



Annual Plan 2019-2020

1. Introduction

This is the 9th year of operation of the Isles of Scilly IFCA. The period from April 2019 to the end of March 2020 will be the IFCA's next reporting period. For the Isles of Scilly IFCA this reflects continuation along defined pathways towards sustainable fisheries and a healthy marine environment. The Authority's duties remain unchanged and Government policy towards marine management is strongly supportive of the Inshore Fisheries & Conservation Authorities (IFCAs), and their role within coastal communities.

This Annual Plan is different in format to previous years. It is designed to ensure that there our objectives for the year are clearly identified and proportionate to our means to deliver them; whilst also meeting our local needs and statutory objectives.

2. Inshore Fisheries and Conservation Officers

The Isles of Scilly IFCA is the smallest in England and consequently has a proportionally small workforce to deliver the required service. The team comprises a Chief Fisheries and Conservation Officer (Tom Hooper) and a Marine Enforcement and Scientific Officer (Ricky Pender).

The Isles of Scilly IFCA is committed to the development and training of staff and members. Any officer or crew member going to sea is required to undertake statutory safety courses such as sea survival, fire-fighting and first-aid and must have VHF certification. In 2018-2019 staff underwent training in each of these. In addition to the statutory and revalidation training above, staff undertake a wide range of specialist and ad hoc training to meet requirements of the service. Specific training objectives for 2019-2020 are detailed in the Operations section.

3. Financial Summary

The Isles of Scilly IFCA Committee is responsible for approving the Authority's budgetary estimates for the forthcoming financial year. The Authority levies the Council of the Isles of Scilly for these funds. For the 2018/19 financial year, this will result in a total levy on the Council of the Isles of Scilly of £14,000. This levy is supplemented by additional 'new burdens fund' of £109,726 from Defra

4. Budget 2019-20

95% of our budget comprises recurring annual costs. £2,000 has been put towards byelaw making (hobby fishing and crawfish MLS) and research costs. A small increase has been included in fuel costs and a budget line included for maintenance and repair of vessels and equipment.

Item	Budget (19-20)
Salary and costs	£89,399
Uniform and clothing	£500
Communications and website	£864
Travel and subsistence	£7,000
Training	£4,000
Fuel	£1,500
Insurance	£4,000
Life raft hire	£550
Association Subscription	£12,000
Maintenance and repair	£1,000
Byelaw making	£2,000
Research	£3,910
Total	£126,723

5. Key Objectives for 2019-2020

1. Complete the process to put in place the crawfish Minimum Landing Size and recreational fishing byelaws
2. Complete the procurement and commissioning of our new vessel
3. Undertake surveys in the deep water soft sand and mixed sediment habitats to the east and south east of St. Marys
4. Plan and develop long term research collaborative projects, with a specific focus on monitoring within MPAs
5. Engage nationally in budget reviews to ensure that we secure continued central government support

Key Actions for 2019-2020	Q1	Q2	Q3	Q4
Crawfish Minimum Landing Size byelaw in place				
Recreational fishing byelaw in place				
Surveys of deep soft-sediment areas completed				
Current and historical fisheries mapping				
Long-term catch monitoring trial in place (funding dependent)				
Marine natural capital trial (funding dependent)				
Completing MCZ Assessment for Bristows to Stones				
Complete HRA for trawls and scallop dredges				

6. Partnership

Nationally, the Isles of Scilly IFCA supports the Association of Inshore Fisheries & Conservation Authorities to develop national communications and provide a collective voice for all IFCAs. Where possible, the Association's Chief Executive represents the needs of IFCAs as a single voice in respect to the development and interpretation of government policy concerning marine fisheries and conservation. We primarily engage with national structures through the Chief Officers Group (COG) to ensure that we are delivering on national objectives. We maintain an awareness of national technical and enforcement developments through the IFCA Technical Advisory Group (TAG) and the National Inshore Marine Enforcement Group (NIMEG). These national links help the Authority in promoting and developing best practice, and sharing knowledge, data and expertise to contribute toward sustainable marine management, both within its District and the wider marine environment.

At a national level we work closely with Natural England who provide us with important formal and informal conservation advice and the MMO who provide support in the development of byelaws and with who we co-ordinate enforcement activities.

As a small IFCA we rely to a greater extent on collaborative work. Working with partner IFCAs (in particular Cornwall and Devon and Severn) and academic institutions (in particular Exeter University's Cornwall campus and Plymouth University) are key to enabling us to deliver our research needs.

Locally we aim to work closely with the Isles of Scilly Fishermen's Association, Isles of Scilly Council, Isles of Scilly AONB, Isles of Scilly Wildlife Trust and Isles of Scilly residents

7. Facilities and Assets

The Isles of Scilly IFCA is housed in the Isles of Scilly Council offices at the Town Hall in St. Marys. The Isles of Scilly IFCA also owns a secure 10ft shipping container which is used for storing equipment such as a petrol generator and a trolley for transporting heavy items to the

quayside. Longer term we will be seeking more suitable permanent accommodation with facilities for equipment storage, a workshop and research area.

8. Research plans and objectives

Our general research objectives for this year are to continue to build strong links with Universities, encouraging and supporting collaborative research projects that help us to collect data that we need to make well-informed decisions.

We will support short-term student research projects where objectives align with ours or if they will provide additional useful data that will help us in our work. The following research projects are programmed to take place in 2019-2020:

- We will support two Exeter University (Cornwall campus) MSc students in their research projects to a) map fishing activity and b) undertake historical analysis to compare how fishing has changed.
- We will support Exeter University (Cornwall campus) in trialling the use of baited underwater video cameras as a tool with which to monitor changes in the marine environment.
- We will collaborate with Cornwall IFCA and the University of Plymouth in an acoustic survey of sea area to the east of St. Mary's
- We will continue to improve our Geographical Information System (GIS) with support from Exeter University.

Pending successful funding proposals we will also deliver the following research projects in 2019-2020:

- A survey of fishing areas within the Isles of Scilly district, focusing on mixed and soft sediment to the east of St. Mary's and the areas within the SAC (iVMS areas 1 and 2). Grab samples will also be used to investigate the species living within the sediment. This survey will provide vital evidence to inform the review of the byelaw and Habitat Regulation Assessments that have been triggered by permit applications for trawling and scalloping. This project is dependent on funding from EMFF.
- Establishing a long-term catch monitoring study. With support from Plymouth University we will set up a programme in collaboration with students to record catches, as well as setting up our own programme to provide robust data on length-weight, size distribution and Catch Per Unit Effort (CPUE). This project is dependent on funding from EMFF.
- A project to trial the use of marine natural capital within decision making for management and regulation. Working in collaboration with Plymouth University we will develop a set of spatial tools that will improve decision making for fisheries management and regulation, providing greater understanding of the impacts and trade-offs for different sectors that operate on the Isles of Scilly. This project is dependent on funding from EMFF.

9. Conservation management plans and objectives

- By October 2019 we will have completed the MCZ Assessment for Bristows to Stones MCZ. This will be informed by a robust level of knowledge of the ecology and human uses on the site. Management will be implemented through the review of the Fishing Gear Permit byelaw that will take place in the 2020-2021 financial year.
- By March 2020 we will have completed the HRAs for the likely significant effect of otter trawls and scallop dredges on habitat features within the Isles of Scilly Complex SAC (sand and gravel communities, mixed sediment communities).

10. Operational plans and objectives

By the end of June 2019 we will have completed the final payment and have secured the delivery of a new boat that fully meets contractual specifications. During the first quarter (April to June 2019) our focus will be on working with the contractor, participating in sea trials and organising delivery and commissioning.

Ricky Pender will complete training in chartplotter and radar operation. Tom Hooper will complete training in VHF operation and will start training towards powerboat certification. We will continue to use social media, local newsletters and blogs to talk about our work and related issues such as fisheries and conservation of species and habitats. Our aim will be to ensure that there is a greater level of awareness of what we do and the species that are important for commerce and conservation.

11. Enforcement Plans and objectives

Fisheries management works best when there is good communication and working relations between officers, members and stakeholders. Full compliance with local fisheries regulation, UK and European legislation is the aim of the IFCA and it is best achieved through a continual working dialogue with the fishing community to ensure a good understanding of the issues involved in fisheries management. The Isles of Scilly IFCA works with the ethos that supporting the industry is the most sensible way to operate.

To ensure compliance, officers will undertake inspections and boardings in accordance with their delegated responsibilities and aim to inspect every licensed fishing vessel in the district at least once each year. Quayside inspections of landings and stored shellfish will also be undertaken. The Code of Conduct for Inspections is available on the IFCA web site. We will engage with the National process and objectives for the installation of iVMS on vessels between 9m and 12m. We will provide support for those local boats within these dimensions ensuring that there is appropriate communication and co-ordination.

In April 2019 we will launch the formal consultation for the hobby fishing and crawfish Minimum Landing Size (MLS) byelaws. We will advertise these predominantly through local news and direct communications to stakeholders who may be affected. We will respond to feedback and concerns as necessary. Our aim is to present a final version of the byelaw to the Committee in July 2019.

We will carry out enforcement patrols to ensure compliance with national and local fisheries legislation. These will be focused during the fishing season between April and October. We are prepared and ready to undertake any additional enforcement measures as necessary.

12. Success Criteria and performance indicators

Success Criteria 1: IFCA's are recognised and heard, whilst working in partnership and engaging with stakeholders		
<p>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.</p>		
<p>Outcomes:</p> <ul style="list-style-type: none"> • 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 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 		
High Level Objectives (Indicators)	Isles of Scilly workstream	Quarters
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
The website will be an effective communication tool that is being used to inform stakeholders. It will be reviewed and updated each month.	Through this year, our website will be updated and improved to ensure that information is relevant, clear and easy to access. Feedback from users will help to inform how information is presented and organised.	1 to 4
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 have no current Memoranda of Understanding	1 to 4
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.	Officers will attend regional and national meetings as 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.	1 to 4

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
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
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
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
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
Warrant Inshore Fisheries and Conservation Officers (IFCOs) will be trained and accredited to nationally agreed standards. They will	New staff will receive training and build experience as part of joint enforcement activities with the MMO	1 to 4

maintain professionalism and make appropriate interventions to deliver efficient, effective enforcement activity.		
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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
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
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
Management information (e.g. sampling and/or survey results) will be collected periodically after new management measures have been	Monitoring and surveys to provide baselines and longer term trends for key features and species will be planned through this year.	2 to 4

implemented, to demonstrate the extent of effectiveness of the intervention.		
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
New IFCA management measures selected for development and implementation are delivered within agreed timescales.	There are no forecast management measures	N/A
The IFCA will include shared agreed objectives and actions from Fisheries Management Plans in its own Annual Plan, which will be published by 31 st March each year.	There are no forecast Fisheries Management Plans	N/A
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

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
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 meeting in 2019.	3-4
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
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
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 two appraisal meetings per year.	1-4

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
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
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
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 where interests and needs align. During 2019-2020 we will take a lead role in crawfish research monitoring and research needs	1 to 4

13. 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).
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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 IFCA's 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 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 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.”

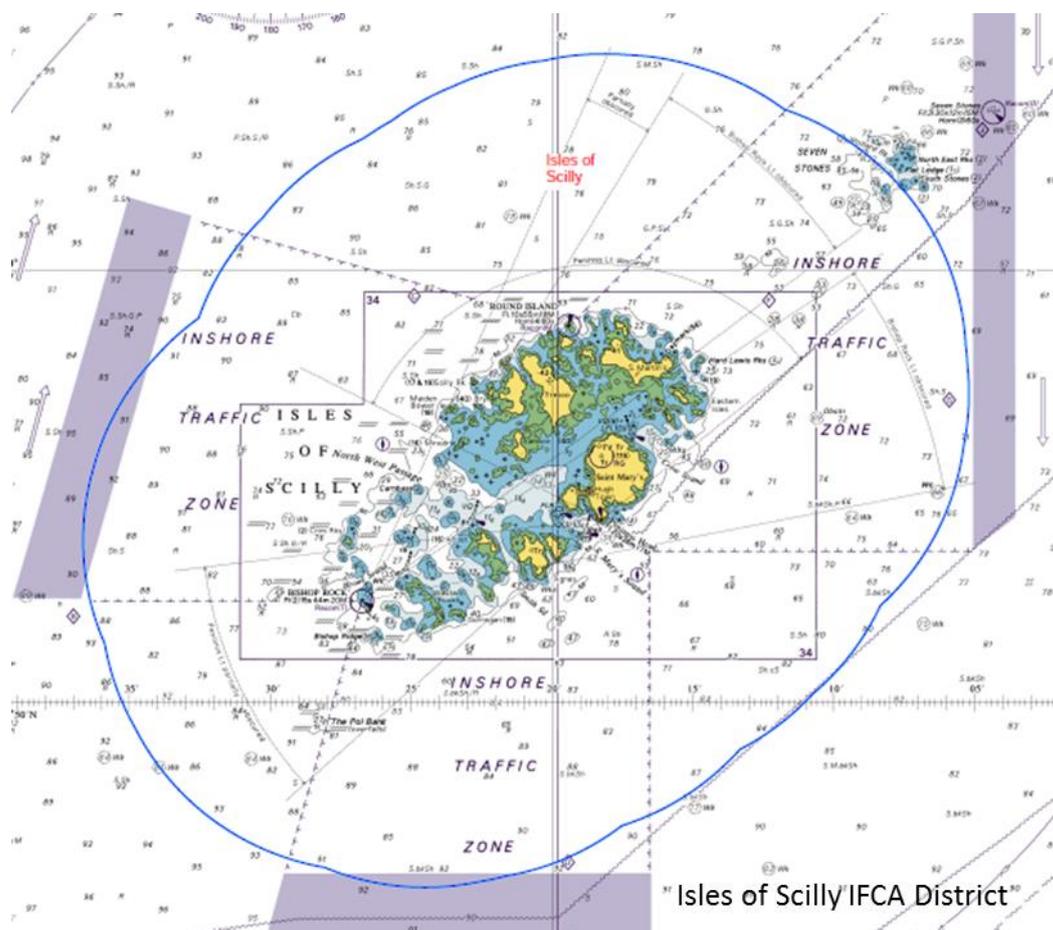
The main focus, as in previous years, will be to deliver these duties and be guided by the High Level Objectives;

- **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.

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