Ashdown Forest
Annual Report
2017/18
THE CONSERVATORS OF ASHDOWN FOREST
www.ashdownforest.org
The financial year under review has witnessed significant developments and fresh challenges, particularly with the delayed receipt of the Countryside Stewardship payment from Natural England which caused cash flow issues and delayed operations. We were greatly assisted by our MP, Nus Ghani, in bringing this difficulty to the attention of the Secretary of State.

The loyalty and commitment of the Forest’s staff, volunteers and Forest devotees alike has enabled us to continue to work collaboratively with our stakeholders who share the same commitment to manage and protect the special environment of Ashdown Forest.

Progress with the Review of the Forest’s Governance has been disappointingly slow. One of our key priorities is to ensure a smooth transition from the existing governance arrangements to a new corporate organisation enjoying charity status. To that end, our Director and the legal team at County Hall have been working on the relevant applications. While the organisational change will be significant, we think it will, in the long term, deliver major benefits for the future of the Forest in terms of its conservation and protection.

The Conservators remain committed to high standards of governance, accountability and transparency in the way in which the Forest’s business is conducted and it is right for me to thank fellow Board members, particularly the Chairs of the various Committees for the time and effort they put in ensuring the work of Board is properly conducted. In that regard it is proper to record the Board’s thanks to Philip Glyn, a long standing Conservator, former Chair of the Conservation Committee and former Chair of the Board, who retired from the Board at the end of the financial year.

I also thank the Friends of Ashdown Forest, the Trustees of the Ashdown Forest Conservation Trust for their considerable contribution and finally officers at County Hall acting on behalf of the Ashdown Forest Trust for their help to the Board during the year.

Richard Stogdon

Cllr Richard Stogdon, Chairman of the Board of Conservators
About Ashdown Forest

Historic Context

Ashdown Forest extends to some 2630 hectares (6500 acres) of common land set aside by the Royal Commission in 1691. It is an ancient area of tranquil open heathland occupying the highest sandy ridge-top of the High Weald Area of Outstanding Natural Beauty. It is one of the largest free public access spaces in the South of England.

Although Ashdown Forest is seen as a wild and natural place the way it looks has been directly influenced by the activities of man over the course of millennia. The Forest has a strong manufacturing as well as agricultural element to its history. It was used extensively for grazing, fuel production for hearths and smelting, iron working, timber production and, of course, hunting by the elite.

Ownership and Management

In 1987 the then owner of Ashdown Forest, Earl de la Warr, indicated his intention to sell the Forest and Manorial Rights, and on 25 November 1988 East Sussex County Council (ESCC) acquired the freehold. This is held by ESCC as Trustee under the terms of the Ashdown Forest Trust, set up in 1988.

The statutory duty and responsibility for managing Ashdown Forest lies with an independent body, the Board of Conservators of Ashdown Forest. Eight members are appointed by East Sussex County Council, two are appointed by Wealden District Council, five are elected by local Commoners and one (the Chairman of the County Council) represents the owner of the Forest.

Originally set up in 1885, the Board has been regulated under a series of Acts of Parliament, the most recent being the Ashdown Forest Act 1974. There, in section 16, it is stated that...

"It shall be the duty of the Conservators at all times as far as possible to regulate and manage the forest as an amenity and place of resort subject to the existing rights of common upon the forest and to protect such rights of common, to protect the forest from encroachments, and to conserve it as a quiet and natural area of outstanding beauty".

Protection and Designations

Ashdown Forest's ecological importance as a unique area of lowland heathland has been recognised by its designation by the UK government as a Site of Special Scientific Interest (SSSI) and as a Special Protection Area (SPA) for birds and a Special Area of Conservation (SAC) for its heathland habitats. It is part of the European Natura 2000 network as it hosts some of Europe's most threatened species and habitats.

Subsequent Legislation

Subsequent legislation that affects the management of the Forest includes The Wildlife and Countryside Act, the 1992 EC Habitats Directive, the Countryside and Rights of Way Act (CRoW), the Commons Act, The Natural Environment and Rural Communities Act (NERC), the Conservation of Habitats and Species Regulations. This extensive legislation relates mostly to protection of wildlife but also to the duties of local authorities regarding biodiversity and to the status of Common Land in the modern age.
Highlights from the Director
Pat Buesnel

Volunteers
159
Volunteer hours provided 8000

Staff

There have been several changes to the staff team this year – we have said ‘goodbye’ to Ranger Mike Yates, Centre Administrator Charlie Baines, Grazing Assistant Joe Wallis and Countryside Worker Tom Simon. We have welcomed to the team James Clow, firstly as Centre Administrator and more recently as North Chase Ranger, Katherine Meade as Centre and Business Development Manager, Dan Graeme as Grazing Officer and Duncan Thatcher as Countryside Worker, all of whom quickly settled into the busy and varied day to day life of Ashdown Forest.

Volunteers

Our volunteers continue to support us in many ways, giving freely of their time and enthusiasm. Mounted and Volunteer Rangers, Information and Conservation volunteers, the Bird Group and Research volunteers, those who run the Pop-Up Café and help with events, Walk Leaders and Stock Lookerers – 161 in all, who during the year gave us a fantastic 6,394 hours of their time! And, of course, we continue to welcome Hookstead (formally Southview) Close volunteers who are very much part of our team. In addition, we have increased the number of ‘corporate’ volunteering days on offer. It was pleasing to receive an Aviva Award this year in recognition of the contribution our volunteers make to the management of the Forest.

The Friends of Ashdown Forest

The Friends have once again given us tremendous support over the year. Two very generous grants have enabled us to carry out the much-needed resurfacing of Long, Broadstone and King Standing car parks and, after many years of various negotiations, the purchase of 12.75 acres of woodland adjacent to the Forest Centre - a wonderful addition particularly for use by the Education Programme. The Friends hosted on our behalf a very enjoyable Cheese and Wine Tasting fundraising evening in partnership with the High Weald Dairy and Bluebell Vineyard which was enjoyed by one and all!
**Remembrance Sunday**

The annual gathering at the Airman’s Grave has over the years become increasingly popular with local residents and those from further afield. Once again, this year’s event passed smoothly thanks to the excellent planning and management by staff and a team of 17 volunteers. Approximately 1600 people, young and old, walkers, riders and runners were in attendance on a dry, cold day, and to the delight of all the Tiger Moth flew and poppies were dropped. Wreaths were laid by the Conservators, Friends, Maresfield Parish Council, Uckfield and Crowborough Running Clubs and two scout groups.

**Dog Waste Bins**

Dog Waste, the subject of much heated debate and discussion, is a massive issue not only people out and about on the Forest but for staff and volunteers. This year, due to the continuing thoughtlessness and laziness of some of the many dog walkers, and the number of complaints and concerns raised by children, teachers and parents using the Education Programme, the Conservators, with a generous donation from Fairwarp Community Society, agreed to a two-year trial of Dog Waste Bins in the Forest Centre and Broadstone car parks. (The costs associated are approximately £200 per bin to purchase and £288 per bin, per annum to empty)

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**School visits**

79

**Children reached through Education programme**

2915
A successful year in terms of the Countryside Stewardship scheme targets, though the grazing programme was hampered by further problems with the invisible fencing technology. Machinery breakdowns, staff absences and recruitment also impacted our ability to carry out management work. Despite this, the majority of targets were met or exceeded.

Towards the end of the year, the Grazing team was restructured to allow the Lead Grazing Officer to focus on a public consultation exercise during 2018, with Dan Graeme becoming full-time to cover management of the Forest’s livestock. Bob Kennedy was recruited as Volunteer Coordinator, which should allow us to greatly expand our volunteer effort and extend it to more areas of the Forest. Finally, North Chase Ranger Mike Yates retired at the end of the year; he has been replaced by James Clow, who has settled in well.

Overall, it was a good year for the iconic species of the Forest, with orchids in particular appearing to flourish and good numbers of Dartford warblers.

Approximately 8ha of gorse scrub was burnt in March 2017, with mixed results. As an experiment, burnt gorse at Wren’s Warren was subsequently cut with a forest mulcher to remove the dead standing stems, in the hope that this would encourage follow-up grazing by ponies. Early results are promising, with a big increase in the population of Round-leaved sundew.

In-house scrub clearance began in an interesting area of acid grassland behind Twyford car park which was being lost to birch scrub. Work then moved on to the Mardens Hill area in November and continued through into 2018. The in-house team have also carried out pine clearance in a number of areas, as a wet-weather alternative to birch removal.

The new cut and collect machine has continued to perform well, covering an area of 61ha. In addition, external contractors covered 12 ha, giving a total cut area of 73ha.

The bracken spraying programme involved the re-spraying of areas treated in 2016 plus a first treatment of several new areas; these will be given their second spray in 2018. The total area sprayed was 16.6ha. In total, nearly 90ha of bracken received some form of management during the year.
**Grazing Project**

We have grazed 248 acres of the SSSI this year. The season’s grazing was disrupted by failures in the invisible fence systems and a lengthy outbreak of New Forest Eye (pink eye or Infectious Keratoconjunctivitis) in the cattle.

This involved the Commoner’s cattle on the South Chase, and both the Sussex herd and Bob Felton’s cross bred youngsters that were being used for grazing in invisible fencing loops. Treatments meant that cattle were removed from the Forest and many hours were spent on gathering and repeat treatments of the infected eyes.

**Deer Project**

Since the last report there appears to have been a slight decline in the number of deer vehicle collisions in the local area, though it is too soon to be certain that this is as a result of the cull. The 2017/18 cull accounted for 122 individual fallow deer, mainly concentrating on adult females of breeding age. There have been no issues with the public whilst out stalking; in fact, all members of the public who have expressed an opinion have been very pleased that something is now being done about the deer on the Forest.

A deer chiller was installed at the Forest Centre and received a 5-star Food Hygiene rating. Venison sales have mostly been in the form of carcasses to the wholesale market and meat boxes to the public when required. It is hoped that meat will be processed and packed in-house in 2018-2019, but there are issues around space and the time taken to deal with meat orders to be addressed before this can be implemented. In-house butchery will greatly increase the financial value of each carcass.

The partnership with Wakehurst Place is continuing and proving popular with staff and visitors.

At Kew’s request, our cattle were grazed at Wakehurst for the first time this winter on well-fenced grasslands, and two calves were born on site.
Clerk’s Report
Kirsty Dirs

Annual Commoners’ Meeting 2018

The Annual Commoners meeting due to be held on March 2nd 2018 was postponed to Friday 11th May due to adverse weather conditions. Following the early retirement of Commoner Conservator Philip Glyn, and the retirement by rotation of Roy Galley, a double election was held. Nick Mawdsley won the five year election with 21 votes to Roy Galley’s 12 votes and Susan McAll’s 11 votes and as Mr Mawdsley was assumed to be elected for the full five year term, Ms McAll was elected to the Board of Conservators by default.

Bye-Law Breaches

Legal Services at County Hall (East Sussex County Council) have provided valuable assistance in a number of Bye-law breaches committed on Ashdown Forest, and, on Friday 26th January 2018, the case of Camille Griffin v The Conservators was heard at Hastings Magistrates Court.

Ms Griffin of Horney Common, found guilty in her absence, was fined £350 with a £35 victim surcharge and made to pay legal costs of £624 for offences under Bye-law 6 (out of control dogs). Ms Griffin’s dog (a husky) was out of control in a grazing area and was witnessed attacking sheep.

Another serous dog incident in October 2017 involved Henry Osborne being ferociously attacked by a dog whilst trying to protect his sheep. Mr Osborne suffered appalling facial injuries as a result of this attack and the police launched a widespread appeal to identify the owner of the dog(s). The matter attracted substantial media attention.

Fly-tipping remains the most prevalent issue straining the resources of the team. A huge fly-tip was dumped on the Forest in October 2017 adjacent to the Ridge Road. The dumped waste amounted to an entire house clearance and was discarded in daylight during rush hour. Through publicising the breach on social media, two very generous approaches were made by local companies to clear the waste. The breach was shared over 130,000 times on social media.

The Forest also experienced a number of dumped cars set ablaze on Forest land, littering the car park with glass and metal shards.

2017/2018 saw an increase in drone misuse with a number of incidents involving drone pilots pursuing livestock into a road, chasing horses and riders and intimidating the public. Through the kind assistance of staff at both National Air Traffic Services (NATS) and the Civil Aviation Authority (CAA), Ashdown Forest has now been added to the ‘No Fly Drone’ app with the no-fly zone marked in pale blue on the map.
Ashdown Forest Bye-law Breaches

Bye-law 2: Driving/cycling on Forest
Bye-law 3: Camping
Bye-law 4: Lighting fires
Bye-law 5: Fly tipping/dumping garden waste
Bye-law 6: Out of control dogs
Bye-law 7: Riding without a permit
Bye-law 8: Cutting/destroying trees
Bye-law 9: Cutting/destroying/injuring animals
Bye-law 10: Fishing in the forest
Bye-law 11: Erecting a booth on the Forest
Bye-law 12: Making up track without consent
Bye-law 13: Flying aircraft/drones
Bye-law 14: Damaging and defacing Forest notices
Bye-law 15: Unauthorised notices
Bye-law 16: Damaging and defacing Forest notices
Bye-law 17: Obstruct, disturb, interrupt or annoy an other person

2015/2016
2016/2017
2017/2018
Sheep Proof your Dog Training

Specialist walks

Calling in the Birds

Wreath making workshop
Thank you for all your positive support for the **Southview Volunteers**.

I really appreciate your open-minded attitudes and involvement — it means a lot to the group. You are wonderful people to work with, thank you!

We visited the forest last week and enjoyed a lovely walk admiring the heathers. Thank you for the work you do so that others can enjoy.

St Mary's Catholic Primary School, Portslade

We couldn’t have enjoyed our day more! Lisa is an expert in Stone Age facts and passed on so much knowledge and practical experiences which we are now able to take back into the class to continue and enrich our learning. The children adored making shelters and collecting nuts. They loved the ramble through the forest pathways and exploring how wood and stone was used.

Many thanks Lisa for such a fab day!

Thanks for Dawn Chorus, fun and very informative walk. Thanks to Clive and Shaun who gave a good insight into the conversation of bird life on the Forest and the history of the Forest. Clive had an amazing knowledge of bird song.

Vachery Gorge. Fantastic job in clearing it out the difference is amazing.

Thank you so much for your time this morning. Felix is inspired by your chat and we’ve spent the day discussing deer and pumas and birds of prey!
A new commercial Fitness Licence has been introduced following a number of queries regarding personal training and group fitness sessions on the Forest. The terms of the licence will be reviewed according to demand.

Three competitive bids were received for the Ice Cream Licence for the five year period 2018-2022. The Licence was awarded to the most competitive tender which was unexpectedly withdrawn for personal reasons. Consequently, the Licence was re-awarded to PWW Ice Cream.

“Goodbye Christopher Robin” (20th Century Fox), shot on Ashdown Forest in October 2016 was released in cinemas in September 2017. The film was a behind-the-scenes look at the life of A.A. Milne. The film generated a lot of interest with local news and media sources promoting the movie.

Filming for “Christopher Robin” (Disney) was undertaken in September 2017 with the film due for release in August 2018. The film focuses on an adult Christopher Robin who encounters his childhood friend Winnie-the-Pooh, who helps him to rediscover the joys of life.

Property Licences remained buoyant with house sales on the Forest ever popular.
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Management Information Overview 2017/2018
SUMMARY
The overall budget summary for 2017/18 shows a surplus of £33,000*1.

The surplus can be attributed in part to increased income in several areas including the Countryside Stewardship (CS) recharge, a generous increase in donations to the Forest (double the budgeted figure), a 25% increase in the sale of riding permits and a 20% increase in meat products sold (lamb, beef and deer carcasses).

Also, for the second year running expenditure had to be controlled during December and January as the expected CS funding (£385,000) was again delayed, causing significant cash flow issues and delaying operations. The Conservators were finally in receipt of payment from Natural England in February 2018.

Due to the late receipt of payment of CS funding for 2017 there is a large amount of cash on deposit (in the bank) at year end 31 March 2018 (£570,000). This will be used to fund both the Core and CS programmes until further funding is received. NE has not provided a CS payment schedule therefore the Conservators do not know when the next payment will be received.

It is important to clarify that the Reserves Balance of £767,000 includes £270,000 accrued income for the remainder of funding due to be received from Natural England for the year – that is, the actual amount available in the bank is £570,000 not £767,000.

A Big Thank You to the Parish and Town Councils of:

Ashurst Wood       Forest Row
Buxted            Hartfield
Danehill          Maresfield
East Grinstead    West Hoathly
Fletching         Withyham

for responding so positively to our request for a financial contribution towards the management of the Forest. As some of our key Forest communities your continuing support is greatly appreciated.
It is the Board's policy to maintain an Overheads Reserve equal to six months’ salaries and administration costs for the Core Budget and six months’ staff costs for the Countryside Stewardship Budget.

The Board maintain Restricted Discretionary Reserves which are allocated to earmarked projects or cost centres, to be reviewed annually. This Reserve includes the carry-over of restricted funds which have been received for specific purposes.

Higher Level Stewardship (HLS) funding was a specific grant received from the Rural Payments Agency (RPA) for a ten year conservation programme which preceded Countryside Stewardship. Natural England confirmed they were satisfied that the Conservators had delivered all the objectives of the programme and that the surplus could be used ‘within the spirit of the HLS agreement objectives’ but acknowledged that as the funding was being paid in arrears – which transpired to be one year in arrears as opposed to the scheduled six months – then the funding could be used to support cash flow management. This funding is used consistently to help bridge the gap as the Conservators continue to experience delays receiving funding from RPA/Natural England.

Funding from Supporting Organisations
Generous funding from supporting organisations such as The Friends of Ashdown Forest, The Ashdown Forest Conservation Trust, Wealden District Council and Ashdown Forest Riding Association have enabled the Conservators to carry out essential work at the Forest Centre therefore reducing operations expenditure in the core budget.

The Conservators are also grateful for funding received from the Aviva Community Fund, Fairwarp Community Association and Ashurst Wood Village Council.
### INCOME SUMMARY – Core Budget Only

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<th>Year</th>
<th>Description</th>
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<th>2017/18 £</th>
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<tr>
<td>2016/17</td>
<td>Licences and Wayleaves</td>
<td>172,020</td>
<td>173,075</td>
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<td>Countryside Stewardship Recharge</td>
<td>105,546</td>
<td>109,478</td>
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<td>Grants (primarily East Sussex CC, Wealden DC)</td>
<td>88,800</td>
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<td>Charitable Receipts and Donations</td>
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<td>72,811</td>
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<td>Forest Rate</td>
<td>21,623</td>
<td>23,095</td>
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<td></td>
<td>Sundry Receipts (primarily meat sales)</td>
<td>16,782</td>
<td>19,806</td>
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<td></td>
<td>Visitors</td>
<td>14,646</td>
<td>15,225</td>
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<td>3,154</td>
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<td>TOTAL UNRESTRICTED CORE INCOME</td>
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<td>Restricted Funds (designated for a specific purpose)</td>
<td>61,343</td>
<td>185,684</td>
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<td>TOTAL CORE INCOME</td>
<td>555,721</td>
<td>681,835</td>
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### EXPENDITURE SUMMARY – Core Budget Only

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<th>Description</th>
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<th>2017/18 £</th>
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<td>2016/17</td>
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<td>Expenditure from ring-fenced funding</td>
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<td>Administration Overheads</td>
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<td>Operational Expenses</td>
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<td>Financial (primarily VAT)</td>
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<td>Visitors</td>
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<td>Forest Centre Development (now reported under ring-fenced funding)</td>
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<td>TOTAL Non-Capital Expenditure</td>
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<td>Capital Expenditure</td>
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<td>TOTAL CORE EXPENDITURE</td>
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The financial information presented here is extracted from the full annual audited accounts. Its purpose is to highlight visually the different segments of the Board’s Income and Expenditure for the year. To view a full set of these accounts please visit [www.ashdownforest.org](http://www.ashdownforest.org).

*1 figures are rounded up for the purpose of this report.
The Conservators continue to rely on the recharge from the conservation contract with Natural England to provide a significant proportion of the unrestricted income available for the Conservators' Core budget – this year 22% of the core income resulted from this recharge. A multiplier is added to the cost of staff funded by Natural England in order to cover overheads at the Forest Centre. This also includes a charge to the CS budget for time spent by Rangers and Countryside Workers on CS projects.

Although Licences and Wayleaves account for 30% of the unrestricted Core budget, much of this income is from a large payment of consolidated wayleaves from BT Openreach. The Commoners' Forest Rate accounts for only 4.6% of unrestricted Core income.
The Countryside Stewardship contract has its own budget assigned to a work programme managed by the Conservation Committee and agreed by Natural England. The funding can only be spent under the terms of this contract. The Countryside Stewardship contract shows a surplus of £12,000 at the end of 2017/18. This can be added to the surplus brought forward from 2015/16 and 2016/17 to give a total surplus of £200,000.

**CS BUDGET SUMMARY**

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<thead>
<tr>
<th>2016/17 £</th>
<th>INCOME SUMMARY Countryside Stewardship Contract</th>
<th>2017/18 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>428,953</td>
<td>CS Heathland Area Payment (LH1)</td>
<td>515,732</td>
</tr>
<tr>
<td>39,445</td>
<td>CS Capital Payments</td>
<td>28,814</td>
</tr>
<tr>
<td><strong>531,885</strong></td>
<td>TOTAL (accrued) CS INCOME</td>
<td><strong>544,546</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2016/17 £</th>
<th>EXPENDITURE SUMMARY Countryside Stewardship Contract</th>
<th>2017/18 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>149,486</td>
<td>Project expenditure (excl. staff costs)</td>
<td>205,388</td>
</tr>
<tr>
<td>123,810</td>
<td>CS Staff Costs</td>
<td>123,565</td>
</tr>
<tr>
<td>39,445</td>
<td>Staff cost multiplier (to Core budget as staff recharge)</td>
<td>57,319</td>
</tr>
<tr>
<td>66,100</td>
<td>Contracted-out in house staff costs (to Core as staff recharge)</td>
<td>52,159</td>
</tr>
<tr>
<td><strong>378,841</strong></td>
<td>Total non-capital Expenditure</td>
<td><strong>438,432</strong></td>
</tr>
<tr>
<td>25,524</td>
<td>Total CS Capital Expenditure (purchase of tractor)</td>
<td>94,157</td>
</tr>
<tr>
<td><strong>404,365</strong></td>
<td>TOTAL CS EXPENDITURE</td>
<td><strong>532,589</strong></td>
</tr>
</tbody>
</table>

The Future of Funding at Ashdown Forest

The Conservators’ Core Budget remains vulnerable due to its reliance on the Countryside Stewardship funding – both the timing of its receipt (impact on cash flow) and its contribution to the Core Budget as a recharge (22% of the Core Budget’s unrestricted income). The risk is judged to be low due to the CS contract being a legally binding contract; however the Conservators are developing a contingency plan to address all aspects of income risk.

Due to the Forest’s ongoing fundraising restrictions due to not being registered as a charity, has required the Conservators to investigate other funding opportunities have been considered. Throughout 2017 a substantial amount of time was spent seeking financial support from local residents through Town and Parish Councils (TPCs) neighbouring the Forest. The Conservators are grateful to the time given by TPCs in considering the proposals and extend thanks to those who have committed to providing financial support – full details will be in the next Annual Report.
Board of Conservators of Ashdown Forest

Elected Commoner Conservators

- John Francis
  Elected 2015
- Nick Mawdsley
  Elected 2018
- Susan McAll
  Elected 2018
- John Spicer
  Elected 2010
- Colin Smith
  Elected 2016

East Sussex County Council appointees

- Cllr John Barnes
- Cllr Peter Pragnell
  From May 2018
- Michael Cooper
- Cllr Stephen Shing
  From May 2018
- Tony Reid
- Cllr Chris Hardy
- Peter Holloway

Wealden District Council appointees

- Cllr Francis Whetstone
- Rosalyn St Pierre
- Cllr Richard Stogdon
  Chairman of the Board
- Cllr Sylvia Tidy
  Vice Chairman of the Board

Staff

- Director
  Pat Buesnel
- Clerk to the Conservators
  Kirsty Dirs
- Finance Officer
  Louise Meehan
- Office Manager
  James Clow until April 2018
  Katherine Meade
- Conservation Officer
  Steve Alton
- Rangers
  Rich Allum   South Chase
  Mike Payne   West Chase
  Chris Sutton East Chase
  James Clow  North Chase
  Mike Yates until Jan 2018
- Lead Grazing Officer
  Caroline FitzGerald
- Assistant Grazing Officers
  Dan Graeme
  Joe Wallis until Dec 2017
- Deer Programme Coordinator
  Glen Poland
- Caretaker
  John Ridley
- Countryside Workers
  Colin Lutman
  Ashley Payne
  Duncan Thatcher
  Tom Simon until Sept 2017