



Annual Plan April 2021 to March 2022



Southern IFCA Annual Plan 2021/22

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Coronavirus Statement

This Annual Plan has been prepared at the time of the UK's exposure to the Coronavirus pandemic. As such a number of sections have been modified to reflect the changing nature of the situation.

The impact of the restrictions put in place to reduce the effect of the Coronavirus outbreak has caused significant delays to the 2020/21 Annual Plan and is likely to continue to cause delays in a number of core processes and priorities for Southern Inshore Fisheries and Conservation Authority (IFCA) in this planned year. At the time of writing, it is anticipated that this may delay areas such as surveys, operational compliance and the impact of virtual meetings.

In addition, it is certain that a number of the workstreams will be delayed or maybe unachievable. These areas will be reported on in the 2021/22 Annual Report. Southern IFCA's website and social media pages will be kept up to date during any lockdown period or as the situation changes to keep stakeholders informed.

This document also contains a Risk Management Section. This has been reviewed in light of the Coronavirus situation. However, the direct implications of the Coronavirus pandemic will be managed through a live Coronavirus Risk Assessment, separate to this document.

Southern IFCA Annual Plan 2021/22

1. Introduction

The Southern IFCA Annual Plan for 2021 to 2022 sets out our focus and priorities for the forthcoming financial year. The plan identifies the key resources and activities of the IFCA and is in response to the many opportunities that exist to support the sustainable management of the coastal waters of our District.

1.1 Background

Southern IFCA has clearly defined duties to manage sustainable fisheries and conserve the wider marine environment within the coastal waters of Hampshire, Dorset and the Isle of Wight. This Annual Plan outlines our intended actions over the year as an organisation; how we will continue to shape inshore management for the future in the District and contribute towards the Government's Marine Policy Statement which includes the objectives of:

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

1.2 Duties

Domestic Legislation

The primary duties for Southern IFCA are set out within the Marine and Coastal Access Act, 2009 (MaCAA). In summary sections 153 and 154 require the IFCA to:

- 1) Manage the exploitation of 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) Seek to ensure that the conservation objectives of any Marine Conservation Zone (MCZ) in the District are furthered.

The Fisheries Act 2020 introduces a requirement for fisheries policy authorities to produce a Joint Fisheries Statement (JFS) that will contain the development of Fisheries Management Plans (FMP). The Department for Environment, Food and Rural Affairs (DEFRA) is currently exploring key issues across the four Fisheries Administrations and will provide guidance on how this will apply to IFCAs. This guidance is anticipated during the life of this Annual Plan.

European Legislation

As defined as a 'Competent and Relevant Authority' the Southern IFCA is required to perform its duties in regard to a number of European Regulations as they implement, amongst others; The 'Habitats Directive' and 'Wild Birds Directive' and the 'Water Framework Directive'. The Conservation of Habitats and Species Regulations 2017 (as amended) are one of the pieces of domestic law that transposed the land and marine aspects of the Habitats Directive (Council Directive 92/43/EEC) and certain elements of the Wild Birds Directive (Directive 2009/147/EC) (known as the Nature Directives).

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2. Overview

The Southern IFCA District extends from the Devon/Dorset border in the West to the Hampshire/Sussex border in the East. The District covers the combined areas of the relevant councils as well as the entire Dorset, Hampshire and Isle of Wight coastline out to 6 nautical miles from baselines and includes the rivers and estuaries up to tidal limits. The extent of the District and its neighbouring IFCAs are shown in Figure 1.

The fisheries within the Southern IFCA District are very important contributors to the local economy and the character of the coast in the region. There are approximately 350 registered commercial fishing vessels in the District and it is estimated that there are 150 craft operating as angling/diving charter vessels. In addition, there are countless private recreational angling craft operating throughout the area, whilst the beaches, marinas and piers along the coastline are nationally important for sea angling. The commercial and recreational fisheries are vital to coastal communities within the District.

Map of the District



Figure 1: Extent of Southern IFCA District

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3. Our Vision, High Level Objectives and Success Criteria

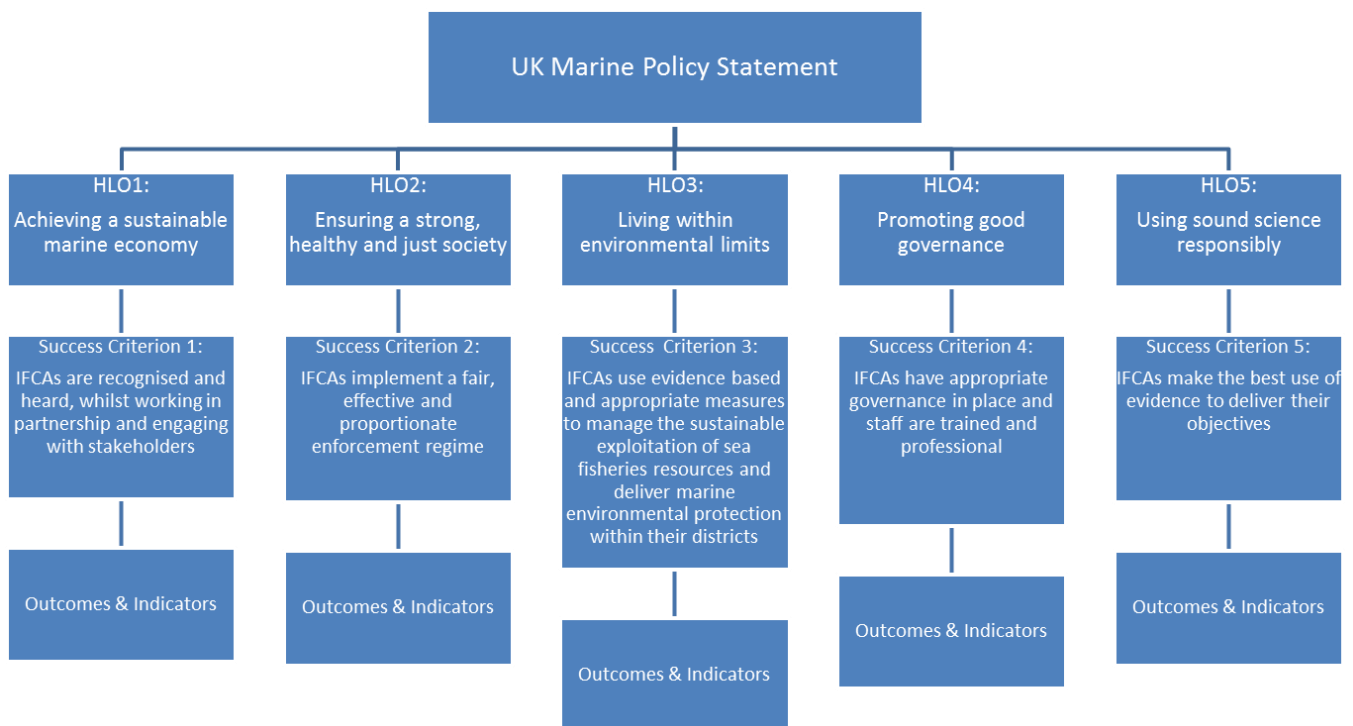
3.1 The National IFCA Vision

“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”

3.2 National IFCA High Level Objectives and Success Criterion

High Level Objectives (HLOs) and Success Criterion (SC) (Figure 2) were developed nationally to support attainment of the IFCA Vision and to reflect the developing programme of work delivered by IFCAs nationally and to demonstrate the IFCAs contribution to the delivery of the UK Marine Policy Statement.

Figure 2: High Level Objectives & Success Criterion



3.2 Focus and priorities for 2021/22

This financial year will see an ambitious work programme to progress and develop Fisheries Management Plans as well as individual management options for various fisheries within the District. It will require considerable officer time to develop legislation, compile and conduct research activities, alongside managing and running consultations. With fisheries protection work often relying upon remote monitoring of fishing activities and the acquisition of data from other authorities, investigations into serious breaches of legislation are often complex and time consuming. An outline of the delivery and key priority work areas anticipated for the 2021-22 financial year is set out below under each Success Criterion.

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4. Success Criteria

4.1 Success Criterion 1

Success Criterion 1: IFCA's are recognised and heard, balancing the economic needs of the fishery whilst working in partnership and engaging with stakeholders

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

Outcomes	Performance Indicators	
<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 the MMO, Natural England, Environment Agency and Cefas will be maintained. Opportunities for greater efficiencies, effective joint working and collaboration will be explored and implemented when feasible. 	SC1A	The IFCA will maintain a database of stakeholder contacts that will have been reviewed and updated by 31 March each year.
	SC1B	The IFCA will have completed a review of its communication strategy and implementation plan by 31 March each year.
	SC1C	The IFCA will have reviewed its website by the last working day of each month.
	SC1D	The IFCA will have reviewed its website and ensured it meets the objectives of its communication strategy, by 31 March each year.
	SC1E	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.
	SC1F	By 31 March each year, the IFCA will have participated appropriately, proportionately and at the right level of delegation, in regional and national fisheries and conservation activity identified in the annual plan.

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4.2 Success Criterion 1 – Delivery and key priorities

No	Delivery priority	Key Action
1	Communication & Engagement Strategy	To review the current Communication Plan and amalgamate outcomes into the development and implementation of a Southern IFCA Communication and Engagement Strategy by March 2022.
2	Website	Launching the redesigned website on the 1 April 2021 will seek to improve stakeholder engagement and accessibility to information.
3	Social Media	Social media posts will continue to be a key platform upon which updates the work of Southern IFCA. An updated Social Media Policy will be included in the SIFCA Communication and Engagement Strategy.
4	Communication Messages	Southern IFCA will develop 'key communication messages' to disseminate across a variety of engagement platforms (website, social media, when conducting coastal patrols) to ensure consistency in engagement across the District.
5	Data requests	Southern IFCA will respond to DSA, FOI and EIR requests in line with the GDPR and Government ICO guidelines.
6	Community Events	To utilise the shared interpretation trailer (partners NE & DWT) at community events. As part of the Communication and Engagement Strategy Review Southern IFCA will undertake an evaluation of community engagement to ensure that attendance is balanced across all sectors of the community and is of specific relevance to our duties and responsibilities. Delivery of this priority will be subject to COVID-19 restrictions.
7	Educational Outreach	Southern IFCA will host an annual internship programme through an open and competitive process to enable transfer of skills in the organisation. Delivery of this priority will be subject to COVID-19 restrictions. We will continue to work with Southampton University (Pacific oyster monitoring), Exeter University (wrasse PhD) and Plymouth University (mullet sampling) and will explore further opportunities for collaboration with these and other relevant institutions.
8	Community Representation at Meetings	Southern IFCA endeavour to attend a range of stakeholder groups across the District. As part of the Communication and Engagement Strategy Review, Southern IFCA will undertake an evaluation of its current community engagement & publicise this to ensure that representation across the District is balanced across all sectors of the community and is of specific relevance to its duties and responsibilities.
9	District Sector Groups	Southern IFCA will continue to attend the South Coast Fishermen's Council, the Recreational Sea Angling Group and the South Conservation Marine Environment Group to facilitate two-way engagement.
10	Marine Licensing	Southern IFCA, as a consultee on marine licenses will continue to respond to licence applications which are relevant to the functions of the IFCA.
11	Natural England Memorandum of Understanding	To work with NE to develop a local MoU in order to develop a streamlined and consistent approach in the delivery of HRAs.
12	National Groups	(a) Association of IFCAs (AIFCA): Southern IFCA will continue to contribute to the effective running and functioning of the AIFCA. The Association is an important national body that allows IFCAs to speak with one voice at a national level on key topics. (b) Chief Officers Group (COG): The Southern IFCA Chief Officer will support the development of national IFCA policy and the delivery of IFCA operations through collaboration and cooperation between IFCAs and partner organisations.

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		<p>(c) Technical Advisory Group (TAG): Southern IFCA will actively participate and support the delivery for the improvement, quality and extent of fisheries management information through better coordination and dissemination of fisheries related scientific research; define and apply best practice relating to the scientific & technical functions and responsibilities of IFCAs. The Senior IFCO FMP will attend the TAG as the designated representative for Southern IFCA, will report all outcomes to the Chief Officer. The involvement with TAG will be reported in the following year's Annual Report.</p> <p>(d) National Inshore Marine Enforcement Group (NIMEG): Senior IFCO (Operations) will Chair the group 2021/22 which is established to develop and support joint working and consistency; identify and share best practice; and to promote professionalism and competence and report outcomes to the Chief Officer. The involvement of NIMEG will be reported in the following year's Annual Report.</p>
14	National Policy	<p>(a) Southern IFCA will proactively engage with national forums to support the development of policy in sustainable inshore management, in particular DEFRA and the DEFRA family in the development and implementation of The Fisheries Act 2020 & the 25 Year Environment Plan.</p> <p>(b) To support the delivery of an EU Exit Plan, to include supporting the Fish Health Inspectorate (CEFAS) in disseminating information regarding import and export of live aquatic animals for aquaculture and depuration following departure from EU.</p> <p>(c) We will work with national partners in the development of JFS and guidance for FMPs</p>

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4.3 Success Criterion 2

Success Criterion 2: IFCA's implement a fair, effective and proportionate enforcement regime		
Definition: The IFCA enforcement regime is risk-based, makes appropriate use of intelligence, meets legislative standards and complies with the Regulators Code. It should make effective use of the resources available to regulators; complement and align, if possible, with the regimes in adjacent IFC Districts and management by other organisations including the MMO and Environment Agency. Consistency and fairness are important. Regulatory compliance is promoted. Enforcement action is carried out by trained, professional officers working to clear standards of conduct.		
Outcomes	Indicators	
<ul style="list-style-type: none"> • The IFCA will publish its Enforcement Risk Register and Strategy, clearly setting out its approach to achieving regulatory compliance and potential sanctions that may be applied for infringements and/or offences. • The IFCA will have developed consistency in regulations (byelaws) with other organisations • The IFCA will manage operational activity (e.g., through a Tasking & Co-ordination Group) and capture, record, evaluate and disseminate intelligence that is compatible with partner organisations. It is engaged in joint working with partner organisations. • Warranted Inshore Fisheries and Conservation Officers will be trained and accredited to nationally agreed standards. They will maintain professionalism and make appropriate interventions to deliver efficient, effective enforcement activity 	SC2A	The IFCA will ensure its Enforcement Risk Register and Strategy are published and available on its website from 1 April each year.
	SC2B	The IFCA will demonstrate in its Annual Report how it has worked with other regulators to achieve consistent quality, application and enforcement of management measures.
	SC2C	The IFCA will compile records of enforcement activity in a standard format; provide them to the National Inshore Marine Enforcement Group (NIMEG) and publish them on its website.
	SC2D	The IFCA will adopt the national Code of Conduct for IFCOs, which will be reviewed annually and published on its website by 1 April.
	SC2E	The Code of Conduct for IFCOs is reflected in work objectives and annual appraisals for all Warranted Officers.
	SC2F	Warranted Officers attain accreditation. All undertake Continuing Professional Development (CPD)

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4.4 Success Criterion 2 – Delivery and key priorities

No	Delivery priority	Key Action
1	FP Team Strategy	To set out the Fisheries Protection Team (FPT) priorities for the period April 2021-2022 feeding directly from the Annual Plans' delivery priorities and the Compliance and Enforcement Framework. The Plan will identify resources and timelines to ensure that the Annual Plan delivery priorities are met (to publish 1 April 2021). A review of achievements under the FP Team Strategy will be included in the Southern IFCA Annual Report.
2	Compliance & Enforcement Strategy Review	To annually review and update the Compliance and Enforcement Strategy and publish on the Authority's website (to publish by April 2021).
3	Quarterly Compliance Report	To report to the Authority on a quarterly basis on outcomes of inspections, illegal activity, marine asset patrols, case file progress and outcomes to include verbal, written, Financial Administration Penalties (FAP) and prosecution outcomes.
4	Intelligence led risk-based enforcement	(a) To maintain an intelligence led, risk-based approach to enforcement, steered by fortnightly TCGs. To share best practice to develop consistency between partner regulatory bodies in the use of standardised inspection and enforcement procedures both on shore and at sea. (b) To monitor and maintain operations in line with the latest Government Guidance on COVID-19, to include patrol planning and inspections, joint work, FIPs, SOPs and RAs maintaining liaison with NIMEG and DEFRA.
5	Intelligence reporting & analysis	To continue working in line with National intelligence reporting frameworks and requirements to ensure a strategic approach to intelligence gathering and analysis through the CIU, MMO and NIMEG
6	Communication packages & Compliance Directions	(a) To support the introduction of all new IFCA management interventions: <ul style="list-style-type: none"> • Solent SCE Code of Conduct April – November 2021 • Prepare for implementation of SDPB on the 1 November 2021 with focussed re-engagement with industry during spring & summer 2021 • MCRS Byelaw • Inshore Netting Byelaw • Potting Byelaw (b) To support the management of seasonal fisheries & compliance with existing byelaws.
7	Working in partnership	a) Southern IFCA will continue to work with the Police, MMO, HSE Local Authorities, EA, NE, Border Force, Harbour Authorities, FSA crime unit, EHOs, CEFAS and rural crime teams in order to address areas of shared risk. Bi monthly external TCGs will be held with partners. (b) Southern IFCA will continue to work with EHOs from the BCP Council to assist in the monitoring of water quality in Poole Harbour.
8	Biosecurity	(a) To achieve compliance with Biosecurity requirements, to include the Aquatic Animal Health (England and Wales) Regulations 2009 (b) To update the Poole Harbour Biosecurity Management Plan (c) 'Live' document updates (AAH1 Import documents) to be submitted to CEFAS on import.

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9	Investigations	<p>(a) All investigatory work to be conducted in line with PACE & CPIA</p> <p>(b) Case file management will be in accordance with guidelines and practice. Investigation outcomes to be shared with NIMEG and media channels</p>
10	Dispensations	To grant dispensations for the purposes specified in Southern IFCA byelaws in line with the IFCA dispensation policy and guidance.
11	Marine Assets and asset management	<p>(a) Southern IFCA will evaluate its marine operation delivery via a marine asset review, which will consider the efficiency and effectiveness of current marine assets and make recommendations for future service provision.</p> <p>(b) Southern IFCA will explore the use of a drone to support the monitoring, surveillance and control of inshore fisheries and MPAs.</p> <p>(c) Maintenance of vessels and vehicles used for the purposes for land based and sea-based compliance and enforcement</p>
12	Inshore VMS	To support the national roll out of the inshore VMS during 2021-2022. To sit on a working group to support this area of work.
13	Training	Southern IFCA will support the NLTO role and officers will work towards gaining accreditation for the National Marine Enforcement Qualification and national internal awards.

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4.5 Success Criterion 3

Success Criterion 3: IFCAs use evidence based and appropriate measures to manage the sustainable exploitation of sea fisheries resources and deliver marine environmental protection within their districts

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

Outcomes	Performance Indicators	
<ul style="list-style-type: none"> • The IFCA will identify issues likely to affect sustainable management of the marine environment in the District; undertake risk assessments and gap analysis; review appropriateness of existing measures; evaluate management options and develop and implement proportionate marine management solutions. • The IFCA will support implementation of a well-managed network of marine protected areas by: developing a range of criteria-based management options; implementing management measures to ensure that inshore fisheries activities comply with the Marine and Coastal Access Act 2009 and the revised approach to managing commercial fisheries in European Marine Sites; and that local management contributes to delivery of targets for the Marine Strategy Framework Directive, Water Framework Directive and Marine Plans. 	SC3A	The IFCA will record site-specific management considerations for Marine Protected Areas and report progress to the Authority
	SC3B	The IFCA will publish data analysis and evidence supporting new management measures, on its website
	SC3C	Management information (e.g., sampling and/or survey results) will be collected periodically after new management measures have been implemented, to demonstrate the extent of effectiveness of the intervention
	SC3D	The IFCA will have developed a range of criteria-based management options that are explained to stakeholders through the IFCA website, and reviewed by 31 March each year
	SC3E	New IFCA management measures selected for development and implementation are delivered within agreed timescales

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<ul style="list-style-type: none">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.	SC3F	The IFCA will include shared agreed objectives and actions from Fisheries Management Plans in its own Annual Plan, which will be published by 31 March each year.
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4.6 Success Criterion 3 – Delivery and key priorities

No	Delivery priority	Key Action
1	FMP Team Strategy	The Fisheries Management & Policy Team Strategy will set out the priorities for the FMP Team for the period April 2021-2022 feeding directly from the Annual Plan as well as with consideration of the IFCA's Five Year Legislative Forecast (2019-2023). This document will include the Southern IFCA Monitoring Programme for 2021-2022. A review of achievements under the FMP Team Strategy will be included in the Southern IFCA Annual Report.
2	Inshore Netting Review	This is a significant area of work that began in 2017 in response to the outcomes of the Southern IFCA Review of Management Measures. The workstream has remained a priority for delivery under the Southern IFCA Annual Plan priorities for years 2017-2021. It is the intention of the Authority to seek confirmation of a Net Fishing Byelaw in 2021 following the outcomes of formal consultation.
3	Inshore Potting Review	This review began in 2018 in response to the Southern IFCA Review of Management Measures. During 2019-2020 a number of WGs were held. In response to the COVID-19 pandemic this workstream was put on hold between March and November 2020. It is the intention of the Authority to seek confirmation of a Potting Byelaw in late 2021/early 2022.
4	T3 MCZs & MPA Spatial Management Review	A third tranche of MCZs were designated in May 2019. Of these, six new sites fell within the Southern IFCA District as well as additional features being added to two existing sites. The Authority continues to assess the potential impact of fishing activities within the designated sites via a risk-based approach. It is the intention of the Authority to convene WGs in spring 2021 in order to consider the potential options for management intervention where necessary. This work is being carried out in conjunction with a wider review of existing spatial boundaries under the District's BTFG and IHG Byelaws. Southern IFCA will continue to support partners in the provision of data collection to inform the understanding of location and extent of black bream nesting sites within the T3 MCZs.
5	MCRS Review	Since April 2020 SIFCA have been reviewing existing evidence, undertaking primary research & developing evidence packages which identify the biological characteristics of key fish and shellfish species within the District which are subject to fishing pressures. This will feed directly into the formal review of MCRS which will begin in 2021.
6	Byelaw Review: Prohibition of Gathering (Sea Fisheries Resources) in Seagrass Beds	IFCA byelaw making guidance states that IFCAs should continually monitor the effectiveness of their byelaws. The Authority will undertake a scheduled review of the IHG Byelaw in line with commitments under the Southern IFCA Five-Year Legislative Forecast and the review periods identified within the Byelaw. It is the intention that this work will be carried out in conjunction with the MPA Spatial Management Review.
7	Permit Condition Reviews: SDPB	(a) A decision was made in March 2021 for the Authority to pursue the development of management measures in the Solent scallop fishery during 2021. (b) Following the pending implementation of the Solent Dredge Permit Byelaw (SDPB) on the 1 November 2021, the Authority will be working with the fishing industry to develop an evidence base to support and explore the potential reintroduction of a pump scoop fishery in the Solent. In order to achieve this Southern IFCA will continue to work with DEFRA to seek revocation of Statutory Instrument No. 2696 The Solent European Marine Site (Prohibition of Method of Dredging) Order 2004.
8	Wrasse Fishery	To annually review measures in this fishery under the M&C Plan & continue to build an evidence base to inform any potential future management as determined by the Authority.

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9	Aquaculture	<p>(a) Southern IFCA will continue to promote its role in sustainable aquaculture development via attendance at the Dorset Mariculture Strategy Governance Group</p> <p>(b) Under the Poole Harbour Fishery Order 2015, Southern IFCA will continue to develop, manage & support aquaculture practice within Poole Harbour & undertake an annual review of the Management Plan before 1 July 2021</p>
10	Poole Clams and Cockle Partnership Project	<p>Southern IFCA will work with partners at the PDFA and the DWT to promote further innovation in the Poole Harbour Clam and Cockle MSC certified fishery with regard to ETP species and develop a blue print of co-management which demonstrates effective fisheries management within an MPA (funded project running Apr 21-March 22).</p>
11	Fisheries Management Plans	<p>(a) Southern IFCA will continue to manage inshore fisheries in line with the following FMPs: (i) Poole Harbour Several Order Management Plan, (ii) Poole Harbour Shellfish Dredging Management Plan, (iii) Wrasse Monitoring and Control Plan, (iv) Angling Strategy, (v) Solent Dredge Permit Byelaw Management Intentions Document</p> <p>(b) Southern IFCA will review all its existing FMPs in order to develop a framework for best practice.</p> <p>(c) Southern IFCA will continue to work in partnership with and contribute to the Solent European Marine Site Single Scheme Management Plan, The Poole Aquatic Management Plan, The Solent Oyster Restoration Plan.</p> <p>(d) Following guidance in relation to the Fisheries Act 2020 Southern IFCA will publish its proposed FMPs in line with a JFS objectives.</p>
12	Emerging Fisheries Policy	<p>Southern IFCA will develop a policy document which will provide stakeholders with guidance when applying to undertake harvesting of emerging fisheries/innovative fisheries practice within MPAs.</p>

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4.7 Success Criterion 4

Success Criterion 4: IFCA's have appropriate governance in place and staff are trained and professional

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	Performance Indicators	
<ul style="list-style-type: none"> • 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 	SC4A	The IFCA will publish a Plan on its website by 31 March, setting out the main objectives and priorities for the next financial year. A copy will be sent to the Secretary of State.
	SC4B	After the end of each financial year, the IFCA will publish a Report on its website describing its activities, performance and a summary of audited financial information in that year, by 30 November. A copy will be sent to the Secretary of State.
	SC4C	IFCA staff will have annual performance management plans in place. Annual appraisals for all staff will have been completed by 31 March each year.
	SC4D	An efficient secretariat of IFCA staff support IFCA Authority meetings which are held quarterly and are quorate. Meeting documentation will meet Standing Orders.
	SC4E	The IFCA will have demonstrated, in its Annual Report, how marine, land and water management mechanisms in the Inshore Fisheries & Conservation District have worked responsively and effectively together.

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<p>documentation will be made available in line with Standing Orders.</p> <ul style="list-style-type: none">• IFCA Committee meetings will be held in public unless material is either confidential, or exempt within the meaning of the Local Government Act 1972		
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4.8 Success Criterion 4 – Delivery and key priorities

No	Delivery priority	Key Action
1	Review of Southern IFCA Policies and Procedures	To undertake a review of all existing Southern IFCA HR Policies by March 2022 (a) Staff Handbook (to amalgamate Conflict of Interest Policy, Anti-Fraud and Corruption Policy and Whistleblowing Policy) (b) Employee Codes of Conduct (c) Grievance Procedure and Policy (d) Capability Procedure and Policy, (e) Disciplinary Procedure and Policy
2	Health and Safety	To ensure the Policy remains robust and reactive. To report Incidents, Near Misses or Accidents to the Executive Committee and include updated risk assessments for Covid 19.
3	Recruitment	Southern IFCA will be implementing a part time permitting officer from July 2021 to assist with the increasing administration from pending and existing permit byelaws. This officer will keep records, issue permits and record catch returns and report anomalies to the FP team for follow investigations.
4	Induction Training	That all new officer's complete induction training as part of their probation and progress CPD and the internal competent officer award through the NLTO. Individual officer training plans will be developed by the NLTO.
5	National Training Position	Southern IFCA will continue to support national training through the NLTO and will play an active role in the delivery of the national training project, including providing support for training.
5	Personal Work Plans	In line with the Performance Appraisal Policy all staff will have personalised Personal Work Plan (PWP) which is directly linked to the FMP or FP Team Strategies.
6	Personal Development Targets	In line with the Performance Appraisal Policy all staff will identify Development Targets (DT) to support their PWP delivery.
7	Performance Appraisals	In line with the Performance Appraisal, all staff will be appraised on their operational delivery in the context of the relevant Team Strategy, PWPs and DTs and adherence to contractual requirements and Southern IFCA policies, procedures and Codes of Conduct.
8	Members Appraisals	We will conduct a 'light touch' system of performance monitoring and appraisal for general members of the Authority and provide training for members on their roles and responsibilities.
9	Members Satisfaction Survey	We will consult the IFCA membership upon their views on their role and the function of the Authority. We will report on the findings of the survey and implement measures to ensure continuing development.
10	Customer complaints	The Southern IFCA operates a three stage complaints process to ensure complaints are dealt with impartially, objectively and professionally. We will ensure that any complaints are dealt with in accordance with our Customer Complaint Procedure

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4.9 Success Criterion 5

Success Criterion 5: IFCAs make the use of evidence to deliver their objectives

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

Outcomes	Performance Indicators	
<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 	SC5A	The IFCA will demonstrate progress that has been made towards identifying its evidence needs by publishing a research plan each year
	SC5B	The IFCA will publish a research report annually that demonstrates how evidence has supported decision making
	SC5C	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

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4.10 Success Criterion 5 – Delivery and key priorities

No	Delivery priority	Key Action
1	IFCA led surveys and stock assessments	Southern IFCA will undertake surveys in order to underpin active management interventions and to ensure that we are continually developing our knowledge of the fisheries throughout the District using the best available evidence. Where possible we will deliver in collaboration with partners as well as the fishing industry. Please note that the 2021-2022 Monitoring Programme will be under constant review and subject to the latest Government guidelines in response to the COVID-19 pandemic, and will remain subject to change due to changing priorities and weather patterns.
<i>a</i>	Poole Bivalve Survey	To inform management of the Poole clam and cockle fisheries under the Poole Harbour Dredge Permit Byelaw. It is the intention for this survey to proceed in April 2021 with amendments to methodology as a result of the COVID-19 Government guidelines. Monitoring reports produced and published
<i>b</i>	Pacific Oyster Survey	To inform management under the Poole Harbour lease beds (aquaculture) under the Poole Several Order 2015 Management Plan (2020 Revision) with monitoring reports produced and published.
<i>c</i>	Solent Scallop Stock Assessment	To inform the management of scallops in the Solent under either a Code of Conduct/or permit conditions under the Solent Dredge Permit Byelaw. To be conducted April 2021 with monitoring reports produced and published
<i>d</i>	Solent Oyster Stock Assessment	To inform management of the native oysters under the Solent Dredge Permit Byelaw. To be conducted July 2021 with monitoring reports produced and published. Delivery of this will remain under constant review in response to the COVID-19 pandemic.
<i>e</i>	Solent Bivalve Stock Assessment	To inform management of clams and cockles under the Solent Dredge Permit Byelaw. To be conducted October 2021 and March 2022 with monitoring reports produced and published. Delivery of this will remain under constant review in response to the COVID-19 pandemic.
<i>f</i>	Thick Lipped Mullet Survey	To inform the MCRS review. To be conducted November 2021- January 2022
<i>g</i>	Gilt Head Bream Survey	To inform the MCRS review. To be conducted November 2021-January 2022
<i>h</i>	Whelk Survey	To inform the MCRS and Potting reviews.
<i>i</i>	Small Fish Survey	To (1) provide understanding of estuaries for juvenile fish, (2) inform Marine Licence application responses, (3) promote stakeholder engagement.
2	Monitoring Programme Report	To ensure outcomes of surveys and stock assessments are reported appropriately with data published on the Southern IFCA website.

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5. Governance and Committee membership

APPOINTED BY CONSTITUENT AUTHORTIES

Cllr Mr J Savage	Southampton City Council
Cllr M Winnington	Portsmouth City Council
Cllr Mrs A E McEvoy Bsc (Hons.)	Hampshire County Council (Vice Chairman)
Cllr Mr M White	Hampshire County Council
Cllr Mr R Hughes	Dorset Council
Cllr Mr M Roberts	Dorset Council
Cllr Mr S Hastings	Isle of Wight Council
Cllr Mr P Miles	BCP Council
Cllr Mr R Rocca	BCP Council

APPOINTED BY THE MARINE MANAGEMENT ORGANSATION

TBA	Chairman
Dr A Jensen	Chairman of the Technical Advisory Committee
Mr R Stride	Vice Chairman of the Technical Advisory Committee
Dr S Cripps	
Mr N Fisher	
Mr L Stantiford	
Mr T Legg	
Ms L MacCallum	
Mr G Wordsworth	

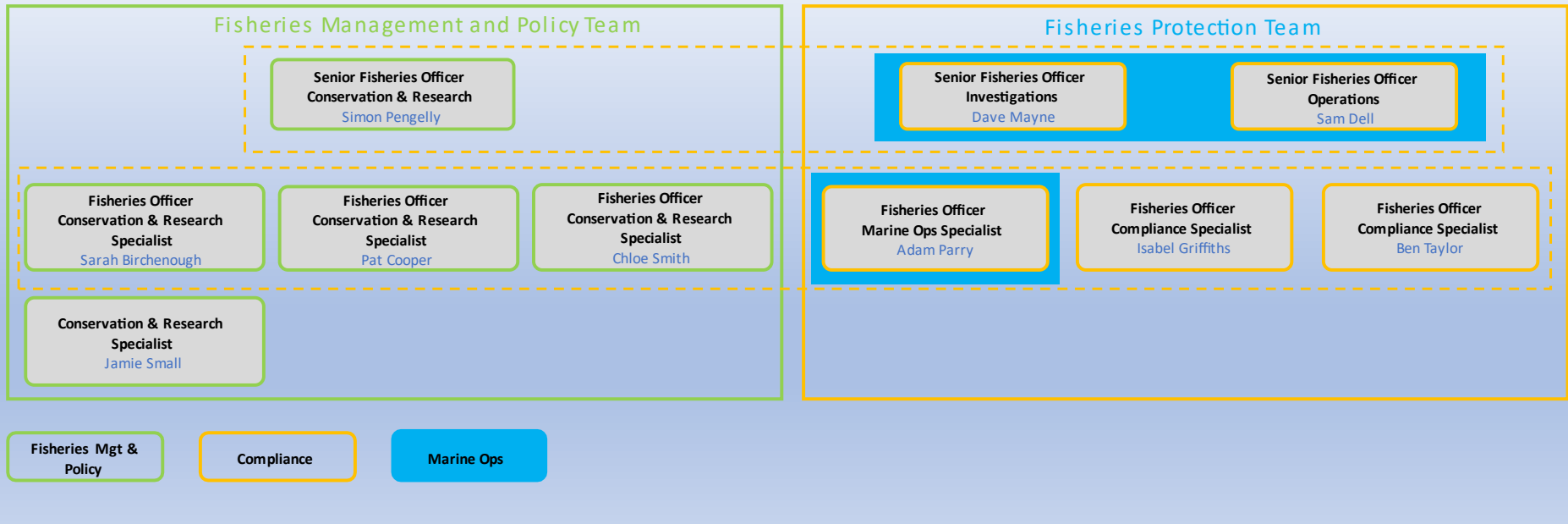
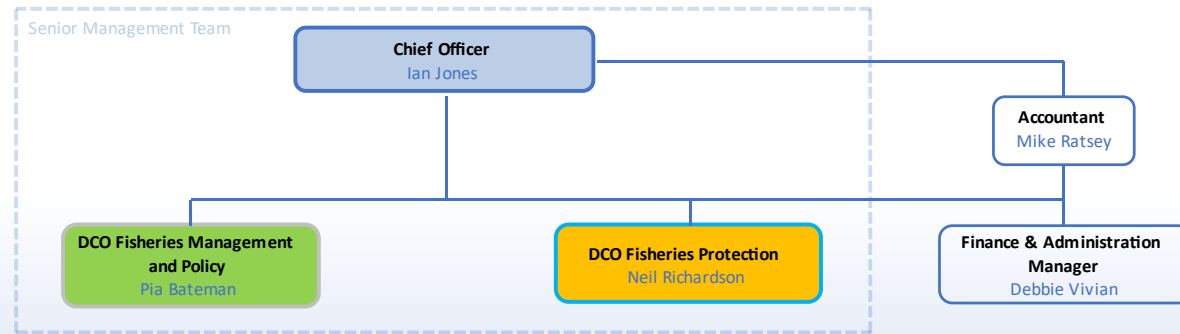
REPRESENTATIVES OF PARTNER AUTHORTIES

Mr P Rudd	Environment Agency
Dr R Morgan	Natural England
Ms R Irish	Marine Management Organisation

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6. Organisational Structure

Staff structure



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7. Risk Management Strategy

Southern IFCA recognises its responsibility to manage risk in order to successfully achieve the Authority’s objectives, maximise opportunity and minimise threats. This is also reflected in national guidance advice to Inshore Fisheries and Conservation Authorities. Risk cannot always be eliminated and Southern IFCA has a risk management strategy to provide a structured approach to enable the Authority to identify, manage and monitor the most significant risks it faces. From an operational perspective it also provides a framework for applying a new ‘risk based’ approach to enforcement activities. The aim of the strategy is to manage risk and to successfully integrate risk management into existing business and management processes. Risk management is a key part of the Authority’s corporate governance arrangements.

The objectives of the risk management strategy are to:

- Embed risk management in the culture of IFCA including the Authority’s decision making, strategic planning, policy, project and service delivery arrangements
- Manage risk in accordance with best practice, ensuring key strategic and operational risks are identified, monitored and controlled
- Raise awareness of the need for risk management both within the Authority and with key partners and suppliers of goods and services
- Enable the Authority to anticipate and respond to change
- Prevent injury, damage and loss, thus reducing the cost of risk
- Support a targeted risk based approach to operational activities

All Members and employees 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. The key roles within the risk management process are –

Southern IFCA	To oversee the effective management of risk by Authority officers
Executive Committee	To consider and approve risk management policies and to monitor risk.
Senior Management Team	To ensure the Authority manages risk effectively through the development and implementation of the strategy. To identify, manage and monitor the strategic risks faced by the Authority.
IFC Officers	To manage risk effectively in their particular areas of service delivery.
Treasurer / internal auditor	To support the Authority and its services in the effective development, implementation and review of the risk management strategy

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8. Southern IFCA working with partners

Southern IFCA has worked in conjunction with the other IFCAs to develop Memorandums of Understanding (MoUs) with its key public authority stakeholders. The MoUs lay out in broad terms how Southern IFCA will work constructively with the Marine Management Organisation, Environment Agency, Natural England and Centre for Environment, Fisheries & Aquaculture Science. As well as the detailed MoUs the MMO, EA and NE shared objectives have been included in our annual planning process which means that cooperation and coordination between agencies is hard wired into the system. Southern IFCA is looking to build on this relationship to establish protocols of how information will flow between organisations using this mechanism.

Association of Inshore Fisheries and Conservation Authorities (AIFCA)

Southern IFCA will continue to play its part and contribute to the effective running and functioning of the AIFCA. The Association is an important national body that allows IFCAs to speak with one voice at a national level on key topics. Southern IFCA see that the Association can act as an important body in helping IFCAs coordinate their actions and resources efficiently.

IFCA Chief Officers Group (COG)

In 2021/22 The Southern IFCA Chief Officer will represent Southern IFCA at COG to support the development of national IFCA policy under the direction of the AIFCA and support the delivery of IFCA operations through collaboration and cooperation between IFCAs and partner organisations.

Technical Advisory Group (TAG)

Southern IFCA will continue to support and work through the Technical Advisory Group (TAG), wherever possible, to help it achieve its stated aims: to improve the quality and extent of fisheries management information through better coordination and dissemination of fisheries related scientific research; define and apply best practice relating to the scientific & technical functions and responsibilities of IFCAs.

National Inshore Marine Enforcement Group (NIMEG)

The National Inshore Marine Enforcement Group (NIMEG) has been established as a group to bring together expertise in the field of regulation and enforcement within inshore fisheries and marine conservation in order to develop and support joint working and consistency; identify and share best practice; and to promote professionalism and competence. Southern IFCA will act as Chairman of NIMEG in the year.

Angling Liaison Group

Southern IFCA will continue to host an independently chaired Angling Liaison Group. The purpose of the group is to enable Sea Angling representatives to effectively engage and communicate with the Southern IFCA so as to inform decisions made by the Authority and to enhance the sea angling experience in Hampshire, Dorset and the Isle of Wight.

South Coast Fishermen's Council

Southern IFCA will continue to attend the independently chaired South Coast Fishermen's Council. The group's membership is comprised of the commercial fishermen's representatives from ports within the Southern IFCA District. The group enables effective communication between the authority and the fishing community.

South Coast Marine Environment Group

Southern IFCA will develop the independently chaired South Coast Marine Environment Group to inform IFCA policy and decision making.

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9. Southern IFCA – Budget 2021/22

Local Authorities are supported, in part, by an 'area-based grant', from DEFRA, of £329,425. This grant recognises the new burdens of the Marine and Coastal Access Act, 2009 and supports the fisheries and conservation functions of the Authority. At the time of the preparation of this annual plan, the outcome of a review with DEFRA in 2020/21 for this funding has not been finalised and there is an assumption that the 'area-based grant' will remain the same as previous years.

Levy on Local Authority	<i>2020/21</i>	<i>2021/22</i>
Hampshire	318,921	318,921
Isle of Wight	113,280	113,280
Dorset	195,667	195,667
BCP	87,968	87,968
Southampton	33,945	33,945
Portsmouth	39,628	39,628
TOTAL	789,409	789,409
Other income	90,192	108,591
	879,601	898,000
Summary of Expenditure		
Administration	748,005	779,651
Patrol Vessels	37,000	42,039
Vehicles & Travel	34,916	32,178
New Equipment	64,717	49,752
Appropriations	0	0
TOTAL EXPENDITURE	884,638	903,620
DEFICIT OF INCOME OVER EXPENDITURE	(5,036)	(5,620)

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10. Feedback

We are committed to providing an exemplary service. If you are not satisfied with an aspect of our service, we encourage you to let us know and we will do our best to resolve the matter as quickly as possible. Full details of the complaint's procedure are published on the IFCA website.

<http://www.southern-ifca.gov.uk/feedback>

11. Glossary of abbreviations

BCP	Bournemouth, Christchurch & Poole	ICO	Information Commissioner's Office
BTFG	Bottom Towed Fishing Gear	IFCA	Inshore Fisheries & Conservation Authority
CEFAS	Centre for Environment, Fisheries and Aquaculture Science	IFCO	Inshore Fisheries & Conservation Officer
CIU	Central Intelligence Unit	IHG	Inshore Hand Gathering
CPD	Continual Professional Development	JFS	Joint Fisheries Statement
CPIA	The Criminal Procedure and Investigations Act 1996	M&C	Monitoring and Control
DSA	Data Sharing Agreement	MCRS	Minimum Conservation Reference Size
DEFRA	Department for Environment, Food and Rural Affairs	MCZ	Marine Conservation Zone
DWT	Dorset Wildlife Trust	MMO	Marine Management Organisation
EA	Environment Agency	MPA	Marine Protected Area
EHO	Environmental Health Officer	NE	Natural England
EIR	Environmental Information Regulations	NLTO	National Lead Training Officer
ETP	Endangered, Threatened & Protected	PACE	Police & Criminal Evidence Act 1984
FIP	Fisheries Inspection Point	PDFA	Poole and District Fishermen's Association
FMP	Fisheries Management & Policy Team	RA	Risk Assessment
FOI	Freedom of Information	SCE	Scallop Call for Evidence
FPT	Fisheries Protection Team	SDPB	Solent Dredge Permit Byelaw
FSA	Food Standards Agency	SOP	Standard Operating procedure
GDPR	General Data Protection Regulation	TCG	Tactical Coordination Group
HRA	Habitats Regulation Assessment	VMS	Vessel Monitoring System
HSE	Health & Safety Executive	WG	Working Group

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Further Copies

This document is available in electronic form from
www.Southern-ifca.gov.uk

Alternatively, a hard copy can be requested from the Authority:

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Poole
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