major Rathlin Island conservation project

A new conservation project will safeguard Rathlin Island's incredible seabirds and wildlife.

Rathlin Island is Northern Ireland's largest seabird colony and is a vital nesting site for threatened species such as puffins and razorbills. Sadly, Rathlin's wildlife is under threat, and puffins have declined by more than half in recent years.

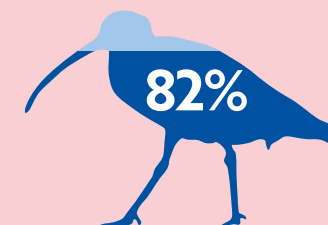
70% of Rathlin's visitors say birds and other wildlife are the main reason for their visit, so by restoring Rathlin's wildlife, it will benefit the local community, visitors, and create around 36 new staff roles.

Part of the plan for Rathlin is an eradication project similar to those undertaken on the Isles of Scilly, the Shiant's and most recently on Gough Island in the South Atlantic. We'll use our experience of these areas to protect and promote Rathlin's wildlife for future generations to enjoy, whilst making Rathlin an even better place to live, work and visit.

The project, called Rathlin Acting for Tomorrow (LIFE Raft) has received £4.5 million. The aim is to safeguard Rathlin's internationally important seabird population, and help Rathlin's recovery following the Covid-19 pandemic. For more details, see: rspb.org.uk/rathlinconservation

Belfast's wonderwall

This amazing Wild Wall mural (pictured left) in South Belfast was inspired by the youth environmental group UK Youth for Nature (UKY4N) in partnership with RSPB NI. The artwork was created by the internationally acclaimed street artist, Emic, and features a curlew set against an anonymous figure.



Curlew breeding numbers have fallen by 82% since the mid-1980s

The mural draws attention to the plight of the curlew. Their breeding numbers have fallen by 82% since the mid-1980s, and they're now one of Northern Ireland's most endangered species.

The Wild Wall formed part of a series of nature-inspired murals across the UK to highlight the impacts of climate change on the natural world in the lead up to COP26 and the biodiversity conference COP15.

In this crucial decade, these outstanding artworks will continue to provide a vital reference and backdrop to the government's progress on effective policy and action to tackle the nature and climate emergency.

Scotland

Paul Turner (rspb-images.com)

It's official: connecting to nature is beneficial for our health and wellbeing.



We united our supporters with tens of thousands of activists and marched through the streets of Glasgow during the COP26 summit. Together, we demanded action on nature and climate, which helped close a deal to 'keeping 1.5 alive' – just – and also put nature in the agreement for the first time. Our advocacy also secured a commitment from the Scottish Government for a much-needed £55 million nature restoration fund.

Anne McCall
Director, RSPB Scotland

Nature: a positive prescription for health and wellbeing

The Covid-19 pandemic showed us the benefits of nature for our health and wellbeing. The Nature Prescriptions pilot, where GPs prescribed nature as part of treatment plans, gave even more support to this idea.

During the trial project, GPs at five Edinburgh practices prescribed nature to nearly 350 patients for a range of different health problems, including mental health conditions such as anxiety and depression, and physical health conditions such as obesity and diabetes. The nature prescriptions were supported by a leaflet and calendar of local, seasonal activities.

Some activities included exercising outdoors, but most were intended to create deeper connections with nature, for example tuning into the seasons, listening to birdsong, or playing an active role in helping local wildlife to thrive.

The results were extremely encouraging. Such positive feedback suggests that nature should be part of every healthcare professional's toolkit. We now hope to find funding and partners to support extending the positive reach of Nature Prescriptions.

The Nature Prescriptions project pilot was in partnership with Edinburgh and Lothian Health Foundation. To find out more, visit: rspb.org.uk/natureprescriptions

Nature Prescriptions in numbers

- 87% of patients would continue to use nature to help with their health and wellbeing.
- 60% felt their awareness of nature had increased.
- 91% of prescribing health professionals said they would continue to prescribe it.

Celebrating 10 years of Scotland's nature heroes

In November 2021, the RSPB Nature of Scotland Awards celebrated their 10th anniversary with a live online broadcast, hosted by Arlene Stuart. The evening recognised 62 exceptional people and projects working in nature conservation, and the event was supported by Deborah Meaden, Gordon Buchanan, Chris Packham and Dr Amir Khan.

Our one-off Nature Champions of the Decade Award was decided by a public vote, with 6,500 votes cast online. This special award was won by Sunnyside Primary. Their 'how small ripples bring about tides of change' project inspired campaigns such as **#DrainCampaign** and **#DareToSoar**. These campaigns challenged Government policy to bring about change across many different ecosystems and habitats.

Over 10 years, the Nature of Scotland Awards have raised more than £412,000 in sponsorship and seen 900 applications. With over 1.2 million people seeing our social media posts this year, the profile of the Awards continues to grow. This year the public vote will focus on our new Citizen Science Award. Finalists will be revealed at a reception at the Scottish Parliament in September 2022.

For more details, visit: rspb.org.uk/about-the-rspb/at-home-and-abroad/scotland/nature-of-scotland-awards/

£412,000
raised by the Nature of Scotland Awards

Wales

David Norton (rspb-images.com)



In 2021, 2,976 Arctic tern nests were recorded on the Skerries, a group of rocky islets that are owned by Trinity House and managed by RSPB Cymru for conservation purposes.



We have restored habitats and brought back lost species through our peatland restoration work. We have engaged with new audiences through the Revive Our World campaign, and we joined worldwide nature and climate emergency marches. Diolch o galon (thank you) to all of our staff, volunteers and supporters for your tireless efforts over the past 12 months.

Alun Prichard
Director, RSPB Cymru



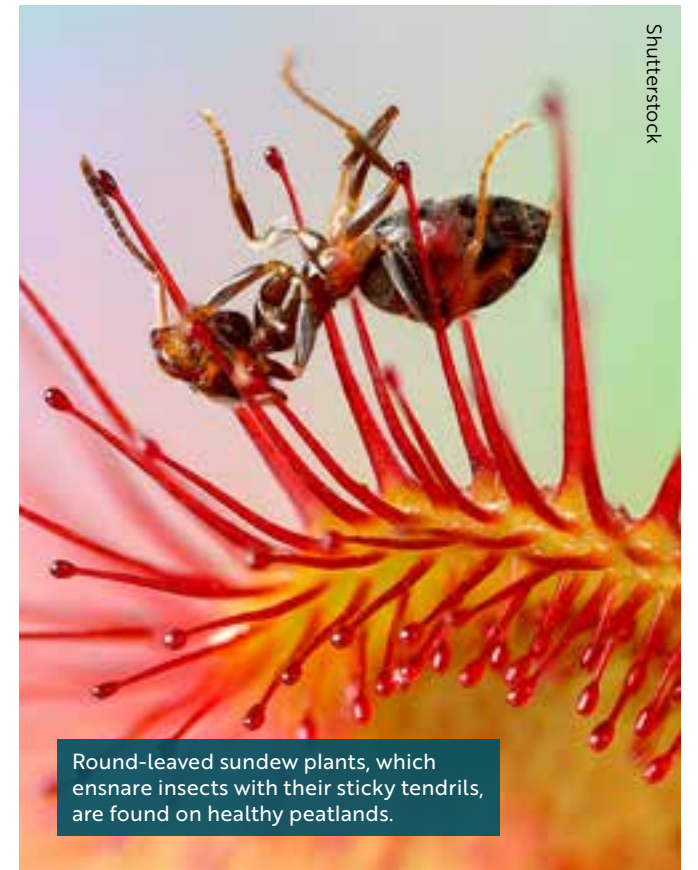
Nicholas Rodd (rspb-images.com)

Healthy peatlands are vital in mitigating the effects of climate change.

Restoring peatlands and tackling climate change

UK peatland has a critical role to play in tackling the nature and climate emergency. Due to the carbon content and carbon-storing potential of peatland, it's an effective nature-based solution to climate change. Healthy peatland also plays a vital role in helping us adapt to the effects of climate change by slowing down and absorbing rainwater as it filters down from the hills, helping to reduce flooding. Peatland restoration also helps protect important wildlife species.

That's why, in partnership with Hafren Dyfrdwy, the Lake Vyrnwy team are pleased to embark on an ambitious programme of peatland restoration in extensive areas of degraded blanket bog, in the uplands around Lake Vyrnwy. We're aiming to create conditions where peat-forming vegetation can thrive, creating a natural habitat that will help tackle the nature and climate emergency.



Shutterstock

Round-leaved sundew plants, which ensnare insects with their sticky tendrils, are found on healthy peatlands.

Many happy re-terns

The Skerries, a group of rocky islets off the coast of Anglesey, were home to an impressive number of terns in 2021.

We counted 2,976 Arctic tern nests, almost 200 more than in 2019, as well as 423 common tern nests, which is the highest number ever recorded on the Skerries.

This was especially welcome news, because in 2020 the terns abandoned the colony after the arrival of two peregrines. Ordinarily, RSPB wardens protect and monitor the terns' nests, but they were unable to do so in 2020 due to Covid-19 lockdowns. When the wardens returned in 2021, so did the terns – proof our intervention has great results for wildlife!



Arctic tern nests, almost 200 more than in 2019

Cymru

David Norton (rspb-images.com)



Yn 2021, cofnodwyd 2,976 o nythod môr-wenoliaid yr Arctig ar Ynysoedd y Moelrhoniaid, grŵp o ynysoedd creigiog sy'n eiddo i Trinity House ac a reolir gan RSPB Cymru at ddibenion cadwraeth.



Rydym wedi adfer cynefinoedd ac wedi dod â rhywogaethau coll yn ôl drwy ein gwaith i adfer mawndiroedd. Rydym wedi ymgysylltu â chynulleidfaoedd newydd drwy'r ymgyrch Adfywio Ein Byd, ac wedi ymuno â gorymdeithiau byd natur ac argyfwng yr hinsawdd ledled y byd. Diolch o galon i'n holl staff, gwirfoddolwyr a chefnogwyr am eich ymdrechion diflino dros y 12 mis diwethaf.

Alun Prichard
Cyfarwyddwr, RSPB Cymru



Mae mawndiroedd yn hanfodol i liniaru effeithiau newid yn yr hinsawdd.

Nicholas Rodd (rspb-images.com)

Adfer mawndiroedd a mynd i'r afael â newid yn yr hinsawdd

Mae gan fawndiroedd y DU rôl hollbwysig i'w chwarae o ran mynd i'r afael â'r argyfwng hinsawdd a natur. Oherwydd cynnwys carbon a photensial mawndiroedd i storio carbon, mae'n ateb seiliedig ar natur effeithiol i newid yn yr hinsawdd. Mae mawndiroedd iach hefyd yn chwarae rhan hollbwysig o ran addasu i effeithiau newid yn yr hinsawdd drwy arafu a llyncu llawer iawn o ddŵr glaw wrth iddo lifo i lawr o'r brynau. Mae adfer mawndiroedd hefyd yn helpu i warchod rhywogaethau bywyd gwylt pwysig.

Dyma pam, mewn partneriaeth â Hafren Dyfrdwy, mae tîm Llyn Efyrynwy yn falch o gychwyn ar raglen uchelgeisiol o adfer mawndiroedd mewn ardaloedd helaeth o orgorsydd wedi'u diraddio, yn yr ucheldiroedd

o amgylch Llyn Efyrynwy. Ein nod yw creu'r amodau lle gall llystyfiant sy'n ffurfio mawn ffynnu, gan greu cynefin naturiol a fydd yn helpu i fynd i'r afael â'r argyfwng hinsawdd a byd natur.



Mae gwllithlys yn blanhigyn cigysol sy'n defnyddio ei dendriliau coch llachar gludiog i ddal pryfed sy'n mynd heibio.

Shutterstock

Croeso nôl i fôr-wenoliaid y Moelrhoniaid

Roedd Ynysoedd y Moelrhoniaid, grŵp o ynysoedd creigiog oddi ar arfordir Ynys Môn, yn gartref i nifer sylweddol o fôr-wenoliaid yn 2021.

Fe wnaethom ni gyfrif 2,976 o nythod môr-wenoliaid yr Arctig, bron i 200 yn fwy nag yn 2019, yn ogystal â 423 o nythod môr-wenoliaid cyffredin, sef y nifer

uchaf a gofnodwyd erioed ar Ynysoedd y Moelrhoniaid.

Roedd hyn yn newyddion da dros ben oherwydd yn 2020 gadawodd y môr-wenoliaid y nythfa wedi i ddau hebog tramor gyrraedd yno. Fel arfer, mae wardeniaid yr RSPB yn gwarchod ac yn monitro nythod y môr-wenoliaid, ond nid oeddent yn gallu gwneud hynny yn 2020 oherwydd cyfnodau clo Covid-19. Pan ddychwelodd y

wardeniaid yn 2021, felly hefyd gwnaeth y môr-wenoliaid – prawf bod ein presenoldeb yno yn arwain at ganlyniadau gwych i fywyd gwylt!

2,976

2,976 o nythod môr-wenoliaid y Gogledd, bron i 200 yn fwy na 2019

International



Albert Salemgareyev (ACBA)

Saiga antelope on the Kazakh steppe are a conservation success story.

The Saiga saga

Saiga antelope on the Kazakh steppe have increased from 20,000 to 842,000 in five years.

The Kazakh steppe is an expanse of grassland stretching across Kazakhstan in the heart of Central Asia. These ancient grasslands are home to a huge variety of wildlife, including larks, steppe eagles and ground squirrels.

The steppe also hosts the world's largest population of saiga antelope. Historically, these antelopes migrated across the steppe in their millions.

However, decades of uncontrolled poaching, habitat fragmentation and disease destroyed

their numbers. By 2005, they were close to extinction.

In 2005, the RSPB co-founded the Altyn Dala Conservation Initiative alongside the Association for the Conservation of Biodiversity of Kazakhstan, the Kazakh Government, and other international partners. Together we've worked to restore the saiga to their former numbers. We've used satellite tracking to understand saiga movements, increased anti-poaching activity, and established protected areas. As a result, the saiga has made an astonishing comeback - from around 20,000 individuals in 2005 to more than 820,000 in 2021.



The Taita apalis is one of the rarest birds in the world.

Pete Steward

Restoring the cloud forests of Kenya's Taita Hills

Thanks to a three-year Darwin grant, work to restore cloud forest and protect species in Kenya's Taita Hills can continue.

The Taita Hills covers 35,000 hectares in south-eastern Kenya close to the Tsavo West national park. The area was once covered in a dense cloud forest but is now severely fragmented – just 12 areas remain, of between one and 220 hectares. These fragments are vital. They're a Key Biodiversity Area and an Endemic Bird Area.

Our partnership project focuses on increasing the native forest habitat for the 28 plant and animal species unique to the Taita Hills, and in particular two bird species: the Taita apalis and Taita thrush. The Taita apalis is one of the rarest birds in the world, and is critically endangered due to its tiny range and fragmented habitat.

The grant will enable us to protect and expand the surviving fragments of forest and safeguard its unique wildlife. Working with

local community forest associations, the project aims to involve community members in forest regeneration whilst improving livelihoods through supporting agroforestry.

The Covid-19 pandemic delayed the start of implementation, but work is ongoing to protect, restore and expand the forest fragments. Early signs show that Taita thrush numbers have improved thanks to earlier work, though this isn't yet the case for the Taita apalis.

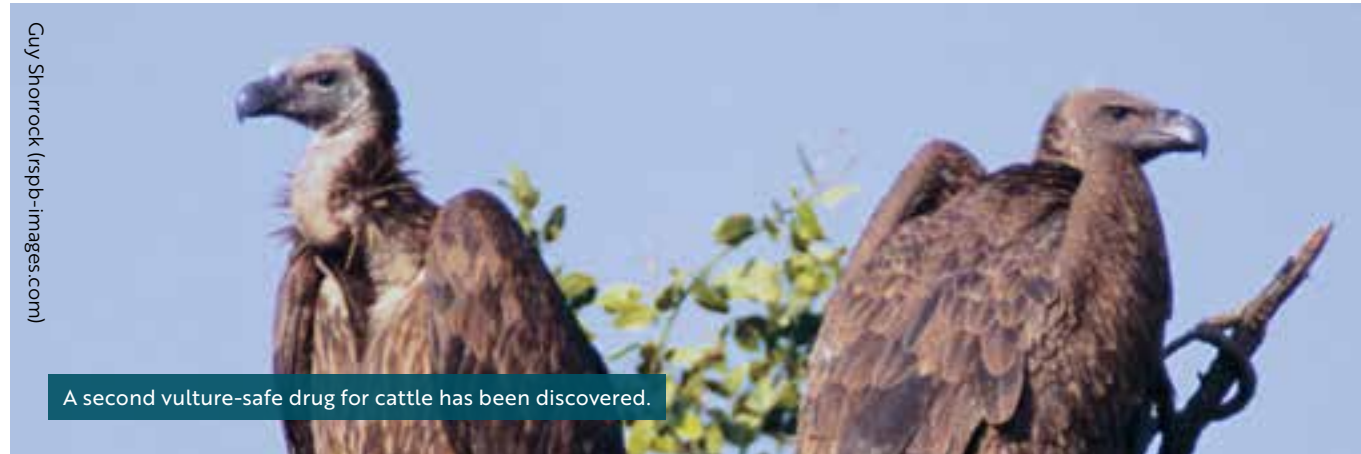
We hope this project will help improve livelihoods in an area where 32% of people live below the poverty line, and scale up forest restoration approaches to enable us to secure additional funding so partners can continue their work here.

Partners on this project are Nature Kenya, BirdLife International, Plants for Life International, Kenya Forest Service (KFS), Dawida Biodiversity Conservation Group (DABICO) and assorted Community Forest Associations.

Helping migratory birds from the Arctic to South Africa

A 'flyway' is a migration highway. The East Atlantic Flyway stretches from the High Arctic to South Africa. It is used by over three billion birds (excluding seabirds and raptors) every year. Alongside other NGOs, we look after migrant birds here as part of BirdLife's East Atlantic

Flyway Initiative. The initiative works to understand why some long-distance migrants, such as turtle doves, have declined so steeply over the past three decades. We do this by tracking their movements, and testing practical solutions to halt and reverse these declines. We also work with decision-makers to curtail human activity that threatens these birds and habitats.



Guy Shorrock (rspb-images.com)

A second vulture-safe drug for cattle has been discovered.

Fate of Asian vultures looks more positive

Things have just got a lot better for Asian vultures through our work with SAVE – Saving Asia’s Vultures from Extinction.

SAVE is a group of 25 partners, including the RSPB, working to secure the futures of vultures across Asia.

In Pithauli, near the Chitwan National Park, Nepal, further captive-reared white-rumped vultures have been successfully released. The next stage is for them to behave like their wild-bred counterparts, and breed successfully. We’re pleased to report we reached this milestone when a pair of captive-reared white-rumped vultures fledged a chick in the wild in 2021 – a world first for this species.

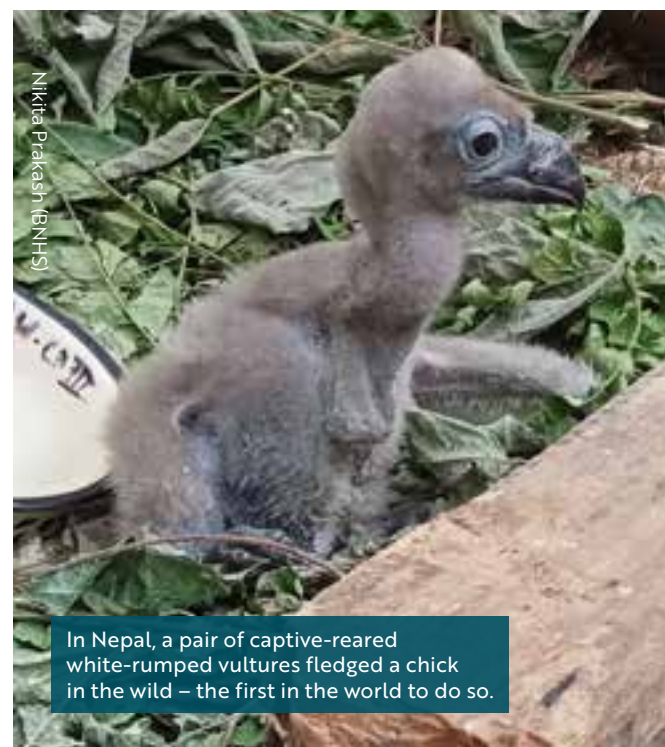
Also in Nepal, we’re proud to announce that the Gandaki-Lumbini vulture safe zone has been officially declared. We have demonstrated that this huge area is completely free of the veterinary drug diclofenac, which is toxic to vultures when used to treat livestock that form part of the vulture’s food supply.

Diclofenac was discovered to be toxic to vultures in 2003, and was responsible for dramatic vulture declines. This meant there was an urgent need to identify safe alternatives for treating cattle. Meloxicam was tested in 2006 and found to be safe.

A further study, published in 2021, led by the Indian Veterinary Research Institute, the Bombay Natural History Society and the RSPB has found a second vulture-safe drug for cattle – tolfenamic acid. This is great news as it offers more options to vets.

However, another similar drug, nimesulide has also been shown to be toxic to vultures, so SAVE is calling for this drug to be withdrawn immediately.

We couldn’t carry out this vital international work without you and the support of loyal partners, such as The Rufford Foundation. Thank you.



Nikita Prakash (BNHS)

In Nepal, a pair of captive-reared white-rumped vultures fledged a chick in the wild – the first in the world to do so.



Alamy

Red-footed boobies on the Sister Islands are at risk from invasive species.

Restoring the wildlife of the Sister Islands

The Cayman Islands are a British Overseas Territory in the Caribbean Sea. They consist of Grand Cayman, the largest island, and the Sister Islands of Cayman Brac and Little Cayman, whose wildlife is threatened by invasive species.

The Sister Islands are largely undeveloped and are incredible for wildlife. They are home to the Cayman Island’s only Ramsar site, a designation for internationally-important wetlands, and Cayman’s most internationally-significant wildlife. These include critically endangered rock iguanas, and nationally important seabird colonies, such as one of the largest red-footed booby colonies in the Western Hemisphere. There are also sub-species of parrots and thrushes, found nowhere else on Earth.

Helping Caribbean wildlife to thrive

2022 marks the end of a three-year project focused on restoring and safeguarding wetlands in the UK Overseas Territories of the Caribbean. Wetlands are crucial to many Caribbean islands, as they act as a flood defence and provide a home for important wildlife.

In Anguilla, our team has restored an Important Bird Area priority wetland with mangrove planting and installed a hurricane-proof hide. Our team have also been working on one of the last wetlands in Providenciales in Turks and Caicos, clearing heavy waste materials

Island ecosystems often have unique wildlife in a careful balance, so introduced non-native species can cause widespread issues. Currently, a colony of feral cats is causing havoc with the native species on the islands. In addition, invasive green iguanas are spreading from Grand Cayman.

In July 2021, we started a three-year project aiming to safeguard Cayman’s Sister Islands from invasive species. It will focus on strengthening biosecurity measures over the whole territory. Working with local communities, we’ll also work to manage the invasive species, and build knowledge so that together we can take action for the valuable wildlife on these islands.

This work is funded by UK Government Darwin Plus funding.

and litter. In addition, they have established a system of baseline and bird monitoring, and installed a hide.

In Montserrat, alongside local project partners, we’ve helped to restore a coastal wetland site, which had become incredibly rare on the island. In Montserrat, the focus was on helping local communities harness their enthusiasm for the area’s wildlife.

The work on these islands has been made possible by UK Government Darwin Plus funding.

Forward look

Following the challenges brought by the Covid-19 pandemic over the last two years, we had hoped for a more stable operating environment as we began this financial year. However, the war in Ukraine and associated geo-political considerations around defence, infrastructure, energy and food, coupled with underlying socio-economic conditions in the UK, means it promises to be another turbulent year for delivering our cause. But we begin from a position of clarity in terms of our strategic priorities, flowing from our ten-year strategy to 2030, agreed by Council in March 2021.

2021 was a 'super year' for climate and nature and we hope that 2022 will be too, with the second part of the global Convention on Biological Diversity COP15 still to happen, which should set the global framework required to achieve a 'nature positive' world. The broader geo-political context will have a bearing on the focus of negotiations, with the prospect of some country commitments being moderated to reflect the increasing defence and food/energy security agenda. Domestically, we will focus our advocacy and campaigning on priorities including the formation of a new government and legislative agenda in Northern Ireland, agriculture policy and funding arrangements across the countries of the UK and a green paper on nature in England. In support, we will develop a communications campaign focused on food and farming, ensuring we play an influential role in this vital debate and raise awareness of impacts on and opportunities for nature flowing from government policy and practice.

While Covid-19 continues to influence our ways of working, as for many organisations, we are learning to operate alongside it. Our focus will be on embedding new hybrid ways of working and continuing to be vigilant regarding workforce health and wellbeing. We need to be ready for

the possibility that a new Covid variant may emerge, bringing changing government policy and further adjustments to how we operate.

In deciding our priorities for 2022-23, we have considered the principal risks summarised on page 69. The war in Ukraine has introduced, or made more acute, risks to our mission and operations. We face particular challenges in the fields of energy (eg the risk of a rush for renewable power schemes which are not designed or sited to work for a thriving natural world, particularly with regard to offshore wind and seabirds) and food security (eg the risk of prioritising intensive food production at the expense of 'public goods' such as biodiversity and carbon), and the risk of a consequent adjustment of political and public support away from our cause and towards new priorities. When overlain on the existing cost of living challenge, we can also expect ongoing and accelerating cost base pressures and potential impacts on income streams.

Having identified and planned the most important work to do in support of our strategy to 2030, we have selected four priorities as being key to both organisational and mission success in 2022-23:

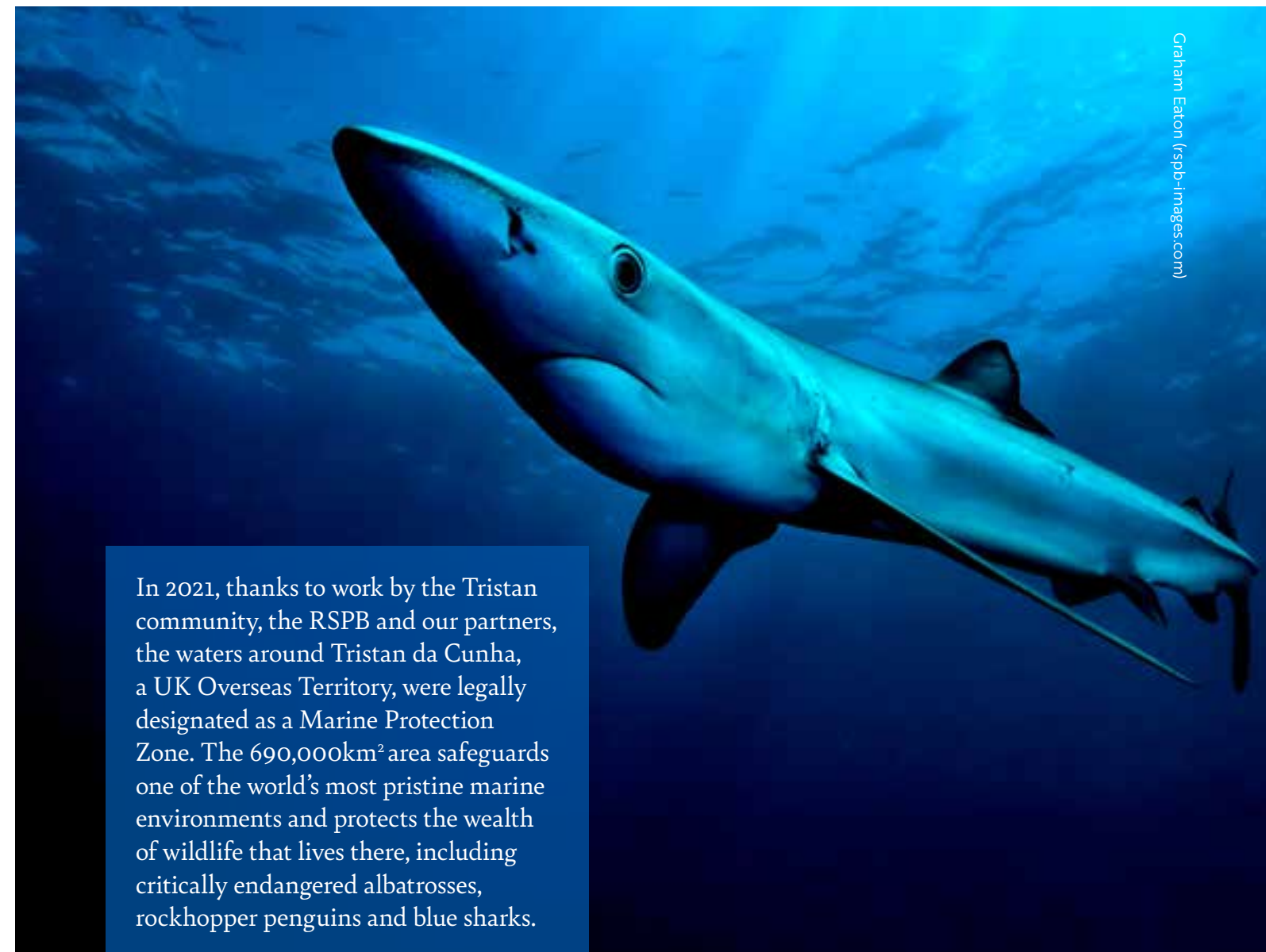
1. Launching our new brand and driving greater support for our work.
2. Ensuring workforce wellbeing and efficient ways of working as we emerge from Covid.
3. Influencing domestic food and farming policy and legislation, particularly in the light of emerging food security pressures.
4. Enabling the use of conservation finance to drive habitat restoration – particularly of peatland – at scale.

Accessing new conservation financing mechanisms, such as carbon credits and

biodiversity net gain, is vital in these first years of our strategy – our ambitions, particularly for large-scale landscape restoration, will simply not be realised without the expansion of these mechanisms. The carbon and biodiversity markets remain immature and we will adopt a prudent approach to choosing between the opportunities in front of us, with a particular focus on funding upland peatland restoration. We will continue to seek to influence the shape of emerging markets and mechanisms through government policy and private sector practice, to ensure high integrity.

We have looked broadly at the resources needed to deliver our strategy to 2030. Importantly, we

have also prioritised resources to activities that are key enablers of our strategy, including the development of conservation finance, brand development and our work on equality, diversity and inclusion. We will also increase investment in some key foundations of our charitable operations, including our nature reserve operations, workforce, digital capability, and our built estate. These will remain as high priorities as we respond to opportunities and changes during the year and begin to develop financial plans and investment programmes for subsequent years.



Graham Eaton (rspb-images.com)

In 2021, thanks to work by the Tristan community, the RSPB and our partners, the waters around Tristan da Cunha, a UK Overseas Territory, were legally designated as a Marine Protection Zone. The 690,000km² area safeguards one of the world's most pristine marine environments and protects the wealth of wildlife that lives there, including critically endangered albatrosses, rockhopper penguins and blue sharks.

Thank you and acknowledgements

Miranda Krestovnikoff, outgoing RSPB President

The last nine years have flown by, and my time as RSPB President is now drawing to a close. It's been a wonderful journey with some real highlights, none greater than seeing the work of the RSPB expand and reach out to more people.

The work on the ground is tireless and it's always been a treat for me to visit RSPB nature reserves: from Belfast WOW in Northern Ireland, Loch Garten in Scotland, Newport Wetlands in Wales and reserves across England from Bempton Cliffs down to Arne. Each one is unique, and my family and I will continue to enjoy exploring them over the years to come.

I'd like to say a massive 'thank you' to the many wonderful staff and volunteers I've had the pleasure to meet. You're the driving force of this organisation and your work is invaluable. And to the members: without you, the RSPB would be nothing. I've loved getting to know so many of you.

It's been a joy spending time with the winners of the RSPB awards and medals over the years.

I've connected with some true legends of conservation, and met conservationists of the future through the Youth Council.

In addition, my family have felt very welcome. My children enjoyed making short films in the garden for Wild Challenge and appearing on BBC Breakfast for Big Garden Birdwatch. This event will continue to be a major part of our wildlife watching calendar. It's been a real inspiration for them to be involved with the RSPB, so much so that my son, Oliver, is hoping to pursue a career in conservation.

"My connection with the RSPB doesn't end here. Along with other previous Presidents, I'll continue to spread the conservation message and celebrate my love for nature in whatever I do."

Miranda Krestovnikoff steps down from her role at the 2022 AGM.



Eleanor Bentall (rspb-images.com)



Cameron's Cottage has welcomed its first visitors. They were from Black2Nature, who offer Visible Minority Ethnic people opportunities to spend time in nature.

Vice Presidents

- Dr Elizabeth Andrews MBE DL
- Sir David Attenborough OM GCMG CH CVO CBE
- Mr Nick Baker
- Dr Mike Clarke
- Mr Adrian Darby OBE
- Mr Ian Darling FRICS OBE
- Ms Kate Humble
- Professor Sir John Lawton CBE FRS
- The Earl of Lindsay
- Sir John Lister-Kaye Bt OBE
- Professor Ian Newton OBE FRS FRSE
- Mr Bill Oddie OBE
- Professor Steve Ormerod FCIEEM FLSW
- Mr Chris Packham CBE
- Mr Julian Pettifer OBE
- Sir Graham Wynne CBE
- Baroness Young of Old Scone

Thank you to our President and Vice Presidents who give their time freely to support the RSPB.

Philanthropic supporters

Once again, our philanthropic supporters have shown us their passion for nature by generously supporting a range of projects and programmes. We're extremely grateful, and would like to thank two of our longest-standing foundation partners. These are The Rufford Foundation, who have loyally supported key vulture work with annual grants since 2004, and the A. G. Leventis Foundation, which has supported work in Cyprus since 2007.

We'd like to give a special mention to the Cameron Bespolka Trust, who funded Cameron's Cottage in memory of their son, a keen naturalist.

Located within our Franchises Lodge nature reserve in the New Forest, the cottage is our first residential retreat. It's designed to make nature more accessible to young people and welcomed its first groups in 2022.

We received an amazingly positive response to the Otmoor land acquisition appeal in September 2021. Thanks to the support of many of our philanthropists, we went ahead with the purchase of the land in February 2022, which we're incredibly grateful for.

We'd like to give particular thanks to Liz Desmond, a committed conservationist and loyal friend of the RSPB, and Julia Maynard, who has generously supported a range of projects over many years. Liz and Julia helped us significantly with the acquisition of the land, and we look forward to keeping them informed of the wonderful work that's happening at the reserve.

Members and supporters

The support and loyalty of our members and supporters is critical to the success and achievements of the RSPB. Meeting our ambitious conservation targets would not be possible without your enormous contribution.

Members help in many ways, and they're all crucial to our mission: by donating, giving their time through volunteering, supporting RSPB campaigns, and by bringing RSPB projects to life on the ground through local groups. We would also like to thank all of the supporters who

contribute generously through in memoriam gifts, raffles, lotteries, regular gifts, buying from the shop and giving to our appeals, as well as those citizen scientists that take part in Big Garden Birdwatch each year. It is greatly appreciated and crucial to helping save nature. We couldn't do it without you.

Legacies

Money left to us in legacies makes a vital impact to our work to save nature every year. Whilst it's impossible to thank every single one of our legators, we'd like to mention the following people:

- Mr Iain Banks
- Miss Beryl Davis
- Mr Jack Firmor
- Mrs Helen Gilliver
- Miss Susan Valerie Haydon
- Miss Olga Margaret Jaques
- Mr Michael William Johnson
- Mr Malcolm Kenneth Macdonald
- Mrs Peggy Florence Macquire
- Mrs Mabel Florence Ann Opie
- Mr Edward Geoffrey Montague Niblett and Mrs Sylvia Anne Niblett
- Mr Peter Shuttlewood
- Miss Ida Turner
- Mr Michael Wolfgang Warburg

Community groups

RSPB local groups, RSPB Wildlife Explorer groups and RSPB Phoenix groups continued to work in spite of changing Covid guidelines. Our local groups rose to the challenge and continued to fundraise in and out of lockdown restrictions, raising £147,224 for RSPB conservation projects.

Volunteers

Volunteers are at the heart of what we do. Without their help, our work would be greatly diminished. Volunteers founded the RSPB in 1889, and they're still fundamental to our work. They carry out a variety of roles, from practical conservation and field surveys, to support for office and retail activities, to running the RSPB as members of Council. In addition, more than

half a million people take part in citizen science projects such as Big Garden Birdwatch.

Our ability to speak out for nature depends upon the support of our volunteers. They are an established, valued and integral part of the RSPB.

Volunteers enhance our work by bringing valuable skills, experience and energy, as well as their gift of time. They champion the cause and often challenge opinions and perspectives, whilst demonstrating passion and commitment to our mission.

We have around 10,500 volunteers, who make up 82% of our workforce. Their activities are crucial for our work and the RSPB: thank you.

Country Advisory Committees

A big thank you to our country advisory committee members for their help and support.

Celebrity and influencer supporters

We'd like to thank the following people for supporting our campaigns, events and projects over the past year. They're fantastic advocates for nature.

- Mya Bambrick
- Carl Bovis
- Steve Brown
- Gordon Buchanan
- Gillian Burke
- Lindsay Chapman
- Mya-Rose Craig
- Lizzie Daly
- Mike Dilger
- David Domoney
- Monty Don
- Indy Kiemel Greene
- George Hassall
- Lucy Hodson
- Kabir Kaul
- Dr Amir Khan
- David Lindo
- Kate MacRae
- Dara McAnulty
- Megan McCubbin
- Deborah Meaden

- Stephen Moss
- David Neilson
- David Oakes
- Ollie Olanipekun
- Lev Parikian
- Nadeem Perera
- Ben Porter
- Alison Steadman
- Hannah Stitfall
- Michaela Strachan
- Arlene Stuart
- Dougie Vipond
- Samuel West
- Iolo Williams
- Hamza Yassin

Youth Council

- Anna
- Chloe
- Emily
- Indy
- Jess
- Jannis
- Kabir
- Katie
- Sennen
- Thomas

Charitable trusts, non-governmental organisations and individual donors

We are grateful for the support received and would particularly like to acknowledge the following:

- Adlard Family Charitable Trust
- Mr Alan Alderson and Ms Sandra Allen
- A J H Ashby Will Trust
- The Atkin Foundation
- The Banister Charitable Trust
- Mrs Pauline Barnett
- Barnsley Council
- Mr D Benham
- The Bentley Family Trust
- Jean Berwick
- The Big Give Trust
- BirdLife International
- Mr John Bowden Baker
- British Trust for Ornithology (BTO)
- Brown Forbes Memorial Fund

- The Brown Source Trust
- CAF America Donor Fund (Charities Aid Foundation)
- CAF (Charities Aid Foundation)
- Cambridge Conservation Initiative (CCI)
- Cameron Bespolka Trust
- The Carman Family Foundation
- The Chabot Family Fund
- Charities Trust
- Nigel and Jacqui Clark
- Cornwall Wildlife Trust
- Drs John and Hinke Couchman
- Mrs Barbara Mary Crellin
- Critical Ecosystems Partnership Fund (CEPF)
- Joy Croot
- Crown Estate Scotland
- Czech Society for Ornithology (CSO) – Czech Partner of BirdLife International
- Ida Davis Family Foundation
- Ms E Desmond
- Disney Conservation Fund
- Mrs Joan and Mr Dick Duley
- The Ellem Foundation
- John Ellerman Foundation
- Endangered Landscapes Programme (ELP)*
- Esmée Fairbairn Foundation
- Guthrie Essame Charitable Trust
- European Climate Foundation
- Clive Fenner (Estate of Late)
- The Finborough Foundation
- Fondation Segré
- Fortune Trust
- Mr Michael Fox
- Friends of South Georgia Island
- The Gannochy Trust
- Mrs Joan Garrett Trust
- Horace and Helen Gillman Trusts
- Sir David Gilmour and Lady Gilmour
- Mr Charles Glanville
- Mr Richard Hale
- The Daphne Hamilton Trust
- The Hasluck Charitable Trust
- Henocq Law Trust
- Caroline Agnes Joan Hervey
- Ms S Hilderley
- The Corton Hill Trust
- Horsham District Council
- HSBC Bank Trust
- Angela Humphery
- International Centre for Birds of Prey
- International Eco Fund
- Jam Meadow Trust
- Helena Jefferson

- Mr Henry Kenner
- The Borough Council of King's Lynn and West Norfolk
- Graham and Elma Leisk
- A. G. Leventis Foundation
- J E Mackay Will Trust
- The Makin Family Trust
- Julia Maynard
- The Gerald Micklem Charitable Trust
- Mintaka Trust
- National Fish and Wildlife Foundation
- National Grid's Landscape Enhancement Initiative
- The Nature Trust (Sandy)
- Mr Michael Nightingale
- The Northwick Trust
- Oceans 5, a sponsored project of Rockefeller Philanthropy Advisors
- The David and Lucile Packard Foundation
- The Peacock Charitable Trust
- People's Postcode Lottery
- Mr Michael Percival
- Cecil Pilkington Charitable Trust
- Prince Albert II Foundation Monaco
- Mr and Mrs J A Pye's Charitable Settlement
- Q Charitable Trust
- Quick Release Fund for Nature (QRFN)
- Rainforest Trust
- The Dagny Raymond Charitable Trust
- Rewilding Europe
- Robin Rigg Community Fund
- Mr Uwe Röttgering/Hengst Immobilien GmbH
- The Rufford Foundation
- Mr A and Mrs J Ryde
- ScottishPower Foundation
- The Edward Sharples Charitable Trust
- Shetland Amenity Trust
- Kathleen Beryl Sleigh Charitable Trust
- The South Georgia Association
- South Georgia Heritage Trust
- Mr Chris Spooner
- The Derek and Clare Stevens Trust
- Mr J Stott
- Sussex Ornithological Society
- Sustainable Fishery Partnership
- John Swire 1989 Charitable Trust and The Swire Charitable Trust
- Teesside Environmental Trust
- Mr Roger and Mrs Janet Thornhill
- Ms Gillian Tucker
- UK Centre for Ecology & Hydrology (UKCEH)
- University of Liverpool
- University of Reading

- University of Sheffield
- A H Vereker Charitable Trust
- Christine and David Walmsley
- Mrs Sue and Mr Jonathan Whitaker
- White Foundation
- Whitley Animal Protection Trust
- Miss M Wigan
- Colin Williams Charitable Trust
- J & J R Wilson Trust
- J L Wilson Will Trust
- Mr Michael Wright and Mrs Joan Wright
- Wyss Foundation
- The John Young Charitable Settlement

**The Endangered Landscapes Programme is a partnership between the Cambridge Conservation Initiative and Arcadia, a charitable fund of Lisbet Rausing and Peter Baldwin.*

We would also like to acknowledge supporters who wish to remain anonymous, who have generously contributed towards our conservation work.

Landfill Communities Fund

We are grateful for funding support from the following organisations through the Landfill Communities Fund and the Scottish Landfill Communities Fund:

- Biffa Award
- EB Scotland Ltd
- FCC Communities Foundation
- GrantScape (Caird Peckfield Community Fund)
- Lancashire Environmental Fund
- SUEZ Communities Trust Ltd
- Teesside Environmental Trust
- Viridor Credits Environmental Company

Business supporters

The RSPB enjoys successful partnerships with business supporters to our mutual benefit. We would particularly like to acknowledge the following:

- Aardman
- Affinity Water Limited
- Amalgamated Construction Ltd trading as AmcoGiffen
- Appleby (Cayman) Ltd
- The Ardmore
- Baillie Gifford
- Barratt Developments Plc
- Cemex UK Ltd
- Clifford Chance LLP
- Confor
- The Co-operative Bank
- Ecotalk
- Ecotricity
- EDF Energy Ltd
- Ernst & Young LLP
- The Famous Grouse
- GreenPower
- Hafren Dyfrdwy
- HCR Hewitsons LLP
- Highland Park Distillery
- holidaycottages.co.uk
- Hurtigruten Group Ltd
- The James Hutton Institute
- idverde UK
- Johnnie Walker
- Lightrock Power
- Lush Ltd
- Mainstream Renewable Power
- Marine Stewardship Council
- Marks & Spencer
- Marshalls plc
- Mills & Reeve LLP
- Mines Restoration Ltd
- Morecrofts LLP
- Mousa Boat (Shetland) Ltd
- Neart na Gaoithe Offshore Wind
- Netflix
- Northern Ireland Electricity Networks
- Parkdean Resorts
- Portsmouth Water Ltd
- R&A Championships Ltd
- Reed Smith LLP
- SABIC UK Petrochemicals Limited
- ScotRail

- ScottishPower
- ScottishPower Renewables
- Scottish Water
- Severn Trent Water
- Smith & Sons (Bletchington) Ltd
- South Western Railways
- SSE
- SSE Renewable Generation (Seagreen Wind Energy Ltd)
- St Davids Gin & Kitchen
- Swarovski Optik
- Tarmac Trading Ltd
- Ted Conferences
- Triodos Bank UK
- Turcan Connell
- United Utilities Plc
- Weird Fish Clothing Ltd
- Withers LLP
- Yorkshire Water

National Lottery Heritage Fund

The National Lottery Heritage Fund (NLHF) has provided essential support for RSPB projects to restore our natural heritage and to bring nature into people's everyday lives. NLHF's creation of the Heritage Emergency Fund enabled us to keep people connected to nature and boosted the nation's health and wellbeing during the Covid-19 pandemic. The RSPB is also indebted to NLHF for their support through their exceptional administration of Defra's Green Recovery Challenge Fund.

Department for Environment, Food & Rural Affairs (Defra)

Special thanks to Defra for their support through the Green Recovery Challenge Fund (GRCF), providing over £5 million in funds to support projects in England. GRCF allowed the RSPB to deliver projects restoring nature and wildlife, introducing new nature-based solutions on our project sites and connecting even more people with nature, all throughout the challenges of the Covid-19 pandemic.

Support from statutory sector and other public bodies

We are grateful for co-operation and support from organisations of many kinds, and would especially like to thank those Councils who have provided Covid-19 relief funding. For other non Covid-19 support we'd also like to specifically thank the following:

- Bird Aware Solent
- Cairngorms National Park Authority
- Cairngorms National Park Authority – Peatland ACTION Fund
- Clackmannanshire Council
- The Darwin Initiative – funded by the UK Government
- Department for Environment, Food and Rural Affairs (DEFRA)
- Department of Agriculture, Environment and Rural Affairs, Northern Ireland (DAERA) – Environment Fund, Environmental Challenge Competition
- Department of Agriculture, Environment and Rural Affairs, Northern Ireland (DAERA) – Environmental Farming Scheme
- Department of Agriculture, Environment and Rural Affairs, Northern Ireland (DAERA) – Environment Fund, In Year Capital Strand
- Department of Agriculture, Environment and Rural Affairs, Northern Ireland (DAERA) – Environment Fund, Strategic Strand
- Environment Agency
- Environment Agency – Natural Environment Investment Readiness Fund
- EU Protected Areas Management Support (PAP-For)
- European Agricultural Fund for Rural Development (EAFRD)
- European Commission – BEST
- European Commission – Biodiversity and Protected Areas Management Programme (BIOPAMA)
- European Commission – Biogeographical Programme Unit, N2000 Platform
- European Commission – DG Environment
- European Commission – LIFE
- European Commission – Programme d'Appui la Preservation des ecosystemes Forestiers (en Afrique de l'Ouest)
- The European Regional Development Fund (INTERREG VA) managed by the Special EU Programmes Body (SEUPB)
- Falkirk Council
- Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection (Bundesministerium für Umwelt, Naturschutz, nukleare Sicherheit und Verbraucherschutz)
- Fife Council
- Forestry and Land Scotland
- Forestry England
- The G7 Legacy Nature Recovery Project
- Glasgow City Council
- Green Action Trust
- Gwynedd Council
- Haryana state Govt: MoEFCC, India
- Historic Environment Scotland
- Illegal Wildlife Trade Challenge Fund
- International Union for Conservation of Nature (IUCN)
- IREC – Institute for Game and Wildlife Research (CSIC-UCLM-JCCM)
- IUCN Species Survival Commission
- Joint Nature Conservation Committee (JNCC)

- Kreditanstalt für Wiederaufbau (KfW, Credit Institute for Reconstruction), Germany
- Marine Scotland
- National Highways England
- National Lottery Community Fund
- National Lottery Heritage Fund
- National Lottery Heritage Fund – Landscape Partnership Scheme
- Natural England
- Natural England – Action for Birds in England partnership
- Natural Environment Investment Readiness Fund
- Natural England – Nature for Climate Peatland Grant Scheme
- Natural Environment Research Council (NERC)
- Natural History Museum
- Natural Resources Wales/Cyfoeth Naturiol Cymru
- NatureScot
- NatureScot – Peatland ACTION Fund
- Orkney Islands Council
- Partnerships for Forests Programme – UK FCDO
- Pembrokeshire Coast National Park Authority Sustainable Development Fund
- Powys County Council
- Renfrewshire Council
- Rural Development Programme for England (RDPE)
- Scottish Forestry
- Scottish Government and VisitScotland's Rural Tourism Infrastructure Fund (RTIF)
- The Scottish Government's Nature Restoration Fund, managed by NatureScot (please note that funding was received for multiple RSPB Scotland projects this year)

- Scottish Rural Development Programme (SRDP)
- Snowdonia National Park
- Stirling Council
- Sustrans Scotland
- UK Government – Conflict, Stability and Security Fund (CSSF)
- The United Nations Environment Programme/ Agreement on the Conservation of African-Eurasian Migratory Waterbirds (UNEP/AEWA)
- Visit Wales
- Water Environment Grant (EAFRD as part of the RDPE)
- Welsh Government Glastir
- Welsh Government Green Infrastructure
- Welsh Government SMS
- Welsh Government SMS – Supporting Natura 2000 Restoration
- West Bengal state Govt. MoEFCC, India

Thank you

The RSPB's Worcester and Malvern local group has teamed up with Worcester University to study the effects of providing winter food crops for farmland birds. In spring 2021 a hectare of disused playing fields was planted with crops to provide seeds for birds during the 2021–22 winter. There has already been a significant increase in the number of linnets, with 40 on site during the last survey.

A new method of virtual fencing is being trialled at our Geltsdale nature reserve in Cumbria to help improve habitats, boost biodiversity and prevent birds like black grouse getting tangled up in traditional wire fencing. The system involves cattle wearing special GPS collars, which play an audible melody and, if necessary, emit a mild electric pulse, when the animals approach a virtual boundary. The cows quickly learned where they could roam and black grouse have already moved in to the cattle-grazed areas.

Governing body, leadership and effectiveness

Governing body

The RSPB's overall governing body is the RSPB Council. This is composed of up to 18 Council members (Trustees). The honorary positions of President and Vice President are not Council members and are not involved in making or influencing Council decisions.

Council has overall responsibility for the conduct of the RSPB. It also ensures the RSPB operates in accordance with the Royal Charter, the Statutes, the Bye-laws, and the law.

It is supported by several committees that all have specific roles. Each committee meets several times a year and reports directly to Council. Other subcommittees are established from time to time and report directly to Council.

Leadership

We have developed frameworks to guide and describe how we want to work.

- Our ethical principles describe how we want to engage with the world.
- Our brand values describe how we want our supporters, stakeholders and the wider public to think about us.
- Our cultural values describe how we work and relate to each other.
- Our code of conduct describes how we want our staff and volunteers to behave.
- Our competency framework describes the behaviour we expect from our staff and volunteers when at work.

These frameworks form part of our inductions. They're also included in everyone's annual appraisal, known as the Career Performance and Development Plan (CPDP).

If you wish to become a Trustee, we'll give you information about the RSPB and Trustees' duties, and then we'll formally confirm your willingness to serve. If you're elected to Council, you'll get a briefing pack outlining your role, duties and accountabilities, with information about the RSPB and its policies, structure and work.

Each Trustee completes a register showing their interests and related party transactions. This is updated each year, and whenever any changes occur. We run a series of induction sessions for each new Trustee, which take a strategic look at the roles and responsibilities of Trustees and management. We also offer new Trustees opportunities to learn more about our work. This could be through individual meetings with staff, visits to our nature reserves, and training on important work areas. Each year, we hold a weekend event in an area of natural importance, and focus on the species and habitat work we undertake there. We hold similar events for the Country Advisory Committees.

Board effectiveness

RSPB Council works as a team, with a balance of skills, experience, background and knowledge, in order to be as effective as possible.

We advertise Trustee vacancies on the RSPB website, the members' magazine *The RSPB Magazine* and more broadly, including through specialist search agencies. The appointment process is rigorous, with interviews and Due Diligence checks, and involves input from the Council's Nominations Committee. Every year, we review the skills our Trustees bring to the Council, and review how effective the Council is. We also check our ways of working, to ensure we align with the Charity Governance Code.

RSPB Council



Kevin Cox
Council Chair

- Finance, Audit and Risk
- Nominations
- Remuneration



Robert Cubbage
Treasurer and Finance, Audit and Risk Chair

- Finance, Audit and Risk
- Nominations
- Remuneration
- Investment



Kerry ten Kate
Conservation Committee Chair

- Nominations
- Remuneration
- Investment



John Bullock
Fundraising and Communications Chair

- Finance, Audit and Risk
- Nominations
- Remuneration



Jennifer Ullman
Committee for England Chair

- Finance, Audit and Risk



Dr. Vicki Nash
Committee for Scotland Chair

- Finance, Audit and Risk



Prof. Sir Adrian Webb
Committee for Wales Chair



Judith Annett
Committee for Northern Ireland Chair



Helen Browning



Linda Grant



Prof. Rosie Halls

- Nominations



Viscount Chris Mills



Prof. Debbie Pain



Veronica Pickering DL



Lord John Randall



Martin Saunders

- Investment



Matt Taylor

- Investment Chair



John Mason

- Finance, Audit and Risk

All Council members sit on both the Conservation and Fundraising and Communications Committees. Mike Boorman is an independent (non-Trustee) attendee of the Finance, Audit and Risk Committee.

For further information on the structure and operation of Council, please see rspb.org.uk/council
For more information on the RSPB's remuneration policy, see p.65.

Statement of Trustees' responsibilities

The Trustees are responsible for keeping adequate accounts. These should show and explain the RSPB's transactions, and be able to disclose, at any time, the charity's financial position. These should also ensure the financial statements comply with reporting and legal regulations, and meet the Charity's constitution as set out in the Charter and Statutes.

The Trustees are responsible for preparing the Trustees' Report, and financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland, known as FRS102.

Charity law in England, Scotland, Wales and Northern Ireland requires Trustees to prepare financial statements each financial year. These must give a true and fair view of the state of affairs of the Charity and the group, and of the income and expenditure of the charity for that period.

When preparing these statements, the Trustees must:

- Select suitable accounting policies, and apply them consistently
- Follow the methods and principles in the Charities Statement of Recommended Practice (SORP)
- Make reasonable judgements and estimates
- State whether they have followed applicable accounting standards, subject to any exceptions which are disclosed and explained
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in business.

They are also responsible for safeguarding the RSPB's assets, and for taking reasonable steps to prevent and detect fraud and other irregularities.

Management board



Ben Andrew (rspb-images.com)

Left to right: Ann, Russell, Beccy, Katie-jo, Rebecca and Shaun.

I became the RSPB's Chief Executive in August 2019. My role as Chief Executive is to lead the organisation, build relationships with key partners, represent our views externally and work with the Council and Executive Board to develop our forward direction and ensure we deliver that plan. I believe I am in the best possible place to make a real difference for birds, the natural world and people in the context of the nature and climate crisis. I feel fortunate to work with a great team of staff, volunteers, members and supporters to do just that.

Beccy Speight
Chief Executive

I am a Chartered Accountant and became Director of Finance and Governance in 2019. I head up the teams that are responsible for the management of financial resources and the assurance, risk and governance frameworks that support the RSPB's operations and decision-making.

Russell Hollinshead
Executive Director, Finance and Governance

I lead the RSPB's mission to save species, protect habitats and restore landscapes to help end the nature and climate emergency, and I've held my current position since November 2021. Prior to this, I was Director of RSPB Cymru for 12 years, leading the delivery of the RSPB strategy in Wales.

Katie-jo Luxton
Executive Director, Global Conservation

I have more than 25-years' experience in the education, public and not-for-profit sectors. I am responsible for the employment and engagement of our 14,000-strong workforce (paid and unpaid), which includes the functions of Volunteering Development, Health Safety and Environment, Internal Communications, Facilities Management and Logistics, Human Resources and Development, Transformation and Safeguarding.

Ann Kiceluk
Executive Director, People

I work with colleagues across the RSPB to inspire mass engagement and action to make the world richer in nature. This includes strengthening our technology infrastructure and reach; connecting children, families and communities to nature; engaging and growing the RSPB's membership; inspiring support for our mission through impactful communications; and fundraising for our work.

Rebecca Munro
Executive Director, Fundraising and Communications

I work with the country teams to deliver the RSPB's programmes in Scotland, England, Northern Ireland and Wales. To do this successfully we rely on the support of many others across the Society. I joined the RSPB having spent the early part of my career focusing on strategic and corporate management before moving on to manage operational teams in English Nature and Natural England.

Shaun Thomas
Executive Director, UK Countries

Please note: the management board structure is being reviewed for the period 2022–2023. Ann Kiceluk also resigned from her role as Executive Director, People in April 2022.

Oversight of remuneration

All RSPB staff, including the Chief Executive and Executive Board, are covered by the same remuneration policy. This is based on externally-benchmarked salary bands. This policy is approved by the RSPB Council and subject to review. To ensure transparency, the salary of the Chief Executive is overseen by a committee composed of the Treasurer, and Chairs of Conservation and Communication. This is chaired by the Chair of Council.

The performance of the Chief Executive is subject to a formal appraisal process against previously agreed measures, and this is discussed at an annual appraisal meeting. Any recommendations for pay progression are made in line with the RSPB's pay policy for staff. The Chief Executive is responsible for overseeing the salaries of the Executive Board, in line with the same policy.



Milly Revill Hayward (RSPB)

At Forsinard Flows, a group of young volunteers who called themselves the 'Bog Babes,' aimed to inspire people about the work at the site while normal visitor operations were impacted by Covid. They are dedicated to protecting and restoring the peatland of the Flow Country. Find them on Instagram [@Bog.Babes](#) or Tiktok [@Bog_Babes](#)

Integrity

The RSPB's Council and Trustees have ultimate responsibility for the charity's funds and assets, as well as its reputation. Each Council member must adhere to a Code of Conduct, and endorse the RSPB's five Ethical Principles. These are based on the National Council for Voluntary Organisations' (NCVO) overarching ethical principles for the charity sector and incorporate the principles of the United Nations Global Compact.

- I. Beneficiaries first: the interests of our beneficiaries and the cause we work for should be at the heart of everything we do. p.66
- II. Environment: nature needs us now more than ever. This means we continually need to adapt and change the way we work to achieve our vision of a world richer in nature. p.66
- III. Integrity: we should always uphold the highest level of institutional integrity and personal conduct. p.66
- IV. Openness and accountability: we create a culture where donors and supporters, our workforce of staff and volunteers, our institutional partners, as well as the wider public, can see and understand how we work, how we deal with problems when they arise and how we spend our funds. p.67
- V. Right to be safe: every person who volunteers with, works for, or comes into contact with us, should be treated with dignity and respect and feel that they are in a safe and supportive environment. pp.14, 67

I. Beneficiaries first

To ensure we have the greatest impact for nature, we:

- Carry out our work to provide the greatest impact for people and nature with integrity, regardless of whether this might initially be deemed to have a negative impact on the RSPB's reputation, leadership or operation.
- Encourage trust in the RSPB by considering scientific evidence as part of how we operate,

and by listening and responding to our beneficiaries. This facilitates engagement and communication.

- Ensure that all relevant policies and procedures are drawn up with our beneficiaries in mind.
- Work with organisations and individuals whose goals and values are consistent with our work, while exercising due diligence in understanding the ethical standards of partners and individuals.

II. Environment

Our conservation work has a huge impact for nature. We preserve and restore natural habitats for people and wildlife. To ensure we have the greatest positive impact, we're working to reduce the footprint of all our operations, through our systems and policies. For environmental management we:

- Take a precautionary approach to environmental challenges (UN Compact principle 7)
- Promote greater environmental responsibility (principle 8)
- Encourage the development of environmentally-friendly technologies (principle 9)

III. Integrity principle

To uphold the highest level of institutional integrity and personal conduct, we:

- Ensure appropriate systems are in place to ensure decisions are well-considered and free from any conflict of interest. This includes our decision-making, assurance and project management frameworks.
- Ensure our resources are managed in a responsible way, and our funds are properly protected, applied and accounted for. This includes policies and procedures to combat bribery, fraud, corruption and extortion. We also ensure the systems

and processes are in place to enable our expenditure to be audited, meaning that money, funding and grants can be tracked from receipt to expenditure.

- We work against corruption in all its forms, including extortion and bribery (UN Compact principle 10).

To support this, we've developed anti-bribery and anti-money laundering policies which are built into our procurement policies.

IV. Openness and accountability

We try to create a culture where RSPB donors and supporters, staff and volunteers, institutional partners and the public can see and understand how we work, how we deal with any problems, and how we spend our funds.

Through the RSPB magazine, our website rspb.org.uk and wider communications, we strive to keep you informed and involved about our projects and activities. This means we operate in an open and transparent way within our legal and regulatory requirements. We want to share information about how we work, and ensure it can be accessed easily.

V. Right to be safe

Every person who volunteers, works, or is in contact with us, should be treated with dignity and respect and feel that they are in a safe and supportive environment (UN Compact principles 1 and 2).

This means we:

- Stand against and have a clear approach to prevent abuse of trust and power including bullying, intimidation, harassment, discrimination or victimisation in all our activities. See also p.71
- Create a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour.
- Ensure that anyone working or volunteering for us understands their expectations, and provide the relevant training to support them in meeting their responsibilities.
- Ensure that anyone who works or volunteers for us has access to proper support and advice if they experience or witness unacceptable behaviour, raise a concern or make an allegation about the actions of others, or don't feel safe.
- Stand against all forms of forced and compulsory labour and for the effective abolition of child labour (UN Compact principle 5).

Modern Slavery Act (2015) and the RSPB

A full statement of the steps taken by the RSPB to prevent slavery and human trafficking from taking place in its business and supply chains can be found on the RSPB's website at: rspb.org.uk/help/modern-slavery-and-the-rspb (UN Compact principle 4).

Volunteers from the Little Tern Project on Chesil Beach won the RSPB President's Award for their amazing work to protect these rare seabirds from disturbance during the pandemic.



Decision making, risk and control

We strive for decision-making processes that are rigorous and efficient, incorporate effective delegation, and are informed by assessments of risk and control.

Decision-making

RSPB Council delegates authority to the Chief Executive and to the employees for certain activities. There's a detailed schedule of delegation in place, re-confirmed annually. We have systems and policies in place to monitor these delegations. Major strategic, financial and policy decisions are reserved to Council and its committees. All have formal terms of reference.

The Trustees are responsible for identifying and managing the major risks facing the charity. Risk management is considered in every aspect of the RSPB's work: managing large areas of countryside, much of it visited by many people, entails risk and demands constant attention. In response to the recommendations set out in the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), Trustees regularly consider risk management in a broad and strategic manner, considering all relevant internal and external factors that might alter or undermine the capacity of the charity to fulfil its charitable objectives, its mission and its strategy. Risk registers, risk mapping and internal audit provide comprehensive assurance of the following areas of risk and control:

- delivery of our strategy and projects, with a focus on environmental impact;
- our reputation, including our environmental credentials;
- our responsibility to staff, volunteers, supporters, and visitors, and in particular to safeguard the wellbeing of vulnerable individuals;

- our compliance with law and regulation; management of our financial, physical and intangible assets, including land, buildings, data and technological assets;
- retaining and building know-how, delivering good governance and embodying a positive, inclusive and ethical organizational culture;
- protecting and growing our sources of income.

Our risk review process assesses each of the major risks and the effectiveness of the arrangements for managing them. The resulting report is scrutinised by Council via its Finance, Audit and Risk Committee every quarter and in greater depth by Council once a year. Following the most recent full review in March 2022, the Trustees confirmed they're satisfied with such arrangements and identified a number of strategic risks for the year ahead that represent, by their nature, both opportunity and challenge. The RSPB will work to limit any possible negative impact on the delivery of our charitable objects and to secure all possible positive outcomes in line with our overall risk appetite.

Control

We have a clear framework for monitoring our impact, progress and approach to risk management. We have extensive risk registers that cover the full range of financial and non-financial risks and we operate the 'three lines' model for risk control and monitoring, which separates execution from control policies and from audit; and maps and rates the control framework. Council approves a plan for internal audits, and a full review of external audit service provisions is undertaken periodically with the active involvement of suitably experienced Trustees. Finance, Audit and Risk committee meets in private with the external auditor once each year.

Risk description	Risk response
Environmental challenges	
The threats to nature including declines to wildlife and threats to the places where they live due to climate change continue to grow. However, attention is dominated by the climate emergency.	The RSPB's strategy, mission and purpose focus on addressing these issues. We will continue to address both the nature and climate emergencies, raise awareness of the role of nature in the climate crisis, and find solutions to both.
Loss of long-term environmental data, gathered by state and academic institutions, obscures the scale of the nature and climate emergency, and limits how we can plan our response.	We continue to advocate for effective site condition monitoring. We also continue to promote the value of RSPB Conservation Science in doing this.
The expansion of commercial forestry in the UK, driven by ambitious government tree-planting targets, has a damaging impact on species and habitats.	Work is underway to map sensitive areas, and respond to new applications via our processes in casework. We'll ensure the impact of developments like these, as part of our climate change work, is clear and widely adopted across the RSPB.
Failure to influence public and political views on food and farming leads to narrow land management and farming practices.	We advocate for environmentally-sensitive farming through our policies and campaigns. We build greater knowledge of other organisations working in this area so we can engage with them locally and UK-wide.
The growth in offshore and onshore renewable energy sources such as windfarms has a significant impact on seabird populations.	We will ensure seabird census work is completed, and monitoring is in place so we can lessen any impacts. We also seek funding for projects in this area. Our casework programme in this area remains active.
Political, social and economic challenges	
Financial pressure on both individuals and institutions leads to reduced income, and pressure on the RSPB's programme of delivery and core expenditure.	We continue to grow support from individuals by investing in our brand and fundraising activity. We also advocate for using public money where it provides public goods, such as the provision of beauty, heritage and engagement, as part of the transition for farming payments.
People in the UK continue to feel a disconnection from nature, and are unaware that it is in crisis.	We undertake activities to help people to connect with nature, including education, reserves events, online activities, and the weekly supporters' email, Notes on Nature.
The ability of BirdLife partners to carry out their mission on the ground, in countries where their governments make this difficult to operate, may limit the RSPB's ability carry out some priority conservation projects and programmes.	We continue to support and strengthen our partners in BirdLife International. We monitor country risk where we have active programmes and have developed contingency protocols.
The invasion of Ukraine presents us with some fast-changing risks to our mission and our operations, such as: <ul style="list-style-type: none"> • Pressure to increase energy and food production through fracking, rush to on- and offshore wind, investment in nuclear power, intensive agriculture, at the cost of biodiversity • Impact on membership donations, commercial income, and inflationary pressures (including energy and materials costs), • Limitations on our active programme of scientific and conservation work with our partners in Kazakhstan and Ukraine, • Interruptions in supply (eg sunflower seeds). 	Our response is to strengthen our advocacy work in line with net zero ambitions and more nature-friendly farming, to watch membership and legacy income constantly, review our long-term cost base, implement short term cost reduction measures if required, review our product mix and suppliers where possible, plan for interruption of work in Kazakhstan (unlikely for the time being), and consider opportunities for support for partnership staff wishing to and able to leave their current country of residence.
Internal factors	
The wellbeing of our staff and volunteers has been heavily impacted by the Covid-19 pandemic. It will remain stretched in the foreseeable future. The volume and variety of work has also impacted some groups. The ability of the RSPB's staff and volunteers to adopt high volumes of significant changes may also be reduced.	We are planning our return to the workplace carefully, with a range of improvements to provide a welcoming space. We aim to provide an enhanced office experience, improved work/life balance, and greening benefits. Improved overview of workflows and awareness of interdependencies across the RSPB will improve delivery planning processes, leading to more realistic workloads.
A highly competitive employment market, with high levels of employment for a sustained period, will make it increasingly difficult to recruit and retain excellent employees and volunteers.	We are further developing our pay roadmap and paying greater attention to those roles where market factors are presenting recruitment challenges, and differentials between new and existing staff, where market factors are an issue. Our new 'eRecruitment' tools are improving the experience for applicants. Our new brand strategy should make the RSPB an attractive prospect for future staff and volunteers.
Loss or hacking of data held in key business systems, as a result of increasingly sophisticated cyber attacks.	We have fully reviewed our current cyber security provision, and will develop a costed response plan. We will continue to ensure internal awareness of cyber security, and exchange knowledge and insight with other similar NGOs.

Equality, diversity and inclusion

We continue to respond to recommendations outlined by a report from EDI specialists Full Colour and recognise that there is still much to be done to become more inclusive and diverse.

Over the past year we have implemented processes to help with identifying and removing barriers to equality of opportunity. We piloted Open Briefings as part of our recruitment process, a short presentation from hiring managers to talk through the practicalities of the role and cover frequently asked questions or concerns, to break down the barriers people from different and diverse backgrounds may face when applying for roles with us.

We have achieved our KPIs that 30% of our Trustees will be female (with 50% identifying as female) and that 5% of our employees will have a self-declared disability (the 2021 Workforce Survey reported 8% of employees had a self-declared disability). We are continuing to work on embedding those further and to deliver on our other EDI KPIs where we recognise that we still have a way to go. We are further developing the EDI Programme, which will be informed by our route map to greater ethnic diversity and inclusion across the whole organisation (UN Compact principle 6).



Adrian Thomas (rspb-images.com)

RSPB Starlings at a Pride march.

Caring for supporters

Volunteers are at the heart of what we do and achieve. Without their help, our work would be greatly diminished. Volunteers founded the RSPB in 1889 and they are still fundamental to our work. They carry out a variety of roles, from practical conservation and field surveys, to support for office and retail activities, to running the RSPB as members of Council. This year saw the launch of Assemble, a new Volunteer Management System, to help us recruit, manage and retain our volunteers.

In addition, 697,735 people put time and enthusiasm into the RSPB's citizen science project, the Big Garden Birdwatch. Together, they saw 11,556,046 birds.

Our ability to speak out for nature depends upon the support of our volunteers. The activities of our volunteers are crucial to our work and the RSPB seeks volunteer involvement wherever appropriate.

Our volunteering policy aims to reflect the esteem in which we hold volunteers. Volunteers are an established, valued and integral part of the RSPB. They enhance our work by bringing valuable skills, experiences and energy as well

as their gift of time. They champion the cause and often challenge opinions and perspectives whilst demonstrating passion and commitment to our mission.

More widely, we provide services to our members and supporters and respond to more than 225,000 enquiries each year. We sustain our relationships with around two million individuals including members, supporters and volunteers. We send our members a magazine to keep them involved with our work. Our website receives around 9.5 million visits each year.



Paul Turner (rspb-images.com)

Volunteers are at the heart of all we do.

Safeguarding

As an organisation that works with children and vulnerable adults, we acknowledge our duty of care to safeguard and promote the welfare of children and vulnerable adults. We're committed to ensuring our safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and regulatory requirements wherever we operate as a charity. We have completely reviewed and updated our safeguarding policy, which is found at:

rspb.org.uk/safeguarding



Andy Purcell (rspb-images.com)

We're committed to safeguarding children, young people and vulnerable adults.

How we generate funds to save nature

We're grateful to receive most of our funds from individuals. This comes in a range of different ways, such as appeals, raffles, lotteries, community fundraising and membership.

We work hard to build long-lasting relationships with grant funders, trusts and corporate organisations. Much of our conservation work also generates vital income, which further supports our work to save nature. This includes funds raised through land and farming, and the sale of our research to other organisations.

Our loyal RSPB shop customers help fund our work through the purchase of bird food products, binoculars and telescopes, and educational materials. RSPB members and supporters are the foundation of everything we do, and our work to save nature is only possible thanks to their ongoing support.

Protecting and restoring habitats, saving species and helping end the nature and climate emergency is the key motivation behind our work. We're dedicated to our promise to our supporters, and to inspiring every generation to have a lifelong commitment to the natural world. We always look to improve how we work and welcome your feedback. We fundraise in a fair and responsible way and ensure funds are spent in the most effective way to save birds, other wildlife, and the places they call home. We show our gratitude for your money, time and the action you take for nature. We also share our latest news of what we're achieving thanks to you, and give you control over how you hear from us, whilst managing the cost of doing so.

To achieve our objective to save nature, we carry out fundraising activities. We do this with RSPB staff, volunteers and the help of carefully

selected professional fundraisers and commercial participators. Professional fundraisers are fundraising agencies or third-party service providers who act as agents in raising funds on behalf of the RSPB. Commercial participators are usually businesses who encourage the sale of their goods or services on the basis that the RSPB will receive funding as a result.

In all cases, we have contractual arrangements with these fundraising partners that sets the standards and obligations that our fundraising activities must meet.

We regularly monitor the quality of all telephone marketing calls and conduct 'mystery shopping' surveys with our face-to-face fundraisers. We ask all new members for feedback to understand their experience of joining us, and this also identifies any areas for improvement. Our local group network also take part in fundraising activities. We give group committee members full training and guidance in how to fundraise with the public as part of group activity.

As part of our promise, we ensure that fundraising is conducted to the highest quality and that practices and procedures are in place and closely adhered to – particularly in protecting individuals who may be in vulnerable circumstances. RSPB staff complete mandatory training including the RSPB's safeguarding training module. Our face-to-face fundraisers have full training in talking about the RSPB cause in a transparent and straightforward way to the members of the public they meet.

The RSPB is registered with the Fundraising Regulator and the Data and Marketing Association. We are also signed up to the

Fundraising Preference Service to enable individuals to opt out of receiving fundraising communications from us. Alongside our high standards, where possible, we look to go beyond the Fundraising Regulator Code of Practice to ensure that supporters have the best possible experience in our fundraising efforts. We also encourage our fundraising service providers to sign up to the Code, and we ensure that they understand the RSPB's promise to our supporters.

The RSPB complies with the Data Protection Act and the Information Commissioner's guides and code. RSPB members and supporters have the opportunity to express their preferences on how they are contacted, with the opportunity to change these at any time.

Throughout the Covid-19 pandemic, our fundraising practices have followed the Fundraising Regulator Code of Practice and the guidance within the Chartered Institute of Fundraising published booklet on treating

donors fairly. Our face-to-face fundraising team were trained in safe methods of operating to ensure social distancing and contact-free sign up processes when operations re-started, to keep both staff and the public safe. Covid-specific risk assessments were in place and updated regularly in line with the changing restrictions.

Whilst we endeavour to provide an exemplary service, we do not always get it right. The RSPB believes in reporting non-compliance proactively and we are pleased to highlight that we did not receive any reports of instances of non-compliance in this period. Our website outlines our complaints policy for the public and clearly explains how an individual can complain. Last year we received 54 complaints about our fundraising by phone, post, email, SMS or face to face. We investigated each complaint fully, and made improvements to allow us to retain supporter trust and improve our service.

Sadly, puffins are among 23 bird species in Northern Ireland moved to the Red List, those species of highest conservation concern. Gillian Gilbert, Principal Conservation Scientist, said, "Anyone who has visited the Rathlin West Light Seabird Centre will know and love the puffins on the sea stacks and should rightly be concerned they are now on the Red List."



Drew Buckley (rspb-images.com)

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Secklow Gate West
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Buckinghamshire MK9 1NA

Co-operative Bank PLC

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Investment adviser

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95 Wigmore Street
London W1U 1DQ

Conservation finance adviser

Finance Earth
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Independent auditors

Crowe U.K.LLP
Chartered Accountants &
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Hewitsons LLP

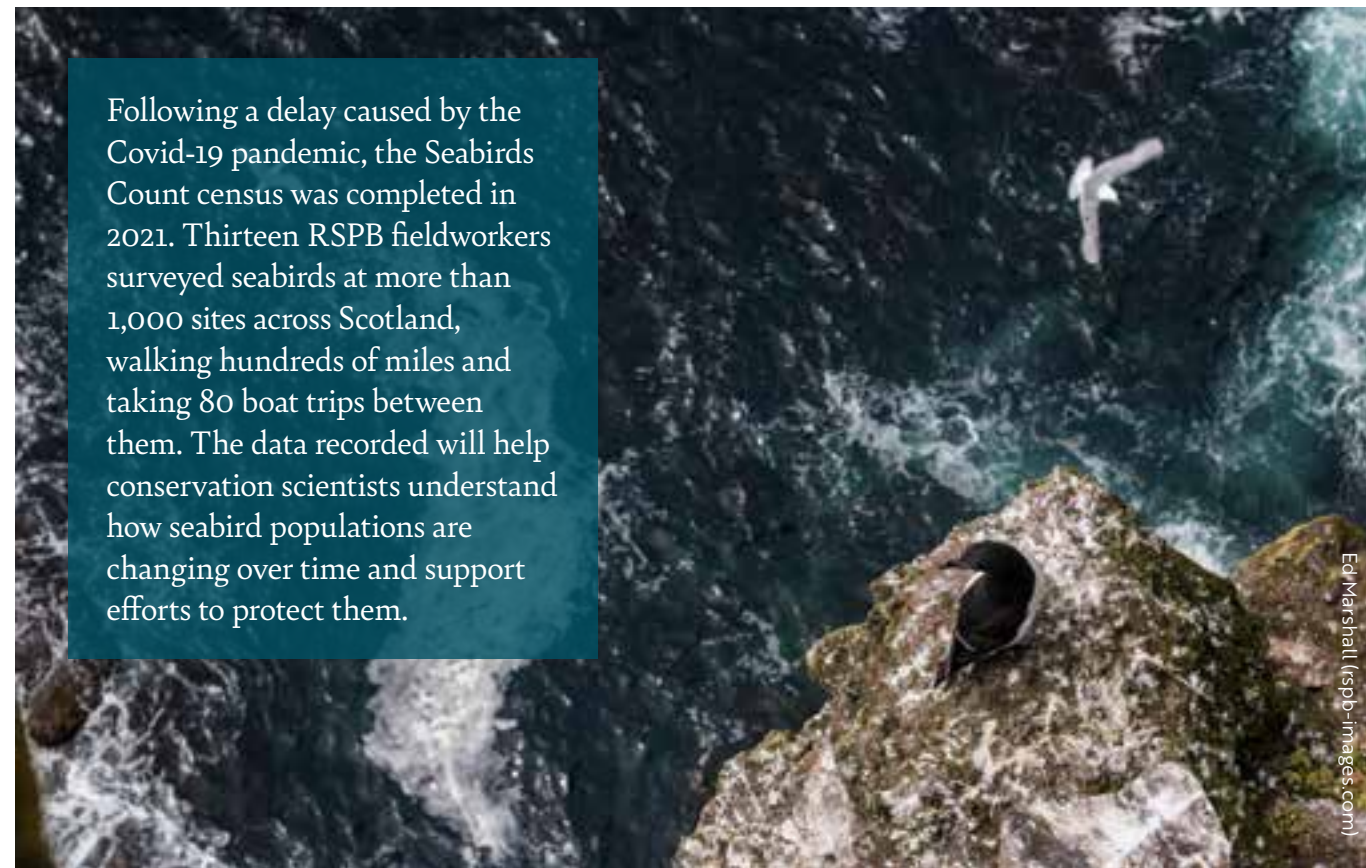
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Turcan Connell

Princes Exchange
1 Earl Grey Street
Edinburgh EH3 9EE

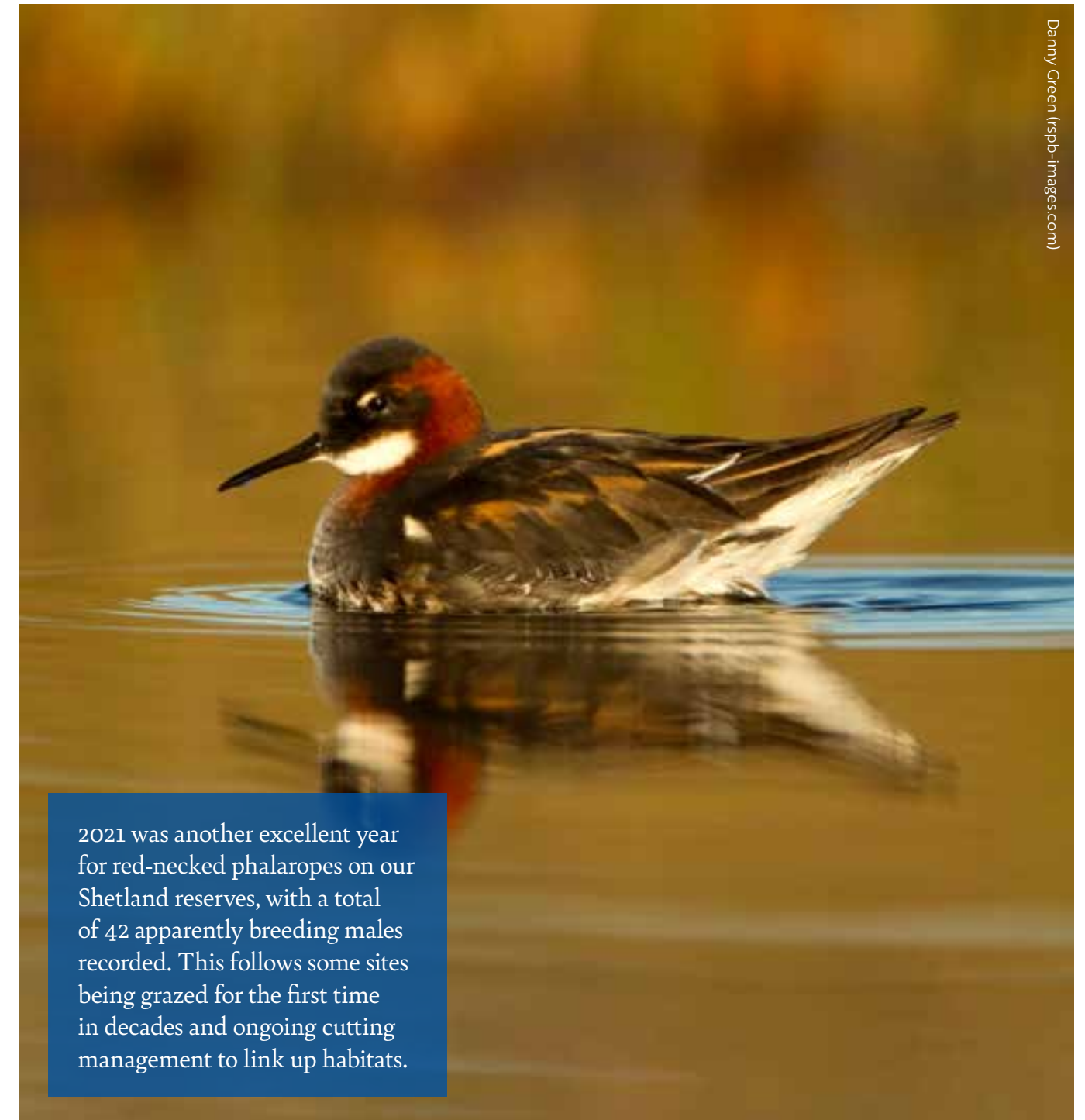
Charles Russell

Speechlys LLP
5 Fleet Place
London EC4M 7RD



Carbon reporting SECR

The RSPB undertakes a comprehensive analysis of its own carbon impact, both voluntarily for SECR, and to report against its internal carbon objective to reduce our emissions by 50% by 2030-31. As a result of the impact of Covid-19, and changes in key staffing in 2022, our carbon analyses are still underway. Once completed, the SECR report for 2021-22 and annual progress against our ambitious carbon objective will be published on the RSPB website at: rspb.org.uk/secr. This is expected to be in Autumn 2022.



Financial review 2021–22

The further easing of Covid-19 restrictions during the year allowed operations to return to more normal pre-Covid-19 levels. This meant that with the welcome return of all staff from furlough, together with an increasing number of our volunteers, the wide range of income generating activities suspended in 2020–21 were able to recommence and our conservation teams were able to deliver their usual work as well as starting to catch up on work delayed due to Covid-19.

Whilst Covid-19 disrupted our income generating activities, the foundations of our financial strength – the support and commitment of our members and supporters – remained as strong as ever. These strong foundations and a return to business-as-usual mean that we remain financially resilient and in a good position to meet the ongoing challenges of the nature and climate emergency both in the UK and internationally.

Summary

A return to more normal levels of operation saw income increase by £15.3 million (10.8%) and charitable expenditure increase, by £16.6 million (18.6%), giving a surplus for the year (before the actuarial gain in respect of the pension scheme) of £15.0 million. We finished the year with free financial reserves of £68.4 million which represents 37 weeks expenditure cover; significantly ahead of the 16 weeks upper limit set by Council. However, whilst expenditure

did increase last year there remains a significant backlog of work and we anticipate drawdowns and a corresponding reduction in free financial reserves over the next few years as we catch up with this backlog with free financial reserves returning to the range set by Council.

Total financial reserves increased by £42.7 million reflecting net income of £15.0m and an actuarial gain in respect of the Defined Benefit Pension Scheme of £27.7 million. Cash and investments increased by £2.5 million to £68.5 million giving a good level of liquidity as we move into a period of drawdowns to utilise our current high level of financial reserves.

The £27.7m actuarial gain in respect of the Pension Scheme liability reflects the annual updates to the valuation assumptions used to calculate the liability with the main changes being a 0.7% increase in the discount rate and a 0.4% increase in the inflation rate. The Defined Benefit Pension Scheme was closed to new entrants in 2017 and changes to the liability reflect macro-economic changes outside our control. The deficit recovery payments in respect of this liability are determined by triennial valuations undertaken by the pension Trustees. The latest triennial valuation reflects the funding position as at 1st April 2021 and resulted in an increase in annual payments to £7.51m.

Income

Overall, total income increased by £15.3 million (10.8%) to £157.7 million which, in the context of the operating environment over the previous two years, highlights the tremendous support we receive from our members and supporters. The main contributors to this increase in income were a £7.1 million increase in legacy income to £41.0 million and a £3.9 million increase in membership subscriptions and donations to £54.0 million. It is also pleasing to note the bounce back to pre-Covid-19 levels of income for the retail and catering operations.

Membership subscriptions and donations increased by £3.9 million to £54.0 million reflecting the strength of our membership retention rate which rose slightly to 91.7%, and the resumption of our face-to-face membership recruitment operation. It is particularly pleasing to note an increase in the number of adult members to 1.15 million following a small decrease last year. RSPB membership enables us to speak with confidence and authority when we undertake our advocacy work.

Legacy income increased by £7.1 million (20.9%) to £41.0 million. This is the highest level of legacy income received and reflects the trust our supporters have that we will use this income to invest in large scale conservation projects for the benefit of future generations.

Grants, Corporates and Trusts income decreased by £2.0 million (5.9%) to £31.8 million. This reflects the loss of Job Retention Scheme (JRS) income and other support grants from local authorities in relation to Covid-19. Excluding the impact of JRS income, grant income increased by £4.4 million to support a wide range of large-scale projects both in the UK and internationally including Gough Island Restoration (£2.3million), Blean & Seasalter Climate Resilience (£1.1million), Lake Vrynwy Experience (£0.8million), St Helena Cloud Forests (£0.7million) and the Loch Erne Landscape Partnership (£0.5million).

Commercial trading income at £24.8 million was £4.4 million higher than the previous year. With our reserves fully open and able to welcome back visitors, retail and catering income returned to pre-Covid-19 levels. This increase was partly offset by a decrease in Mail Order income although the Mail Order operation continued to operate at above pre-Covid-19 levels.

Fees and grants for services income increased by £1.0 million, to £2.4 million reflecting increased advisory income for a range of projects including seabird tracking and Capercaillie surveys.

Events and media income was £0.5 million higher than last year at £0.7 million as we saw the return of our events programme on our reserves.

The cost of raising funds increased by £4.9 million to £36.9 million. This was mainly due to the increase in product and fulfilment costs of £3.8 million associated with the growth in our commercial trading operations. The cost of generating voluntary income increased by £1.1 million, reflecting an increase in our face-to-face membership recruitment team and the associated fulfilment costs linked to higher membership recruitment.

Expenditure

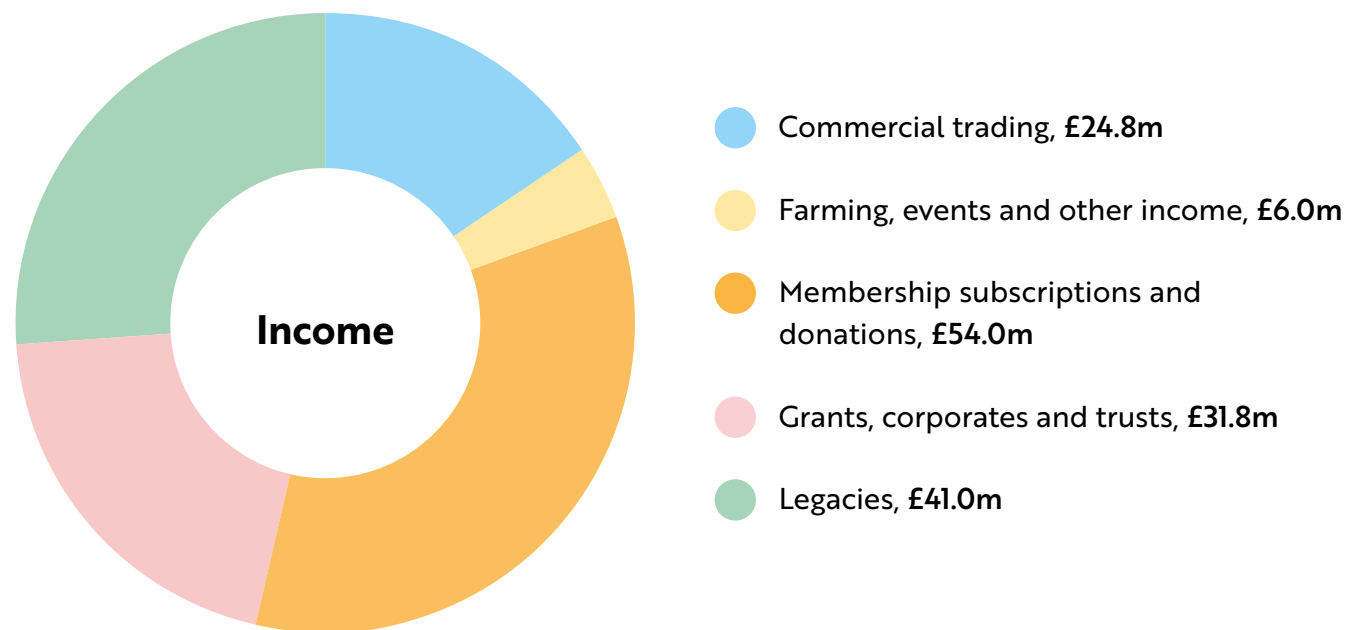
Total expenditure on charitable activities increased by £16.6 million (18.6%) to £106.3 million, as staff returned from furlough enabling normal operations to resume as well as starting to catch up on work delayed by the Covid-19 restrictions.

Managing nature reserves expenditure at £46.6 million was £7.8 million higher than last year. We manage 222 nature reserves, covering 158,651 hectares and providing a home to over 18,500 species of which more than 3,500 are of conservation concern. This increase reflects both an increase in major conservation work following a scaling back of work last year, and an increase in staff numbers following the ending of the staff recruitment freeze instigated as a response to Covid-19.



2021 saw the launch of a new TV advert, voiced by Jim Broadbent, which aimed to boost support for our work through gifts in Wills. You can watch it for yourself at rspb.org.uk/legacy

Aardman and Catsnake



Research, policy, and advisory expenditure at £37.6 million was £7.0 million higher reflecting additional project and operational expenditure for our international work. 2021–22 saw the conclusion of the Gough Island Restoration project which sought to eradicate non-native mice from the island.

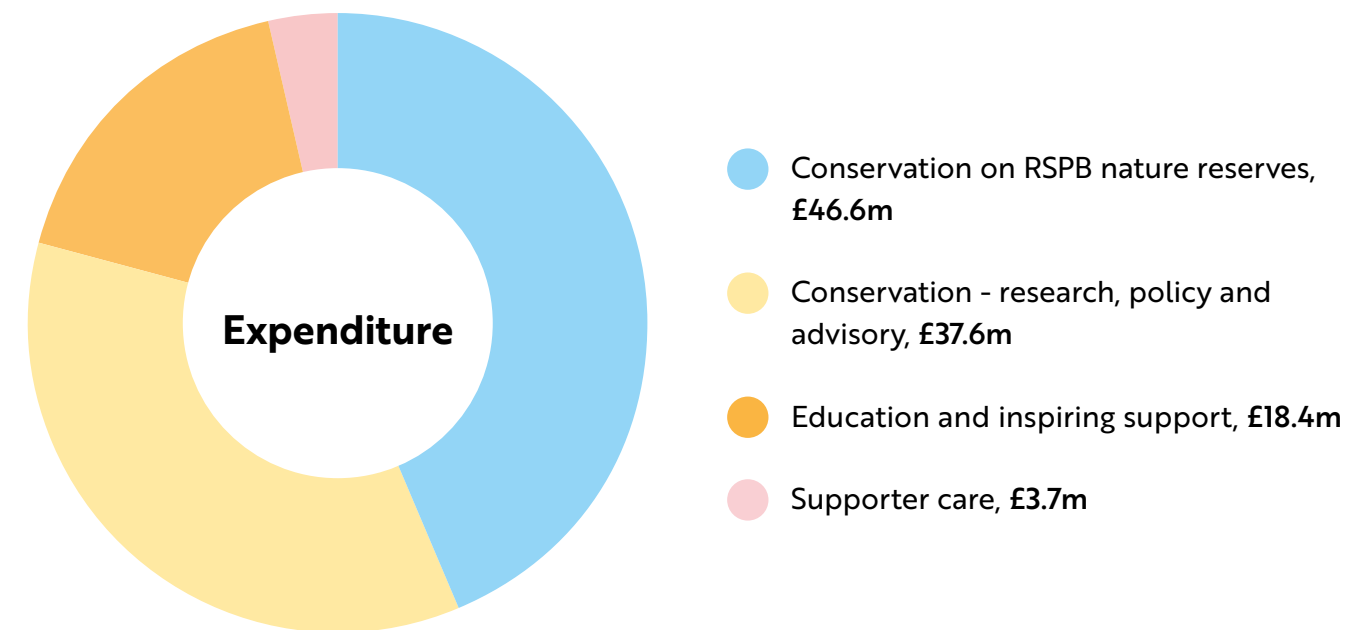
The work we undertake to educate and inspire support, whether through our members, volunteers, grant funders, political support, or our partners, is designed to bring about a shared world where wildlife, wild places and people thrive. We increased spend in this area by £1.8 million to £18.4 million.

Supporter care expenditure was in line with last year at £3.7 million.

Reserves policy

The appropriate level of financial reserves is considered each year by the Trustees. They consider a sustained fall in income of 10%–15% to be a reasonable basis for setting a minimum level. It is the intention of the Trustees to hold sufficient reserves to enable expenditure to be reduced in a managed fashion, should the need arise, avoiding the need to halt work abruptly. The Trustees have agreed that free reserves

should normally be within a range of 8 to 16 weeks' worth of expenditure. Free financial reserves at 31 March 2022 were £68.4 million representing 37 weeks' future expenditure. This unusually high level of reserves reflects both the underlying resilience of the income we receive from our members and supporters and the extent to which expenditure has been constrained as a result of the Covid-19 restrictions. With those restrictions now eased an acceleration in expenditure is taking place (charitable expenditure increased by 19% last year) and we anticipate further expenditure growth as we continue to catch up on delayed projects but also as a result of the very high inflationary pressures now at play in the wider economy. Our financial projections reflect this situation and anticipate free financial reserves returning to the Policy range over the next two to three years. This unexpectedly high level of financial reserves gives a greater level of financial resilience that will help us navigate through a period of unprecedented (in recent times) economic and political upheaval.



The RSPB holds financial reserves to support future activities in a number of categories:

- Total financial reserves at 31 March 2022 were £278.9 million which is made up of:
 - Tangible fixed assets of £222.1 million
 - Cash and investments of £68.5 million
 - Working capital of £12.3 million
 - Pension liability of £24.0 million
- Unrestricted reserves, available to be applied, at the discretion of the Trustees, to any of the RSPB's charitable purposes, at 31 March 2022 were £109.3 million, made up of:
 - General funds of £73.1 million including £4.7 million of tangible fixed assets, £52.4 million of investments and £16.0 million working capital.
 - Designated funds of £60.1 million represented by nature reserves owned by RSPB. There are no plans to dispose of these nature reserves.
 - Pension reserve liability of £24.0 million.
- Restricted reserves, to be applied to the specific purpose(s) intended by the donor, at 31 March 2022 were £169.3 million, made up of:
 - Nature reserves of £155.6 million
 - Other tangible assets of £1.6 million
 - Investments of £2.8 million.
 - Working capital of £9.3 million.

- Endowment reserves are restricted funds that are to be retained for the benefit of the Charity as a capital fund. Permanent endowments require the capital to be maintained and only the income and capital growth can be utilised. With expendable endowments the capital may also be utilised. At 31 March 2022 endowment funds were £0.2 million.

Investment policy and powers

The RSPB's investment powers are as set out in the Charter and Statutes and are wider than those contained in the Trustees Investment Act 2000.

Approach

The RSPB's primary investment objective is to maintain the real value of its investments. However, as a proportion of the financial reserves are likely to be held in the longer term, it is appropriate to invest conservatively a proportion of the funds to generate income and/or real growth.

Investment properties arising from legacies are managed by the RSPB until disposal.

Responsible investment

In managing our investments, we follow the principles of socially responsible investing. These principles are to:

- invest in companies that make a positive contribution to society.
- use influence as an investor to encourage best practice management of social responsibility issues.
- avoid investing in companies whose activities conflict strongly with RSPB objectives.

We believe that taking account of environmental, social and governance (ESG) issues is an intrinsic part of being a good long-term investor, for both ethical and financial reasons. For example, through our investment managers, we minimise exposure to fossil fuel. We had no exposure to fossil fuel investments during the year under review.

Performance

The Trustees rely upon specialist advice for fund selection and allocation. Investment performance is compared to an independent benchmark and the target for investment returns is to outperform this composite benchmark by at least 1% per annum over a rolling three-year period.

Following a review by our investment advisers a proportion of our cash holdings were transferred into a fund with the objective of providing longer-term capital growth by investing in

investment grade bonds. The change is designed to increase the returns from our cash holdings without exposing them to the level of volatility associated with equity investment funds.

Relationship with subsidiaries

The RSPB group includes several subsidiary companies and partnerships and holds interests in a number of other non-profit organisations as set out in Note 23 to the Accounts. The Trustees regularly check the value, performance and sustainability of these relationships, particularly the performance of the main trading subsidiary, and they are satisfied that the interests of the charity are well served by the relationships, all of which assist the RSPB in achieving its charitable objects for the public benefit.

Pension

The Pension liability in respect of the defined benefit pension scheme that was closed to future accrual in 2017 continues to change significantly from one year to the next. This is largely driven by factors outside our control: performance of the assets in the pension scheme and sensitivity of the pension liability to changes in interest and inflation rates. The Trustees continue to take steps to reduce the costs and risks of the pension scheme. In addition to closing the defined benefit scheme to new entrants and future accrual, the Trustees have agreed a deficit recovery plan with the Pension Trustees which both minimises the impact on our work but closes the deficit over a reasonable period.

The annual employer contributions needed to fund this deficit are determined by reference to triennial valuations undertaken by the pension Trustees.

The latest triennial valuation reflected the position as at 1st April 2021 and resulted in annual employer contributions of £7.5 million per annum. This level of contribution was calculated to eliminate the deficit over an 8-year period. The annual employer contributions will be reviewed during the next triennial valuation which will reflect the funding position as at 1st April 2024. The deficit recovery plan is underpinned by an agreement with the Pension Trustees that, in the unlikely event of the RSPB being unable to meet its obligations to the scheme, land would be passed to the Pension Fund to cover the shortfall. The total fair value of specified land available to cover any shortfall is £61.5 million.

Outlook for the future

The Covid-19 pandemic presented challenges unprecedented in modern day history and just as we started to emerge from those challenges the invasion of Ukraine presents us with new unprecedented modern day economic and political challenges.

Last year's Outlook highlighted the commitment and generosity of our members and supporters, and we have seen that again this year. With this continued support and our strong financial

position, we are confident that we can navigate through the current economic headwinds and continue to act for a shared world where wildlife, wild places and all people thrive.

Given the financial outcome for 2021–22 and a prudent plan for 2022–23 including a range of scenarios to assess the financial impact of the current economic situation, it is reasonable to expect the RSPB to have adequate resources to continue to operate for the foreseeable future.

Signed on behalf of Council,

Kevin Cox
RSPB Chair

23 August 2022



Freshwater habitats and the wildlife that call them home are being devastated by agricultural waste, raw sewage, plastic pollution and chemicals from abandoned mines, according to the Troubled Waters report, commissioned by a partnership of environmental charities including the RSPB and the Rivers Trust. We're calling for UK governments to urgently introduce measures to slash pollution and protect freshwaters for nature and people.

Independent Auditor's Report to the Trustees of the RSPB

Opinion

We have audited the financial statements of the Royal Society for the Protection of Birds ('the charity') and its subsidiaries ('the group') for the year ended 31 March 2022 which comprise the Group Statement of Financial Activities, the Group and Charity Balance Sheets, the Group Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 March 2022 and of the group's income and receipt of endowments 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 Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities

for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The Trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly

stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient and proper accounting records have not been kept by the parent charity; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 63, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and the parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

[frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities)

This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 and The Charities and Trustee Investment (Scotland) Act 2005 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's and the group's ability to operate or to avoid a material penalty. We also considered

the opportunities and incentives that may exist within the charity and the group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR) and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, internal audit, and the Finance, Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For

example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe UK LLP

Crowe U.K. LLP
Statutory Auditor
London

25 August 2022

Crowe U.K. LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Crowe U.K. LLP is eligible for appointment as auditor of the charity under regulation 10(2) of the Charities Accounts (Scotland) Regulations by virtue of its eligibility under section 1212 of the Companies Act 2006.

The future of Essex's most important little tern colony has been protected, thanks to a project to deposit almost 50,000m³ of sand and shingle onto Horsey Island. This has raised the level of the beach there, helping to protect these ground-nesting birds from high tides.



Consolidated statement of financial activities for the year ended 31 March 2022

INCOME AND EXPENDITURE	Note	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	2022 Total £'000	2021 Total £'000
INCOME AND ENDOWMENTS						
Voluntary income						
Membership subscriptions and donations	3	50,051	3,982	-	54,033	50,163
Legacies	4	36,812	4,215	-	41,027	33,931
Grants, corporates and trusts	5	2,595	29,201	(19)	31,777	33,769
Total voluntary income		89,458	37,398	(19)	126,837	117,863
Commercial trading	6	24,847	-	-	24,847	20,484
Investment income and interest	7	125	-	-	125	81
Charitable activities						
Fees and grants for services		2,434	-	-	2,434	1,465
Land and farming income		2,653	-	-	2,653	2,131
Events and media sales		672	-	-	672	169
Total income from charitable activities		5,759	-	-	5,759	3,765
Other income						
Net gains on disposals of fixed assets	7	131	-	-	131	190
Total income		120,320	37,398	(19)	157,699	142,383
EXPENDITURE ON:						
Cost of raising funds						
Costs of commercial trading		24,630	-	-	24,630	20,864
Costs of generating voluntary income		12,061	-	-	12,061	10,920
Investment management costs		163	-	-	163	208
Total cost of raising funds		36,854	-	-	36,854	31,992
Net resources available for charitable activities		83,466	37,398	(19)	120,845	110,391
Charitable activities						
Managing RSPB nature reserves		31,674	14,896	-	46,570	38,803
Research, policy and advisory		20,330	17,240	-	37,570	30,600
Education and inspiring support		18,372	52	-	18,424	16,597
Supporter care		3,694	-	-	3,694	3,626
Total expenditure on charitable activities		74,070	32,188	-	106,258	89,626
Total expenditure		110,924	32,188	-	143,112	121,618
Net gains on investments		427	-	-	427	3,539
NET INCOME/(EXPENDITURE)		9,823	5,210	(19)	15,014	24,304
Actuarial gains/(losses) on pension scheme		27,655	-	-	27,655	(15,550)
NET MOVEMENT IN FUNDS		37,478	5,210	(19)	42,669	8,754
Reconciliation of funds						
Total funds brought forward		71,814	164,123	263	236,200	227,446
TOTAL FUNDS CARRIED FORWARD		109,292	169,333	244	278,869	236,200

All the above results arise from continuing activities. Detailed comparative information is provided in note 26.

Notes 1 to 26 form an integral part of these accounts.

Charity and consolidated balance sheets as at 31 March 2022

	Note	2022 Consolidated total £'000	2021 Consolidated total £'000	2022 Charity £'000	2021 Charity £'000
Fixed assets					
Nature reserves	12	215,807	211,220	215,120	210,533
Other tangible assets	12	6,273	4,845	6,273	4,845
Investments	13	55,451	52,096	55,451	52,096
Investment in subsidiary companies	13	-	-	3,801	3,801
		277,531	268,161	280,645	271,275
Current assets					
Stock		5,075	4,459	-	-
Debtors	14	23,919	21,831	28,051	25,975
Short-term cash		13,044	13,870	9,111	9,164
		42,038	40,160	37,162	35,139
Creditors amounts falling due within one year	15	(15,067)	(13,053)	(13,442)	(11,283)
Net current assets		26,971	27,107	23,720	23,856
Total assets less current liabilities		304,502	295,268	304,365	295,131
Creditors amounts falling due in more than one year	15	(1,682)	(1,724)	(1,682)	(1,724)
Net assets excluding pension liability		302,820	293,544	302,683	293,407
Pension scheme liability	25	(23,951)	(57,344)	(23,951)	(57,344)
Net assets including pension liability		278,869	236,200	278,732	236,063
The funds of the charity					
Unrestricted funds					
General funds		73,115	68,180	72,978	68,043
Designated funds		60,128	60,978	60,128	60,978
Pension reserve	25	(23,951)	(57,344)	(23,951)	(57,344)
		109,292	71,814	109,155	71,677
Restricted funds		169,333	164,123	169,333	164,123
Endowment funds		244	263	244	263
	21 & 22	278,869	236,200	278,732	236,063

Notes 1 to 26 form an integral part of these accounts.

Authorised for issue by RSPB Council on 23 August 2022 and signed on behalf of Council by:



Kevin Cox
Chair



Robert Cubbage
Treasurer

Application of net incoming resources

	2022 £'000	2021 £'000
For the year ended 31 March 2022		
Net resources available for charitable purposes	120,845	110,391
Less Total expenditure on charitable activities	(106,258)	(89,626)
Net incoming resources before gains/(losses)	14,587	20,765
Gains/(losses) on investments and pension scheme	28,082	(12,011)
	42,669	8,754
Net movement in funds as per Consolidated statement of financial activities	42,669	8,754
Application of net funds for charity use:		
Nature reserves	4,587	1,444
Other tangible assets	1,428	(843)
Movement on stock, debtors and creditors	732	(3,871)
Movement on pension scheme	33,393	(9,173)
	40,140	(12,443)
	2,529	21,197
Movement in cash and investments available for future activities	2,529	21,197
Cash and investments available at start of year	65,966	44,769
Cash and investments available at end of year	68,495	65,966

Consolidated statement of cash flows

	Note	2022 £'000	2021 £'000
For the year ended 31 March 2022			
Cash flows from operating activities			
Net cash provided by operating activities	24	13,361	23,085
Cash flows from investing activities			
Interest and dividends received		125	81
Additions to nature reserves		(7,090)	(3,711)
Purchase of other tangible fixed assets		(4,381)	(1,966)
Proceeds from disposal of fixed assets		188	429
Purchase of investments		(30,022)	(375)
Net cash used for investing activities		(41,180)	(5,542)
Cash flows from financing activities:			
Bank loan		(1)	(93)
Net cash provided by financing activities		(1)	(93)
Change in cash and cash equivalents in the reporting periods		(27,820)	17,450
Cash and cash equivalents at the start of the year		50,615	33,165
Cash and cash equivalents at the end of the year		22,795	50,615
Analysis of cash and cash equivalents:			
Cash in hand		13,044	13,870
Notice deposits (less than 3 months)		9,751	36,745
Cash and cash equivalents		22,795	50,615

Notes to the accounts

1) Charity information

The Royal Society for the Protection of Birds is a non-statutory body incorporated by Royal Charter and a charity registered in England and Wales (number 207076) and in Scotland (number SC037654). The address of the registered office is The Lodge, Sandy, Bedfordshire, SG19 2DL.

2) Accounting policies

Basis of preparation

The accounts (financial statements) have been prepared in accordance with the Charities SORP (FRS102) applicable to charities preparing their accounts in accordance with FRS102 the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued on 16 July 2014 rather than the previous Statement of Recommended Practice: Accounting and Reporting by Charities, which was effective from 1 April 2005 but which has since been withdrawn. The RSPB meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The Statement of financial activities (SOFA) and balance sheet consolidate, on a line-by-line basis, the financial statements of the Charity and its subsidiary undertakings. The Charity has taken advantage of the exemption in FRS102 from the requirement to prepare a charity-only cash flow statement and certain disclosures about the Charity's financial statements.

None of the subsidiary directors received any remuneration or emoluments in respect of their services to those subsidiaries. Where directors are officers/employees of the RSPB they will receive remuneration only from the RSPB.

The RSPB's commercial activities are undertaken by its wholly-owned trading subsidiary, RSPB Sales Limited, and all distributable profits are donated under Gift Aid to the RSPB. RSPB Sales Limited was incorporated as a company limited by shares in 1992 to conduct trading activities in support of the RSPB's charitable objectives. The principal activities are the sale of goods by mail order and through retail outlets, consulting and advice, farming, publications, trade, catering and lottery. The company is registered under company number 02693778.

March Farmers (Washland) Limited, a company limited by shares (registration number 01039814). This entity is a wholly-owned subsidiary acquired in 2008 to secure the leasehold interest in land adjacent to the Nene Washes reserve in Cambridgeshire. Through the March Farmers Habitat Restoration project, the former arable land is being restored to floodplain grazing marsh.

Farming for Nature, a company limited by guarantee (registration number 07982175), incorporated in 2012. This entity is being used in collaboration with United Utilities, from whom the company leases land on the Haweswater

Estate in Cumbria, to deliver habitat restoration, drive improvements to water quality and benefit a range of upland wildlife while maintaining a viable farming enterprise.

RSPB Oronsay, a Scottish Limited Partnership of which the RSPB is the General Partner. This entity was established in 1996 to carry out the business of farming and nature conservation on the island of Oronsay.

RSPB Cayman Islands Nature Limited, a wholly-owned subsidiary and a non-profit company limited by shares, registered in the Cayman Islands (registration number 304647). This entity was established in 2015 to promote the conservation of biological diversity and the natural environment through the acquisition of land to create or extend nature reserves in the Cayman Islands.

The RSPB holds a 33% joint venture interest in Yayasan Konservasi Ekosistem Hutan, a non-profit organisation registered in Indonesia established to facilitate the acquisition and management of the Harapan Rainforest in Sumatra. The results have not been included in these accounts; to do so would not materially alter them.

The RSPB holds a 33% interest in Gola Rainforest Conservation LG, a non-profit company limited by guarantee registered in Sierra Leone and established to conserve and help fund the Gola Rainforest National Park. The results have not been included in these accounts; to do so would not materially alter them.

The Royal Society for the Protection of Birds is a registered charity and as such is potentially exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes. There was no tax charge during the year. The subsidiaries donate, under Gift Aid, all distributable profits to the Charity each year.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, Trustees are required to make judgements, estimates, and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period to which they relate.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are related to the pension liability.

The Charity recognises its liability to its defined benefit pension scheme which involves a number of estimations as disclosed in note 25.

Funds

Unrestricted funds:

General funds are available for use at the discretion of the Trustees in furtherance of the objectives of the Charity and which have not been designated for other purposes.

Designated funds are unrestricted funds, which have been applied or reserved by the Trustees for a specific purpose. The aim and use of each designated fund is set out in note 22.

Restricted funds:

Restricted funds are those which are to be used in accordance with specific restrictions of the donors or which have been raised by the Charity for particular purposes. The purpose for which restricted funds are held is analysed in note 22.

Endowment funds:

Endowment funds are restricted funds that are held for the benefit of the Charity as a capital fund. Permanent endowments require the capital to be maintained and only the income and capital growth can be utilised. With expendable endowments, the capital may also be utilised. The purpose for which endowment funds are held is analysed in note 22.

Capital expenditure

Purchased assets, individually exceeding £2,500 at cost, are included on the balance sheet at historic cost less depreciation and any impairment in accordance with FRS102 'Property, Plant and Equipment' (note 12). Donated assets are included at market value as determined by the Trustees. Expenditure on fixed assets is capitalised in the year of acquisition and depreciation is charged annually. During the transition to FRS102 in 2016, selected nature reserves were restated to their fair value (note 12).

Depreciation

Nature reserves, either owned as freehold land or held as leasehold land where the lease is held in perpetuity, are considered to have an indefinite useful life and are not depreciated. Other fixed assets are depreciated on a straight-line basis over their anticipated useful lives as follows:

Nature reserves – freeholding buildings:

Buildings	50 years
Reserve infrastructure	4 years
Nature reserves - leasehold land and buildings with a fixed term	Period of lease or 50 years whichever is shorter
Other fixed assets	4 to 50 years depending on the nature of the asset

Going concern

Central to our assessment of going concern last year was the potential impact of Covid-19 on our income streams. The continued easing of Covid-19 restrictions during the year and the return of staff from furlough meant that we were able to recommence the wide range of income generating activities suspended in 2020/21 and in most cases, income has now returned to or even exceeds pre-Covid-19 levels.

However, just as we emerge from Covid-19, the invasion of Ukraine presents us with new unprecedented modern day economic and political challenges. The financial impact of this new challenge is likely to be significant and we are monitoring the situation closely. Trustees review and respond to financial projections that detail the potential financial impacts of the current situation, as well as undertaking scenario planning to assess the potential short, medium and longer-term financial implications of other risks and opportunities.

Looking forward to 2022–23, we plan to utilise financial reserves to fund work delayed because of Covid-19, as well as investing in our strategic priorities. However, Trustees remain cautious as the macroeconomic landscape is uncertain and are comfortable holding financial reserves above policy range in the short to medium term.

The financial outcome for 2021–22 was robust, closing with free financial reserves of £68.4 million and cash and investments of £68.5 million. Given this result, and a prudent approach to our financial planning, RSPB Council considers that there are adequate resources to continue in operational existence for the foreseeable future and have continued to prepare the financial statements on a going concern basis.

Investments

The investments in the subsidiary undertakings are stated at cost less provision for impairment.

All other investments are stated at fair value with gains and losses being recognised within income and expenditure. Properties included in investments are those assigned under legacy bequests, awaiting disposal at a future date, and are stated at their fair value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year. Investment cash is held for investment purposes only. It is the intention of the Trustees that fixed asset investments will not be drawn upon within the following year.

Stocks

Stocks, which include livestock and products for resale, are stated at the lower of cost and net realisable value.

Financial instruments

The RSPB has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors (see note 20).

Income

Income is included in the SOFA when the RSPB is entitled to the income, the receipt is probable and the amount can be quantified with reasonable accuracy. If these conditions are not met then the income is deferred.

The following specific policies apply to categories of income:

- i.) Membership income is treated as a donation and is accounted for when received.
- ii.) Legacies are accounted for based on

settlement of the estate or receipt of payment, whichever is earlier.

- iii.) Grants, including government grants, received in advance of the associated work being carried out are deferred only when the donor has imposed preconditions on the expenditure of resources (see Note 17).
- iv.) Donated assets are recognised at the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. They are included in the SOFA and balance sheet as appropriate.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Costs incurred that relate to multiple purposes are analysed and allocated to the appropriate categories in line with the joint cost allocation principles in the Charities SORP (FRS102).

- i.) Costs of generating voluntary income do not include the costs of disseminating information in support of our charitable activities.
- ii.) Commercial trading includes the cost of goods sold in mail order, retail and catering activities.
- iii.) Costs of managing RSPB nature reserves are those incurred in managing our network of nature reserves including land management, habitat restoration and visitor facilities.
- iv.) Research, policy and advisory includes the costs associated with scientific research and our advocacy work to influence public policy to benefit nature.
- v.) Education and inspiring support includes the costs of activities to inspire children, young people and families to connect with nature and to enable supporters to use their voice most effectively to benefit nature conservation.
- vi.) Supporter care includes the costs of providing information to our members and supporters including a quarterly magazine providing information on the work being done by the RSPB and its partners.

- vii.) Support costs have been allocated to the headings in the SOFA on the basis of salary percentage. This applies to office facilities and accommodation, finance, information technology, human resources, management and governance.
- viii.) The RSPB makes grants to organisations that further our charitable objectives through:
 - ongoing support to the BirdLife International partnership which provides a coordinated global framework to secure the comprehensive international agreements needed for nature conservation and the environment.
 - the funding of specific projects that support the protection, creation or restoration of priority habitats or other work to protect critically endangered species.

Pensions

The defined benefit scheme was closed on 31 March 2017 and replaced with a defined contribution scheme.

The defined benefit scheme amount charged in resources expended is the net of the interest cost and interest income on assets. Re-measurements are recognised immediately in Other recognised gains and losses.

Defined benefit schemes are funded, with the assets of the scheme held separately from those of the group, in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent currency and term to the scheme liabilities. The resulting defined benefit asset or liability is presented separately after other net assets on the face of the balance sheet. Full actuarial valuations are obtained triennially.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance

sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

With regard to the defined contribution scheme the amounts charged in resources expended are the employer contributions in the year. The employer contribution rate matches the employee rate up to a maximum of 7%.

Redundancy and settlement payments

Redundancy and settlement liabilities are recognised when the obligation to transfer economic benefits has arisen. The value of this liability represents the best estimate of expenditure required to settle the obligation(s) at the reporting date.

Operating leases

Operating lease rentals are charged and credited to the SOFA on a straight-line basis over the length of the lease.

Foreign currency

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year-end, in accordance with FRS102. Any gains or losses arising on translations are reported as part of the transaction within the SOFA and are not material; they are therefore not disclosed separately.

3) Membership subscriptions and donations

	2022 £'000	2021 £'000
Membership subscriptions	46,265	44,660
Donations	7,768	5,503
	54,033	50,163

4) Legacies

The estimated value of legacies notified, but neither received nor included in income, is £30,555,258 (2021: £24,485,314 as restated).

2021 restated to reflect the value of legacies accrued in income in the year.

5) Grants, corporates and trusts

	2022 £'000	2021 £'000
Grants	27,699	29,418
Corporates	1,711	1,406
Trusts	2,367	2,945
	31,777	33,769
Amounts received from corporates during the year include the following donations:		
Services	176	89
Goods	17	17
	193	106

	2022 £'000	2021 £'000
Major grants received during the year include the following:		
UK		
Department for Environment, Food and Rural Affairs*	8,766	7,271
Scottish Natural Heritage*	1,559	1,196
Welsh Government/ Natural Resources Wales*	1,252	1,696
Scottish Government*	897	1,213
Natural England*	860	407
Department of Agriculture, Environment and Rural Affairs*	642	255
Landfill Communities Fund	380	765
Environment Agency*	170	990
UK Government - Coronavirus Job Retention Scheme (CJRS)	82	6,142
Forestry Commission*	4	32
	14,612	19,967
International		
European Union	2,599	2,090
The National Lottery Heritage Fund and The National Lottery Community Fund	5,161	3,581
Local Councils and Other	5,327	3,780
	27,699	29,418

*Government grants used to fund conservation projects and recognised in the accounts. There are no unfulfilled conditions or contingencies relating to the government grants or other forms of government assistance from which the charity has directly benefited recognised in the accounts.

5) Grants, corporates and trusts (continued)

	2022 £'000	2021 £'000
Grants received were for the following purposes:		
Managing RSPB nature reserves	19,187	21,848
Research, policy and advisory	7,823	4,537
Education and inspiring support	672	1,391
Commercial trading	17	1,055
	27,699	28,831
Acquisition of nature reserves	-	587
	27,699	29,418

6) Commercial trading

	2022 £'000	2021 £'000
Retail, mail order and trade	19,857	17,859
Catering	3,177	548
Lottery	1,056	1,321
Advertising	757	756
	24,847	20,484

7) Investment income and interest

	2022 £'000	2021 £'000
Income received from:		
Interest on cash	48	66
Listed Stock Exchange investments	77	15
	125	81
Other income:		
Net gain on disposals of fixed assets	131	190

Included above is investment income of £nil (2021: £142) which relates to the Hanson Environment Trust. This treatment has been agreed with the donor and the fund is held as an expendable endowment.



Liverpool RSPB local group came to the rescue of some local peregrines whose church tower nesting spot was unsuitable. With the support of the church and a local joiner they built a better nesting area. The efforts were a great success – the peregrines nested on their new platform, and fledged four chicks.

8) Total expenditure

	Direct costs £'000	Support costs £'000	2022 Total £'000	2021 Total £'000
Cost of raising funds:				
Costs of generating voluntary income:				
Membership subscriptions and donations	7,855	747	8,602	8,125
Grants, corporates and trusts	1,562	241	1,803	1,702
Legacies	1,626	30	1,656	1,093
Total cost of generating voluntary income	11,043	1,018	12,061	10,920
Commercial trading	24,076	554	24,630	20,864
Investment management costs	163	-	163	208
Total cost of raising funds	35,282	1,572	36,854	31,992
Charitable activities				
Managing RSPB nature reserves	45,054	1,516	46,570	38,803
Research, policy and advisory	34,401	3,169	37,570	30,600
Education and inspiring support	16,726	1,698	18,424	16,597
Supporter care	3,679	15	3,694	3,626
	99,860	6,398	106,258	89,626
	135,142	7,970	143,112	121,618

Research, policy and advisory includes grant payments amounting to £4,604,159 with support costs of £256,409 (2021: £4,300,072; £266,737). Grants were awarded to 96 (2021: 102) organisations; no grants were made to individuals. A full list is available on rspb.org.uk

Future commitments:

Future commitments relating to charitable work carried out by other organisations on behalf of the RSPB, amount to £1,331,735 (2021: £783,151). These represent contracts signed before 1 April 2022 for payments in future years.

9) Support costs

	Premises £'000	Finance & IT £'000	Human Resources £'000	Management & other	Governance £'000	2022 Total £'000	2021 Total £'000
Generating incoming resources	286	589	413	216	68	1,572	1,606
Charitable expenditure:							
Managing RSPB nature reserves	276	568	399	208	65	1,516	1,427
Research, policy and advisory	577	1,187	833	435	137	3,169	3,157
Education and inspiring support	309	636	446	233	74	1,698	1,349
Supporter care	3	5	4	2	1	15	5
Total Charitable expenditure	1,165	2,396	1,682	878	277	6,398	5,938
Total support costs	1,451	2,985	2,095	1,094	345	7,970	7,544

Support costs are included in the expenditure reported in the Consolidated statement of financial activities and have been allocated on the basis of salary percentage. The cost allocation includes an element of judgement and the RSPB has had to consider the cost benefit of detailed calculations and record keeping.

Governance costs include audit, legal advice for Trustees and the costs associated with the constitutional and statutory requirements, such as Trustees' meetings.

10) Audit fees

The total audit fees were:	2022 £'000	2021 £'000
Statutory audit:		
Charity	44	42
RSPB Sales Limited	27	26
March Farmers (Washland) Limited	3	3
Farming for Nature	3	3
	77	74

During the year there were £2,670 (2021: £1,170) fees for non-audit services provided by Crowe U.K. LLP.



The Edinburgh Swift City project was launched in 2021, and aims to make Edinburgh a go-to place for swifts to nest. The project saw the installation of 180 swift boxes and 93 swift bricks, three Swift Streets, and a youth group created a swift mural with North Edinburgh Arts in the Muirhouse area of the city.

11) Staff costs

Average staff numbers by activity:	2022 No.	2021 No.
Generating incoming resources	542	527
Managing RSPB nature reserves	663	613
Research, policy and advisory	717	674
Education and inspiring support	273	251
Supporter care	36	36
	2,231	2,101

The nature of work undertaken by individual staff traverses the categories above; therefore, the allocation includes an element of judgement. In accordance with the Statement of Recommended Practice the average number of employees for 2022 represents the average number of staff employed each month.

	2022 £'000	2021 As restated £'000
Remuneration	58,058	52,193
National Insurance	4,830	4,317
Pension contributions	3,430	3,131
	66,318	59,641

Included within staff costs is a provision for holiday entitlement not taken at year-end: remuneration £2,008,000, national insurance £175,000 and pension contributions £239,000 (2021: £1,565,000, £132,000 and £186,000 respectively). Due to the pandemic, the level of holiday not taken has been considerably higher than normal.

2021 remuneration and pension contributions have been restated by £2,775,000 to reflect employees' salary sacrifice for pension contributions.

The key management personnel of the charity comprise the Trustees and the Directors, including the Chief Executive, as detailed on pages 62–65.

11) Staff costs (continued)

The total salary of all higher paid employees earning in excess of £60,000, including Directors, are shown in bands of £10,000 below.

	2022 No.	2021 No.
£60,001 - £70,000	10	5
£70,001 - £80,000	9	10
£80,001 - £90,000	2	-
£90,001 - £100,000	3	4
£150,001 - £160,000	1	1
	25	20

Under the RSPB's pension scheme, which is open to all eligible staff, benefits are accruing for 24 (2021: 20) higher-paid employees including Directors. There are no enhanced pension benefits for any employees or Directors. No other benefits were paid during the year. Pension contributions are made in line with the defined contribution pension scheme rules. The highest amount of pension contributions paid to the scheme on behalf of one individual during the year was £11,139 (2021: £10,623).

Redundancy and settlement payments of £50,149 (2021: £122,997) were made in the year.

The total employee benefits (including employer pension contributions and national insurance) of the 6 (2021: 6) Directors were £690,869 (2021: £717,172) of which, £189,473 (2021: £180,636) was for the Chief Executive. The total travelling, accommodation and subsistence expenses reimbursed to them was £6,345 (2021: £1,542).

The Trustees do not receive any employee benefits. The total reimbursement of travelling, accommodation and subsistence expenses incurred by 12 (2021: 6) Trustees on Council business amounted to £739 (2021: £1,749).

Indemnity insurance premiums paid by the RSPB amounted to £14,000 (2021: £6,435).

We spend 90% of net income on conservation, public education and advocacy, so you can be sure that every time you buy something from our shop or make a donation, you're helping us save wildlife like puffins.



12) Tangible fixed assets - charity and consolidated

	Nature reserves		Buildings	Other tangible assets			Total
	Freehold land	Leasehold land		Other properties	Motor vehicles	Equipment, fixtures and fittings	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cost							
At 1 April 2021	175,498	1,729	60,144	3,662	4,851	23,604	269,488
Additions	3,136	-	3,954	-	427	3,954	11,471
Disposals	-	-	(97)	-	(320)	(525)	(942)
At 31 March 2022	178,634	1,729	64,001	3,662	4,958	27,033	280,017
Depreciation							
At 1 April 2021	-	552	25,599	2,393	4,424	20,455	53,423
Charge for the year	-	19	2,484	85	299	2,512	5,399
Disposals	-	-	(97)	-	(320)	(468)	(885)
At 31 March 2022	-	571	27,986	2,478	4,403	22,499	57,937
Net book amount:							
At 31 March 2022	178,634	1,158	36,015	1,184	555	4,534	222,080
At 31 March 2021	175,498	1,177	34,545	1,269	427	3,149	216,065

	2022 £'000	2021 £'000
Net book amount:		
Nature reserves:		
Freehold land	178,634	175,498
Leasehold land	1,158	1,177
Buildings	36,015	34,545
	215,807	211,220
Other tangible assets:		
Other properties	1,184	1,269
Motor vehicles	555	427
Equipment, fixtures and fittings	4,534	3,149
	6,273	4,845
	222,080	216,065

The wholly owned subsidiary March Farmers (Washland) Limited holds Leasehold land of £550,000 (2021: £550,000); the leases for this land are held in perpetuity and no depreciation arises. The wholly owned subsidiary RSPB Cayman Islands Nature Limited holds Freehold land of £137,000 (2021: £137,000).

In 2013, the RSPB entered into a Contingent Asset Agreement with the RSPB Pension Scheme. Under this agreement, specified land and buildings, with a fair value just below £61,500,000, would pass to the Pension Scheme in the unlikely event of the RSPB being unable to meet its obligations to the Scheme. The land selected is unencumbered by any legal charges or funding restrictions.

In 2016, land with an historic cost of £42,401,000 was revalued at £97,779,000. This £55,378,000 increase in value was reflected in the financial statements for the year ended 31 March 2016.

13) Investments - charity and consolidated

	2022 £'000	2021 £'000
Investments at fair value:		
Investment cash	9,751	36,745
Equities, bonds and other stocks:		
Equities	11,446	10,868
Corporate bonds	30,952	1,174
Government bonds	1,745	1,753
Listed Stock Exchange investments	7	6
	44,150	13,801
Investment properties within the UK	1,550	1,550
	55,451	52,096

Equities, Corporate bonds and Government bonds are held in unit trusts.

Investment properties are revalued every five years by professional external valuers. They were last revalued at 31 March 2021, based on their fair value at that date. The amount includes property assigned under legacy bequests and donated property.

	2022 £'000	2021 £'000
Movement during the year:		
Fair value at 1 April 2021	52,096	32,833
Disposals	-	-
Fees	(100)	(166)
Additions	30,018	372
Dividends reinvested	4	3
Net gain/(loss) on revaluation at 31 March	427	3,538
Movement in investment cash	(26,994)	15,516
Fair value at 31 March 2022	55,451	52,096
Historical cost as at 31 March 2022	46,134	43,129

The Charity investments in its wholly owned subsidiaries are held at cost and represent the aggregate amount of the subsidiaries' assets, liabilities and funds. The subsidiary investments are:

	2022 £'000	2021 £'000
RSPB Sales Limited	3,250	3,250
March Farmers (Washland) Limited	551	551
	3,801	3,801



14) Debtors - charity and consolidated

	2022 Consolidated £'000	2021 Consolidated £'000	2022 Charity £'000	2021 Charity £'000
Trade debtors	5,614	3,021	4,306	2,006
Other debtors	4,294	3,077	4,246	3,037
Legacies	3,499	2,404	3,499	2,404
Prepayments and accrued income	10,512	13,329	9,796	12,391
Amounts due from subsidiaries	-	-	6,204	6,137
	23,919	21,831	28,051	25,975

15) Creditors - charity and consolidated

Amounts falling due within one year	2022 Consolidated £'000	2021 Consolidated £'000	2022 Charity £'000	2021 Charity £'000
Trade creditors	3,844	2,318	3,666	1,932
Other creditors	48	1,503	46	1,503
Deferred income (see note 17)	5,313	3,863	4,412	2,924
Accruals	5,708	5,242	5,164	4,797
Bank loans	154	127	154	127
	15,067	13,053	13,442	11,283

Amounts falling due in more than one year	2022 Consolidated £'000	2021 Consolidated £'000	2022 Charity £'000	2021 Charity £'000
Deferred income - lease premium	754	768	754	768
Bank loans	928	956	928	956
	1,682	1,724	1,682	1,724

On 31st March 2019 RSPB entered into a loan agreement with Triodos Bank. The loan was for £0.7 million and was used to finance a range of sustainable energy projects across our nature reserves. The capital and interest will be repaid over a 20 year period using the ongoing energy savings together with income from electricity generation.

On 6th December 2019 RSPB entered into a loan agreement with Lloyds bank. This loan was for £0.5 million and was used to purchase land at Ash Hill to offset the loss of Cirl Bunting habitat to housing expansion in the area. The loan will be repaid using designated Section 106 funding from Teignbridge Council over the 5 year loan period.

16) Commitments

Commitments for capital expenditure at 31 March 2022 not provided for in the accounts were £256,367 (2021: £326,170).

17) Deferred Income - charity and consolidated

Movement during the year:	2022 £'000	2021 £'000
Creditors amounts falling due in more than one year		
Balance at 1 April 2021	768	782
Amount released to income	0	0
Amounts due within one year	(14)	(14)
Balance at 31 March 2022	754	768
Creditors amounts falling due within one year		
Balance at 1 April 2021	3,863	932
Amount released to income	(3,863)	(932)
Amounts due within one year	5,299	3,849
Amounts transferred from creditors due in more than one year	14	14
Balance at 31 March 2022	5,313	3,863
Deferred income: Balance at 31 March 2022	6,067	4,631

Deferred income includes lease premiums of £768,000 (2021: £782,000) received and amortised over the life of the leases. Income of £5,299,000 (2021: £3,849,000) was deferred in the year. Deferred income comprised grants and other income of £4,398,000 (2021: £2,909,000) and commercial trading £901,000 (2021: £940,000).

18) Operating leases - commitments and contracted income

Commitments: Properties and equipment are leased by the RSPB for defined periods.

The full cost of these over the lease period is shown below:

	Land and buildings £'000	Other £'000	2022 £'000	2021 £'000
Less than 1 year	2,019	63	2,082	2,301
2 - 5 years	4,159	-	4,159	4,954
Over 5 years	7,662	-	7,662	8,035
	13,840	63	13,903	15,290

Lease payments of £2,406,351 (2021: £2,435,181) were charged to the Consolidated Statement of Financial Activities during the year.

Contracted income:	2022 £'000	2021 £'000
Less than 1 year	1,041	818
2 - 5 years	486	640
Over 5 years	2,517	2,455
	4,044	3,913

Lease income of £1,053,551 (2021: £972,687) was credited to the Consolidated Statement of Financial Activities during the year. All lease income relates to land and buildings.

19) Contingent liabilities

The trustees have given indemnities to executors under the standard terms for legacies received; they believe the chance of significant claims arising as a result of these to be negligible.

20) Financial instruments

	Fair Value £'000	Amortised cost £'000	Total financial instruments £'000	Non-financial instruments £'000	2022 Total £'000	2021 Total £'000
Assets						
Tangible assets	-	-	-	222,080	222,080	216,065
Investments	55,451	-	55,451	-	55,451	52,096
Stock	-	-	-	5,075	5,075	4,459
Debtors	-	21,397	21,397	2,522	23,919	21,831
Cash at bank and in hand	-	13,044	13,044	-	13,044	13,870
Liabilities						
Creditors due within one year	-	(9,754)	(9,754)	(5,313)	(15,067)	(13,053)
Creditors due after one year	(928)	-	(928)	(754)	(1,682)	(1,724)
	54,523	24,687	79,210	223,610	302,820	293,544

The income, expenditure and net gains and losses recognised in the Consolidated Statement of Financial Activities are shown below:

	Fair Value £'000	Amortised cost £'000	2022 Total £'000	2021 Total £'000
Investment income	77	48	125	81
Investment management costs	(163)	-	(163)	(208)
Net gains on investments	427	-	427	3,538
	341	48	389	3,411

21) Statements of funds - Charity and consolidated

The purpose for which funds are held can be analysed as follows:

	Total funds 1 April 2021 £'000	Income £'000	Expenditure £'000	Other recognised gains/ (losses) £'000	Transfers £'000	Total funds 31 March 2022 £'000
Unrestricted funds:						
General funds	68,173	120,320	(109,792)	427	(6,013)	73,115
Designated land fund	60,985	-	-	-	(857)	60,128
Pension liability	(57,344)	-	(1,132)	27,655	6,870	(23,951)
Total unrestricted funds	71,814	120,320	(110,924)	28,082	-	109,292
Restricted funds:						
Nature reserves	156,415	4,407	-	-	-	160,822
Other tangible assets	1,465	1,283	(1,174)	-	-	1,574
Managing RSPB nature reserves	1,050	14,001	(13,722)	-	-	1,329
Research, policy and advisory	5,059	17,643	(17,240)	-	-	5,462
Education and inspiring support	134	64	(52)	-	-	146
Total restricted funds	164,123	37,398	(32,188)	-	-	169,333
Endowment funds	263	(19)	-	-	-	244
Total funds	236,200	157,699	(143,112)	28,082	-	278,869

A review of funds during the year resulted in the net transfer of £857,000 from the Designated land fund to the General fund. A transfer of £6,870,000 from the General fund to the Pension liability fund represents a pension deficit recovery payment in line with the triennial valuation as at 1st April 2018, see note 25.

21) Statements of funds - Charity and consolidated (continued)

	RSPB Charity 2022 £'000	Farming for Nature 2022 £'000	March Farmers (Washland) Ltd 2022 £'000	RSPB Sales Ltd 2022 £'000	RSPB Cayman Islands Nature Ltd 2022 £'000	Elimination 2022 £'000	RSPB Consolidated 2022 £'000
Income	133,726	297	171	30,231	4	(6,730)	157,699
Expenditure	(119,139)	(140)	(119)	(23,710)	(4)	-	(143,112)
Other recognised gains	28,082	-	-	-	-	-	28,082
Profit/(loss)	42,669	157	52	6,521	-	(6,730)	42,669
Gift aided	-	(157)	(52)	(6,521)	-	6,730	-
Net movement in funds	42,669	-	-	-	-	-	42,669
Net Assets at 31 March 2021	236,063	-	551	3,250	137	(3,801)	236,200
Net Assets at 31 March 2022	278,732	-	551	3,250	137	(3,801)	278,869

The Charity holds a 33% joint venture interest in Yayasan Konservasi Ekosistem Hutan, a non-profit organisation registered in Indonesia and established to facilitate the acquisition and management of the Harapan Rainforest, Sumatra. Based on the latest financial statements available for the year ending 31 March 2022, the Charity's share of the net assets, income and surplus were £174,347, £429,706 and £3,446 respectively (2021: £164,528, £312,408 and £38,706 deficit).

The Charity holds a 33% interest in Gola Rainforest Conservation LG, a non-profit company limited by guarantee registered in Sierra Leone and established to conserve and help fund the Gola Rainforest National Park. Based on the latest financial statements available for the year ending 31 March 2022, the Charity's share of the net liabilities, income and deficit were £6,350, £383,897 and £13,207 respectively (2021: £7,539 net assets, £344,559 and £12,251 surplus).

The results of both interests have not been consolidated into the core financial statements; to do so would not materially alter them.

During the year ended 31 March 2022, the Charity paid £178,000 (2021: £109,127) to Yayasan Konservasi Ekosistem Hutan.

Unrestricted funds include free and general funds that are not designated for particular purposes.

Designated funds comprise the Land Fund which represents land and buildings purchased using unrestricted funds including the investment in March Farmers (Washland) Limited.

Restricted funds comprise:

- The nature reserves fund represents the historic cost of nature reserves acquired using restricted funds and a further £5,178,605 (2021: £6,180,209) held for future acquisitions.
- The other funds held for charitable objectives include grants received of £4,591,820 (2021: £4,222,190) in advance of the associated work being carried out.

Endowment funds comprise the following expendable and permanent endowments:

- The Hanson Environment Fund granted an endowment of £1,000,000 in 2002 for the creation and management of Needingworth wetland nature reserve. During the year, £19,027 (2021: £341,115) was expended on the nature reserve, which fully spent the endowment funds granted.
- Two permanent endowments from the estates of Miss J Donnan and Mr and Mrs M Hutt, valued at £233,655 and £10,726 respectively.

22) Analysis of net assets between funds

The Trustees consider that sufficient resources are held in a suitable form to enable them to be applied in accordance with any restrictions imposed, as set out below:

Asset type:	Unrestricted funds		Restricted funds	Endowment funds	Total funds 31 March 2022
	General £'000	Designated £'000	£'000	£'000	£'000
Nature reserves	-	60,128	155,643	-	215,771
Other tangible assets	4,735	-	1,574	-	6,309
Investments	52,376	-	2,831	244	55,451
Current assets	27,440	-	14,598	-	42,038
Current liabilities	(9,754)	-	(5,313)	-	(15,067)
Long-term liabilities	(1,682)	-	-	-	(1,682)
Net assets excluding pension liability	73,115	60,128	169,333	244	302,820
Pension liability	(23,951)	-	-	-	(23,951)
Net assets	49,164	60,128	169,333	244	278,869

Free reserves which are available to be applied at the discretion of the Trustees are held as investments or working capital:

	Unrestricted funds		Restricted funds	Endowment funds	Total funds 31 March 2022
	General £'000	Designated £'000	£'000	£'000	£'000
Net assets excluding pension liability	73,115	60,128	169,333	244	302,820
Less: Operating assets					
Nature reserves	-	(60,128)	(155,643)	-	(215,771)
Other tangible assets	(4,735)	-	(1,574)	-	(6,309)
Available reserves	68,380	-	12,116	244	80,740
Less: Restricted and endowment	-	-	(12,116)	(244)	(12,360)
Free reserves	68,380	-	-	-	68,380

23) Connected charities and related party transactions

The RSPB is one of the global partners in BirdLife International (registered charity number 1042125), an umbrella organisation for entities with similar objectives throughout the world. Further information about this organisation can be obtained by writing to BirdLife International at The David Attenborough Building, Pembroke Street, Cambridge, CB2 3QZ.

Transactions with subsidiaries during the year:

Subsidiaries	Farming for Nature £'000	March Farmers (Washland) Ltd £'000	RSPB Sales Ltd £'000	RSPB Cayman Islands Nature Limited £'000
Balance at 1 April 2021	854	156	5,127	-
Gift aid paid	(226)	(58)	(4,219)	-
Gift aid due	157	52	6,521	-
Grants received	-	-	-	4
Other Inter-company transactions	(479)	5	(1,686)	(4)
Balance at 31 March 2022	306	155	5,743	-

24) Reconciliation of net income to net cash flow from operating activities

	2022 £'000	2021 £'000
Net income for the year	15,014	24,304
Adjustments for:		
Depreciation on fixed assets	5,399	4,837
Gains on investments	(327)	(3,372)
Interest and dividends received	(125)	(81)
Profit on sale of tangible assets	(131)	(190)
Increase in stocks	(616)	(712)
(Increase)/decrease in debtors	(2,088)	3,860
Increase in creditors	1,973	816
	19,099	29,462
Movement in pension scheme	(5,738)	(6,377)
Net cash provided by operating activities	13,361	23,085

For the first time in 20 years, curlews and golden plovers have bred on Blaen y Coed, an upland farm in Conwy county. We worked with the tenant farmers and the National Trust to restore the peatland. Now, four breeding pairs of curlews and two breeding pairs of golden plovers have returned to the area.



25) Pensions

The defined benefit scheme operated by the RSPB was closed in March 2017. The assets of the scheme are held separately from those of the RSPB, being invested by professional fund managers, in accordance with guidelines issued by the Trustees of the pension fund.

A full actuarial valuation is undertaken by the Pension Trustees and their advisers every three years. The latest triennial valuation reflects the position as at 1st April 2021 and has resulted in an annual employer contribution of £7.5 million per annum with effect from 1st April 2022. This level of contribution is calculated to eliminate the deficit over a period of 8 years 4 months. As part of the valuation the Society's contributions to the Scheme are agreed by the Trustees, certified by the Scheme Actuary and recorded in a Schedule of Contributions. The current Schedule of Contributions is dated 14 March 2022.

Changes in defined benefit obligation:

	2022 £'000	2021 £'000
Defined benefit obligation at start of year	299,951	275,080
Interest expense	6,240	6,463
Remeasurements	(31,134)	29,958
Benefits paid	(5,629)	(11,550)
Defined benefit obligation at end of year	269,428	299,951

Amounts recognised in the statement of financial position:

	2022 £'000	2021 £'000
Defined benefit obligation	269,428	299,951
Fair value of scheme assets	(245,477)	(242,607)
Net defined benefit liability	23,951	57,344

Changes in scheme assets:

	2022 £'000	2021 £'000
Fair value of scheme assets at start of year	242,607	226,909
Interest income	5,108	5,397
Remeasurements	(3,479)	14,408
Employer contribution	6,870	7,443
Benefits paid	(5,629)	(11,550)
Fair value of scheme assets at end of year	245,477	242,607

Cost relating to defined benefit plans:

	2022 £'000	2021 £'000
Interest expense	6,240	6,463
Interest income	(5,108)	(5,397)
Cost relating to defined benefit plans included in SOFA	1,132	1,066
Total remeasurements included in SOFA	(27,655)	15,550
Total cost related to defined benefit plans recognized in SOFA	(26,523)	16,616

25) Pensions (continued)

The major categories of scheme assets as a percentage of total scheme assets:

	2022	2021
Equities, hedge funds and commodities	53.5%	65.4%
Gilts and bonds (including LDI)	36.8%	27.0%
Property	7.7%	6.6%
Cash	2.0%	1.0%

	2022 £'000	2021 £'000
Actual return on the scheme assets during the year:		
Actual return on the scheme assets during the year:	1,629	19,805

Principle assumptions expressed as weighted averages:

	2022	2021
Discount rate	2.80%	2.10%
Rate of increase in salaries	1 April 2022: 2.5% (3.4%) 1 April 2023: 2.0% (2.8%) 1 April 2024: 2.0% (2.7%) 1 April 2025: 2.0% (2.6%) 3.25% p.a. thereafter % in brackets include a further allowance for salaries to align with benchmark pay bands over the short term	1 April 2022: 2.5% (2.8%) 1 April 2023: 2.0% (2.6%) 1 April 2024: 2.0% (2.7%) 1.9% p.a. thereafter
Rate of increase in pensions in payment:		
Pre 97 (pre 97 excess over GMP)	3.00%	3.00%
Post 97/pre 07 pension	3.00%	3.00%
Post 07 pension	2.00%	2.10%
Rate of increase of pensions in deferment:		
Pre April 09 (CPI max 5.0%)	3.30%	2.70%
Post April 09 (CPI max 2.5%)	2.50%	2.50%
RPI inflation	3.8% non-pensioner/ 3.6% pensioner	3.30%
CPI inflation	Deduction of 1% on RPI to 2030, 0% thereafter	2.70%

Weighted average life expectancy for mortality tables used to determine benefit obligations:

	2022 Years	2021 Years
Member aged 65 (current life expectancy) - male	22.8	22.6
Member aged 45 (life expectancy at 65) - male	24.2	24.5
Member aged 65 (current life expectancy) - female	24.5	24.7
Member aged 45 (life expectancy at 65) - female	26.7	26.7

26) Comparative statements

INCOME AND EXPENDITURE	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	2021 Total £'000
INCOME AND ENDOWMENTS				
Voluntary income				
Membership subscriptions and donations	47,337	2,826	-	50,163
Legacies	28,429	5,502	-	33,931
Grants, corporates and trusts	17,310	16,800	(341)	33,769
Total voluntary income	93,076	25,128	(341)	117,863
Commercial trading	20,484	-	-	20,484
Investment income and interest	81	-	-	81
Charitable activities				
Fees and grants for services	1,465	-	-	1,465
Land and farming income	2,131	-	-	2,131
Events and media sales	169	-	-	169
Total income from charitable activities	3,765	-	-	3,765
Other income				
Net gains on disposals of fixed assets	190	-	-	190
Total income	117,596	25,128	(341)	142,383
EXPENDITURE ON:				
Cost of raising funds				
Costs of commercial trading	20,864	-	-	20,864
Costs of generating voluntary income	10,920	-	-	10,920
Investment management costs	208	-	-	208
Total cost of raising funds	31,992	-	-	31,992
Net resources available for charitable activities	85,604	25,128	(341)	110,391
Charitable activities				
Managing RSPB nature reserves	28,902	9,901	-	38,803
Research, policy and advisory	18,438	12,162	-	30,600
Education and inspiring support	16,510	87	-	16,597
Supporter care	3,626	-	-	3,626
Total expenditure on charitable activities	67,476	22,150	-	89,626
Total expenditure	99,468	22,150	-	121,618
Net gains/(losses) on investments	3,539	-	-	3,539
NET INCOME/(EXPENDITURE)	21,667	2,978	(341)	24,304
Actuarial (losses)/gains on pension scheme	(15,550)	-	-	(15,550)
NET MOVEMENT IN FUNDS	6,117	2,978	(341)	8,754
Reconciliation of funds				
Total funds brought forward	65,697	161,145	604	227,446
TOTAL FUNDS CARRIED FORWARD	71,814	164,123	263	236,200

26) Comparative statements (continued)

Statement of funds - charity and consolidated for the year ended 31 March 2021

	Total funds 1 April 2020	Income	Expenditure	Other recognised gains/ (losses)	Transfers	Total funds 31 March 2021
	£'000	£'000	£'000	£'000	£'000	£'000
Consolidated						
Unrestricted funds:						
General funds	52,214	117,596	(98,402)	3,539	(6,774)	68,173
Designated land fund	61,654	-	-	-	(669)	60,985
Pension liability	(48,171)	-	(1,066)	(15,550)	7,443	(57,344)
Total unrestricted funds	65,697	117,596	(99,468)	(12,011)	-	71,814
Restricted funds:						
Nature reserves	153,318	3,097	-	-	-	156,415
Other tangible assets	1,382	570	(487)	-	-	1,465
Managing RSPB nature reserves	1,498	8,966	(9,414)	-	-	1,050
Research, policy and advisory	4,784	12,437	(12,162)	-	-	5,059
Education and inspiring support	163	58	(87)	-	-	134
Total restricted funds	161,145	25,128	(22,150)	-	-	164,123
Endowment funds	604	(341)	-	-	-	263
Total funds	227,446	142,383	(121,618)	(12,011)	-	236,200

Analysis of net assets between funds for the year ended 31 March 2021

	Unrestricted funds		Restricted funds	Endowment funds	Total funds 31 March 2021
	General £'000	Designated £'000	£'000	£'000	£'000
Asset type:					
Nature reserves	-	60,985	150,235	-	211,220
Other tangible assets	3,380	-	1,465	-	4,845
Investments	48,300	-	3,533	263	52,096
Current assets	27,407	-	12,753	-	40,160
Current liabilities	(9,190)	-	(3,863)	-	(13,053)
Long-term liabilities	(1,724)	-	-	-	(1,724)
Net assets excluding pension liability	68,173	60,985	164,123	263	293,544
Pension liability	(57,344)	-	-	-	(57,344)
Net (liabilities)/assets	10,829	60,985	164,123	263	236,200



2021 was another bumper year for tooth fungi at Abernethy, with nearly 7,000 fruiting bodies on the North Abernethy track from 12 species.

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To find your nearest office, see: [rspb.org.uk/contactus](https://www.rspb.org.uk/contactus)



The Schools' Wild Challenge programme, which helps teachers build learning about nature into their lessons, has won the 4* category for Wellbeing in the Teach Primary Awards. The awards panel consists of primary school experts and educators. Visit [rspb.org.uk/schoolswildchallenge](https://www.rspb.org.uk/schoolswildchallenge)

Eleanor Bentall (rspb-images.com)

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For more information please email the Events Team at nationalevents@rspb.org.uk or call us on **01767 680551**



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Protecting habitats, saving species
and helping to end the nature and
climate emergency.

**Nature is in crisis.
Together we can save it.**

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