



Annual Plan 2024-25



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Overview

The Cornwall Inshore Fisheries and Conservation Authority (Cornwall IFCA) was created under Section 150 of the Marine and Coastal Access Act 2009 (MaCAA) and was fully vested on 1 April 2011, replacing the foregoing Cornwall Sea Fisheries Committee. The IFCA district is created under Section 149 of the Act.

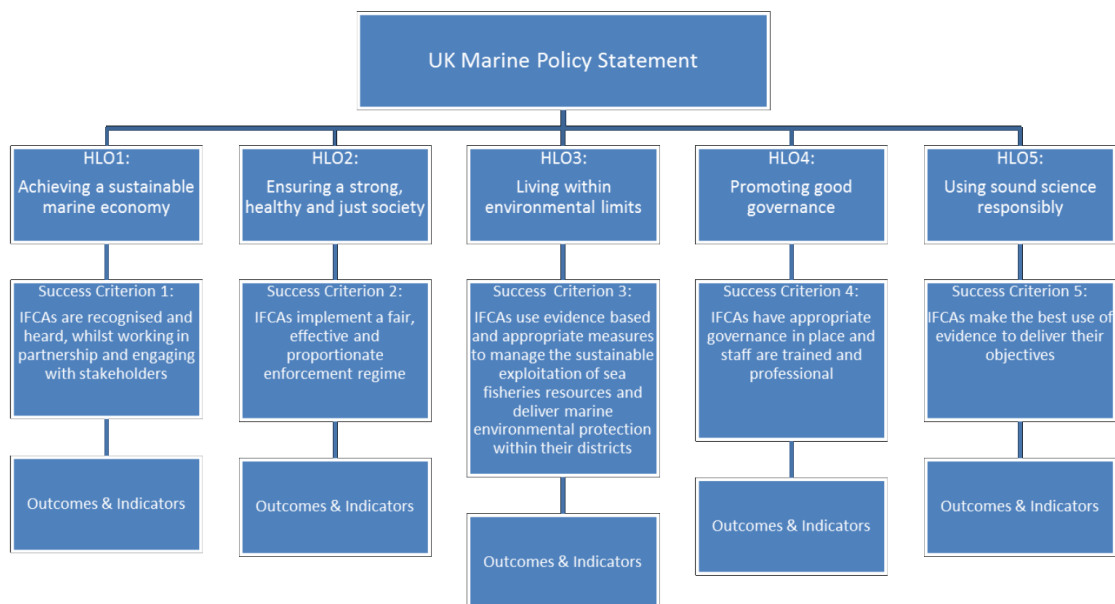
The Cornwall IFCA district extends from Marsland Mouth on the north coast of Cornwall, around Land’s End to the western end of the Plymouth Breakwater in Plymouth Sound on the south coast, for all the waters out to the six mile limit and includes the rivers and estuaries up to tidal limits. The district is measured from the 1983 baselines as they existed on 25th January 1983, which may be from exposed rocks, including the Eddystone Rock, and other low tide elevations. The baselines are in accordance with the Territorial Waters Order in Council 1964 (1965 III p.6452A) as amended by the Territorial Waters (Amendment) Order in Council 1979 (1979 II p.2866).

Our Vision, Success Criteria and High Level Objectives

The national IFCA Vision is:

"Inshore Fisheries and Conservation Authorities will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry."

The following Success Criteria and High Level Objectives which Cornwall IFCA adopted in 2016 were due to be reviewed at the end of the 2019-20 financial year. The Success Criteria and High Level Objectives will be carried forward for this financial year in the absence of any new nationally agreed objectives.



Focus and Priorities for 2024-25

This financial year follows the recent publication of several of the national Fisheries Management Plans (FMP) covering key fisheries in the Cornwall IFCA district and the waters beyond its boundary. These plans contain short, medium and long term objectives and potential management approaches which will be developed and implemented in the next 2-10 years, through a range of mechanisms at both national and regional scales. There is recognition that the implementation of FMPs will be challenging in terms of resourcing and that collaboration will be vital in order to make progress in some key areas.

At a local level, Cornwall IFCA has a number of significant workstreams this year which aim to deliver local priorities for inshore fisheries around Cornwall. Many of these build on our existing management and evidence gathering but will also support the practical implementation of relevant FMPs. We will find opportunities to work in partnership to maximise the use of available funding and to build capacity to ensure that the benefits are realised locally and where also relevant, at a national level.

Effort management in the crustacean pot fishery

Industry feedback on ways to reduce effort in the pot fisheries for edible crab and lobster will continue to be used to develop management options, with the aim of informal and formal consultation on a new byelaw within the financial year. This will be a major focus of our engagement and byelaw development work. In parallel, information gathered during these consultations, together with detailed analysis of crustacean shellfish permit data, will be used to evaluate the potential economic impact of different regulatory approaches. This information will be essential to create the impact assessment which will be needed to support a draft byelaw. We will also explore the use of other voluntary measures to support the health of the fishery.

The challenge of reducing effort in the edible crab and lobster pot fisheries is not confined to waters within the Cornwall IFCA district. These stocks extend beyond territorial waters and have both regional and national facets to their management. This is recognised in the Crab and Lobster FMP which proposes piloting finer scale management for edible crab in the western English Channel, to inform a management framework to limit fishing effort at sustainable limits in crab and lobster fisheries in the medium to long term. Regulatory changes inside the district, if supported through the byelaw making process, could have impacts on the fishery in the wider sea area, so communication with the FMP process is essential. However, our call for evidence highlighted the urgent pace of change necessary to control effort in the short term, an approach which is also being taken in other IFCA districts.

We will continue to build on our evidence base for all crustacean species managed through the shellfish permit system, including continuation of at-sea sampling by officers on sentinel vessels (vessels used within a sampling programme to be representative of the wider fishery), as well as self-sampling by skippers, to provide vital data about the crawfish fishery. Our data is also a key component of the regional stock assessments collated by Cefas and we will continue to work with other IFCAs to enhance this flow of information to improve these assessments, another key objective of the FMP.

Effort management in crawfish net fishery

Following the recent harmonisation of the crawfish minimum conservation reference size (MCRS) to match the regional IFCA size of 110mm, fishing businesses that rely on crawfish have expressed serious concerns about the increasing effort being placed on this regionally important stock. This situation may be exacerbated by the displacement of fishing effort from pollack into other fish and shellfish stocks, including crawfish. Officers will continue to contribute to these regionally focused discussions to explore effort management, but it may also be necessary to expedite this work through a call for evidence for options inshore, if sufficient progress cannot be made at a regional level. This also feeds into the Crab and Lobster FMP, where crawfish are listed as a data-limited species. We will continue to resource self-sampling within this fishery to build on our existing dataset.

Inshore king scallop survey programme

Scallop stocks are another key component of the inshore fisheries within the Cornwall IFCA district, particularly on the south coast. Responding to concerns about inshore scallop stocks and working with a group of local vessel skipper/owners to draw on their knowledge and experience of this fishery, a three year sampling programme has been co-developed with them to gather data on a number of sentinel commercial vessels. This programme of work will begin in this financial year. Funding sources have been provisionally identified and we will work with the Cornish Fish Producers' Organisation and other partners, as appropriate, to secure a funding stream to support this work. The survey will follow established national protocols and will contribute to filling evidence gaps identified in the King Scallop FMP, as well as inform future management within the Cornwall IFCA district.

Marine Protected Areas

Cornwall IFCA has a legal responsibility to manage the network of Marine Protected Areas (MPA) within its district, with a key national target from Defra's 25 Year Environment Plan for management of all MPAs by the end of 2024. The Closed Areas (European Marine Sites) No.2 Byelaw will be amended to address minor boundary changes arising from a new MMO MPA byelaw.

Where crawfish *Palinurus elephas* are a site feature within two Marine Conservation Zones (MCZs) located in the district, we will conduct an informal consultation on measures to manage this fishing activity, followed by a formal consultation on two new byelaws.

Review of Cornwall IFCA recreational sea angling strategy

We will be undertaking a review and update of the strategy, led by an independent consultant. This will build on a desk-based review of sea angling and involve outreach and public engagement events later this year.

Asset replacement

Cornwall IFCA's principal enforcement vessel, Saint Piran, is nearing the end of her expected working period. We will produce a scoping paper for the June 2024 Authority meeting, setting out the future needs for offshore enforcement platforms as well as identifying the requirements for a future replacement vessel and identification of funding sources.

Work plan 2024 - 2025

Success Criteria 1:

IFCAs are recognised and heard, whilst working in partnership and engaging with stakeholders.

Definition:

IFCAs will be a visible, respected and trusted regulator within coastal communities and will maintain and deliver a strategy to communicate their vision and duties effectively. IFCAs will engage with policy makers, industry, Non-Governmental Organisations (NGOs), recreational and commercial users, and other regulators. They will work jointly and collaboratively with partner organisations across boundaries; will participate and contribute to the development and implementation of regional and national marine policy, including the marine planning regime; will take long-term strategic decisions and manage risks effectively. IFCAs may maintain a national body to co-ordinate the activities of authorities that are party to arrangements.

Outcomes:

- The IFCA will maintain and implement an effective communication strategy.
- The IFCA will maintain its website, ensuring public access to current fisheries and conservation information for the district, including management requirements and byelaws. Non-reserved IFCA Committee papers will be published.
- The IFCA will contribute to co-ordinated activity at a national level.
- The IFCA and its principal partners will have a clear understanding of roles and responsibilities. Memoranda of Understanding with the MMO, Natural England, Environment Agency and Cefas will be maintained. Opportunities for greater efficiencies, effective joint working and collaboration will be explored and implemented when feasible.

HLO Indicators	Cornwall IFCA work streams	Timescale			
		Q1	Q2	Q3	Q4
<p>SC1A: The IFCA will maintain a database of stakeholder contacts that will have been reviewed and updated by 31 March each year.</p> <p>SC1B: The IFCA will have completed a review of its communication strategy and implementation plan by 31 March each year.</p> <p>SC1C: The IFCA will have reviewed its website by the last working day of each month.</p> <p>SC1D: The IFCA will have reviewed its website and ensured it meets the objectives of its communication strategy, by 31 March each year.</p> <p>SC1E: The IFCA will have reviewed all of its Memoranda of Understanding by 31 March each year. There will be a clear plan in place to update MOUs where necessary, to an agreed timescale.</p>	<p>Cornwall IFCA manages a number of different databases of stakeholder contacts which are managed in accordance with the General Data Protection Regulation. These will be reviewed in line with the Data Protection Policy of Cornwall IFCA.</p>				
	<p>Cornwall IFCA reviews its previous communication strategy annually and publishes an annual strategy which is printed in the Annual Plan</p>				
	<p>Cornwall IFCA continually reviews the use of its website and social media.</p>				
	<p>Cornwall IFCA has a website management plan which states that the website is reviewed on a monthly basis. Updates will be made as required.</p>				
	<p>As required, Cornwall IFCA will review its joint working practices and MOU where they exist. Through the national NIMEG task and finish group, officers will contribute to developing protocols and procedures for data exchange as part of the Data Sharing Arrangements with the MMO. Opportunities for collaboration with organisations including</p>				

<p>SC1F: By 31 March each year, the IFCA will have participated appropriately, proportionately and at the right level of delegation, in regional and national fisheries and conservation activity identified in the annual plan.</p>	<p>other IFCAs, MMO, Cornwall Council, harbour authorities, Natural England and Environment Agency will be supported where appropriate, including joint operations, training provision and project development.</p> <p>Cornwall IFCA will continue to engage at local and national levels with the emerging fisheries management plans (FMP) and will contribute to their implementation, as set out in the Focus and Priorities section. Regular submissions to national reporting for all IFCAs will continue to be collated and shared through the Association of IFCAs (AIFCA).</p> <p>In addition, Cornwall IFCA will continue to work collaboratively on the management of fishing activities in MPAs as well as supporting the work of the Association of IFCAs, the IFCA Technical Advisory Group (TAG) and the National Inshore Marine Enforcement Group (NIMEG).</p>				
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Success Criterion 2:

IFCAs implement a fair, effective and proportionate enforcement regime.

Definition:

The IFCA enforcement regime is risk-based, makes appropriate use of intelligence, meets legislative standards and complies with the Regulators Code. It should make effective use of the resources available to regulators; complement and align, if possible, with the regimes in adjacent IFC Districts and management by other organisations including the MMO and Environment Agency. Consistency and fairness are important. Regulatory compliance is promoted. Enforcement action is carried out by trained, professional officers working to clear standards of conduct.

Outcomes

- The IFCA will publish its enforcement risk register and strategy, clearly setting out its approach to achieving regulatory compliance and potential sanctions that may be applied for infringements and/or offences.
- The IFCA will have developed consistency in regulations (byelaws) with other organisations.
- The IFCA will manage operational activity (e.g. through a Tasking & Co-ordination Group) and capture, record, evaluate and disseminate intelligence that is compatible with partner organisations. It is engaged in joint working with partner organisations.
- Warranted Inshore Fisheries and Conservation Officers (IFCOs) will be trained and accredited to nationally agreed standards. They will maintain professionalism and make appropriate interventions to deliver efficient, effective enforcement activity.

HLO Indicators	Cornwall IFCA work streams	Timescale			
		Q1	Q2	Q3	Q4
<p>SC2A: The IFCA will ensure its enforcement risk register and strategy are published and available on its website from 1 April each year.</p>	<p>Enforcement risks are assessed and scored, taking into account known historic contraventions of legislation. This is used to create the annual Risk Based Enforcement Plan. The enforcement team hold at least fortnightly enforcement meetings where recent intelligence is reviewed. Once operational later this year, we will begin to use a new national intel system, CLUE, alongside the other IFCAs and the MMO.</p>				
<p>SC2B: The IFCA will demonstrate in its Annual Report how it has worked with other regulators to achieve consistent quality, application and enforcement of management measures.</p>	<p>The Annual Report will report on major enforcement activities as well as discussing work streams that include close work with other regulators.</p>				
<p>SC2C: The IFCA will compile records of enforcement activity in a standard format; provide them to the National Inshore Marine Enforcement Group (NIMEG) and publish them on its website.</p>	<p>Enforcement records will be kept up to date, enabling them to be collated for reports made to NIMEG, for quarterly Authority meetings and for public information purposes. Cornwall IFCA will continue to publicise its enforcement activities through its website and press releases.</p>				
<p>SC2D: The IFCA will adopt the national Code of Conduct for IFCOs, which will be reviewed annually and published on its website by 1 April.</p>	<p>Officers will comply with the Code of Conduct and ensure it is publicly available.</p>				

<p>SC2E: The Code of Conduct for IFCOs is reflected in work objectives and annual appraisals for all warranted officers.</p> <p>SC2F: Warranted officers attain accreditation. All undertake Continuing Professional Development.</p>	<p>The Cornwall IFCA performance management system manages performance and behaviours against agreed expectations. The clear understanding of expected behaviours and the effective line management of staff will ensure compliance with the appropriate codes of conduct. The performance management system will be reviewed and redeveloped during this financial year.</p> <p>Continuing Professional Development (CPD) is relevant for all officers. Local and national training courses will be offered as appropriate in order to increase knowledge and develop skills. Officers are involved in national training group discussions to support the design and delivery of new courses.</p>				
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Success Criterion 3:

IFCAs use evidence based and appropriate measures to manage the sustainable exploitation of sea fisheries resources and deliver marine environmental protection within their districts.

Definition:

The IFCAs were created as statutory inshore regulators by the Marine and Coastal Access Act 2009. They are relevant authorities for implementing international environmental commitments including the Birds, Habitats, Water and Marine Strategy Framework Directives and make an important contribution to securing a network of well managed marine protected areas, including European Marine Sites and Marine Conservation Zones. Fisheries Management Plans identify local management measures which should be based on evidence; be timely; subject to appropriate consultation and in step with national initiatives and priorities. An IFCA should balance the social and economic benefits of exploiting sea fisheries resources with the need to protect the environment. It should make a contribution to sustainable development.

Outcomes

- The IFCA will identify issues likely to affect sustainable management of the marine environment in the IFC District; undertake risk assessment and gap analysis; review appropriateness of existing measures; evaluate management options and develop and implement proportionate marine management solutions.
- The IFCA will support implementation of a well-managed network of marine protected areas by: developing a range of criteria based management options; implementing management measures to ensure that inshore fisheries activities comply with the Marine and Coastal Access Act 2009 and the revised approach to managing commercial fisheries in European Marine Sites; and that local management contributes to delivery of targets for the Marine Strategy Framework Directive, Water Framework Directive and Marine Plans.
- The IFCA will develop Fisheries Management Plans for priority species where appropriate. Shared objectives will be developed with identified partners; actions identified and best practice reflected so that management makes a contribution to sustainable development.

HLO Indicators	Cornwall IFCA work streams	Timescale			
		Q1	Q2	Q3	Q4
<p>SC3A: The IFCA will record site-specific management considerations for Marine Protected Areas and report progress to the Authority.</p>	<p>Within the 2024/2025 financial year, the research team has surveys planned to support the management of fisheries within MPAs and beyond.</p> <ul style="list-style-type: none"> • Potential study of increasing numbers of octopus and their impact to crustacean stocks. • Joint industry survey (externally funded) to look at scallop stock distribution over three years, will feed into the national survey results. • Continued crawfish self-sampling programme with additional elements. • Research project to explore the differences in impact and efficacy between net and trap methods for crawfish. • Crustacean observer sampling program with expanded participating vessels. • Project to examine static gear interactions with sea grass and maerl. This project may incorporate other elements identified through the design phase if synergistic with the research methodologies. 				
	<p>Throughout the year, there will be a continuation of a number of planned work streams looking to support the development of Fisheries Management Reviews and associated byelaws as well as looking at the proposed standalone pieces of legislation. In addition, work will continue on reviewing the byelaws made by Cornwall IFCA. When complete, reports will be published on our website.</p>				

<p>SC3B: The IFCA will publish data analysis and evidence supporting new management measures on its website.</p> <p>SC3C: Management information (e.g. sampling and/or survey results) will be collected periodically after new management measures have been implemented, to demonstrate the extent of the effectiveness of the intervention.</p> <p>SC3D: The IFCA will have developed a range of criteria-based management options that are explained to stakeholders through the IFCA website and reviewed by 31 March each year.</p> <p>SC3E: New IFCA management measures selected for development and implementation are delivered within agreed timescales.</p>	<p>During the process of reviewing fishery activities, existing and newly collected data will be analysed and used to produce reports that will outline potential management measures and the likely outcome of each option. These reports will be made available either in a downloadable format or details of how they can be accessed via the Authority's website.</p> <p>Cornwall IFCA's research program consists of activities undertaken to ensure that the management options it puts in place are having the effect they were designed to have. This may be through dedicated research activities, or it may be through the ongoing data collection programmes already in place.</p> <p>Cornwall IFCA will seek informal and formal consultation responses for its Fishery Management Reviews and for new byelaws/other management options for locally important species, from relevant bodies and groups. The reviews will be based on collaboratively developed objectives for each fishery that will be achieved by clearly defined actions for all involved agencies.</p> <p>As Fisheries Management Reviews (previously referred to as plans) are developed, agreed actions and objectives will be included within future annual plans.</p>				
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<p>SC3F: The IFCA will include shared agreed objectives and actions from Fisheries Management Plans in its own Annual Plan, which will be published by 31 March each year.</p> <p>SC3G: Progress made in relevant Fisheries Management Plan areas, including Maximum Sustainable Yield commitments, will be noted in the IFCA's Annual Report.</p>	<p>Work will continue with refining the Crustacean Fisheries Management Review which has seen considerable progress in the past couple of years. Any further objectives and actions will be published in the 2025-26 Annual Plan. Each year's Annual Report will cover outputs from any Fisheries Management Reviews that are in place. Annual Plans and reports will be reorganised, if required, to fit in with the national Fisheries Management Plans produced by Defra, including any intentions or commitments relating to Maximum Sustainable Yield, as well as wider implementation objectives.</p>				
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Success Criterion 4:

IFCAs have appropriate governance in place and staff are trained and professional.

Definition:

IFCAs are statutory authorities and sit within the local government family. Authority members may be either general members or local Councillors in addition to officer representatives from specific statutory organisations. They comply with Codes of Conduct and the Standing Orders that apply to meetings of local government committees. General members are appointed on merit, through open competition and for a term. They are subject to an annual performance appraisal.

An IFCA is funded by levy, charged to its member councils. Funding originates in local taxation. An IFCA is accountable for its use of public resources and should ensure that a proper auditing regime provides confidence in its commitment and spend of public money. It should make effective use of its resources, including staff and assets. An IFCA has a statutory obligation to prepare and publish Annual Plans and Annual Reports.

Outcomes

- The IFCA will demonstrate its long-term strategic approach to sustainable marine management by having appropriate plan making, review, update and amendment procedures in place. The IFCA will record its performance against corporate outcomes and indicators as soon as practically possible following the end of the financial year.
- Staff performance management systems will be in place that link to the IFCA success criteria. There will be an induction procedure for new joiners. Staff training and development needs will be identified. Performance will be managed and, where necessary, improvement procedures will be followed.
- The IFCA Committee will be supported by an organised, efficient and effective secretariat. New members will receive an induction pack and briefing from the Authority. There will be a rolling twelve month schedule of quarterly Authority meetings. Notices of meetings and documentation will be made available in line with Standing Orders.

IFCA Committee meetings will be held in public unless material is either confidential or exempt within the meaning of the Local Government Act 1972.

HLO Indicators	Cornwall IFCA work streams	Timescale			
		Q1	Q2	Q3	Q4
<p>SC4A: The IFCA will publish a plan on its website by 31 March, setting out the main objectives and priorities for the next financial year. A copy will be sent to the Secretary of State.</p>	<p>Cornwall IFCA will develop its Annual Plan by considering national and local programmes and priorities, the latter often identified through the many and varied engagements with different stakeholder groups, representative bodies and statutory agencies. It will also look at the day to day contact our officers have with individuals as well as the research work undertaken by Cornwall IFCA. The key direction-setting sections which outline the focus and priority areas for Cornwall IFCA for the following year, as well as the work level objectives which will be undertaken to meet the IFCA's Success Criteria, will be put to the March Committee Meeting in 2025 for review and approval by the full Authority to allow publication by 31 March 2025</p>				
<p>SC4B: After the end of each financial year, the IFCA will publish a report on its website describing its activities, performance and a summary of audited financial information in that year, by 30 November. A copy will be sent to the Secretary of State.</p>	<p>The 2023-24 Cornwall IFCA Annual Report will be created as a collaborative piece with input from all staff and will be published in November 2024. This will demonstrate how the IFCA has performed over the previous financial year against last year's annual plan and any subsequent additional tasking in delivering against its annual plan. Updates are provided on progress against the plan each quarter via the Cornwall IFCA Officers' report.</p>				
<p>SC4C: IFCA staff will have annual performance management plans in place. Annual appraisals for all staff will have been completed by</p>	<p>Cornwall IFCA will continue to implement and use the Performance Management and Development Programme (PMDP) with all officers receiving at least two appraisal</p>				

<p>31 May each year.</p> <p>SC4D: An efficient secretariat of IFCA staff support IFCA Authority meetings which are held quarterly and are quorate. Meeting documentation will meet Standing Orders.</p> <p>SC4E: The IFCA will have demonstrated, in its Annual Report, how marine, land and water management mechanisms in the Inshore Fisheries & Conservation District have worked responsively and effectively together.</p>	<p>meetings per year. A complete review and redevelopment of the PMDP process will happen this year.</p> <p>The Cornwall IFCA district maps to a unitary local authority, Cornwall Council. As such, the Cornwall IFCA Committee is a committee of Cornwall Council which provides the support of Cornwall Council’s democratic services team to the committee process. Cornwall IFCA will continue to work closely with Cornwall Council to ensure that the statutory meetings are held quarterly through the 2024-25 year with appropriate and easy access to all public documents through links to Cornwall Council’s website where this information is hosted. Meetings are livestreamed as per Cornwall Council’s protocols.</p> <p>The Annual Report will report on the management and monitoring of fisheries within the district as well as on any development work throughout the year. This will include any cross linking between marine, land and water management mechanisms where they have occurred.</p>				
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Success Criterion 5:

IFCAs make the best use of evidence to deliver their objectives.

Definition:

IFCAs are statutory regulators for their Inshore Fisheries and Conservation District. Decision making should be based on evidence. All IFCAs are supported by officers who pool their expertise and share best practice as a Technical Advisory Group (TAG). A programme of research activity and monitoring is planned, developed and updated in consultation with partners. The programme informs management decisions and supports justification for additional research and evidence gathering.

Outcomes

- A strategic research plan that contributes to greater understanding of the marine environment and delivery of cost-effective management of sea fisheries resources.
- Standard Operating Procedures describe how data is captured and shared with principal partners.
- A list of research databases held by the IFCA and the frequency of their review.
- Non-confidential meta-data collected through the IFCA research programme should be recorded in a database available to the marine research community.

HLO Indicators	Cornwall IFCA work streams	Timescale			
		Q1	Q2	Q3	Q4
<p>SC5A: The IFCA will demonstrate progress that has been made towards identifying its evidence needs by publishing a research plan each year.</p> <p>SC5B: The IFCA will publish a research report annually that demonstrates how evidence has supported decision making.</p> <p>SC5C: The IFCA's contribution to TAG and progress that has been made towards a national evidence needs programme will be recorded in the IFCA's Annual Report.</p>	<p>The 2024-25 financial year will see a considerable number of different research streams to provide evidence and support and monitor management options. These will be annually planned but are subject to significant change due to changing priorities and weather patterns. The keystone projects are identified in SC3.</p>				
	<p>To allow a review of the previous year's monitoring and evidence gathering, the scientific team will ensure that all research programmes are appropriately reported with metadata made publicly available. In addition, Marine Protected Area fishery activity assessment documents will be available on request with a full, up to date list being publicly available.</p>				
	<p>The involvement with TAG will be reported in the following year's Annual Report.</p>				

Risk Management Strategy

As a statutory body, Cornwall IFCA must take all reasonable steps to ensure that it fulfils all duties as defined by the Marine and Coastal Access Act 2009.

Health and Safety Risk Assessments

Health and Safety risks are managed separately from this document. All regular activities, both at sea and on land, are subject to a thorough process of risk management, with all risk assessments reviewed on an annual basis at least. All Cornwall IFCA staff have received training in risk management and are made aware of their responsibilities for their own, and others safety.

Risk Register

Where a risk has the potential to prevent or delay Cornwall IFCA from achieving its success criteria, performance indicator or other agreed action/activity, this has been noted within the risk register below. A 5x5 risk matrix sets out the magnitude of the risk from an organisational perspective for reputational, environmental, political, operational and financial risks as well as identifying implications for the health and safety of the staff and others. The potential risks for each issue are plotted and averaged on the matrix against the likelihood of them occurring.

The descriptions of potential risks in the following table are not in any particular order. The risks rating stated represent the risk after the application of the stated mitigation measures and management strategies.

Risk Register Matrix

Impact ↑	5 Very High	Yellow	Yellow	Red	Red	Red
	4 High	Yellow	Yellow	Yellow	Red	Red
	3 Medium	Green	Yellow	Yellow	Yellow	Red
	2 Low	Green	Green	Yellow	Yellow	Yellow
	1 Negligible	Green	Green	Green	Yellow	Yellow
			1 Rare	2 Unlikely	3 Moderate	4 Likely
		Likelihood →				

Risk Register

Risk	Risk I x L	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
<p style="text-align: center;">Business interruption caused by staff-illness primarily related to COVID-19 or other contagious diseases</p>	<p style="font-size: 2em;">2 x 3</p>	<p>Not running vessels /reduced enforcement activities</p>	<p>Operational, Reputational, Financial, Environmental, Political, Health and Safety.</p>	<ul style="list-style-type: none"> • Hybrid system of working with reduced office use and greater working from home • Office rearranged to reduce capacity and increase social distance. Desk spaces pre-booked. • Maintenance of remote working systems through SLA with Cornwall Council IT team. • Communication and expectation management with stakeholders. 	<p>The improvements in remote working and the increased staff awareness of not coming to work when ill has greatly improved the business resilience of Cornwall IFCA relating to all forms of contagious illness.</p> <p>Research and patrol activities have been carried out with relevant risk assessments.</p> <p>Greater use of remote meetings for both internal and external communication.</p>	<p>The UK has ended all nationally imposed restrictions relating to the COVID-19 pandemic. However, covid still represents a health risk to our staff and stakeholders as well as a business risk. Cornwall IFCA will continue to manage the risks as it does for other workplace diseases.</p>
		<p>Reduction in direct research activities</p>				
		<p>Workstreams and projects not being met due to staff absences</p>				
		<p>Negative impact on the mental and physical wellbeing of staff</p>				

Risk	Risk I x L	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
<p>Cornwall IFCA failing to meet stakeholder expectations.</p>	<p>4 x 2</p>	<p>Increased non-compliance with fisheries and environmental legislation.</p> <p>Conflict with stakeholder groups. Reducing effectiveness of Cornwall IFCA and possibly impacting on safety of staff.</p> <p>Stakeholders not coming forward or reluctant to supply intelligence or information.</p> <p>Lack of stakeholder confidence resulting in increased FOI/EIR requests and judicial review of decisions.</p>	<p>Operational, Reputational, Financial, Environmental, Health and Safety. Political.</p>	<ul style="list-style-type: none"> • Adaptive co-management approach; • Regular contact with stakeholders; • Transparent planning and reporting of Cornwall IFCA work plans; • Communication and engagement strategy followed to help Cornwall IFCA fully engage with all stakeholders; • Regular liaison with partner bodies; • Accessible Cornwall IFCA contact points for stakeholders; and • Good staff management and training to ensure high standards of officer behaviour. 	<p>Sector analysis of communication needs and proactive engagement.</p> <p>Effective performance management and recruitment practices.</p> <p>All sources of intelligence used and, where appropriate acted upon.</p> <p>Public consultations held in the open with clear reporting of responses.</p> <p>Cross section engagement with proposals and development of management options.</p> <p>Accurate record keeping and internal and external reporting.</p>	<p>It is vital to ensure that stakeholders have a clear understanding of the roles, responsibilities and duties of Cornwall IFCA. As well as a realistic understanding of the many competing priorities and timescales.</p> <p>Effective publicity of enforcement activities will have a deterrent effect and will improve the public's understanding of the work of Cornwall IFCA.</p> <p>Effective communication and engagement must be tailored to the audience. This will necessarily mean that different levels of resources will need to be targeted at different stakeholder groups.</p> <p>The interaction between staff, particularly the enforcement team, and stakeholders is one of the key areas which can affect, both positively and negatively, the public's view of our work. Effective staff recruitment, training and management is essential to maintaining good stakeholder relations.</p>

Risk		Risk I x L	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Legal and procedural challenges	Byelaw not confirmed by Defra; or Judicial Review of Policy/byelaw.	4 x 3	Policy decision/byelaw overturned or declined, leaving no management option for fishery/stock/marine environment identified as being under threat. Waste of resource applied to production of policy and requirement to urgently divert resources to create new policy/management options.	Operational, Reputational, Financial, Environmental, Political.	<ul style="list-style-type: none"> Where there is uncertainty, seek independent legal advice; Careful consideration of legal advice; Regular engagement and involvement with partner bodies and external organisations; Early engagement and transparent consultation on policy formation; Timely briefing and involvement of the Authority; Rigorous application of public interest tests for prosecution cases; Good staff management in preparing legal cases. 	Managing expectations of Cornwall IFCA is a key part of the Communication Strategy.	<p>It is vital to ensure that stakeholders have a clear understanding of the roles, responsibilities and duties of Cornwall IFCA, as well as a realistic understanding of the many competing priorities and timescales.</p> <p>Responses received as part of the Quality Assurance process on new byelaws has indicated that more extensive economic analysis will be required as part of future impact assessments. The potential use of consultants for future economic analyses will be factored into the byelaw making process.</p>
	Legal challenges on failure to fulfil duties.	4 x 2	If Cornwall IFCA was found to be failing to fulfil one or some aspects of its role to manage the marine environment and fisheries, this could have significant impacts on public engagement, funding streams and the management of Cornwall IFCA.	Reputational, Financial, Political.	<ul style="list-style-type: none"> Timely briefing and involvement of the Authority; Rigorous application of public interest tests for prosecution cases; Good staff management in preparing legal cases. 	Transparent communication of successful prosecutions.	Effective publicity of enforcement effort as well as sanctions issued will have both a deterrent effect as well as improving the public's understanding of the work of Cornwall IFCA.

	Unexpected outcome in prosecution case(s).	3 x 2	Where unlawful fishing activities are identified, it is essential that Cornwall IFCA applies fair and appropriate penalties. If Cornwall IFCA is unsuccessful in a number of prosecution cases, this will have a reputational impact. This may lead to an increase in illegal activities as stakeholders do not believe they are fishing under an effective or fair system, and do not fear any reprisals for non-compliance.	Operational, Reputational, Financial, Environmental, Political.		Adequately resource and prioritise the production of casefiles. Appropriate involvement of legal advice.	<p>Cornwall IFCA has a good record of successful prosecutions where offences are detected. Where there is a failure of a case, a thorough review is undertaken and lessons learned. Cornwall IFCA also works with other IFCAs and prosecution bodies to share best practice.</p> <p>Cornwall IFCA invests significant amounts in staff training to ensure best practice in evidence gathering and in managing and running cases. It is also important to build resilience into the staffing structure to ensure ongoing caseloads can be appropriately managed.</p> <p>It is vital to build the highest quality case files to ensure that prosecutions result in the expected outcome. Cornwall IFCA will not take a prosecution forward unless it has a high degree of confidence that it will be successful and will only take prosecutions forward when they are in the public interest. However, it is acknowledged that, once in court, there remains a risk of an unexpected outcome or, where successful, a sanction which is unexpected. Cornwall IFCA will always review and learn from such cases.</p>
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Risk	Risk I x L	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
<p>Sudden and unexpected changes in fisheries due to stock collapse, natural disaster, emerging fisheries, sudden increase in non-compliant fishing or legislative changes.</p>	<p>3 x 4</p>	<p>Requirement to create emergency or fast-tracked legislation and associated research programmes.</p>	<p>Operational, Reputational, Financial, Environmental, Political.</p>	<ul style="list-style-type: none"> • Adaptive co-management approach; • Regular contact with stakeholders to maintain an early understanding of changes in fishing patterns; • Regular liaison with partner bodies; • Swift reprofiling of enforcement activities to emerging changes in noncompliant activities; • Ongoing research activities to measure health of key fishing stocks. 	<p>This risk is likely to be an external factor and, whilst it is unlikely that there will be a sudden unforeseen collapse in a fish stock, it is likely that there will be legislative changes that will dramatically affect the inshore fisheries. Active involvement with other IFCAs and the Association of IFCAs, as well as with Defra, is key to managing this threat.</p>	<p>Cornwall IFCA has already seen a number of different external issues which have impacted on inshore fisheries and fishing activity, for example, the removal of pollack quota in 2024. Cornwall IFCA will continue to monitor these changes and their impact on local fisheries.</p>
		<p>Dramatic shift in effort of inshore fishing fleet requiring overhaul of policy and management options.</p>	<p>Political, Operational, Financial.</p>			
		<p>Legislative changes could require significant time to understand and communicate to stakeholders.</p>	<p>Operational, Reputational, Financial.</p>			
		<p>Unexpected refocusing in enforcement resources, possible unanticipated increase in legal fees pending prosecution.</p>	<p>Operational, Reputational, Financial.</p>			

Risk	Risk I x L	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
<p>Failure to manage the exploitation of sea fisheries resources within MPA to further their conservation objectives.</p>	<p>3 x 2</p>	<p>The Cornwall IFCA district has an extensive network of MPA which require assessment and appropriate management options. Impacts of the Environmental Improvement Plan 2023 with targets for management to be in place has accelerated the pace of this work, with key deadlines in 2024. This may lead to a situation where additional resource requirements create an exponentially growing burden on the service. This will expose Cornwall IFCA to legal challenges which may put at risk stakeholder confidence and could impact on the viability of the MPA network.</p>	<p>Operational, Reputational, Financial, Environmental, Political.</p>	<ul style="list-style-type: none"> • MPA assessment work is the highest priority for the research team; • Effective project management of the programmes to undertake assessments and research activities; • Collaboration with Defra, JNCC, Natural England, the MMO, other IFCAs and other relevant organisations. 	<p>Expansion of the research team using specific Defra funding to provide additional capacity for MPA workstream.</p> <p>If necessary, reprioritise other work streams.</p>	<p>Management of the MPA network is an ongoing high priority area of work. This has an impact on organisational capacity for other work programmes.</p>

Risk	Risk Score (I x L)	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Ineffective staff management.	4 x 2	<p>Loss of productivity and low morale.</p> <p>High staff turnover.</p> <p>Failure to meet key requirements as a service.</p> <p>Failure to maintain trust and reputation with stakeholders.</p>	Operational, Reputational, Financial, Environmental, Political.	<ul style="list-style-type: none"> • Cornwall IFCA has a performance management and development programme. This is core to the good line management of all staff; • Clear understanding of expectations of officers; • Officers are given autonomy and are involved in the decision making of the service. 	Cornwall IFCA has a Service Level Agreement with Cornwall Council for them to act as HR business partner. This provides a solid legal backing for management as well as clear and fairly applied policies for all staff and advice and support for managers.	<p>Cornwall IFCA will help to maintain and develop existing good practices in staff management.</p> <p>Within the 2024/25 financial year Cornwall IFCA will be conducting a full review of its performance management system. This is to ensure that best practice is followed in the management of staff.</p>

Risk	Risk Score (I x L)	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Absence or loss of key members of staff.	4 x 3	Reduced productivity.	Operational, Reputational, Financial, Environmental.	<ul style="list-style-type: none"> Review of workforce planning and succession planning programmes and policies; Build resilience through staff capability mechanisms; Greater sharing of knowledge and skills for key roles. 	Clear targets for staff performance.	Loss of key members of staff may have a considerable financial burden if there is extensive and expensive training required for replacement officers.
		Increased pressure on remaining staff.	Operational, Reputational, Environmental.		Regular mentoring of welfare and performance.	
		Lack of capacity due to loss of skills and knowledge.	Operational, Reputational, Environmental.		Effective processes for knowledge capture and transfer.	
					Recruitment procedures and staff documentation regularly reviewed to enable quick recruitment activities.	

Risk	Risk Score (I x L)	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Severe damage to or total loss of key asset or vessel(s)	5 x 2	Loss of life or injury to crew.	Operational, Reputational, Financial, Environmental, Health and Safety.	<ul style="list-style-type: none"> • Vessels well maintained to Work Boat Code. Ongoing comprehensive programme of refits, services and regular checks by appropriately trained individuals; • All seagoing staff trained in essential sea survival, firefighting and first aid; • Emergency procedures and emergency drills regularly undertaken and up to date; • Patrols organised to minimise risks; • All skippers and RIB coxswains trained and experienced, with performance regularly reviewed. 	Lifesaving equipment present, maintained and staff trained in its use.	Cornwall IFCA has a number of marine assets which are essential to provide the seagoing platform required for both research and enforcement functions. Staff are well trained and experienced with a long period of monitoring and induction for seagoing staff. All staff are regularly assessed through a system of performance management and review to ensure high levels of competence as well as appropriate behaviour.
		Inability to undertake enforcement patrols or research activities.	Operational, Reputational, Financial.		Deck and boarding officers issued PLB and lifejackets.	
		Replacement costs and time implications.	Operational, Financial.		The Authority has a carefully selected fleet of vessels with complimentary capabilities. This ensures that, in the event of a vessel being lost of becoming out of action, the authority would still be able to maintain an appropriate enforcement presence within the District.	

Risk	Risk Score (I x L)	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Reduction of core funding/ greatly increased duties	4 x 3	Reduced capacity to fulfil duty under relevant legislation.	Operational, Reputational, Financial, Political.	<ul style="list-style-type: none"> Close involvement with Defra and the Association of IFCAs to manage expectations and monitor funding streams; Regular contact and negotiations with Cornwall Council finance department. 	Look for external sources of funding.	<p>Cornwall IFCA must be aware that there is a high likelihood that the new burdens funding (NBF) from Defra has been maintained at the same level since 2011. Additional Defra funding has been made available for specific workstreams beyond existing tasking for NBF. It is also highly likely that there will continue to be additional expectations made of IFCAs in coming years.</p> <p>Funding remains incredibly tight as a result of the increase in costs over the previous years. Cornwall IFCA derives a less than third of its core funding from Defra and the remainder from Cornwall Council through a levy. Cornwall Council has announced that it is looking to make budget cuts in the 2024/25 financial year, and it is likely that this trend will continue for future years. As such it is vital that every effort is made to ensure that the levy set on Cornwall Council is as small as possible while still ensuring that core duties of Cornwall IFCA are met.</p>
		Possible redundancies to staff.	Operational, Financial, Reputational.		Improved efficiencies.	
		Reduction in enforcement presence to ensure compliant fishing	Operational Environmental Reputational		Reprioritisation of work streams and a management of expectations.	
					Reprofiling of enforcement activities to only high-risk areas	

Risk	Risk Score (I x L)	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Loss or unauthorised access to data including personal data.	4 x 2	Breach of Data Protection Act and possible prosecution.	Reputational, Financial, Political.	<ul style="list-style-type: none"> Staff trained in information management principles and 	Cornwall IFCA transfers some of the risk for managing its digital	Loss of, or unauthorised access to, data has the potential to severely damage the relationship with stakeholders, as well as, in the case

		Loss of business critical information.	Operational, Reputational, Financial.	<p>aware of their responsibilities;</p> <ul style="list-style-type: none"> Secure off-site server storage through SLA with Cornwall Council; Onsite fireproof lockable storage for physical documents. 	information through a SLA with Cornwall Council for IT services.	<p>of research data, represent the loss of a considerable financial asset.</p> <p>Remote working has been made possible through the SLA with Cornwall Council for data services, however, tight information management is still required to ensure that all data is held securely.</p>
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Risk	Risk Score (I x L)	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Incident causing severe injury or death of staff member	5 x 2	<p>Loss of key member of staff.</p> <p>Low morale.</p> <p>Lengthy investigation (potentially including seized assets).</p> <p>Down time due to overhaul and review of operations.</p> <p>Legal action and potential sanctions, including imprisonment for senior staff.</p>	Operational, Reputational, Financial, Environmental, Health and Safety.	<ul style="list-style-type: none"> Risk management process including annual review of all risk assessments; Staff training in risk management. Installing a culture of safety; Cover for key roles; Identification of training needs; Review and feedback process following incidents and near misses; Maintenance of all vehicles and vessels; Creation and regular review of disaster planning and incident response plans. 	<p>Counselling services are available.</p> <p>Effective management of staff health safety and management.</p> <p>Legal advice.</p>	<p>Cornwall IFCA operates in a hazardous environment where the risk of an incident occurring is higher than other organisations, and where the hazards are greater than for many other occupations. Fishing remains one of the more dangerous occupations and our officers are exposed to some of that risk. As such, safety is of the highest priority to Cornwall IFCA.</p>

Risk	Risk Score (I x L)	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Failure to maintain effective financial management and control.	4 x 1	Financial loss leading to reduction in capacity.	Reputational, Political, Financial.	<ul style="list-style-type: none"> Annual internal and external audit. Cornwall Council financial services operate as a partner through a SLA. 	Part of the risk has been transferred to Cornwall Council through a SLA covering financial services.	Cornwall IFCA is a Committee of Cornwall Council. This is because the Cornwall IFCA district maps onto the Unitary Authority of Cornwall Council. This allows for a close working relationship between the two authorities giving Cornwall IFCA the support of a much larger organisation.
		Loss of staff morale.	Operational, Reputational.			
		Police investigation of fraudulent activities.	Operational, Reputational.			

Risk	Risk Score (I x L)	Possible Implications	Risk Category	Management of the Risk	Potential Mitigation	Comments
Damage to, limited access to, or loss of, office and storage spaces	2 x 2	Loss of physical records.	Reputational, Political, Financial.	<ul style="list-style-type: none"> Ensure appropriate Health and Safety procedures are in place and followed; Ensure adequate off site backup of electronic data; Electronic copies of key records kept; 	Part of the risk has been transferred to Cornwall Council through a SLA covering HR, payroll and financial services.	The move to remote working and the two separate office spaces that Cornwall IFCA has access to has reduced this risk considerably. The majority of Cornwall IFCA records are now held digitally and this reduces the impact of any catastrophic loss of accommodation.
		Loss of IT infrastructure.	Operational, Reputational.			
		Loss of ancillary equipment.	Operational, Reputational.			

		Loss of physical work spaces	Operational, Reputational.	<ul style="list-style-type: none"> • Use of Cornwall Council for payroll and HR functions. 	<p>The office and unit are of modern design with good fire prevention systems in place.</p> <p>The use of IS for IT support gives access to offsite secure backup of all electronic data. All staff have the facility to work remotely.</p>	
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Governance and Committee Membership

Cornwall IFCA is led and directed by a Committee made up of 21 Members. Membership is drawn from Cornwall Council councillors (7 Members), appointments from stakeholders by the MMO (12 Members (including one appointed MMO officer)) and officers from Natural England and the Environment Agency (2 Members). Cornwall IFCA is a committee of Cornwall Council as, unusually, the IFCA district matches to a Unitary Authority.

Appointees to IFCA's are legally required to represent all local commercial and recreational fishing and marine environmental interests in the waters of the IFCA District in a balanced way, taking full account of all the economic, social and environmental needs of that District. Members should recognise that they are part of a committee and must not regard themselves as representing solely one particular interest within the IFCA District. The Members are collectively and individually responsible for providing governance and direction for the Authority and for promoting the efficient use of resources within Cornwall IFCA.

All Members of the Authority are bound, when acting as a Member of the Authority, by Cornwall Council's Code of Conduct for Members and co-opted Members of the Council. As a result, all Members should register their disclosable pecuniary interests with the Monitoring Officer and, when a matter is considered by the Authority or any of its sub-Committees in which a Member of Cornwall IFCA may have a disclosable pecuniary interest or a non-registerable interest, they should declare their interest and act in accordance with the Code at all times.

Members must not undermine the credibility of Cornwall IFCA. Any Member found to have been convicted of an offence under fisheries or environmental legislation, or any other matter relevant to their appointment to an IFCA, will have their appointment terminated, and they will not be eligible for re-appointment (sections 11 & 12 of the Cornwall Inshore Fisheries and Conservation Order 2010 SI 2188/2010). Members must not, in their official capacity or under any other circumstances, conduct themselves in a manner which could reasonably be regarded as bringing their office, the Cornwall IFCA Committee or IFCA's in general into disrepute.

The Chief Officer and senior officers are responsible for the day-to-day management and operational leadership of the Authority. As the officer accountable for Cornwall IFCA's budget and reserves, the Chief Officer is guided by Cornwall Council's Head of Finance to ensure all financial regulations and internal procedures are followed. The Chief Officer has general responsibility for taking reasonable actions to provide for the security of Cornwall IFCA's assets and for ensuring that the use of these resources is legal, is properly authorised, provides value for money and achieves best value. Cornwall IFCA is audited annually by the Cornwall Council Audit Team.

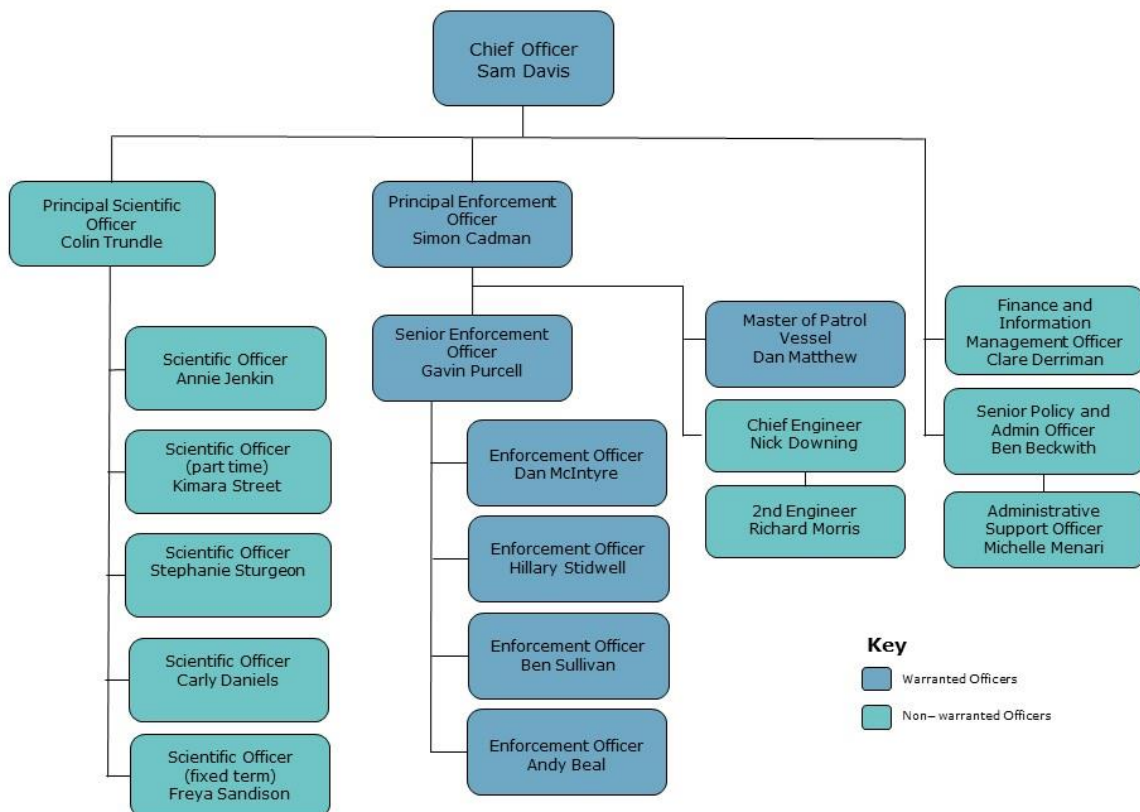
Service Organisation and Staff

Cornwall IFCA mirrors the employment policies and practices of Cornwall Council, except where otherwise specified. Cornwall Council operates through a Service Level Agreement (SLA) as Cornwall IFCA’s Human Resources (HR) Business Partner and hosts a bespoke Employment Handbook on the staff intranet. The handbook specifies where Cornwall IFCA has policies which are different and supersede those of Cornwall Council, which otherwise apply. The HR contract between Cornwall IFCA and Cornwall Council specifies that Cornwall Council will ensure that legislative implications of changes to employment law are transferred to Cornwall IFCA through the production of Council policies, or specified Cornwall IFCA policies. This will continue in the 2024/5 financial year.

In areas outside of specific employment policies, Cornwall IFCA will adopt Cornwall Council policies unless otherwise specified (e.g., IT policies, safeguarding).

Service Description

The Authority is an employer under section 165 of MaCAA 2009, having an establishment comprising 18 members of staff.



Communication Statement

Our main methods of communication continue to be:

1. Website/social media

Online content through our social media and on our website will be updated regularly and used for the promotion and communication of our work. Where appropriate, information about regional and national items of interest and key legislative updates of relevance to local stakeholders will also be shared.

2. Other media

Awareness raising through the use of print media and TV and the production of display information for ports and harbours and flyers for direct distribution are also valuable ways of sharing targeted information.

3. Authority meetings

Our quarterly statutory Authority meetings are held in person in Truro in June, September, December and March and are open to the public, who are able to ask questions either at the meeting or online. The associated agenda packs are published online and the meetings are livestreamed by Cornwall Council and members of the public can view the meeting via a link from the agenda. The videos of these meetings are available online through a link from Cornwall Council's website after the event.

4. Direct engagement

Our team of officers provide information and advice directly as part of their routine work, and via calls and emails to our office. Our Hayle office is not permanently staffed during working hours, but arrangements can be made to arrange for officers to meet people to answer queries, process paperwork and provide more detailed information. We want to be able to provide alternatives to online information and we will always work directly with people to ensure that they are included in a way that supports their needs.

Phone calls to our office are routed online through our main contact number and occasionally these calls will not be answered immediately but answer machine messages left on the system will be checked regularly through the office hours and followed up as soon as possible. Our out of hours number is for messages only and is not manned 24 hours a day although we endeavour to answer calls whenever we can.

5. Stakeholder groups and public meetings

The use of online and face to face meetings for the discussion of specific topics remain an important way to engage directly, through organisation of focused meetings or by invitation to meetings run by other groups or organisations. The use of hybrid public meetings will be explored where these can help to reach larger audiences and be more inclusive.

Key areas for 2024/25:

- a. Cornwall IFCA has contracted an independent consultant to review and update its Recreational Sea Angling Strategy. This will result in

recommendations that will be the subject of informal consultation and will involve public engagement;

- b. As part of the scallop survey programme, stakeholders from the sector will be involved in direct engagement. This is with the intention of both, potentially, widening participation in the scallop survey programme, and, to engage the sector with the ongoing development and review of management of the exploitation of scallop stocks.

6. Informal public consultations and calls for evidence

These are a vital way to identify issues and collect information and evidence support the develop of new management measures.

Key areas for 2024/25:

- a. Informal consultation as part of the development of a management option for effort control within the crustacean fisheries.
- b. Informal consultations as part of the development of the management options for the exploitation of crawfish (*Palinurus elephas*) within two Marine Conservation Zones.

7. Formal public consultations

These are a key stage in the development of IFCA byelaws and the process of running these consultations follows national Defra byelaw making guidance.

Key areas for 2024/25:

- a. It is highly anticipated that, within the year, there will be formal consultation on a new management option for the management of effort within the crustacean fishery as mentioned above. This will require formal consultation in line with the byelaw making process.
- b. It is expected that there will be formal consultation on the management of crawfish within two MCZs within this financial year.
- c. At the end on 2023/24 a formal consultation was carried out on a measure to change the minimum size within the Fal Fishery Area under the Fal Fishery Order 2016. The results of this consultation are, at the time of writing, under analysis. Within the 2024/25 financial year the results of these analyses and resultant recommendations and actions will be communicated to stake holders, and most importantly, Fal Fishery licence holders.

Service Standards and Delivery Priorities

Service Standards

As part of its commitment to customer care, Cornwall IFCA has published a Stakeholder Promise which defines the standards which stakeholders can expect. This document is available from the website, or by request from the office.

Delivery Priorities

Communication

This is at the heart of all the work Cornwall IFCA undertakes. It is essential that officers listen and try to understand people's views and any concerns, and express themselves in a clear, understandable and appropriate manner. It is also essential that all advice, guidance or information given out is accurate, consistent and officers check that they are being understood.

Stakeholder Interaction

Cornwall IFCA is most effective when it has the support of its stakeholders. It is vital that when dealing with stakeholders and partner organisations, officers treat all people:

- Courteously
- With respect
- With dignity
- Honestly
- Fairly
- With positivity; and
- With understanding

Enforcement

Cornwall IFCA has a good track record of providing an effective enforcement regime. The risk-based approach to enforcement activities ensures that assets are deployed in an effective and appropriate manner. Warranted officers all work closely together and receive extensive and ongoing training and continuing professional development to provide a thorough and consistent approach to inspections and investigations work.

Research and Information Management

Cornwall IFCA bases all of its management decisions on sound scientific evidence. It is vital that data used is open, accurate and well managed. It is also essential to proactively undertake research activities to assess issues in the district.

Appropriate Management Options

Cornwall IFCA has inherited a complex set of byelaws and codes of practice which, combined with nationally applicable legislation, are used to manage the inshore fisheries around Cornwall. Work continues to rationalise the legacy byelaws as well as developing new management options to meet identified issues within the district.

Working in Partnership

Cornwall IFCA officers must work effectively with national and local organisations, regulators and its stakeholders.

Facilities and Major Assets

Accommodation

Cornwall IFCA is based in Chi Gallos at the Hayle Marine Renewables Business Park. As well as the office, Cornwall IFCA leases one of the industrial units on the site to use as a boat store and workshop.

The industrial unit houses Morvena, a standalone patrol vessel, as well as all of Cornwall IFCA's research equipment and all the associated kit and PPE. The unit also holds our container, which is used as a secure evidence locker. MMO staff have access to the unit to store PPE and to share (subject to appropriate continuity of evidence safeguards) the secure evidence locker. The unit has a small office which is suitable for meetings and formal recorded interviews.

The full office address is:

Office 2, Chi Gallos
Hayle Marine Renewables Business Park
North Quay
Hayle
Cornwall TR27 4DD

Vessels

Saint Piran

Saint Piran is the main patrol vessel operated by Cornwall IFCA. Purpose built and launched in 2000, she is 27m in length and powered by twin 1300hp engines. The vessel is capable of operating around the Cornish coast, subject to weather conditions. Saint Piran requires a minimum crew of four for enforcement work but frequently has five or six aboard for some patrols. The stern launched 6.4m RIB Lyonesse facilitates rapid transfer of enforcement officers to and from fishing vessels. Saint Piran provides a safe working platform enabling officers to remain at sea for extended periods when required. She is equipped with a suite of electronics which enables the monitoring of vessel movements. This can be especially important when patrolling protected areas, and information gathered electronically can be presented in court as evidence.

Lyonesse

Supplied new in 2000 with Saint Piran, Lyonesse is a 6.4m Rigid Inflatable Boat (RIB). Housed aboard Saint Piran in a stern ramp, she can be launched with up to four officers aboard within a few minutes. Powered by an inboard diesel engine driving a water jet, she is very manoeuvrable and capable of over 30 knots. A good sea boat in all conditions, she is very strong and has an operating range of 100 miles. Lyonesse is used for boarding vessels at sea and other patrol work, and can be used as a patrol craft without the support of Saint Piran if necessary. During 2016, Lyonesse was fitted with an upgraded jet unit and electronic plotter which have improved her capabilities.

Morvena

Morvena was purchased brand new as a bare aluminium hull in 2023. Designed and built to satisfy MCA standards for small work boats in the UK, Morvena has been fitted out by Cornwall IFCA engineers who have installed all systems, propulsion and safety equipment. The vessel is powered by a four-stroke petrol outboard which is both quiet and efficient with back up propulsion is by electric

outboard which enables Morvena to operate with zero sound and emissions in sensitive conservation areas if required. She can carry up to four crew and can achieve 24 knots with a range of around 100 miles in estuarine and near coastal areas. At around 5m in length she is lightweight and can be easily trailer launched at locations around the county. She replaces a larger heavier RIB and is a great asset to the enforcement tools at our disposal. Her build was funded by the sale of the RIB 'Avalon'.

Tiger Lily VI

In October 2014, Cornwall IFCA purchased an 11m ex-charter angling catamaran. After undergoing a brief refit to enable her to carry out all survey tasks, she entered service in December 2014. She is a versatile and flexible research platform and has been upgraded accordingly to support her research capabilities.

Service Vehicles

Cornwall IFCA currently leases four vehicles for use by the research and enforcement teams. These include three vans and a Land Rover Defender which is principally used as a towing platform. These vehicles are all covered by full maintenance leases.



Financial Statement

Since 2011, the Department for Environment, Food and Rural Affairs (Defra) has provided New Burdens funding to all ten IFCAs across England in recognition of both their expanded duties and extended geographical remits. This is agreed nationally through a collective bid to Defra at the start of each comprehensive spending review (CSR), co-ordinated through the Association of IFCAs, our representative body. For each CSR period this funding is linked in part to the delivery of national policy priorities, recognising the significant contributions made by local authorities to supporting our statutory functions at a local level. The current CSR period is from 2022 to 2025 and all ten IFCAs received their New Burdens funding in the current financial year. Additional funding was also provided by Defra to address specific policy areas including MPAs, FMPs and marine licensing and planning. Following the Government's recent budget, departmental allocations are still being finalised so an assumption has been made that Defra's contribution will be maintained at current levels in 2024/25, unless notified otherwise.

When setting the 2024/25 budget, Cornwall IFCA recognises that Cornwall Council again faces very substantial budgetary challenges in the coming year reflecting the impacts of wider economic pressures. In recognition of this, Cornwall IFCA has limited the increase to the levy only to cover unavoidable additional expenditure. As in every year, Cornwall IFCA's officers and accountants have worked hard to identify savings and efficiencies so that it can meet the pressures it faces with the minimum possible increase in the levy. CIFCA had considered the option of not increasing the levy, but this is not feasible without impacting on the work that the IFCA will have to deliver in 2024/25, a period during which the pace of implementation of the UK's new domestic fisheries management regime continues to develop rapidly, particularly in relation to the development of fisheries management plans including the implementation of those for key inshore crustacean shellfisheries around Cornwall.

As an organisation, around two thirds of total expenditure relates to the employment of staff so any changes in pay, national insurance and superannuation have an impact. For the 2024/25 budget CIFCA has also had to take into account an only partially budgeted national pay award for 2023/24 which created a pressure within year and as a result, we have budgeted a 4.5% pay award for 2024/25, subject to the final nationally determined amount. A substantial increase in superannuation lump sum deficit charges has also resulted in an additional pressure on employee costs.

The majority of cost centres have been maintained at 2023/24 levels wherever possible, with small inflationary increases of up to 5% inflation applied for a limited number of items such as insurance. Our online access to a new, nationally procured, intel system will create an additional cost for licences for enforcement officers but sharing set-up costs with other partners has been beneficial.

All budget lines have been reviewed and cuts have been made in some items, including our budget for legal services and we have maintained reductions from 2023/24 in travel and accommodation, as the majority of national meetings have remained online. There will be a £45,000 contribution from reserves for the biennial patrol vessel refit due in 2024/25.

The proposed IFCA budget for 2024/25 is maintained at a level where the Service can continue to fulfil its statutory remit and deliver on its short and medium-term work programmes, but it is likely that additional expenses may have to be absorbed in-year if they arise depending upon their scale. Within the budget for 2024/25 we have included £150,000 of grant funding that was awarded by Defra in the current financial year and is being carried over into the operational budget to support posts and key work areas. This will enable us to resource our additional responsibilities in the development and implementation of fisheries management plans, for marine protected area work and for our input into the marine licensing application process. The expenditure is within the Research cost centre, predominantly within employee costs including the appointment of a fixed term scientific officer role and a fixed term increase from a part-time to a full-time scientific officer role to support the delivery of this work. There is a national reporting process up to Defra to evidence our use of this funding.

Cornwall Inshore Fisheries and Conservation Authority Annual Budget 2024/2025

Expenditure	Administr ation £	Research £	Enforcement £	Regulating Orders £	Wrasse £	Total £
Employees	280,975	284,012	466,509	0	0	1,031,496
Premises	49,829	500	1,523	0	0	51,852
Transport	1,324	42,300	206,241	0	0	249,865
Supplies and Services,	68,723	51,700	91,191	400	0	212,014
Support Services	8,353	1,300	0	5,870	0	15,523
Minimum Revenue Provision & Loan interest	52,602	0	0	0	0	52,602
Total	461,806	379,812	765,464	6,270	0	1,613,352
Income	(33,666)	(83,133)	(2,320)	(6,270)	(405)	(125,794)
Reserves						
Contributions to	0	0	0	0	0	0
Contributions from	0	0	45,000	0	0	(45,000)
Net 2024/25 Budget financed by Levy on Cornwall Council	428,140	296,679	718,144	0	(405)	1,442,558
Reserves	Opening Balance £	Contribution to £	Contribution from £	Closing Balance £		
Asset Replacement Reserve	489,029	-	(45,000)	444,029		
Minimum Reserve	228,705	-	-	228,705		
Research & Projects	3,794	-	-	3,794		
Grant Reserve	500	-	-	500		
Totals	722,028	-	(45,000)	677,028		



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