



Annual Report 2019 - 2020

1. Introduction

This is the 9th year of operation of the Isles of Scilly IFCA. This report details the work that took place between April 2019 and March 2020. Writing this report in October 2020 during a year with considerable disruption and difficulty, I look back on 2019-2020 as a year where we were able to deliver and achieve a great deal. I hope it is an indication of our potential and an ambition that I am keen to restore. There was a busy programme of research between April and October and our model of working with partners was well established and proven. We gained from the specialist knowledge, additional experience and equipment from the University of Plymouth, University of Exeter and Cornwall IFCA whilst ensuring that the work is focussed on our needs and builds (and uses) existing knowledge and experience.

We also continued to improve and consolidate fisheries management regulations. Two new Byelaws have been put in place (Crawfish Minimum Landing Size and Recreational Fishing Permit Byelaw). The key activity during this year has been the review of the Fishing Gear Permit Byelaw through the commissioning of two research projects that helped to underpin and support decision making. The IFCA have also taken delivery of a new RIB that replaced Matt Lethbridge. The lack of a boat through the summer (due to sale of old and delay in arrival of new) prevented some enforcement and research activities, but generally this reporting period marks a busy and successful year of research and delivery of projects.

2. Review of the year

May 2019 – Cornwall IFCA undertook side-scan sonar survey in vessel “Tiger Lily”. Over three days this survey focussed on a 400m grid pattern in an area to the east of St. Marys. This research informed the follow-up ground truthing work undertaken by the University of Plymouth.

June 2019 – A team from University of Plymouth used towed video and sediment grab samples to develop a fine-scale habitat classification of the area to the east of St. Marys. A small project funded by English Heritage was carried out as an ‘add on’ within this research by Dr Antony Firth from Fjordr marine. The research was adapted from a similar project undertaken by Sussex IFCA to examine the role that wrecks play as habitats and provision of ecosystem service benefits. The report is available [here](#).

Alongside this work to provide habitat classification maps, a separate project developed an ‘ecosystem asset and risk register’. The maps provided information that helped to identify the extent of habitats and identify the direct and indirect ecosystem services for Scilly and where current activities meant that they were more at risk.

The full report is available on our website [here](#).

July 2019 – Four volunteers from the University of Exeter spent a month working on board fishing vessels to gather catch data. During these trips they measured the sex and length of lobsters, crawfish and crabs. A report published internally in December 2019.

September 2019 – New vessel “Vigilant” delivered to Scilly on 10th September. Total build cost was £107,114. 70% of the build cost was provided by EMFF.

September 2019 – Joint enforcement took place with the MMO.

September 2019 – Dr Adam Rees from the University of Plymouth came to Scilly to help set up a fixed-site potting study. This study will take place annually at the same sites to the north east of St. Marys and will provide a baseline of catch per unit effort.

October 2019 – The Recreational Fishing Permit Byelaw was put in place. This byelaw requires all locals and visitors using pots to have a permit and to attach tags to each pot they are using (up to a maximum of six). It also bans the use of store pots for recreational fishermen.

December 2019 – Fixed net and seals HRA completed with formal advice received from Natural England.

February and March 2020 - Stakeholder meetings held in February and March 2020 to inform the review of the Fishing Gear permit byelaw.

3. Report on key objectives for 2019-2020

	Objective	Outcome
1	Complete the process to put in place the crawfish Minimum Landing Size and recreational fishing byelaws	Both byelaws have completed Impact Assessments, sign-off from Defra and in place
2	Complete the procurement and commissioning of our new vessel	Vessel delivered in September 2019. Two months behind schedule, but on budget.
3	Undertake surveys in the deep water soft sand and mixed sediment habitats to the east and south east of St. Marys	Surveys completed in May and June 2019
4	Plan and develop long term research collaborative projects, with a specific focus on monitoring within MPAs	Doctoral Training Partnership project submitted with the University of Exeter; Interreg project submitted with the University of Plymouth
5	Engage nationally in budget reviews to ensure that we secure continued central government support	No progress. Too many changes taking place within AIFCA and externally.

4. Partnerships

Partnerships with two regional Universities are growing in depth and strength. We are fortunate to have two Universities with strong marine research capacity: University of Exeter and University of Plymouth. Both institutions have a broad range of skills and expertise that we can call upon through externally funded projects. It is important to recognise that benefits are two-way – through involvement in Scilly researchers are able to consolidate existing research methodologies or test new technology or approaches. In both cases Scilly has been able to host and support MSc students, providing our time and expertise, but gaining valuable data and insights from their work. Further projects are being developed as part of Doctoral Training Partnership PhD for MPA monitoring (University of Exeter); Interreg projects using telemetry (University of Exeter).

Natural England are important partners in the provision of conservation advice for our MPA assessments. In this reporting year, formal advice has been received for a Habitats Regulations Assessment (HRA) for nets and seals. Informal advice and support has been given in the development of assessments for the Bristows to Stones MCZ.

Locally we engage with the Duchy of Cornwall and the Isles of Scilly Wildlife Trust through the AONB and St. Mary's Harbour through the Harbour Users Group. The Fishermen's Association is a key organisation, and the route through which we provide e-mail updates and ask for engagement and feedback for any developing research or regulations. In this reporting year, we have worked closely with the association to help us with the review of the fishing gear permit byelaw.

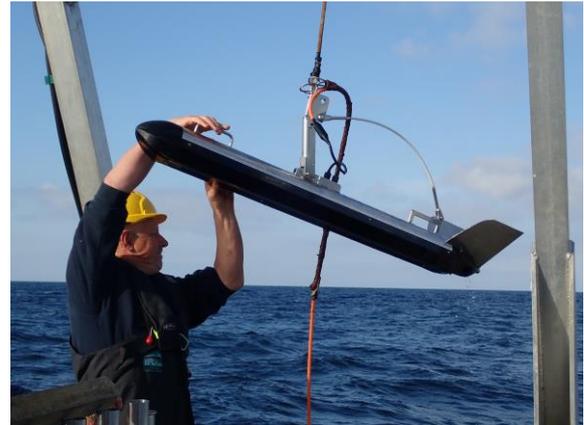
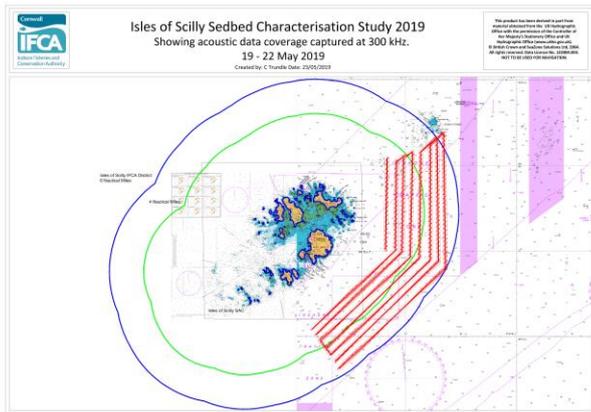
5. Facilities and Assets

There has been little change. The IFCA has an office in the Town Hall and a container for equipment at the old school site at St. Thomas. There is no workshop or under cover area for the boats and other equipment. Options continue to be considered, but there are few options close to the harbour. We continue to engage in a project for a new museum and cultural centre with the intention and hope that it will ultimately include an office, laboratory and workshop space for the IFCA.

6. Research

All of our research objectives have been achieved this year.

Cornwall IFCA and the University of Plymouth have completed surveys using side scan sonar, towed video and grab samples. Tiger Lily and two members of Cornwall IFCA spent three days surveying an area to the east of St. Marys in May 2019 using a side scan sonar.



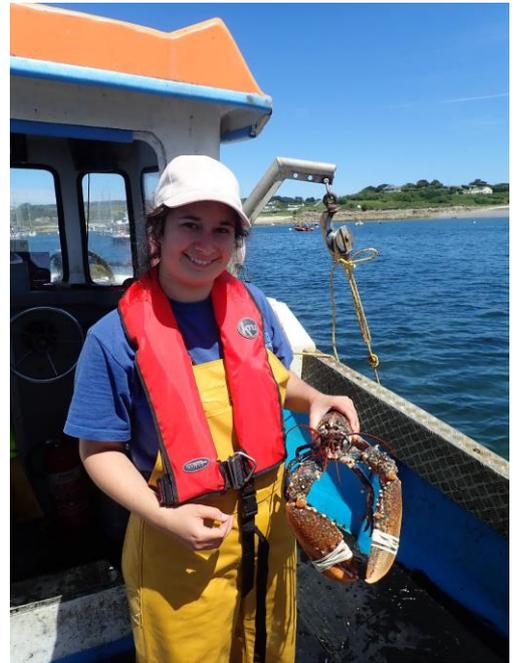
(L)map showing the planned side-scan sonar survey area and (R) deploying the side scan sonar from the Tiger Lily

The outputs from this survey were then ground-truthed by a team from the University of Plymouth the following month. Using local skipper Adam Morton and his boat 'Kestrel' the team used a towed video to provide detailed habitat ground-truthing across selected survey sites in the same area. Grab samples were also taken using a Van Veen grab so that the seabed type and animals living in the surface layer could be examined. The habitat classification used the MareSA (Marine Sensitivity Analysis) model based on three scenarios to show potential impacts from penetration and abrasion impacts of towed fishing gear. This research has provided valuable insight to help inform the review of the fishing gear permit byelaw.



(L)Monitoring the progress of the towed video sled on board Kestrel (R) Catching the grab contents back on the surface

Four student volunteers worked on board eight different fishing vessels during July 2019 to gather detailed catch records. They were provided with training and safety induction and safety equipment (boots, life jacket, PLB) and sampling equipment (Vernier gauge, GPS, printed data form). They measured all the contents of a selected sample of pots. The data was entered into excel and analysed to provide catch per unit effort and population size distribution for crabs and lobsters. Data will be collected each year using a similar methodology. A report was produced in December 2019¹. Funding for this work was provided by EMFF.



*Volunteer Elsa Domoney on board
"Reward"*

¹ <https://secure.toolkitfiles.co.uk/clients/19937/sitedata/files/pdfs-redesign/2019-report.pdf>

7. Conservation management plans and objectives

Objectives detailed within the Annual Plan to ‘complete the MCZ Assessment for Bristows to Stones MCZ’ was incorrect and unrealistic. With advice and support from Natural England and Cornwall IFCA a list of 40 MCZ assessments has been developed, recognising that there needs to be a logical and consistent tabulation of conservation features assessed against fishing pressures.

8. Operational plans and objectives

The new boat was delivered to Scilly in September 2019. Both officers had taken part in sea trials and familiarisation in Portland in August. The original delivery time of May 2019 had been pushed back to July 2019. The delay was a frustration, and was primarily caused by backlogs within the manufacturer, Ribcraft. The production manager kept us informed of progress and regular build updates included the use of visual overviews of the hull build. The final build has met all specifications and expectations, and after sales support has been good.



(L) New IFCA vessel at Portland Harbour (R) On station on Scilly

9. Success Criteria and performance indicators

Success Criteria 1: IFCA's are recognised and heard, whilst working in partnership and engaging with stakeholders

Definition: IFCA's 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. IFCA's 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. IFCA's 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. Opportunities for greater efficiencies, effective joint working and collaboration will be explored and implemented when feasible

Key achievements for Isles of Scilly IFCA

- Use of website and social media to inform community and stakeholders about our work
- Participating in a proportion of national IFCA meetings
- Consultations advertised and communicated locally and regionally

High Level Objectives (Indicators)	Isles of Scilly workstream	Quarters	Reporting	Status
Stakeholders are well informed and have a clear understanding of what is happening within the IFCA.	Individual and group meetings are held with both the commercial and recreational sectors. Facebook and Twitter accounts are kept up to date.	1 to 4	Attendance at Fishermens' Association AGM; use of social media to communicate and update stakeholders on consultations, events and research taking place.	
The website will be an effective communication tool that is being used to inform stakeholders. It will be reviewed and updated each month.	Website used as a means to communicate projects and key messages.	1 to 4	Website continues to be used for news and events. There is no analysis of views or clicks. Fishermen preference is for e-mail or face to face communication.	
The IFCA will have reviewed all of its Memoranda of Understanding (MoU) by 31 March each year. There will be a clear plan in place to update MoUs where necessary, to an agreed timescale.	We had no current Memoranda of Understanding during this report.	1 to 4	No update	
By 31 March each year, the IFCA will have participated	Officers will attend regional and national meetings as	1 to 4	Officers attended two AIFCA meetings and one TAG meeting.	

<p>appropriately, proportionately and at the right level of delegation, in regional and national fisheries and conservation activity identified in the annual plan.</p>	<p>appropriate, recognising the small size and challenge in travelling to the mainland. Summary records of meetings at Association of IFCA and Chief Officers Group will be published in Committee papers.</p>			
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Success Criteria 2: A fair, effective and proportionate enforcement regime is in place

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 is 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 & Coordination 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.

High Level Objective Indicators	Isles of Scilly IFCA workstreams	Quarters	Reporting	Status
The IFCA will ensure its enforcement risk register and strategy are published and available on its website from 1 st April each year.	The enforcement risk register will be reviewed, updated and published on the website	1	Completed and published on website	
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.	The Annual Report will include details of joint working and specific examples. We will continue to maintain a risk-based approach to enforcement.	1	There are no other marine regulators present on the Isles of Scilly. We undertook a joint operation with the MMO and continue an intelligence-led and risk-based approach to enforcement.	

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 the website	We will work closely with the MMO to co-ordinate sharing of assets and resources. We will publish our enforcement and compliance activity	1 to 4	Joint enforcement operations took place with the MMO in September 2019	
The IFCA will adopt the national code of conduct for IFCOs, which will be reviewed annually and published on its website by 1 st April	The code of conduct will be adhered to and reviewed internally.	1 to 4	Code of conduct reviewed and adhered to	
Warrant 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.	New staff will receive training and build experience as part of joint enforcement activities with the MMO	1 to 4	No training took place during this period.	

Success Criteria 3: IFCA's 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 IFCA's 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 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.

High Level Objective Indicators	Isles of Scilly IFCA workstreams	Quarters	Reporting	Status
The IFCA will record site-specific management considerations for Marine Protected Areas and report progress to the Authority.	We will complete HRA assessments for remaining activities by the end of this reporting period	1 to 4	One more HRA has been completed. The outstanding HRAs are for: nets on subtidal sand and pots on subtidal sand	

The IFCA will publish data analysis and evidence supporting new management measures on its website	We will improve accessibility to data and spatial information on our website	1 to 4	Research reports are on our website. There remain technical and cost barriers to putting spatial information on our website that will be addressed in the next reporting period.	
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 effectiveness of the intervention.	Monitoring and surveys to provide baselines and longer-term trends for key features and species will be planned through this year.	2 to 4	A long-term shellfish monitoring project was initiated this year; and two further research projects focussing on habitat classification and ecosystem service asset and risk registers were undertaken.	
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 st March each year.	Improvements to the communication of existing management that is in place will take place through this year.	1 to 4	Reports to the IFCA Committee provided information on planned reviews to the fishing gear permit byelaw.	
New IFCA management measures selected for development and implementation are delivered within agreed timescales.		N/A		
The IFCA will include shared agreed objectives and actions from Fisheries Management	There are no forecast Fisheries Management Plans	N/A		

Plans in its own Annual Plan, which will be published by 31 st March each year.				
Progress made in relevant Fisheries Management Plan areas, including Maximum Sustainable Year commitments, will be noted in the Annual Report.	This year we will be planning and preparing how we can improve our knowledge of our shellfish fishery to establish a better understanding of stock, catch and sustainability	1-4	A long-term shellfish monitoring programme was initiated in this year, with a submission to EMFF for funding to support the work.	

Success Criteria 4: IFCA's have appropriate governance and staff are motivated and respected

Definition: IFCA's are statutory authorities and sit within the local government family. Authority members may be either general members or local councillors. 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.

High Level Objective Indicators	Isles of Scilly IFCA Workstreams	Quarters	Reporting	Status
Prepare and publish an Annual Plan setting out main objectives and priorities for next financial year. A copy will be sent to the secretary of state.	Development of the Annual Plan will involve all staff and take on board guidance from members and stakeholders in the creation of the 2019/20 annual plan. Key sections will be put to January	3-4		

	meeting in 2019.			
Prepare and publish an end of year report setting out main objectives and priorities for next financial year. A copy will be sent to the secretary of state.	Development of reports is led by the Chief Officer, with input from staff, the Strategic Development Manager and approved by members and then published on the website.	4	Completed	
IFCA staff will support Committee meetings which are held quarterly and are quorate. Meeting documentation will meet standing orders.	Preparing meeting reports and working with key Council staff to ensure timely publication and appropriate public access.	1 to 4	Four Committee meetings held, quorate and with items published in advance	
Staff management system in place including performance monitoring and an improvement procedure.	Work within Isles of Scilly Council performance management and development programme. Ensure all officers have at least one appraisal meetings per year.	1-4	Both staff have completed personal development plans and had an annual appraisal meeting.	

Success Criteria 5: IFCA's make the best use of evidence to deliver their objectives

Definition: IFCA's are statutory regulators for their Inshore Fisheries and Conservation District. Decision making should be based on evidence. All IFCA's 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.

High Level Objective Indicators	Isles of Scilly Workstreams	Quarters	Reporting	Status
The IFCA will demonstrate progress that has been made towards identifying its evidence needs by publishing a research plan each year	A research plan has been incorporated within the annual plan	1	Complete	
The IFCA will publish a research report annually that demonstrates how evidence has supported decision making	A research report summarising activities and how data has been used to support good decision making will be produced in March 2020	4	Research report will be incorporated within the Annual report with links to separate research reports.	
The IFCA's contribution to TAG and progress that has made towards a national evidence needs programme will be recorded in the IFCA's Annual Report	The Isles of Scilly IFCA will keep abreast and informed of national developments. Where possible it will engage with IFCA's on key technical issues	1 to 4	Regular discussions with research teams at other IFCA's were instrumental in helping to inform and guide our own work. We remain actively engaged in TAG discussions and meetings.	

	we are interests and needs align. During 2019-2020 we will take a lead role in crawfish research monitoring and research needs			
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10. Risk Management

The Isles of Scilly IFCA, as a statutory body, recognises its responsibilities to manage risk and take all reasonable steps to ensure delivery of the Authority's objectives, maximise responsibility and minimise threat.

Risk may be defined as the combination of the probability of an event and its consequences, whether a positive opportunity or a negative threat. Risk cannot always be eliminated, but it is possible to develop a strategy to provide a structured approach to enable the Isles of Scilly IFCA to identify, manage and monitor the more significant threats that it faces.

There are two main categories of risk – strategic and operational – although environmental and technical risks should also be considered. Strategic risks need to be taken into account in judgements about the Authority's medium to long-term goals. Operational risks are day to day risks in the delivery of a service.

All employees and members should have regard to risk when carrying out their duties. Risk management is part of all decisions at both manager and member level and all Authority processes. There are many key roles within the risk management process including the effective management of the risk process particularly in the areas of service delivery at sea and on land.

Risk assessments look at all working environments, such as around harbours and quays, boarding boats, RIB work, shoreline work, lone working and the hazards of working with machinery. Risks are reduced as far as possible through planned professional training and certification in areas such as sea survival, fire-fighting and local navigation examinations. Strategic risks will look at threats to the service such as loss of records, long-term staff illness and legal challenges amongst others.

Risk Register Matrix

Likelihood		Impact						
		1	2	3	4	5		
Very Unlikely	1	1	2	3	4	5	Risk Score = 1-5 Low	Acceptable – Acknowledge and accept
Unlikely	2	2	4	6	8	10	Risk Score = 6 - 10 Medium	acceptable – Monitor
Possible	3	3	6	9	12	15	Risk Score = 12- 15 Medium	acceptable – Monitor
Likely	4	4	8	12	16	20	Risk scores 16- 25 Very High	Unacceptable – Act
Almost certain	5	5	10	15	20	25		

Description	Risk				Mitigation	Residual Risk
	Impact	Risk Score (I*L)	Category	Reputation		
A reputation for smart and prudent stewardship	Loss or damage to reputation from poor press and public relations	3 * 2	Strategic	Potential loss of faith in Isles of Scilly IFCA's governance and organisational structure	Reviewed immediately and followed by issue of positive messages	Loss of independence as the smallest IFCA in the country
Breakdown in local stakeholder engagement	Loss of reputation and confidence in the IFCA	3*3	Strategic and Operational	Loss of faith and reputation	Attending and engaging in regular meetings with commercial and recreational associations and groups	Breakdown of collective ownership of fisheries stewardship
Statutory Responsibilities	Failure to meet statutory duties as set out in legislation	2*3	Strategic	Loss of faith in Isles of Scilly's IFCA's governance	Ensuring legislation is understood and applied	As above
Disaster planning for major incident such as loss of vessel	Loss of operational capability	3*2	Strategic and Operational	Failure to continue enforcement and monitoring duties will reflect badly on the IFCA	Make provision for chartering another vessel	Loss of enforcement and environmental monitoring capabilities
Officers acting beyond their statutory remit	Damage to reputation of the IFCA plus legal implications	2*3	Strategic and Legal	Damaged	Regular training and adherence to the nationally approved code of conduct for inspections at sea and ashore	Frequent changes to legislation may lead to human error

Protection of the marine environment in general and of the designated Marine Conservation Zone.	Loss of important habitat and species. Conservation objectives of MCZs not met	3*2	Environmental	IFCA's reputation as stewards of the marine environment will be damaged	Ongoing monitoring of fisheries activities within the District. Possible introduction of emergency or long-term byelaws	Certain fishing activities may have a negative impact on the many features of conservation interest in the Isles of Scilly
Fish stocks collapse	Collapse of local fishing industry and recreational resource	4*4	Environmental and economic	Loss in confidence of the IFCA's ability to manage fisheries	Consultation with the industry on possible management schemes. Vigorous enforcement and possible introduction of permits for commercial and unlicensed fishermen.	Continual checks on stock levels and a watch on outside factors such as climate change
Loss of key Staff	Lack of key staffing resources to deliver the service and to ensure that staff have adequate skills training to achieve performance requirements	4*4	Strategic and operational	Damaged reputation due to inability to carry out enforcement and monitoring responsibilities	Ensure staff are fully trained in as many areas as possible to cover contingencies	A way of ensuring continual delivery of objectives is to reduce the risk by training
Insufficient resources	Unexpected budget demands and variations and failure to reach agreed budget targets.	4*3	Strategic, organisational and financial	Damaged through being under-funded to fulfil duties	Monitoring budget on a monthly basis	Monthly progress reports and quarterly IFCA meetings
Failure to effectively monitor and enforce legislation	Unregulated fishery. Increased non-compliance	3*5	Operational, Environmental, Political.	Committee's performance is judged on its ability to effectively monitor fishing activity and prevent illegal activity from occurring.	Adaptive co-management approach to fisheries improves understanding and compliance with management measures.	Some legislation difficult to enforce effectively.

Injury to staff due to unsafe working practices	Death or injury of staff	4*4	Operational, reputational	Poor morale of staff leading to problems with retention	High quality PPE issued to all staff. Adequate training and mentoring system	Regularly working in hazardous environments
Failure to maintain survey / sampling programme.	Absence or lack of accurate data leading to poor management of fisheries	3*4	Reputation, Environmental.	High expectation that fisheries are well managed by Authority using best evidence.	Research staff well qualified and experienced with local fisheries.	Planned surveys lost due to poor weather or vessel breakdown.
Failure to secure data.	None compliance with Data Protection Act. Freedom of Information and Environmental Information Regulations. Prosecution case files compromised.	2*4	Operational, reputational.	Stakeholders no longer believe that confidential information they have supplied is secure.	All computers are password protected. MCSS accessed by unique identifier. Important documents secured under lock key/ safes.	Limited ability for personnel to access files.
Changes in funding streams due to BREXIT negotiations and outcomes	Loss of operational capability	3*5	Strategic and Operational	Failure to continue enforcement and monitoring duties. The IOS Scilly IFCA is dependent on New Burdens funding	Continued discussions with Defra through the AIFCA and the development of new funding streams	Loss of enforcement and environmental monitoring capabilities

Annex 1 – The Committee

The Isles of Scilly IFCA is led and directed by a committee that consists of eight members, these are as follows:

- Three elected representatives of the Council of the Isles of Scilly.
- Four persons appointed by the Marine Management Organisation (MMO) and this must include at least one employee of the MMO.
- One representative of Natural England (NE).

The Principal Committee meets quarterly in order to receive reports from the Authority's officers and enable the members to direct officers to conduct work and discharge its functions. To aid governance a number of Subcommittees have been established to oversee specific delegated elements of Authority work including finance, compliance and technical matters. Unlike the other nine English IFCAs, there is no representation from the Environment Agency.

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| • Cllr Andrew Guy (Chairman) | <i>Isles of Scilly Council</i> |
| • Cllr Harry Legg | <i>Isles of Scilly Council</i> |
| • Cllr Steve Watt | <i>Isles of Scilly Council</i> |
| • David Milligan | <i>MMO Representative</i> |
| • Kate Sugar | <i>Natural England Representative</i> |
| • Timothy Allsop (Vice Chairman) | <i>MMO Appointee – Commercial Diver</i> |
| • Robert Francis | <i>MMO Appointee – Commercial fisherman</i> |
| • Nicholas Jenkins | <i>MMO Appointee – Commercial fisherman</i> |

Appointees to IFCAs 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 the 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 the Isles of Scilly IFCA.

All members of the Isles of Scilly IFCA are bound, when acting as a Member of the Committee, by the Council of the Isles of Scilly 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 Committee or any of its sub-Committees, in which a Member of the Isles of Scilly 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 the Isles of Scilly IFCA. Any Member found to have been convicted of an offence under fisheries or environmental legislation, or any matter relevant to their appointment to the IFCA, will have their appointment terminated, and they

will not be eligible for re-appointment (section 11 & 12 of The Isles of Scilly Inshore Fisheries and Conservation Order 2010 SI No.2213 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 Isles of Scilly IFCA Committee or IFCAs in general into disrepute.

The Chief Officer is responsible for the day to day management and operational leadership of the Authority. As the officer accountable for the Isles of Scilly IFCA's budget and reserves, the Chief Officer is guided by the Council of the Isles of Scilly Section 151 Officer 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 the Isles of Scilly 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.

Annex 2 – IFCA vision and objectives

The national IFCA vision, shared by all the ten authorities in England is as follows:

“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.”

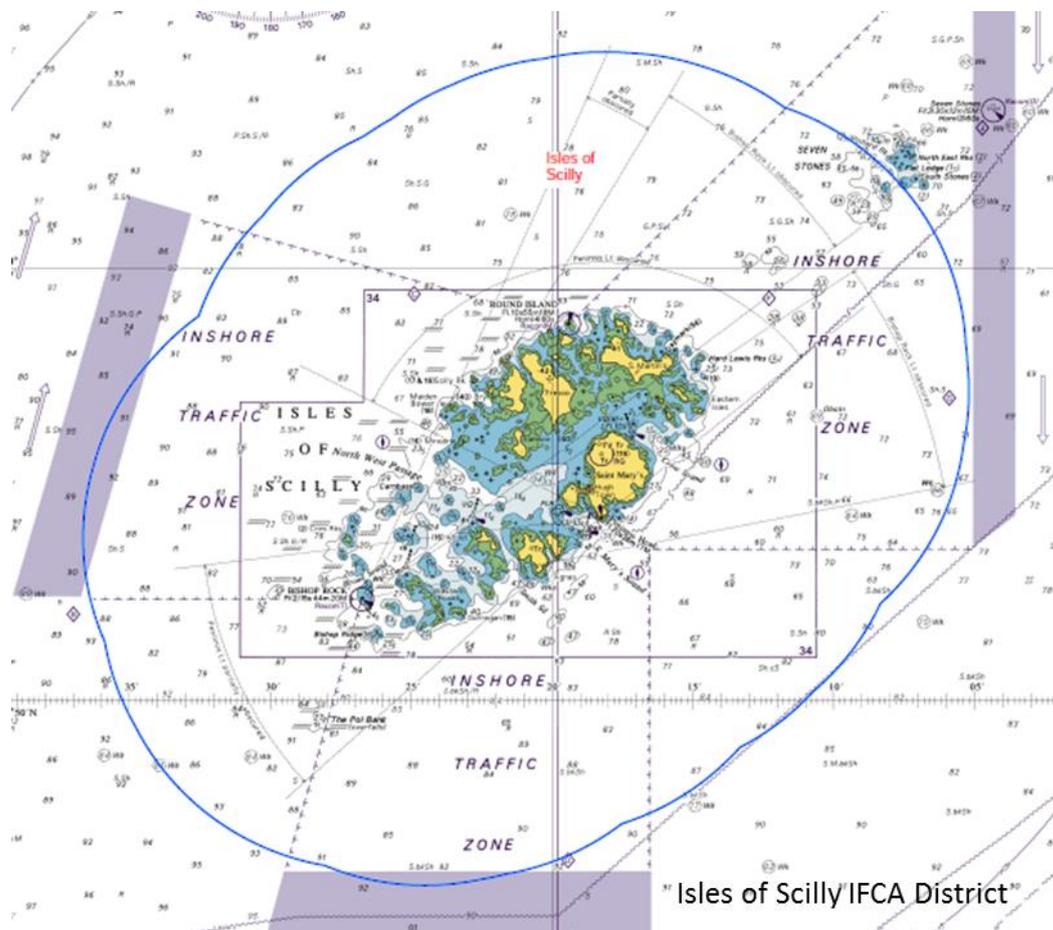
The main focus, as in previous years, will be to deliver these duties and be guided by the High Level Objectives;

- **Achieving a sustainable marine economy;**
- **Ensuring a strong, healthy and just society;**
- **Living within environmental limits;**
- **Promoting good governance;**
- **Using sound science responsibly.**

Annex 3 – Isles of Scilly district

The Isles of Scilly Inshore Fisheries and Conservation Order 2010, Section 3 defines the extent of both the landward and seaward elements of the Isles of Scilly Inshore Fisheries and Conservation District as summarised.

The Isles of Scilly IFCA district is declared to extend six nautical miles seaward from the baseline from which the United Kingdom territorial waters are measured, and includes the waters on the landward side of these baselines. The Isles of Scilly IFCA is responsible for carrying out its duties within over 912 square kilometres of sea.



Annex 4 – Legislation

Domestic Legislation

The duties for the Isles of Scilly IFCA set out within the Marine and Coastal Access Act, 2009 sections 153 and 154 are:

1. Isles of Scilly IFCA must manage the exploitation of the sea fisheries resources in its district, in doing so it must:
 - a) Seek to ensure that the exploitation of sea fisheries resources is carried out in a sustainable way.
 - b) Seek to balance the social and economic benefits of exploiting the sea fisheries resources of the district with the need to protect the marine environment from, or promote its recovery from, the effects of such exploitation.
 - c) Take any other steps which in the authority's opinion are necessary or expedient for the purpose of making a contribution to the achievement of sustainable development.
 - d) Seek to balance the different needs of persons engaged in the exploitation of sea fisheries resources in the district.
2. Isles of Scilly IFCA must also seek to ensure that the conservation objectives of any MCZ in the district are furthered.

European Legislation

As defined as a 'Competent and Relevant Authority' the Isles of Scilly IFCA is required to perform its duties in regards to:

- **The 'Habitats Directive'**
Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora.
- **The 'Water Framework Directive'**
Council Directive 2000/60/EC of 23 October 2000 establishing a framework for community action in the field of water policy.
- **The 'Marine Strategy Framework Directive'**
Council Directive 2008/56/EC of 17 June 2008 establishing a framework for community action in the field of marine environmental policy. The Isles of Scilly IFCA is created by the Isles of Scilly Inshore Fisheries and Conservation order 2010, No.2213.

Contact

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