



Norfolk FWAG 2023 Annual Report and Accounts

For the year ended 31 December 2023

Registered No. 07868028
Charity No. 1148844

Registered number: 07868028
Charity number: 1148844

NORFOLK FWAG
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

NORFOLK FWAG
(A company limited by guarantee)

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NORFOLK FWAG
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Trustees	G R Anderson N J Anema J P B Barrett M L Edwards (appointed 5 December 2023) R W Evans (appointed 3 May 2023) T N Guyer S E Lord J J L Mitchell, Chairman M C Rae A R Thornton (resigned 5 December 2023) D C Willis MBE
Company registered number	07868028
Charity registered number	1148844
Registered office	MacGregor Building, Norfolk Showground Dereham Road New Costessey Norwich Norfolk NR5 0TT
Company secretary	D C Willis MBE
Independent examiner	Larking Gowen LLP Chartered Accountants Prospect House Rouen Road Norwich NR1 1RE

NORFOLK FWAG
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their annual report together with the financial statements of the Company for the 1 January 2023 to 31 December 2023. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Policies and objectives

a. Mission Statement

To provide the best independent farm conservation advice and guidance to our members and provide the facilities for environmental opportunities.

b. Vision Statement

Norfolk FWAG will facilitate change on the ground to benefit habitats and species associated with or occurring on farmland.

c. The Charity's Objects

1. By encouraging land owners, farmers and other stakeholders to manage their land in such a way as to promote, the conservation, protection and improvement of the physical and natural environment for the benefit of the public.
2. To advance the education of the public, particularly the farming community and the agricultural sector in conservation and biodiversity.

The activities of the Charity are as follows:

- Support farmers in their work to deliver wildlife conservation within productive farming systems.
- Provide farmers and landowners with the best independent technical advice and practical guidance on environmental enhancement of the farmed environment.
- Preserve natural resources on & off farm, such as soil & water.
- Seek to work with landowners to preserve and maintain the historic environment and landscape heritage inherited by farmers today.
- Inspire and communicate the importance of conservation on farmland to farmers, future generations and the wider public.
- Work in collaboration with partner organisations and other FWAG groups.
- Inform members of wider environmental issues/schemes and access to funding.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Policies and objectives (continued)

d. Norfolk FWAG offers a range of services including:

- Applications for Agri-environment schemes.
- Agreement management, compliance, and claims
- Best practice conservation advice.
- Ecological surveys, habitat management planning and advice.
- Biodiversity offsetting delivery including skylark and newt mitigation.
- Woodland creation applications and management plans.
- Facilitation of farmer groups.
- Farm assurance schemes including LEAF marque LANCEP's.
- Farm Environment Plans.

Report for 2023 - Review of Activities

a. Staff

Henry Walker - Farm Adviser
Nathan Walker – Advisor Team Lead
Sasha Wells – Farm Advisor
Evan Burdett - Assistant Farm Advisor
Marta Gibbons - Assistant Farm Advisor
Sallyanne Brock - Office Manager
Jordan Sharman - Commercial Manager (from October 2023)
Bea White - Haper Adams University placement student (12 months from July 2023)

Clarke Willis took the role of Executive Director from December 2022, not employed by Norfolk FWAG and still a Trustee and Company Secretary, working with the team to support and develop the staff to take the organisation forward.

As a benefit of the considerable bursary received from the Estate of Mary Bloomfield, Trustees were keen to provide providing a bursary for a student gaining a professional qualification in Environmental Land Management. A scholarship with a placement year employment at Norfolk FWAG was agreed with Harper Adams University and we welcomed Bea White as our first placement student. To be called the Bloomfield Bursary in recognition of our benefactor.

b. Trustees

Joe Mitchell continued through 2023 as Chairman. In May 2023 Richard Evans was co opted onto the Board of Trustees and confirmed at the November 2023 AGM, when Mike Edwards was also appointed as a Trustee. Andy Thornton, having served his term, stood down as a Trustee at the November 2023 AGM and we thank him for his service.

c. Relocation of Offices

Our new offices which we relocated to in January 2023 have worked very well and better suited our purposes.

Our office address is The Townsend Room, MacGregor Building, Norfolk Showground, Dereham Road, New Costessey, Norwich, NR5 0TT.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Report for 2023 - Review of Activities (continued)

d. Review of Activities

During 2023 the Norfolk FWAG team were busy with a whole range of environmental work:

Chargeable

- Countryside and Environmental Stewardship care and maintenance.
- Countryside Stewardship applications
- NCC Woodland Creation Accelerator Fund and hedgerow planting
- Woodland Management Plans.
- Farm Assurance Schemes
- Ecological surveys

Project

- Facilitation Funds – landscape scale conservation
- Norfolk Ponds Project
- Broadland Test & Trials Land Management Board and the role of a local convenor
- Royal Countryside Fund Farm Resilience Programme

e. Events

Norfolk FWAG organised several walks to showcase Norfolk farms which effectively integrate environmental management into their farming business. There were around 60 attendees at each event including farmers, landowners, environmental specialists, and the public, both members and non-members of Norfolk FWAG. We acknowledge the support of Ashtons and Anglian Water for the farm walks and the AGM.

The annual Norfolk FWAG Farm Conservation MacNicol Trophy competition for the Ian MacNicol Memorial Trophy was held. The winner was James Bucher, Hall Farm, Knettishall with Neville Drake (Barton Turf) and William Dorsey (Beeston Hall) highly commended.

Through the Prince's Countryside Trust Farm Resilience Programme, we co-ordinated free business skills training to family farms across Norfolk through a programme of workshops.

f. Partnership Working

Norfolk FWAG continued to represent farmers and landowners on the Broads Land Management Group, Norfolk Coast Partnership, Broads Biodiversity Partnership, Norfolk Local Access Forum, NBIS Steering Group, Waveney Catchment Partnership, and Broadland Catchment Partnership.

g. Funding Bids

We were successful in partnership project applications for treasury funding including the Broads Peat Partnership. We were involved in the inception phase of the West Norfolk Nature Network landscape recovery bid.

We were also successful with our tender to Defra, as co leads of the East of England FWAG Consortium, to deliver Countryside Stewardship advice and options appraisal across the East and Southeast of England, through the Farm and Land Management Advice framework in 2023.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Financial Review

Income statements and forecast summaries are compiled each month and distributed to the Trustees at Board meetings. Age of debt reports are produced quarterly. Board meetings minutes are distributed to the Trustees. 2023 was a year of consolidation with expanded staff numbers and new offices in place we needed to build on the foundations we have and put future structures in place. Trustees agreed to use some of the Legacy funds

Total income for the period was £248,177 (2022: £244,267) and expenditure was £224,216. At the year end the Balance Sheet value was £222,606.

The table below shows the split of sources of income:

	2023 (£)	2022 (£)
Total turnover	248,177	244,267
Chargeable income	101,782	104,839
Project	85,692	48,455
Membership	59,228	55,555
Grants/sponsorship incl. interest	1,475	5,368
Legacies	-	30,050

Reserves Policy

An outline policy on reserves was agreed when Norfolk FWAG was incorporated on 1 December 2011. Reserves have been built up over the years and maintained at a level which ensures that Norfolk FWAG's core activity could continue during a period of any unforeseen difficulty. The reserves themselves are to be as cash reserves with the bank and therefore readily realisable. Expenditure is carefully managed and forecasted. Taking into consideration projected salary and administration costs the target reserves was increased with a separate 'Legacy Fund' investment for the longer term.

Consideration by the Trustees is given to the actual risks associated with income and expenditure. A summary of the risks to income are:

- Reduced desire from landowners and tenants to enter new Agri-environment schemes when existing agreements expire in anticipation of higher financial rewards from a new scheme in 2024 or rollover/mirroring of existing agreements
- Competition from land agents and other advisers in Norfolk

At 31 December 2023 the charity had unrestricted funds of £222,606 (2022: £272,828). There are no restricted funds.

The trustees agreed that under its Charitable status Norfolk FWAG has a sound financial footing.

Funds Held as Custodian

The Charity administers the Connecting Nature Fund Grant Scheme on behalf of Norfolk County Council, which is for projects to lessen the impact on the wider environment of large-scale development. The charity has no entitlement to the fund and hence it is not recognised as income of the charity and is held in a separate bank account.

NORFOLK FWAG
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Structure, governance and management

a. Constitution

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 1 December 2011 which was subsequently amended on 30 May 2012.

The principal object of the company is to encourage land owners, farmers and other stakeholders to manage their land in such a way as to promote for the benefit of the public, the conservation, protection and improvement of the physical and natural environment. Also, to advance the education of the public, particularly the farming community and the agricultural sector in conservation and biodiversity.

b. Methods of appointment or election of Trustees

The Charity has put in place a succession plan for both the Board to keep a fresh business approach.

The Trustees, who have many combined years in the charitable and commercial sectors have all been provided with additional guidance; A summary version of the Charity Commission's Essential Guide, Norfolk FWAG Annual Business Plan and Norfolk FWAG Management Accounts on a regular monthly basis.

c. Organisational structure and decision-making policies

As well as the trustees and board of directors the charity has an executive steering group and three full time members of staff. The day to day running of the Charity is managed by the Chairman, Vice Chairman and Company Secretary.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

NORFOLK FWAG
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

Statement of Trustees' responsibilities (Continued)

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:

D C Willis MBE
Trustee
Date:



31/07/24

NORFOLK FWAG
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INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

Independent examiner's report to the Trustees of Norfolk FWAG ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

Responsibilities and basis of report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

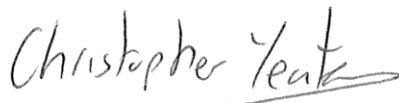
Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed: 

Dated: 1 August 2024

Christopher Yeates FCA DChA

Larking Gowen LLP

Chartered Accountants

Norwich

NORFOLK FWAG
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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:				
Donations and legacies	3	500	500	30,050
Charitable activities	4	245,999	245,999	213,729
Investments		1,678	1,678	488
Total income		<u>248,177</u>	<u>248,177</u>	<u>244,267</u>
Expenditure on:				
Charitable activities		298,399	298,399	224,216
Total expenditure		<u>298,399</u>	<u>298,399</u>	<u>224,216</u>
Net movement in funds		<u>(50,222)</u>	<u>(50,222)</u>	<u>20,051</u>
Reconciliation of funds:				
Total funds brought forward		272,828	272,828	252,777
Net movement in funds		(50,222)	(50,222)	20,051
Total funds carried forward		<u><u>222,606</u></u>	<u><u>222,606</u></u>	<u><u>272,828</u></u>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 12 to 21 form part of these financial statements.

NORFOLK FWAG
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REGISTERED NUMBER: 07868028

BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	9	8,079	5,567
Investments	10	20	20
		8,099	5,587
Current assets			
Debtors	11	52,536	45,433
Cash at bank and in hand		275,929	346,419
		328,465	391,852
Creditors: amounts falling due within one year	12	(113,958)	(124,611)
Net current assets		214,507	267,241
Total assets less current liabilities		222,606	272,828
Total net assets		222,606	272,828
Charity funds			
Restricted funds	13	-	-
Unrestricted funds	13	222,606	272,828
Total funds		222,606	272,828

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BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2023

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

D C Willis MBE
Trustee



Date: 31/07/24

The notes on pages 12 to 21 form part of these financial statements.

NORFOLK FWAG
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. General information

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company. The registered office of the company is Macgregor Building, Norfolk Showground, Dereham Road, New Costessey, Norwich, Norfolk, NR5 0TT.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

Norfolk FWAG meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Company, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following basis:

Plant and machinery	- 33% Straight line
---------------------	---------------------

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

The Company only 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.13 Fund accounting

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

Investment income, gains and losses are allocated to the appropriate fund.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

3. Income from donations and legacies

	Unrestricted funds 2023 £	Total funds 2023 £
Grants	500	500
	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Donations	50	50
Legacies	30,000	30,000
	30,050	30,050

4. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £
Subscriptions and joining fees	59,228	59,228
Countryside stewardship	60,252	60,252
Other consultancy	24,937	24,937
Projects work	85,692	85,692
Woodland management	4,312	4,312
Training and events	2,000	2,000
Species/Habitat surveys	1,815	1,815
Assurance schemes	975	975
Sales of goods	3,488	3,488
Sponsorship	2,600	2,600
Teaching	700	700
	245,999	245,999

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

4. Income from charitable activities (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Subscriptions and joining fees	55,555	55,555
Countryside stewardship	68,177	68,177
Other consultancy	27,063	27,063
Projects work	48,455	48,455
Woodland management	4,181	4,181
Training and events	900	900
Species/Habitat surveys	2,125	2,125
Assurance schemes	5,368	5,368
Sales of goods	905	905
Sponsorship	1,000	1,000
	<u>213,729</u>	<u>213,729</u>

5. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Total funds 2023 £
Direct costs	298,399	298,399
	-	-
	<u>298,399</u>	<u>298,399</u>
	<i>Activities undertaken directly 2022 £</i>	<i>Total funds 2022 £</i>
Direct costs	224,216	224,216

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

5. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2023 £	<i>Total funds 2022 £</i>
Staff costs	192,640	176,559
Depreciation	4,305	1,891
Office, rent, light and heat	7,751	10,963
Travel costs	6,736	5,751
Subscriptions	3,600	2,615
Office consumables	6,516	4,416
Insurance	3,267	2,669
Website and marketing	4,726	275
Postage	1,644	656
Sundry	2,535	2,346
Telephone	2,357	1,597
Training	2,731	1,747
Project costs	29,431	4,821
Event costs	4,678	1,831
Professional fees	16,175	2,065
Bad debts	1,620	2,107
Bank charges	542	507
Scholarships	5,125	-
Accountancy costs	2,020	1,400
	298,399	224,216

6. Independent examiner's remuneration

	2023 £	<i>2022 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	1,750	1,650

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

7. Staff costs

	2023	2022
	£	£
Wages and salaries	171,814	<i>154,485</i>
Social security costs	10,342	<i>10,045</i>
Contribution to defined contribution pension schemes	10,484	<i>12,029</i>
	<u>192,640</u>	<u><i>176,559</i></u>

The average number of persons employed by the Company during the year was as follows:

	2023	2022
	No.	No.
	7	<i>9</i>

No employee received remuneration amounting to more than £60,000 in either year.

Remuneration and benefits received by key management personnel in the year totalled £192,640 (2022: £176,559)

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 December 2023, no Trustee expenses have been incurred (2022 - £NIL).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

9. Tangible fixed assets

	Plant and machinery £
Cost or valuation	
At 1 January 2023	14,316
Additions	6,817
	<hr/>
At 31 December 2023	21,133
	<hr/>
Depreciation	
At 1 January 2023	8,749
Charge for the year	4,305
	<hr/>
At 31 December 2023	13,054
	<hr/>
Net book value	
At 31 December 2023	8,079
	<hr/> <hr/>
<i>At 31 December 2022</i>	5,567
	<hr/> <hr/>

10. Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 1 January 2023	20
	<hr/>
At 31 December 2023	20
	<hr/> <hr/>

NORFOLK FWAG
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

11. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	29,218	26,693
Prepayments and accrued income	23,318	18,740
	52,536	45,433
	52,536	45,433

12. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	4,031	6,146
Other taxation and social security	20,472	18,399
Pension fund loan payable	1,288	1,332
Other creditors	27,866	37,868
Accruals and deferred income	60,301	60,866
	113,958	124,611
	113,958	124,611

Included within other creditors is £27,866 (2022: £37,868) relating to the Connecting Nature Fund Grant Scheme and Skylark project. The charity administers the fund on behalf of Norfolk County Council. The fund is for projects to lessen the impact on the wider environment of large scale development. The charity has no entitlement to the funds and hence it is not recognised as income of the charity. The balance at the 31 December represents funding yet to be distributed. Total fund receipts in the year were £Nil (2022: £Nil) and £10,002 (2022: £2,852) was paid out during the year.

NORFOLK FWAG
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

13. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
Unrestricted funds				
General Funds - all funds	<u>272,828</u>	<u>248,177</u>	<u>(298,399)</u>	<u>222,606</u>

Statement of funds - prior year

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
Unrestricted funds				
General Funds - all funds	<u>252,777</u>	<u>244,267</u>	<u>(224,216)</u>	<u>272,828</u>

14. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £10,484 (2022: £12,029). There were contributions payable to the fund at the balance sheet date and are included in creditors of £1,288 (2022: £1,332).

15. Related party transactions

During the year, Swallow Barns Group Limited, a company jointly controlled by D C Willis MBE, a trustee, charged the charity £15,700 (2022: £1,600) for management and development services.

