



# Annual Plan

## April 2022 to March 2023

### Revision History:

Date	Author	Reason
21 <sup>st</sup> June 2022	Pia Bateman	Update to Sections (4.1) The Southern IFCA and (4.2), The Southern IFCA Team

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## 1.0 Introduction

Under Section (177) of the Marine and Coastal Act 2009 Southern IFCA are required to make and publish a plan setting out the Authority's main objectives and priorities for the year.

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 sets out Southern IFCA's delivery priorities for the forthcoming financial year (April 1 2022 – March 31 2023), demonstrating how Southern IFCA will continue to shape inshore management 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

In order to deliver the Annual Plan and fulfil the Authorities function as a competent management body, the Southern IFCA recognise the need to align its work to a strategic vision. With many competing objectives, it is important the Authority maintain this strategic overview in their delivery. This proactive way of working, with the recognition of the need to maintain a capacity for reactive and emerging work and oncoming challenges, will provide a template for the Authority moving forward through 2022 and into 2023.

The strategic direction, as presented in this Annual Plan will enable the Authority to be more transparent with our community and stakeholders, as well as delivery partners, through anticipation of shared goals and objectives, and seek to encourage and complement future funding and joint working opportunities.

### 1.1 Coronavirus Statement

The impact of the COVID pandemic and the restrictions which have been put in place by the Government since March 2020 have had a direct impact on the delivery of the 2020/21 and 2021/2022 Annual Plans. However, as demonstrated in the Annual Report 2020/2021<sup>1</sup>, the Authority continues to adapt to the changing external landscapes in order to best achieve its duties and responsibilities within the context of the ongoing pandemic.

It is likely that this theme will continue as we move into the 2022/2023 year. The Authority commit to maintain full transparency with the community and stakeholders in order to account for any variations in delivery, this may include the ability to undertake scientific research at sea, operational duties and conducting face to face meetings.

Southern IFCA appreciate the support that the community has provided the Authority over recent years, and we will continue to strive to fulfil our legislative duties during the forthcoming year and beyond.

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<sup>1</sup> [Authority Reports : Southern IFCA \(southern-ifca.gov.uk\)](http://www.southern-ifca.gov.uk)

## 2.0 Inshore Fisheries and Conservation Authorities

Inshore Fisheries and Conservation Authorities (IFCAs) were created under Section 150 of the Marine and Coastal Access Act 2009 (MaCAA)<sup>1</sup> as designated statutory inshore regulators for the marine environment. The National IFCA Vision, High Level Objectives and Success Criteria set out the intentions of the IFCAs to sustainably manage inshore fisheries and conservation in line with these mechanisms and wider UK and EU Legislations.

### 2.1 The 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”

### 2.2 IFCA High Level Objectives and Success Criterion

High Level Objectives (HLOs) and Success Criterion (SC) 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 captures how the Annual Plan sits within this wider context.

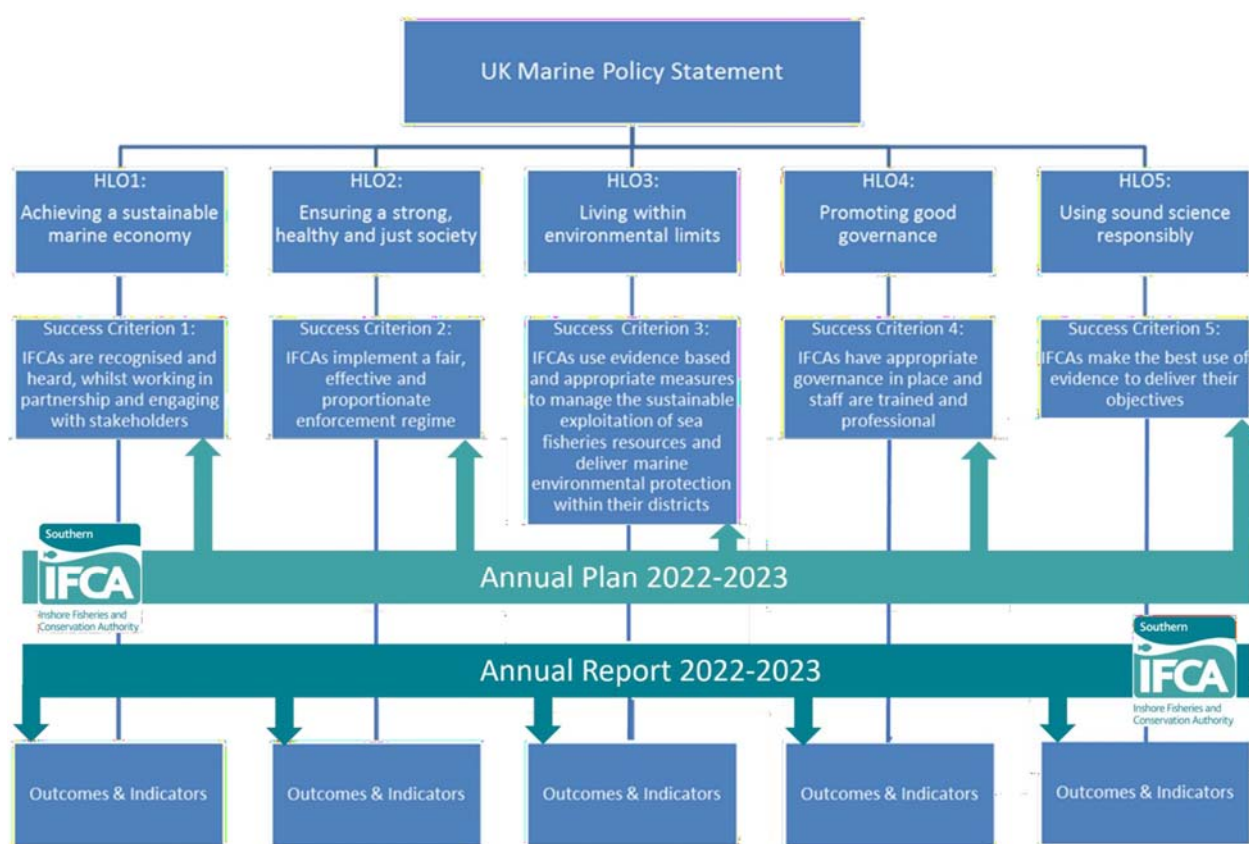


Figure 1: IFCA High Level Objectives and Success Criteria

Southern IFCA's Delivery Priorities for 2022-2023, as presented in this Annual Plan, are directly aligned to the definitions of SC below.

<sup>1</sup> [Marine and Coastal Access Act 2009 \(legislation.gov.uk\)](http://www.legislation.gov.uk)

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

1

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

**Success Criterion 2: IFCAs implement a fair, effective and proportionate enforcement regime**

2

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.

**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**

3

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.

**Success Criterion 4: IFCAs have appropriate governance in place and staff are trained and professional**

4

IFCAs 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.

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

5

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.

## 2.3 Policy and Legislative Context

### 2.3.1 Fisheries Act 2020

The Fisheries Act<sup>2</sup> ('The Act') was introduced to make provisions in relation to fisheries, fishing, aquaculture and marine conservation following the departure of the UK from Europe. The Act enshrines in law the UK's commitment to sustainable fishing, supporting future generations of fishers, while allowing the marine environment to thrive. It provides a legally binding structure to protect and recover stocks, support a sustainable fishing industry and safeguard the environment.

#### Fisheries Objectives

The Act lists eight fisheries objectives which set the UK's strategic direction for delivering sustainable fisheries management:

Objective	Number	Objective	Number
Sustainability objective	1	Bycatch objective	5
Precautionary objective	2	Equal access objective	6
Ecosystem objective	3	National benefit objective	7
Scientific evidence objective	4	Climate change objective	8

#### Joint Fisheries Statement

The Act created a legal requirement for the UK's four national fisheries policy authorities to produce a Joint Fisheries Statement (JFS) that will lay out how the eight fisheries objectives will be met. The shared ambition of the JFS is to deliver world class, sustainable management of UK fisheries and aquaculture, focusing on three main themes:

- Protecting and, where necessary, recovering fish stocks
- Reducing the effects of fishing on the marine and coastal environment
- Supporting a modern, resilient and environmentally responsible fishing industry.

A consultation on the draft JFS began on the 18th January 2022 which encompasses several aspects of policy including Fisheries Management Plans (FMPs); a document designed to restore one or more stocks of sea fish, or to maintain them at sustainable levels. The consultation ends on the 12th April 2022.

The Marine Strategy Regulations 2010<sup>3</sup> require fisheries bodies in the UK to take action to achieve or maintain Good Environmental Status (GES) in UK waters. The UK Marine Strategy is a key pillar of making policy in the UK and the JFS is a cross cutting measure which will help to deliver GES for commercial fisheries.

**At the time of writing this Annual Plan, it is not clear the role that IFCA's will play in the planning, development, consultation and implementation of FMPs.**

### 2.3.2 Marine and Coastal Access Act

The Southern IFCA has clearly defined duties and responsibilities to ensure that the marine environment within the District is conserved and maintained in a viable state. The main duties for the Southern IFCA are identified within the Marine and Coastal Access Act, 2009<sup>4</sup> (MaCAA), Part 6 (Sections 153 and 154). In performing its duties under this legislation Southern IFCA must:

#### Section 153 (2)

- Seek to ensure that the exploitation of sea fisheries resources is carried out in a sustainable way.
- 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.
- Take any other steps which in the authority's opinion are necessary or expedient for the purpose of

<sup>2</sup> [Fisheries Act 2020 \(legislation.gov.uk\)](http://legislation.gov.uk)

<sup>3</sup> [The Marine Strategy Regulations 2010 \(legislation.gov.uk\)](http://legislation.gov.uk)

<sup>4</sup> [Marine and Coastal Access Act 2009 \(legislation.gov.uk\)](http://legislation.gov.uk)

- 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.

**Section 154**

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

### **2.3.3 The Conservation of Habitats and Species Regulation**

Duties under Regulation 63 of The Conservation of Habitats and Species (Amendment) (EU Exit) Regulations 2019<sup>5</sup> ('Conservation Regs. 2019'), require Southern IFCA, as a defined competent authority, to make appropriate assessments of a plan or project which is likely to have a significant effect on a European Marine Site (EMS) (either alone or in combination with other plans or projects).

The Conservation Regs. 2019 transpose the land and marine aspects of the Habitats Directive<sup>6</sup> (Council Directive 92/43/EEC) and the Wild Birds Directive<sup>7</sup> (Directive 2009/147/EC) (known collectively as the Nature Directives) into UK statute. Under these Directives IFCA's must ensure that fishing activity does not damage, disturb or have an adverse effect on the wildlife or habitats for which a European Marine Site (EMS) is legally protected.

### **2.3.4 The Wildlife and Countryside Act**

Under Sections 28g and 28i of The Wildlife and Countryside Act 1981<sup>8</sup>, when carrying out our duties, Southern IFCA must consider any Site of Special Scientific Interest (SSSI) with marine components which are providing protection to species and/or habitat of national importance.

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<sup>5</sup> [The Conservation of Habitats and Species \(Amendment\) \(EU Exit\) Regulations 2019 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukreg/2019/1000/contents/mf)

<sup>6</sup> [EUR-Lex - 31992L0043 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/eli/dir/1992/43/oj)

<sup>7</sup> [EUR-Lex - 32009L0147 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/eli/dir/2009/147/oj)

<sup>8</sup> [Wildlife and Countryside Act 1981 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/1981/61/contents)

## 3.0 Southern IFCA

### 3.1 The District

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 neighboring IFCAs are shown in Map 1.



Map 1: The Southern IFCA District

## 3.2 The District's Fisheries and Conservation

### 3.2.1 Commercial Fisheries

The commercial fisheries within the Southern IFCA District are of huge value to the local economy, as well as providing cultural, historical and community importance. There are 366 active commercially licenced vessels in the District (February 2022). The valuable inshore fishing grounds are fished by small-scale day vessels all under 12 metres in length.

### 3.2.2 Recreational Fisheries

It is estimated that there are 150 craft operating as angling/diving charter vessels within the District. In addition, the District hosts a plethora of private recreational angling craft operating throughout the area, whilst the beaches, marinas and piers along the coastline are of national importance for sea angling.

### 3.2.3 Aquaculture

Southern IFCA manage aquaculture activity within a defined area of Poole Harbour under the Poole Harbour Fishery Order 2015<sup>9</sup>. This is the largest Several Order in the UK. In accordance with Section (1) of the Sea Fisheries (Shellfish) Act 1967, the Order confers on Southern IFCA the right of a several fishery for the cultivation of shellfish of any kind for a period of twenty years from the 1<sup>st</sup> July 2015.

### 3.2.4 Marine Conservation

An array of exceptional marine habitats and species can be found across the Southern IFCA district. From expansive mudflats rich in invertebrates that support thousands of overwintering birds to intricate reef systems home to rare pink sea-fans. The diversity of habitats provides diverse fauna for both commercial and recreational fisheries.

<sup>9</sup> [The Poole Harbour Fishery Order 2015 \(legislation.gov.uk\)](https://www.legislation.gov.uk/uksi/2015/1000/made)

The importance of the marine environment throughout the Southern IFCA district is reflected by the number of Marine Protected Areas (MPAs) designations across the district. Across the District there are 9 Marine Conservation Zones (MCZs) which protect nationally important, rare or threatened species and habitats, 6 Special Areas of Conservation (SACs) which protect marine habitats and species and 6 Special Protection Areas (SPAs) which protect populations of birds in the District.

**Further details about the District's commercial, recreational and aquaculture fisheries and marine conservation can be found at <https://www.southern-ifca.gov.uk>.**

## 4.0 Resources

### 4.1 The Southern IFCA Authority

Appointed by Constituent Authorities	
<b>Cllr Mark Roberts</b>	<b>Dorset Council (Chairman)</b>
<b>Cllr Mrs A E McEvoy BSc (Hons.)</b>	<b>Hampshire County Council (Vice Chairman)</b>
Cllr Mr R Hughes	Dorset Council
Cllr Mr P Miles	BCP Council
Cllr Mr R Rocca	BCP Council
Cllr M Renyard	Southampton City Council
Cllr D Curnow-Ford	Hampshire County Council
Cllr A Kadir	Portsmouth City Council
Cllr Mr P Fuller	Isle of Wight Council

Appointed by The Marine Management Organisation	
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 Stantford	
Mr T Legg	
Ms L MacCallum	
Mr G Wordsworth	
Mr N Hornby	

Representatives of Partner Organisations	
Mr P Rudd	Environment Agency
Dr R Morgan	Natural England
Ms R Irish	Marine Management Organisation

Profiles of the Southern IFCA General Members can be found at <https://www.southern-ifca.gov.uk>.

### 4.2 The Southern IFCA Team

The Southern IFCA Team is currently led by Chief Executive Officer Miss Pia Bateman who oversees the Business Service Team (BST), the Fisheries Protection Team (FPT) and the Fisheries Management and Policy (FMP) Team.

Business Services Team	
Mrs S Harley	Business Services Manager
Ms J Wilson	Administration and Permitting Officer
Mr M Ratsey	Accountant

Fisheries Protection Team	
Mr S Dell	Deputy Chief Officer
Mr D Mayne	Senior IFCO
Mr A Parry	IFCO
Miss I Griffiths	IFCO
Mr F Harris	IFCO
<i>Pending recruitment</i>	IFCO

Fisheries Management and Policy Team	
<i>Pending recruitment</i>	Deputy Chief Officer
Mr S Pengelly	Senior IFCO
Miss S Birchenough	IFCO
Miss E Condie	IFCO
Miss L Cast	IFCO
Miss C Smith	IFCO

All three teams work together closely to ensure that Southern IFCA fulfil its statutory functions. Figure 2 demonstrates how the FMP and FP teams work together, as supported by the BST to develop management interventions, to implement and ensure compliance and to review fisheries and conservation management. Central to this model and vital at each stage is stakeholder engagement.

Please refer to the [Fisheries Management and Policy Team Strategy 2022-2023](#) ('FMP Team Strategy') and the [Fisheries Protection Team Strategy 2022-2023](#) ('PF Team Strategy') for further details on team deliverables.

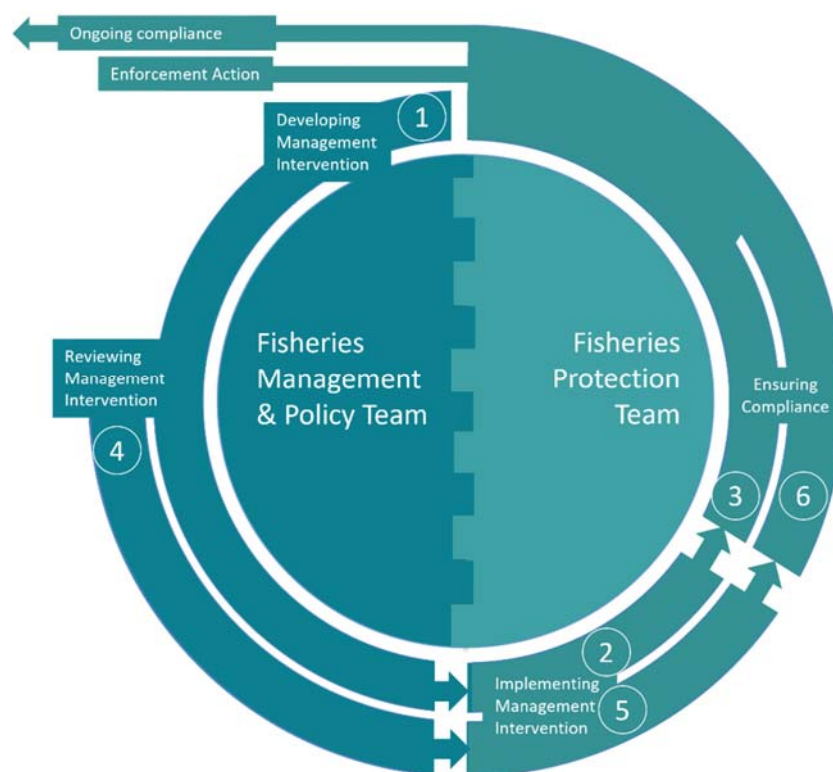


Table 1: Figure 2 Working together

#### 4.2.1 Professional Development

The Southern IFCA Performance Appraisal Policy provides clarity on how the Authority will support the performance and development of its staff. The policy sets out how the Southern IFCA will appraise staff performance and promote learning and development in a consistent and fair manner. The Southern IFCA recognise the importance of both individual and team performance as critical in building and maintaining a high performing Authority.

The Authority recognise the need to both provide employees with annual workstream direction, as well as the importance of facilitating the development of staff to ensure that they are provided with the opportunity to reach their full potential in their given role. The Authority is committed to ensuring that all employees have equal access to appropriate training and development opportunities where applicable.

### 4.3 The Southern IFCA Budget 2022-2023

Local Authorities are supported, in part, by an 'area-based grant', from DEFRA, of £329,425. This grant recognises the new burdens of the MaCAA and supports the fisheries and conservation functions of the Authority. At the time of writing, the outcome of a spending review with DEFRA, specific to funding for 2022-2023 has not been finalised, however it is assumed that the 'area-based grant' will remain the same as previous years.

The budget for 2022-2023 agreed a proposed levy increase of 3% at the meeting of the Full Authority in December 2021. This uplift accounts for a 2.25% NJC salary rise for the previous 2021-2022 year, as well as the forthcoming financial year.

Levy on Local Authority	2020/21	2021/22	2022/23
Hampshire	318,921	318,921	328,489
Isle of Wight	113,280	113,280	116,678
Dorset	195,667	195,667	201,537
BCP	87,968	87,968	90,607
Southampton	33,945	33,945	34,963
Portsmouth	39,628	39,628	40,817
<b>TOTAL</b>	<b>789,409</b>	<b>789,409</b>	<b>813,091</b>
Other income	90,192	108,591	79,292
	<b>879,601</b>	<b>898,000</b>	<b>892,383</b>
<b>Summary of Expenditure</b>			
Administration	748,005	779,651	783,163
Patrol Vessels	37,000	42,039	41,039
Vehicles & Travel	34,916	32,178	26,777
New Equipment	64,717	49,752	41,301
Appropriations	0	0	0
<b>TOTAL EXPENDITURE</b>	<b>884,638</b>	<b>903,620</b>	<b>892,280</b>
DEFICIT OF INCOME OVER EXPENDITURE	(5,036)	(5,620)	103

## 5.0 Southern IFCA's Delivery Priorities 2022-2023

The priorities identified under the Annual Plan are, where appropriate translated into (1) strategic objectives, (2) policy objectives and (3) team deliverables, the latter which will be translated into clear, outcome focused objectives under the [Fisheries Management and Policy Team Strategy 2022-2023](#) ('FMP Team Strategy') and the [Fisheries Protection Team Strategy 2022-2023](#) ('PF Team Strategy'). These objectives will be broken down into quarters where possible in order to provide transparency in timelines.

The Annual Plan seeks to demonstrate where possible, how Southern IFCA consider their work for the forthcoming year, aligns with IFCA Success Criteria, the Fisheries Objectives (as detailed in Section 2.3.1) and the UK Net Zero Strategy. The latter in identifying and instigating changes in operations in order to minimise and reduce emissions as part of Southern IFCA's commitment to the UK Government Net Zero Strategy. The following graphics will be used to demonstrate below:



Following exit from Europe and the realisation of the Fisheries Act 2020 and changing demands across fisheries regulators, this financial year considers a work programme which is to be supplemented with an element of the unknown. It is anticipated that alongside proactive management within the District, that a more reactive response to the roll out of FMPs may be required, upon the direction of DEFRA and the MMO. In addition, it is anticipated that the Authority will be required to provide a role to DEFRA in supporting the development and implementation of Highly Protected Marine Areas (HPMAs). As these two key elements remain unknown at the time of writing, the delivery priorities laid out below are subject to change, in order to respond to the changing external landscapes.

### 5.1 Reporting Metrics

Southern IFCA will report on the delivery of the 2022-2023 Annual Plan in the Southern IFCA Annual Report 2022-2023 in the context of the IFCA HLOs and SC. At the time of writing DEFRA are in the process of developing Key Performance Indicators (KPIs) for the IFCA's. It is unknown at this stage whether the KPIs will replace the IFCA HLOs and SC. As such, the format of the Southern IFCA Annual Report for 2022-2023 is unknown, however it is likely that it will be framed in response to both the developing KPIs as well as the IFCA HLOs and SCs. Annex 1 provides an overview of the outcomes and performance indicators relevant to the HLOs and SCs.

## 5.2 Strategic Delivery Priorities

STRATEGIC DELIVERY PRIORITIES	SC	Delivery priority	Key Action(s)	Owner
	4	Review of Standing Orders	To review and update for Authority sign off by September 2022	Chief Officer (CO)
	1	Communication and Engagement Strategy	To review and update by March 2023	
	4	FP Team Strategy	To set out the team priorities for April 2022-2023 feeding directly from the Annual Plan delivery priorities. The Team plans will allocate resources and identify timelines to ensure that the Annual Plan is achieved and provide the foundations for IFCO Personal Work Plans	Deputy CO FPT
		FMP Team Strategy		Deputy CO FMP

## 5.3 Policy Review Delivery Priorities

POLICY REVIEWS	SC	Delivery priority	Key Action	Owner
	4	Review of HR Policy & Procedures	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, (f) Recruitment Policy (g) Staff Performance and Appraisal Policy (h) Stress Management Policy and Complaints Procedure	Business Services Manager (BSM)
		Health and Safety Policy	To ensure the Policy remains robust and fit for purpose	Deputy CO FPT (operational) BSM (office)

## 5.4 Fisheries Protection Team Delivery Priorities

In securing compliance across the District with fisheries and conservation management, the FPT champion the collective delivery of the Fisheries Objectives				
				
FISHERIES PROTECTION TEAM	SC	Delivery priority	Key Actions	
	2	Intelligence led risk-based enforcement	To work in line with National intelligence reporting frameworks to ensure a strategic approach to intelligence gathering and analysis	
			To develop intelligence profiles to inform risk based enforcement.	
			To maintain a risk register	
			To undertake enforcement action in line with the Compliance and Enforcement Framework.	
	2	Delivering Compliance	To ensure compliance with IFCA Fisheries Codes of Practice	
			To ensure compliance with IFCA byelaws	
			To ensure compliance with National Fisheries Legislation.	
			To grant and monitor dispensations for the purposes specified in Southern IFCA byelaws and to develop a Policy to support this area of work	
			To ensure compliance of the Poole Harbour aquaculture fishery. To include Lease Conditions and biosecurity requirements.	
	1	Communication and Engagement	To support compliance with the introduction of all new IFCA management interventions via appropriate communication channels.	
			To support compliance with the management of seasonal fisheries via appropriate communication channels	
	2	Investigations	To conduct all investigatory work in line with Police & Criminal Evidence Act 1984	
			To manage case files in accordance with recognised guidelines and practice.	
			Investigation outcomes to be shared with NIMEG and media channels	
	4	Marine Operations 	Maintenance of vessels, drone and vehicles used for the purposes for land based and sea-based compliance and enforcement	
			To undertake a Vehicle Asset Review, in order to consider Southern IFCA's contribution to Net Zero	
			To continue with Phase 2 of the Marine Asset Review, in order to assess the efficiency and effectiveness of current marine assets and make recommendations for future service provision. Net Zero context to be considered.	
	1	Working in Partnership	National	National Intelligence Management and Enforcement Group.
			Key Liaison Groups	Fisherman's Council, Recreational Sea Angling Group, Professional Boatman's Association, Southwest Aquaculture Network Group.
			Local engagement groups	Attendance across a number of advisory groups and committees relevant to the work of the FPT
			To work with the FMP Team to develop management interventions which consider the compliance and enforcement aspects relevant to implementation and ongoing compliance.	
			To review and 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.	
			To work with the MMO and DEFRA to support the introduction of the MMO Catch App and associated compliance data sharing.	

		To work with the MMO to support the roll out of Inshore Vessel Monitoring System.
		To work with other enforcement agencies in order to address areas of shared risk.
		To work with Environmental Health Officers from the BCP Council to assist in the monitoring of water quality in Poole Harbour.

## 5.5 Fisheries Management & Policy Team Delivery Priorities

FISHERIES MANAGEMENT & POLICY TEAM	SC	Delivery priority	Key Actions		Fisheries Objectives
	5	IFCA led surveys and stock assessments	To 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.		1 3 4
	3	Development of Fisheries Management Interventions	Inshore Netting Review		1
			Inshore Potting Review		2
			Implementation of Trance 3 Marine Conservation Zones via (a) Bottom Towed Fishing Gear Byelaw Review (b) Hand gathering Byelaw Review (c) Black bream management		3
			MCRS Review		4
	3	Reviewing Fisheries Management Interventions	Southern IFCA Management Plans	Wrasse Monitoring and Control Plan	5
				Poole Harbour Several Order Management Plan	6
				Poole Harbour Shellfish Dredging Management Plan	7
				Solent Dredge Permit Byelaw (SDPB) Management Intentions Document	8
				Net Fishing Monitoring and Control Plan* Subject to Net Fishing Byelaw ratification	
			Byelaw Reviews	Review of Sea Fisheries Legacy Byelaws	
	1	Working with Partners	National	National IFCA Technical Advisory Group, IFCA led Whelk Working Group, SAGB Mollusc Committee, SAGB Crustacea Committee, MSC Project UK Crab and Lobster FIP	1 2 3 4
			Key Liaison Groups	Fisherman's Council, Recreational Sea Angling Group, Professional Boatman's Association, Southwest Aquaculture Network Group.	
			Local Engagement Groups	Attendance across a number of advisory groups and committees relevant to the work of the FMP Team	
			Academia	Southampton University (scallop), Plymouth University (mullet and whelks)	
			Shared Management Plans	The Solent European Marine Site Single Scheme Management Plan	
				The Poole Aquatic Management Plan	
				The Solent Oyster Restoration Plan	
			Marine Licensing	To work with the MMO in provision of local fisheries data in the context of proposed marine licence applications.	

## **6.0 Risk Management Strategy**

Southern IFCA recognise its responsibility to manage risk in order to successfully achieve the Authority's objectives, maximise opportunity and minimise threats. This is further reflected in national guidance advice to IFCAs. Whilst it is recognised that risk cannot always be eliminated, Southern IFCA have developed a structured approach which enables the Authority to identify, manage and monitor the most significant risks that it may face. This structured approach to risk management is successfully integrated into existing business and management processes and 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 are required to have regard to risk when carrying out their duties. Risk management is integral at all levels of decision making. 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

## **7.0 Feedback**

Southern IFCA 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>

## 8.0 Annex 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			
<b>Definition:</b> 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 for inclusion in Annual Report 2022/2023		Owner
<ul style="list-style-type: none"> <li>The IFCA will maintain and implement an effective communication strategy.</li> <li>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.</li> <li>The IFCA will contribute to co-ordinated activity at a national level.</li> <li>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.</li> </ul>	SC1A	The IFCA will maintain a database of stakeholder contacts (in accordance with General Data Protection Regulation 2018 [GDPR]) that will have been reviewed and updated by 31 March each year.	Administration & Finance Team
	SC1B	The IFCA will have completed a review of its communication strategy and implementation plan by 31 March each year.	Chief Officer
	SC1C	The IFCA will have reviewed its website by the last working day of each month.	Deputy Chief Officers
	SC1D	The IFCA will have reviewed its website and ensured it meets the objectives of its communication strategy, by 31 March each year.	Chief Officer
	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.	

## 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	Performance Indicators for inclusion in Annual Report 2022/20223		Owner
<ul style="list-style-type: none"> <li>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.</li> <li>The IFCA will have developed consistency in regulations (byelaws) with other organisations</li> <li>The IFCA will manage operational activity (e.g., through a Tasking &amp; 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.</li> <li>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</li> </ul>	SC2A	The IFCA will ensure its Enforcement Risk Register and Strategy are published and available on its website from 1 April each year.	DCO FP Team
	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)	

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

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

Outcomes	Performance Indicators for inclusion in Annual Report 2022/20223		Owner
<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ul>	SC3A	The IFCA will record site-specific management considerations for Marine Protected Areas and report progress to the Authority	DCO FMP Team
	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	Chief Officer
	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.	

## 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 for inclusion in Annual Report 2022/20223		Owner
<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>IFCA Committee meetings will be held in public unless material is either confidential, or exempt within the meaning of the Local Government Act 1972</li> </ul>	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.	Chief Officer
	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.	Chief Officer & Finance & Administration Manager
	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.	Chief Officer

## Success Criterion 5: IFCA's make the 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	Performance Indicators for inclusion in Annual Report 2022/20223		Owner
<ul style="list-style-type: none"> <li>A strategic research plan that contributes to greater understanding of the marine environment and delivery of cost-effective management of sea fisheries resources</li> <li>Standard Operating Procedures describe how data is captured and shared with principal partners</li> <li>A list of research databases held by the IFCA and the frequency of their review</li> <li>Non-confidential meta-data collected through the IFCA research programme should be recorded in a database available to the marine research community</li> </ul>	SC5A	The IFCA will demonstrate progress that has been made towards identifying its evidence needs by publishing a research plan each year	DCO FMP Team
	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 'National evidence needs' programme will be recorded in the IFCA's Annual Report	