

**DURHAM
WILDLIFE TRUST
BUSINESS PLAN
APRIL 2021 TO
MARCH 2024**



***Nature restored
from Tees to Tyne***



Vision: Nature restored from Tees to Tyne

Our Mission -

To restore wildlife from the Tees to the Tyne with the backing of our members, supporters, partners and wider society; providing opportunities for participation, education and enhanced wellbeing.

Our aims

- To engage our members, supporters, partners and wider society in the restoration effort.
- To manage our nature reserves primarily for the benefit of wildlife and to the highest possible standards.
- To educate people and organisations about the importance and value of wildlife, encouraging them to take action to restore species and habitats and to support the work of DWT by becoming members and supporters.
- To deliver species and habitat restoration projects across land and sea that seek to maximise their effectiveness by operating at the largest possible scale, achieving 30% of land for wildlife by 2030.
- To operate high quality visitor facilities that provide opportunities to engage people in wildlife restoration and encourage their active support and participation.
- To act as an advocate for wildlife to influence local and national government and wider society.
- To operate in a financially, socially and environmentally sustainable way.
- To provide a high quality working environment for a workforce that is representative of our region.

All our work is informed by these statements:

- > Wildlife is in crisis.
- > Wildlife is intrinsically important.
- > Wildlife enhances human health and wellbeing.
- > Wildlife contributes to our economy.
- > We represent all sections of society.
- > We lead by example.



By the end of March 2024 Durham Wildlife Trust will have -

- **Increased wildlife diversity and abundance from Tees to Tyne, working towards 30% of land for wildlife by 2030.**
- **Increased support for the restoration of nature from the Tees to the Tyne.**
- **Improved its own environmental performance so it can lead by example.**

That will be achieved by -

Nature Conservation

- 50 nature reserves by July 2022
- Nature Recovery Strategies in all local authority areas by end of 2022.
- Biodiversity offsetting and carbon sequestration providing new sites for wildlife across all local authority areas by end of 2023
- Improved accessibility for all DWT nature reserves by April 2024.

Working with people

- Face to face engagement with over 4000 people every year and an annual digital reach of 4,000,000 by 2024.
- Increasing unrestricted income from supporters to £370,000 by 2024.
- Be in a position to secure significant funding for work focused on the health and wellbeing benefits of nature by end of 2022.

Improving our organisation

- Implementing the Xledger financial management system with roll out across the Trust by July 2021.
- Achieving Investors in the Environment (IIE) Silver accreditation by the end of 2023.
- Maintaining a minimum of six months unrestricted reserves throughout the plan period, with budgets set to generate an annual surplus.
- Developing and implementing a staff and volunteer development programme by 2022.

	2021	2022	2023	2024
50 Nature Reserves	45 reserves by the end of 2021	50 reserves by July 2022	Ongoing management and acquisitions	Ongoing management and acquisitions
Nature Recovery Strategies	Learn from findings of DEFRA pilot studies	Support local authority Local NRS development	DWT actively delivering Local NRS	DWT actively delivering Local NRS
Funding Innovation	Launch Wilder Carbon and develop approach to biodiversity credits	Wilder Carbon and biodiversity credits income delivers wildlife restoration	Funds from carbon and biodiversity credits integrates with Local NRS delivery	Ongoing delivery
Accessibility	Accessibility audit of DWT sites	Programme of accessibility improvements begins	Ongoing implementation	Ongoing implementation
Face to Face	3000 people engaged face to face	3250 people engaged face to face	3500 people engaged face to face	4000 people engaged face to face
Online (web and social media)	1,082,000	1,194,500	1,275,750	1,332,000
Staff and Volunteer Development	Staff and volunteer development programme underway	Full programme roll out from April 2022	Ongoing implementation	Ongoing implementation
Health and Wellbeing	Data collection and analysis developed	Bids submitted for nature recovery delivering health and well-being	Ongoing implementation	Ongoing implementation
Xledger	Xledger implementation and training by July 2021	Ongoing implementation	Ongoing implementation	Ongoing implementation
IIE	Implement environmental monitoring systems	Bronze accreditation achieved	Silver accreditation achieved	Ongoing implementation
Financial Reserves	Minimum of 6 months unrestricted reserves maintained	Minimum of 6 months unrestricted reserves maintained	Minimum of 6 months unrestricted reserves maintained	Minimum of 6 months unrestricted reserves maintained
Unrestricted Supporter Income	£330,000	£350,000	£360,000	£370,000