



Annual Plan 2022-2023

1. Introduction

This is the 12th year of operation of the Isles of Scilly IFCA. The period from April 2022 to the end of March 2023 will be the IFCAs' 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.

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 and ensuring that qualifications are up to date and able to operate effectively as a small team. Training for this year will include further boat handling, radar and chart plotter training for Tom Hooper and further enforcement training for Ricky Pender, including through detachments and mentoring being organised through the AIFCA national training officer.

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 2022/21 financial year, this will result in a total levy on the Council of the Isles of Scilly of £18,755. This levy is supplemented by additional 'new burdens fund' of £109,726 from Defra.

4. Budget 2020-21

95% of our budget comprises recurring annual costs (highlighted in blue below). With a new vessel and larger engines, an increase has been included in fuel costs and a budget line included for maintenance and repair of vessels and equipment. The research budget will be used to support student research projects being planned for this year. As noted in report to the Committee the budget is not viable and we are expected to go into deficit this year. Maintenance costs are likely to be greater, and we make a contribution of £1,000 to the University of Exeter for the doctoral training partnership PhD.

Item	Budget (22-23)	
Salary and costs	£	102,639
Office costs	£	1,200
Communications and website	£	1,224
Travel and subsistence	£	500
Training	£	751
Fuel	£	3,000
Insurance	£	2,805
Life raft hire	£	571
Mooring and harbour fees	£	796
Association Subscription	£	13,500
Maintenance and repair	£	493
Byelaw making	£	-
Research	£	1,000
Total	£	128,478
Local Authority Grant	£	18,755
Defra New Burdens Funding	£	109,723
Total	£	128,478

5. Key Objectives for 2022-2023

The three key research objectives for 2022-2023 are to support the University of Exeter Doctoral Training Partnership PhD, the Interreg telemetry project (Fish Intel) and crawfish catch data.

1. Marine monitoring project (University of Exeter PhD)

Owen Exeter (PhD candidate) has programmed eight weeks of field work in 2022. This work will involve deployment of Baited Remote Underwater Video (BRUV) stations. The aim of the research will help to inform a more effective coherent approach to monitoring the marine environment; drawing together different methodologies to set up a system that is sustainable and cost effective.

2. Telemetry (Fish Intel project)

We are a partner in the Fish Intel project led by the University of Plymouth. A network of 12 receivers has been placed on the seabed to the north of St. Martins (see map below). Our role will be to support the team from the University of Plymouth in deploying, servicing and retrieving the receivers. We will also support divers and fishermen in attaching a further 60 transmitters onto crawfish carapaces and carrying out questionnaires to develop a greater understanding of the crawfish fishery.

3. Crawfish fishery

With £24,755 of funding we are delivering a two-year pilot project to gather data from fishermen on crawfish. We will be gathering data on catches through on board catch records (using both self-recording and research staff). Data will be recorded on all individuals (sex, size) and bycatch. This project is intended to become a long term study through which we can monitor the population and catch per unit effort for crawfish. The study will also include work to tag and recapture individuals to build up our knowledge of movement and growth.

Key Actions for 2022-2023	Q1	Q2	Q3	Q4
1. Marine monitoring project (University of Exeter PhD)				
2. Telemetry (Fish Intel project)				
3. Crawfish fishery				

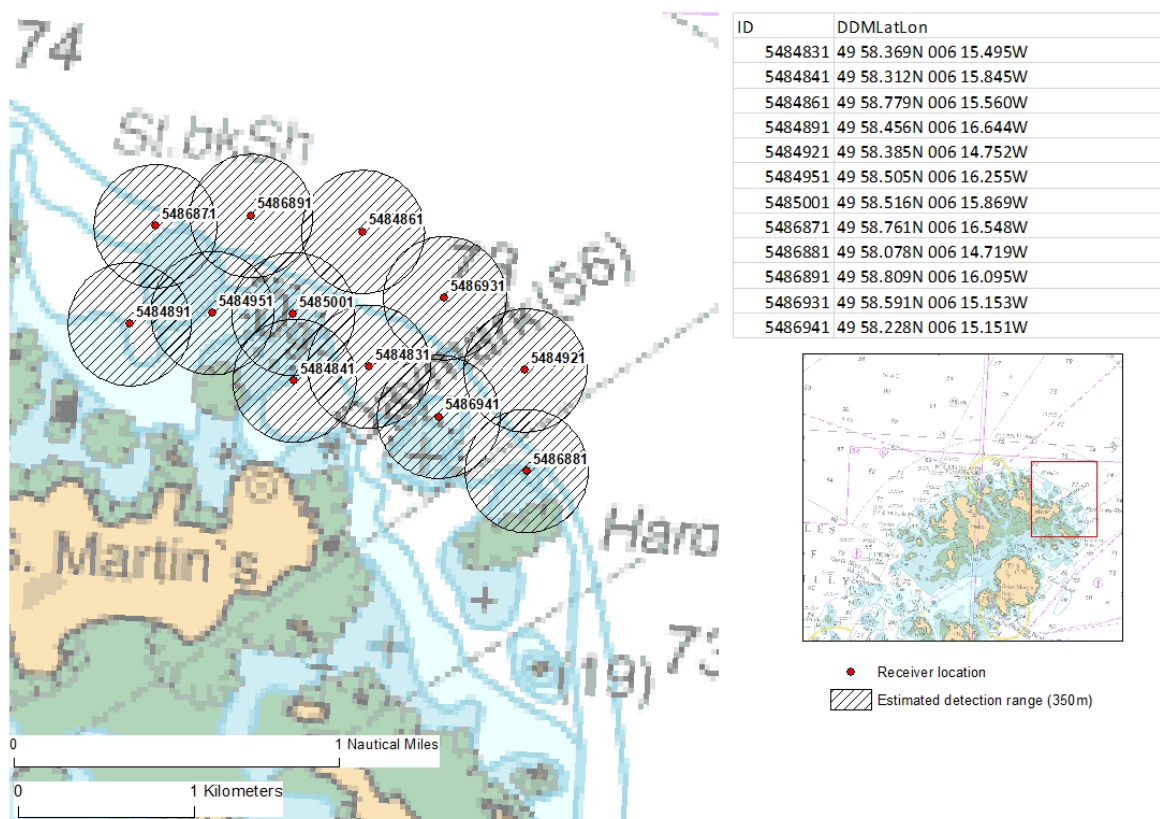


Figure 1: Map showing the location of the telemetry network installed to the north west of St. Martins

6. Partnerships

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 whom 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 the University of Plymouth) 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.

The principal workhorse for the IFCA is a new 7.8m Ribcraft RIB purchased in 2019. She has two 150HP Yamaha engines, a semi-enclosed cabin, pot-hauler and seating for up to six people.

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.

A five-year research plan was published and approved in January 2020. It is intended to provide the IFCA with a better framework for its long-term research objectives. The research plan will identify priorities; ensure that our research helps to inform management decisions and provides a clear indication of the health of the fishery and the marine environment.

Over the last ten years, the Isles of Scilly has delivered some good quality research projects. However, in future there should be a clearer and stronger link between management needs and research that can inform good decision making. A research plan will provide this strategic direction; help the Committee prioritise limited resources and enable officers to seek funding to support activities. Isles of Scilly IFCA is not able to support its own research because it does not have the range of expertise, equipment or resources. A potential research budget of up to £3,000 has been used to support small equipment purchases, student subsidy etc.

The following three priorities have been identified as important for gathering information to support good decision making and enable the IFCA to have high quality data sets to inform fisheries and conservation management:

i. Population and sustainability of key commercial species for Scilly (edible crab, lobster and crawfish)

This data will provide an insight into the population health of these three key species and catch per unit effort for the fishery. After several years of data collection; it is envisaged that trends will be discernible and provide an insight into population health and changes that may be taking place response to background conditions (e.g. climate change) and fishing pressure. Ultimately this research should be able to answer the question of whether fishing effort is sustainable and current regulations are appropriate and effective. The principal means of data collection will be through on board catch recording either through self-reporting or researchers operating on board vessels. Data will also be collected using our own potting study in April and October. This enables us to gather data whilst controlling more variables (location, bait). The use of techniques such as tag/mark/recapture and telemetry should be used as part of building an understanding of growth and movement.

ii. Research to inform fishery impacts on habitats.

This research will provide valuable baseline information to inform future assessments for protected areas. It will seek to improve the quality of habitat data (e.g. reefs and seabed sediments) through the use of technology such as towed and frame cameras to gather data. Focus will be primarily on habitats that are both within protected areas and are used for fishing.

iii. Innovation and pilot projects

Government are keen to improve the evidence that underpins decisions and provide supporting evidence to other Government goals such as the Marine Strategy, 25 Year

Environment Plan and Fisheries Act. This innovation could include trialling new systems and concepts such as the use and interpretation of 'ecosystem services' or technology such as baited video or Remotely Operated Vehicles. As a small location with easy access to different habitats we can innovate, trial new technology and techniques. This also provides an opportunity for us to access funding and grants and to demonstrate an additional strand of value and importance for Scilly IFCA.

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 2020-2021:

- Long term shellfish on-board catch monitoring – using methodology established in 2019, four research volunteers will once more work on board fishing vessels in July 2020. Data from catches will provide an ongoing data set on catch per unit effort and overall health of the population.
- Crawfish on-board catch monitoring and tagging – as part of a regional project that has been funded by Seafish and the Fishmongers Company we will be recording catch data for crawfish and using 'streamer' tags that will enable us to record growth and movement. Rewards will be offered for fishermen to record location, size and tag number.
- Trialling the use of simple baited video cameras to collect data on fish and shellfish in partnership with the University of Exeter.

9. Conservation management plans and objectives

Through this reporting year we aim to complete two MCZ assessments. These will focus on Bristows to Stones MCZ and will look at both pots and nets and their impact on the designated reef features of conservation interest. Assessments on spiny lobster within all MCZs will be delayed for two years until the research projects are complete. A Habitats Regulation Assessment will also be completed for pots and subtidal sandbanks.

10. Operational plans and objectives

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,

and UK 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 and working closely with local fishermen 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. Our work will include investigation of shellfish landed on the mainland. The Code of Conduct for Inspections is available on the IFCA web site. 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
The IFCA will maintain a database of stakeholder contacts that will have been reviewed and updated by 31 st March each year.	The Isles of Scilly IFCA maintains a spreadsheet with details of 23 fishermen.	1-4
The IFCA will have completed a review of its communication strategy and implementation plan by 31 st March each year	Isles of Scilly IFCA will prepare its first communication strategy for the meeting on April 9 th 2020	2
The IFCA will have reviewed its website by the last working day of each month	Isles of Scilly IFCA will continue to develop and review its website which was recently redeveloped	1 to 4
The IFCA will have reviewed its website and ensured that it meets the objectives of its communication strategy, by 31 st March each year	An annual review will take place.	1 to 4
The IFCA will have reviewed its Memoranda of Understanding by 31 st March each year. There will be a clear plan in place to update MOUs where necessary, to an agreed timescale	The isles of Scilly IFCA have one MOA in place with the MMO.	1 to 4
By 31 st March each year, the IFCA will have participated appropriately,	Isles of Scilly IFCA will continue to work on a local and national level to represent the	1 to 4

proportionately and at the right level of delegation, in regional and national fisheries and conservation activity identified in the annual plan	interests of the inshore fisheries in Scilly, as part of any future fisheries management framework.	
--	---	--

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.	Enforcement risks will be assessed and scored and will be used to create an annual risk based enforcement plan. The enforcement risk register will be reviewed, updated and published on the website. We will continue to maintain a risk-based approach to enforcement.	1 to 4
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.	1
The IFCA will compile records of enforcement activity in a standard format, provide them to the	We will compile and publish our enforcement and compliance activity	1 to 4

National Inshore Marine Enforcement Group (NIMEG) and publish them on its website		
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 national code of conduct will be reviewed annually	1
The Code of Conduct for IFCOs is reflected in work objectives and annual appraisals for all warranted officers	The code of conduct will be adhered to and reviewed internally.	1 to 4
Warranted officers attain accreditation. All undertake Continuing Professional Development.	A programme of Continuing Professional Development (CPD) will be continued for all officers. Where appropriate warranted officers will progress through the national programme of accredited training as well as other relevant supplementary courses.	1 to 4

Success Criteria 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 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 two further MCZ 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 reports and scientific 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 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
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.	The updated Fishing Gear Permit Byelaw will be in place this year. New Byelaws will be introduced with clear communications to stakeholders.	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.	There are no Fisheries Management Plans	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
The IFCA will publish a plan on its website by 31 st March, 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 2010/22 annual plan. Key sections will be put to the Committee in January 2021.	3-4
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.	Development of reports is led by the Chief Officer, with input from the Enforcement and Scientific Officer, the Senior Officer for Strategic Development; approved by members and then published on the website.	4
IFCA staff will have annual performance management plans in place. Annual appraisals for all staff will have been completed by 31 May each year.	Isles of Scilly IFCA staff are integrated within the Council of the Isles of Scilly personal development plans and structures.	
An efficient secretariat of IFCA staff support Committee meetings which are held quarterly and are quorate. Meeting documentation will meet	Reports for the Committee meetings will be produced and published on time	1 to 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
standing orders.		
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	This will be completed within a short summary in the Annual Report since there is very limited terrestrial and water function capability on the Isles of Scilly.	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		
<ul style="list-style-type: none"> • 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 published in January 2021.	1 to 4
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 as part of the Annual Report	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 IFCAs on key technical issues where our interests and needs align. During 2020-2021 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	2	3	4	5	Risk Score = 1-5 Low	Acceptable – Acknowledge and accept
Unlikely	2	4	6	8	10	Risk Score = 6 - 10 Medium	acceptable – Monitor
Possible	3	6	9	12	15	Risk Score = 12-15 Medium	acceptable – Monitor
Likely	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 general members 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. Unlike the other nine English IFCAs, there is no representation from the Environment Agency.

- | | |
|----------------------------------|---|
| • 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> |
| • Emma Stevens | <i>MMO Representative</i> |
| • Kate Sugar | <i>Natural England Representative</i> |
| • Timothy Allsop (Vice Chairman) | <i>MMO Appointee – Commercial Diver</i> |
| • Shamus Pender-Frazer | <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.”

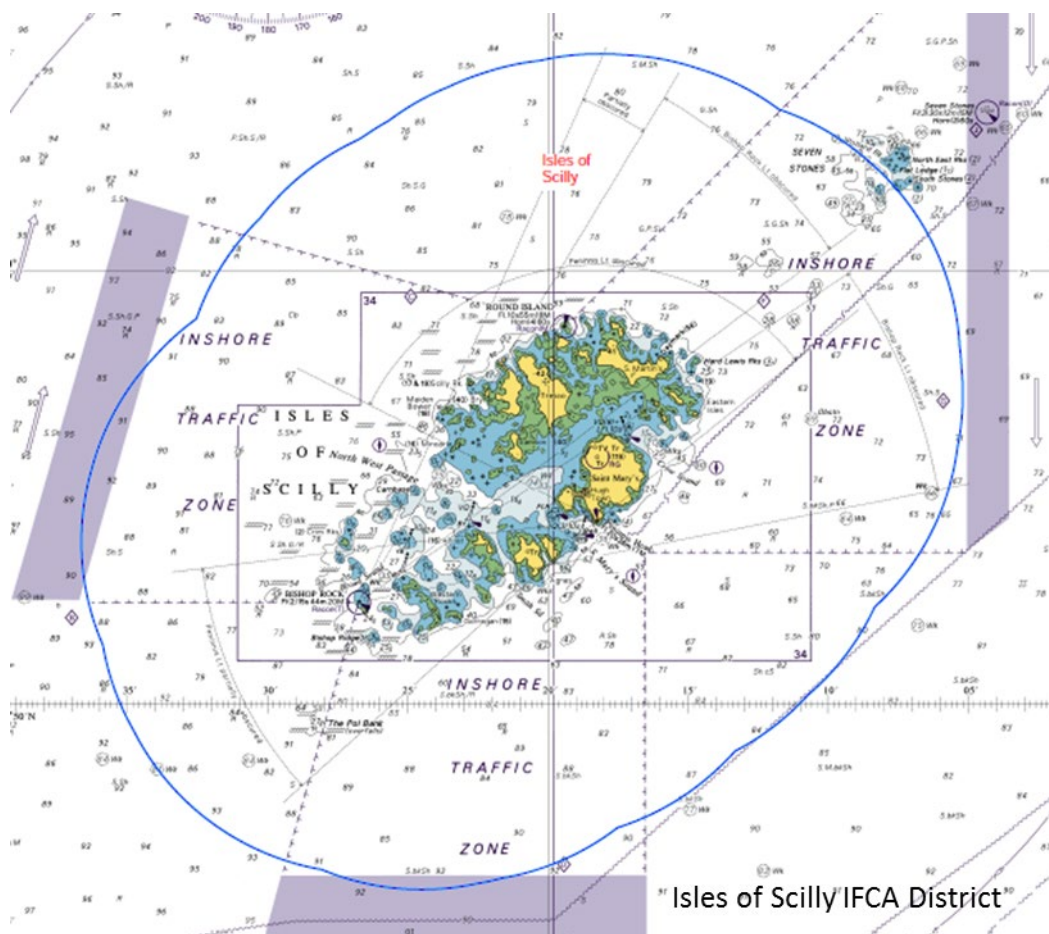
The main focus, as in previous years, will be to deliver these duties and be guided by the High Level Objectives;

- **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.

Annex 5 - Five year research plan

Introduction

The introduction of rolling five-year research plans are intended to provide the IFCA with a better framework and structure for its long-term research objectives. The research plan will identify priorities; ensure that our research helps to inform management decisions and provides a clear indication of the health of the fishery and the marine environment.

Over the last ten years, the Isles of Scilly has delivered some good quality research projects. However, in future there should be a clearer and stronger link between management needs and research that can inform good decision making. A research plan will provide this strategic direction; help the Committee prioritise limited resources and enable officers to seek funding to support activities.

Isles of Scilly IFCA is not able to support its own research because it does not have the range of expertise, equipment or resources. A potential research budget of up to £3,000 has been used to support small equipment purchases, student subsidy etc. This lack of core funds has been highlighted in Agenda Item 2, noting that relying on project grants for longer term research is not sustainable, since this type of funding focuses on discrete, short-term research projects.

Two members of staff have the capability to support data collection, for example in support of a visiting researcher or as part of a long-term programme. This can be planned and delivered around existing enforcement activity.

Research priorities

The following two priorities have been identified as important for gathering information to support good decision making and enable the IFCA to have high quality data sets to inform fisheries and conservation management. The third priority is included as an opportunity for the IFCA to innovate and pilot new technology and approaches where this is possible within the environment and marine habitats around Scilly. This is intended to provide an additional strength and potential source of income for the IFCA.

Population and sustainability of key commercial species for Scilly (edible crab, lobster and crawfish).

This data will provide an insight into the population health of these three key species and catch per unit effort for the fishery. After several years of data collection; it is envisaged that trends will be discernable and provide an insight into population health and changes that may be taking place response to background conditions (e.g. climate change) and fishing pressure. Ultimately this research should be able to answer the question of whether fishing effort is sustainable and current regulations are appropriate and effective. The principal means of data collection will be through on board catch recording either through self-reporting or researchers operating on board vessels. Data will also be collected using our own potting study in April and October. This enables us to gather data whilst controlling more variables (location, bait). The use of techniques such as

tag/mark/recapture and telemetry should be used as part of building an understanding of growth and movement.

Research to inform fishery impacts on habitats.

This research will provide valuable baseline information to inform future assessments for protected areas. It will seek to improve the quality of habitat data (e.g. reefs and seabed sediments) through the use of technology such as towed and frame cameras to gather data. Focus will be primarily on habitats that are both within protected areas and are used for fishing.

Innovation and pilot projects

Government are keen to improve the evidence that underpins decisions and provide supporting evidence to other Government goals such as the Marine Strategy, 25 Year Environment Plan and Fisheries Act. This innovation could include trialling new systems and concepts such as the use and interpretation of 'ecosystem services' or technology such as baited video or Remotely Operated Vehicles. As a small location with easy access to different habitats we can innovate, trial new technology and techniques. This also provides an opportunity for us to access funding and grants and to demonstrate an additional strand of value and importance for Scilly IFCA.

Research approach

All of our research will be done in collaboration with partners. The pool of potential partners is generally well established and includes: University of Plymouth, University of Exeter, Cornwall IFCA and Cefas (Centre for Fisheries and Aquaculture Science). Our role is firstly to ensure that research meets one of the three priorities and to shape the research project so that we are confident it can be delivered alongside other existing research projects and enforcement duties. Secondly, during the project delivery we would provide logistical support and co-ordination. There may also be a requirement for us to maintain data collection over a longer time period. For example, through sampling, maintaining, deploying or retrieving equipment.

Masters students from University of Plymouth and the University of Exeter have undertaken research projects on Scilly over the past two years. In this case we have been able to help design and shape the research project so that it meets our needs. We will aim to host and support 2-3 research students each year. This helps to build relationships with University departments, and highlight opportunities for research to take place on Scilly. In return we are able to gain a completed piece of research with accompanying data sets and a written report that provides a valuable insight that can be used in our work. They also provide opportunity to trial a new technique or pilot research that could build into longer term projects.

Contact

Website: www.scillyifca.gov.uk

Tom Hooper, Chief Fisheries and Conservation Officer: 01720 424588

Twitter: <https://twitter.com/iosifca>

Facebook: www.facebook.com/IslesofScillyIFCA/