



# Annual Plan 2022 - 2023

Version 1.0 - March 2022

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## Introduction

This is D&S IFCA's 12<sup>th</sup> Annual Plan, and it sets out the known priorities for the forthcoming year.

D&S IFCA is planning to operate a full programme of work as we continue to learn how to manage Covid alongside other viral illnesses. Some of the changes to the way D&S IFCA worked during the restricted movement phase of the pandemic will remain in place. Communicating through holding virtual meetings will continue but it is recognised that face to face meetings within the District should start again. Officers will continue to benefit from being able to choose whether to work from home or the office if the required work is desk based.

D&S IFCA and the commercial and recreational fishing sectors will face significant challenges and opportunities in the coming years from the implementation of the Fisheries Act 2020. The introduction of Fisheries Management Plans (FMPs) for many key species will start in 2022/23. It is unclear how much involvement will be required by IFCAs but given the inshore fisheries management and conservation roles they undertake it is likely to be significant. It is understood that five of the first proposed FMPs relate to fisheries either taking place directly in the District or adjacent to it. The Association of IFCAs submitted a bid for additional funding for each IFCA to employ an FMP Officer as part of the Spending Review 21. It is unclear at the time of preparing this Annual Plan whether additional funding will be forthcoming. For the purpose of this Annual Plan it is assumed that no additional funding will be forthcoming, and the Environment Team and Senior Management Team will build in flexibility within their workstreams to manage the potential additional workload as best they can. The Environment Team is committed, in this Annual Plan, to complete the five District wide Fisheries and Research Management Plans, that were originally developed during the Marine Pioneer project.

An announcement is anticipated soon on the public consultation phase of the first round of Highly Protected Marine Areas (HPMAs). D&S IFCA has already reported to Defra that if a site was designated within its District it would not be able to manage the site without additional resources being made available.

It is unclear to what extent the Environment Act 2021 will impact marine conservation and the work undertaken by D&S IFCA. The Environment Act does, *inter alia*, provide for the amendment of the Conservation of Habitats and Species Regulations 2017. The introduction of HPMAs and the ability to amend the 2017 Regulations could be the legal framework that moves conservation management to a whole site approach.

D&S IFCA spends considerable amounts of its time on Marine Protected Area (MPAs) work, from conducting research and fishing activity impact assessments to monitoring and control planning. A change to a whole site approach rather than the current feature-based approach for European Marine Sites could increase the workload of D&S IFCA considerably. This Annual Plan sets out how the Environment Team is still looking to review activities within European Marine Sites and Tranche 1 Marine Conservation Zones demonstrating that the legacy of these designations is continued work for D&S IFCA to deliver. Spatial monitoring of MPAs will again form the core work delivered by the Enforcement Team.

In 2014, D&S IFCA started to put in place activity-based permit byelaws to provide the legislative framework through which it could introduce flexible management to meet its Statutory Duties under Sections 153 of 154 of the Marine and Coastal Access Act 2009 (MaCAA). So far, D&S

IFCA has introduced four permit based byelaws and the Annual Plan sets out what work will be undertaken to maintain and review these. The use of permit conditions to introduce the management measures means that D&S IFCA can be more flexible in its approach to management. For example, this year, a number of additional spatial restrictions will be consulted on and may be introduced through the Mobile Fishing Gear Permit Conditions to protect Tranche 2 MCZs, mariculture sites and heritage asset sites (wrecks). D&S IFCA will also remake its Size of Fishing Vessel Byelaw and will look to reduce the maximum size of vessel that can fish in D&S IFCA's District from 15.24 metres in overall length to 14.99 metres in overall length and remove the conditions for access rights to larger vessels.

The Annual Plan sets out that the review of the Netting Permit Byelaw and the associated permit conditions will begin. The review will consider all the management currently in place throughout the District and the construction and content of the overarching Byelaw. This will require different phases of consultation with a wide range of stakeholders, evidence gathering, and reporting. The review of the Netting Permit Byelaw will dominate the byelaw work undertaken by Officers and the Members of the Byelaw and Permitting Sub-Committee.

The creation of a Marine Development Officer post represents D&S IFCA's acknowledgement of the important role it can play in supporting sustainable development in the District and its delivery of section 153(2)(c) of MaCAA. The Marine Development Officer will also be responsible for managing the administration of the permit schemes and process requested authorisations under D&S IFCA's Exemptions Byelaw

The next twelve months will see improvements to internal processes, and governance through the Governance Working Group. This group will be progressing through an organised schedule of work to review and refine various Governance documents and presenting them to the Authority for approval in 2022/2023.

The funding crisis faced by D&S IFCA will continue to be a priority for Officers and Members. Although the Authority's Revenue Budget for 2022/2023 has been increased to £827,700, this has only been achieved by using General Reserves which is not sustainable. The core Revenue Budget has only been increased by 3% to £762,200 and an immediate solution to D&S IFCA's funding difficulties must be found to enable the organisation to fully function. The importance of resolving the funding issue is reflected as a Key Task in this Annual Plan with an expectation that the funding Local Authorities will actively engage with Defra to discuss potential funding solutions.

# 1. Drivers and Context for the Annual Plan

## 1.1 Statutory Duties:

IFCAs were established under the Marine and Coastal Access Act 2009. Section 153 of that Act places a duty upon each IFCA to manage the exploitation of sea fisheries resources within their district. It also sets out factors that each IFCA must take into account when carrying out such management.

### 153 Management of Inshore Fisheries

(1) The authority for an IFC district must manage the exploitation of sea fisheries resources in that district.

(2) In performing its duty under subsection (1), the authority for an IFC district must –

***(a) seek to ensure that the exploitation of sea fisheries resources is carried out in a sustainable way,***

An example of work undertaken to meet this Statutory Duty is the development of a Management Strategy for the Taw Torridge Estuary mussel resource that identifies a programme of actions for the development and management of a public fishery.

***(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,***

An ongoing example of the work undertaken to fulfil this Statutory Duty is compliance monitoring of the 22 Marine Protected Areas with the District.

***(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,***

An example of work to meet this Statutory Duty is the employment of a Marine Development Officer, part of whose role is, to respond to Marine Licence Applications and Consultations and where possible support Mariculture opportunities such as seaweed farming in D&S IFCA's District.

***(d) seek to balance the different needs of persons engaged in the exploitation of sea fisheries resources in the district.***

An example of work to meet this Statutory Duty is the ongoing consideration of both the commercial and recreational fishing sectors through appropriate management measures to reflect each sectors specific needs and interests.

## 154 Protection of Marine Conservation Zones

(1) The authority for an IFC district must seek to ensure that the conservation objectives of any MCZ in the district are furthered.

An example of work to deliver this duty would be the undertaking of impact assessments to assess compatibility of fishing activities within these sites.

### 1.2 D&S IFCA's Vision

To guide D&S IFCA's work, Members have established core principles and committed to delivering D&S IFCA's own vision. D&S IFCA's Key Tasks and priorities for the year reflect its vision, as stated below, for example trialling the use of technologies on board fishing vessels; seeking to develop the low impact scallop dive fishery; and engaging with the recreational sector in the review of the Angling Strategy and Zones.

***We believe in shared responsibility for the health and benefits of the marine environment and uphold our duties, now and in the future. We will be proactive in our management to restore and recover marine ecosystems, habitats and species. We envisage that the waters, under our authority, will support sustainable fishing practices serving local, national and international communities. We will innovate, and champion the use of technology, the delivery of low impact fisheries and the UK Government's 'Net Zero' by 2050 carbon target. We embrace co-management and will drive change in inshore recreational and commercial fisheries, recognising their social and economic benefits, and securing a future for sustainable fishing in the coastal belt.***

### 1.3 Budget for 2022-2023

The increase in the Authority's Revenue Budget for 2022/23 to £827,700 is welcome and will allow the Authority to recruit two additional Enforcement Officers and a Marine Development Officer. Funding uncertainties remain as the core Revenue Budget only increased by 3% to £762,200 (table below). The remaining money, £65,500, for the Revenue Budget was taken from General Reserves. D&S IFCA is aware that the increase in the Revenue is not sustainable unless additional income from Local Authorities or Defra is secured. Changes in the staffing structure, due to two resignations in 2021/22 mean that the overall staff number will increase by only 1.28 FTE posts. This still falls short of the staffing structure identified by Officers and [presented at the Authority Quarterly meeting in September 2021](#). This means that D&S IFCA remains in a very challenging position with available resourcing significantly below other IFCAs with similar size districts or fishing fleets and what is needed to operate a fully functioning organisation. The internal annual report for FY2021/22 identifies that it is likely that the recruitment of new officers may result in a reduction in delivery whilst training and coaching is undertaken. D&S IFCA will continue to engage with Defra and the Local Authorities to find a solution to its funding crisis. The current Revenue Budget allocates £25,800 for the operation of its two patrol vessels.

	<b>2021/22 Indicative Levy</b>	<b>Increase in Levy</b>	<b>2022/23 Indicative Levy</b>	<b>2022/23 New Burdens Funding</b>	<b>Variance</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bristol City Council	41,810	1,254	43,064	50,851	(7,787)
Gloucestershire County Council	107,078	3,212	110,290	122,428	(12,138)
North Somerset Council	34,262	1,028	35,290	42,574	(7,284)
Somerset County Council	117,586	3,528	121,114	133,952	(12,838)
South Gloucestershire Council	30,192	906	31,098	38,110	(7,012)
<b>Total New Authorities</b>	<b>330,928</b>	<b>9,928</b>	<b>340,856</b>	<b>387,915</b>	<b>(47,059)</b>
Devon County Council	348,466	10,454	358,920	21,382	337,538
Plymouth City Council	34,780	1,043	35,823	0	35,823
Torbay Council	25,826	775	26,601	0	26,601
<b>Total Devon Authorities</b>	<b>409,072</b>	<b>12,272</b>	<b>421,344</b>	<b>21,382</b>	<b>399,962</b>
<b>Total Funding</b>	<b>740,000</b>	<b>22,200</b>	<b>762,200</b>	<b>409,297</b>	<b>352,903</b>

*D&S IFCA Local Authorities' Contributions to the Revenue Budget*

## 1.4 Incomplete Work

An Internal Annual Report for the Financial Year 2021-2022 has been used to identify which of the tasks from the last financial year have not been completed. Thirteen Key Tasks out of the total of 32 (41%) were not completed during the reporting period and a combination of factors has led to this outcome. Officers have managed additional workstreams that have emerged during the year, and some workstreams have grown in complexity and required additional resourcing whilst other planned workstreams have been delayed for reasons outside D&S IFCA's control. The continued resignation of employees and recruitment of new officers is also a key disruptor for D&S IFCA. This Annual Plan takes forward only five of the tasks not completed in 2021-2022, as the other eight cannot be progressed at this time due to lack of resources.

The implementation of a Hand Working Byelaw, identified in D&S IFCA's Annual Plan 2020-2021, has not been progressed or included in this Annual Plan. This task remains a longer term commitment for D&S IFCA.

The tasks not taken forward into this Annual Plan are detailed in the table below:

<b>Task</b>	<b>Reason</b>	<b>Mitigation</b>
<b>Review (re-make) of the Potting Permit Byelaw</b>	B&PSC timetable for 2022/2023 does not allow sufficient time to commence this review.	Permit Conditions have been reviewed regularly including the three year formal review and additional reviews of specific management measures including the Live Wrasse Fishery.
<b>Review (re-make) of the Diving Permit Byelaw</b>	B&PSC timetable for 2022/2023 does not allow sufficient time to commence this review.	Category One Permit Conditions are under review and formal consultation will take place in 2022/2023. A three year formal review resulted in changes to the category Two permit conditions.
<b>Spiny Lobster (Crawfish) evidence review and dissemination &amp; Spiny Lobster sectoral meetings - two key tasks</b>	Officers have not had the time or resources to progress these tasks due to other workstreams	The identified driver from the fishing industry to progress these tasks has diminished due to natural changes in the distribution of spiny lobsters in the District
<b>Pilot Roadshows of virtual stakeholder meetings – three key tasks</b>	Officers have not had the time or resources to progress these tasks due to other workstreams	Officers will continue to engage with commercial fishers, recreational angling representatives and marine conservation groups through local, regional and national meetings
<b>To review Internal Systems</b>	External advisor retired before formal internal audit could be conducted.	Structural access to data by staff will be undertaken by D&S IFCA Senior Management Team, who will review policies if required.

## 1.5 Policy Drivers

### 1.5.1 Overview

To fulfil its duties under the MaCAA, the D&S IFCA's work must also be responsive to developments in other legislation and to Government and external policy drivers, which could directly or indirectly impact fisheries or the status of the fish stocks or ecosystems upon which they depend.

D&S IFCA needs to be able to respond to changing marine policy, especially the increasing focus on local management, using the best available evidence at the appropriate scale, and flexible and adaptive management measures.



### 1.5.2 The Ecosystem Approach and Fisheries Management

The Ecosystem Approach underpins the Marine Strategy Framework Directive (MSFD) and Integrated Maritime Policy (IMP). In 2018, the Government published its 25 Year Environment Plan (25YEP) which confirms the UK's commitment to the Ecosystem Approach in relation to marine and fisheries management. One of the core principles of the Ecosystem Approach is that management should be decentralised to the lowest appropriate level to involve all stakeholders and balance local interests with the wider public interest with the understanding that, the closer management is to the ecosystem, the greater the responsibility, sense of ownership, accountability, public participation, and use of local knowledge. It is to be determined if Defra's Regional Fisheries Management Groups will operate in a similar way. The IFCA model is closely aligned to the Ecosystem approach principle.

D&S IFCA's work may be affected by provisions of the Environment Act 2021 that involve IFCA's in Natural England's preparation and implementation of 'Protected Sites Strategies' (S. 110) and 'Protected Sites Strategies' may be published for (a) improving the conservation and management of a protected site, and (b) managing the impact of plans, projects or other activities (wherever undertaken) on the conservation and management of the protected site. Such strategies may be published for European Marine Sites, Sites of Species Scientific Interest and/or Marine Conservation Zones in England. If such a strategy may impact the sea fisheries resources, conservation or management of a protected site within an IFCA District, Natural England must consult the relevant IFCA during the preparation of such a strategy. Under the Environment Act, D&S IFCA has a Statutory Duty to co-operate with this consultation, and to have regard to a protected site strategy so far as relevant to any duty under (a) the Conservation of Habitats and Species Regulations 2017 (S.I. 2017/1012), (b) sections 28G to 28I of the Wildlife and Countryside Act 1981, and/or (c) sections 125 to 128 of the Marine and Coastal Access Act 2009.

'Species Conservation Strategies' (S. 109). may be developed for improving the conservation status of any species of fauna or flora. Authorities prescribed by the Secretary of State must co-operate with Natural England in the preparation and implementation of such strategies and must have regard to them when exercising its functions. The strategies may include Natural England's opinion on the giving of consents and approvals, by any other public authority, which might affect the conservation status of the species in the strategy area. The strategies may also include Natural England's opinion on measures that it considers appropriate to avoid, mitigate or compensate for any adverse impact on the conservation status of the species in the strategy area that may arise from a plan, project or other activity.

In addition, amendments made by the Environment Act 2021 to the Natural Environment and Rural Communities Act 2006 require public authorities to explicitly consider and formulate actions for furthering the biodiversity objective under that Act, which is the conservation and enhancement of biodiversity in England. The first consideration of such actions must be undertaken by 9<sup>th</sup> November 2022, with subsequent considerations completed no more than five years after the previous consideration.

The [Fisheries Act](#) was introduced in 2020 and has the potential to transform fisheries management across the UK. Key elements of the Act are the [fisheries objectives](#), which include:

1. The “sustainability objective”
2. The “precautionary objective”.
3. The “ecosystem objective”
4. The “scientific evidence objective”
5. The “bycatch objective”

The objectives set out in the Act are closely aligned with the way that IFCA’s approach marine fisheries and conservation management. Other key components of the Fisheries Act are the production of a Joint Fisheries Statement and Fisheries Management Plans (FMPs) for each species of sea fish which must specify the types of fishing for these species, the geographical area, the relevant authorities involved in the management of fisheries and indicators for monitoring the effectiveness of the plans. D&S IFCA has developed Fisheries Research and Management Plans (FRMPs) for five key species in the north of its District and will complete these plans for these species across its District. Under these FRMPs D&S IFCA will explore the benefits of increasing the access to historic non-quota species that are the key components of inshore fisheries.

The Fisheries Act 2020 and the Environment Act 2021 are seen by many as the basis on which the UK can move towards ‘world class fisheries’. What is also needed is a clear national strategy on how technologies are going to be introduced and used to support Fisheries Management Plans. At a national level this strategy seems to be missing or much slower in its development, but D&S IFCA will continue to explore how technologies can change the way in which it manages fisheries and has the mechanism via its permit based byelaw model to recognise technological innovation. One of the significant barriers to the fishing sectors supporting the wider use of technologies is that the fishers are expected to financially support the systems and it may require a long-term Government commitment to financially support the introduction of technologies to make this integration successful.

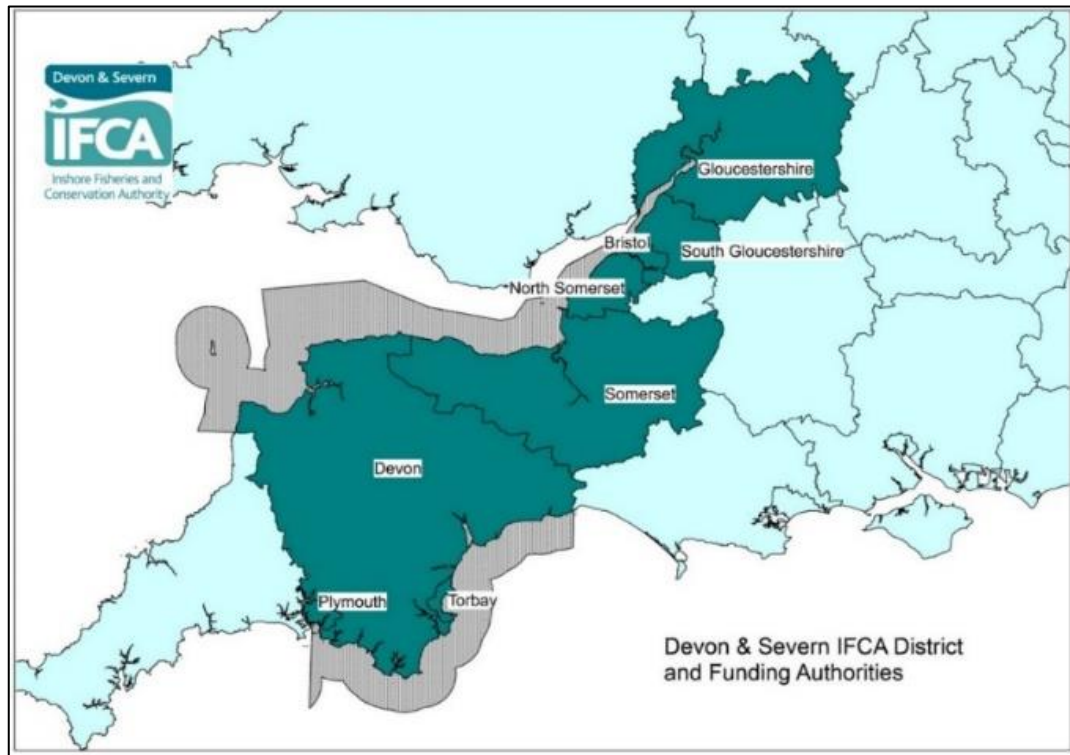
### 1.5.3: Improving the Ecological Evidence Base for Management of Key Species

D&S IFCA will complete its assessment of bass survivability in small-scale netting activities; this builds on field research completed in Salcombe in 2021–2022 and will contribute to understanding the effectiveness of broader UK and European-level management for this species, which relies on relatively high levels of discarding in some fisheries despite uncertainties regarding discard survival. Greater evidence gathering can also help inform future decision making on the management of netting activities within D&S IFCA’s District.

## 2. Delivery of the 2022-2023 Annual Plan

This Annual Plan endeavours to fulfil the Statutory duties of the relevant Funding Local Authorities relating to inshore fisheries and the marine environment and a combination of Officers and Members working together will progress the Plan. The first draft of this Plan was sent to the D&S IFCA's Governance Working Group to ensure that the officers' focus of work aligned with Members' expectations.

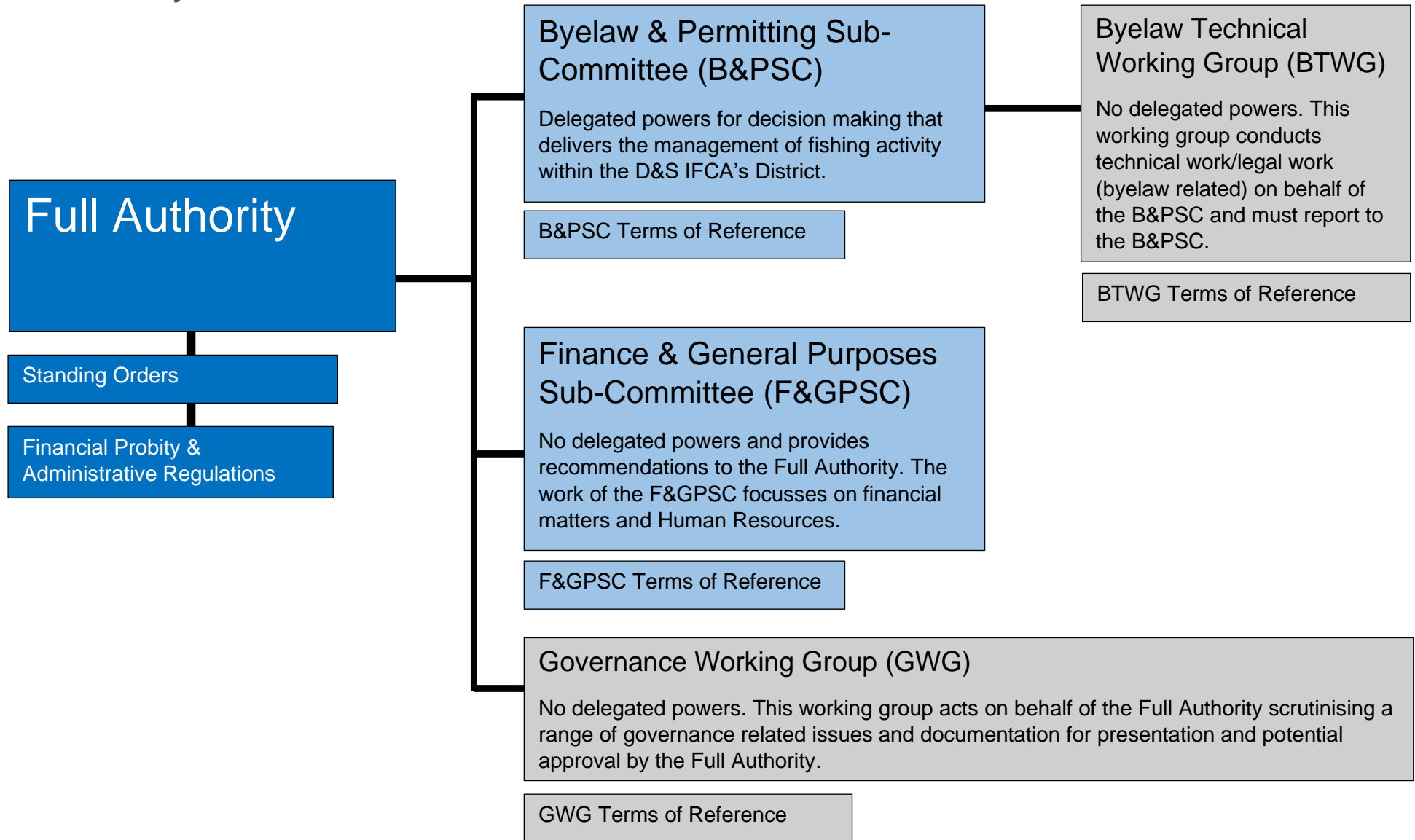
### 2.1 D&S IFCA Funding Local Authorities



Funding Authorities Representation	
Gloucestershire County Council:	1 Member
South Gloucestershire Council:	1 Member
Bristol City Council:	1 Member
North Somerset Council:	1 Member
Somerset County Council:	1 Member
Torbay Council:	1 Member
Devon County Council:	5 Members
Plymouth City Council:	1 Member

The Authority also consists of 16 MMO Appointed Members and two representatives of each of the Statutory Agencies - Natural England and the Environment Agency. A list of Authority Members can be viewed on D&S IFCA's website by clicking [here](#)

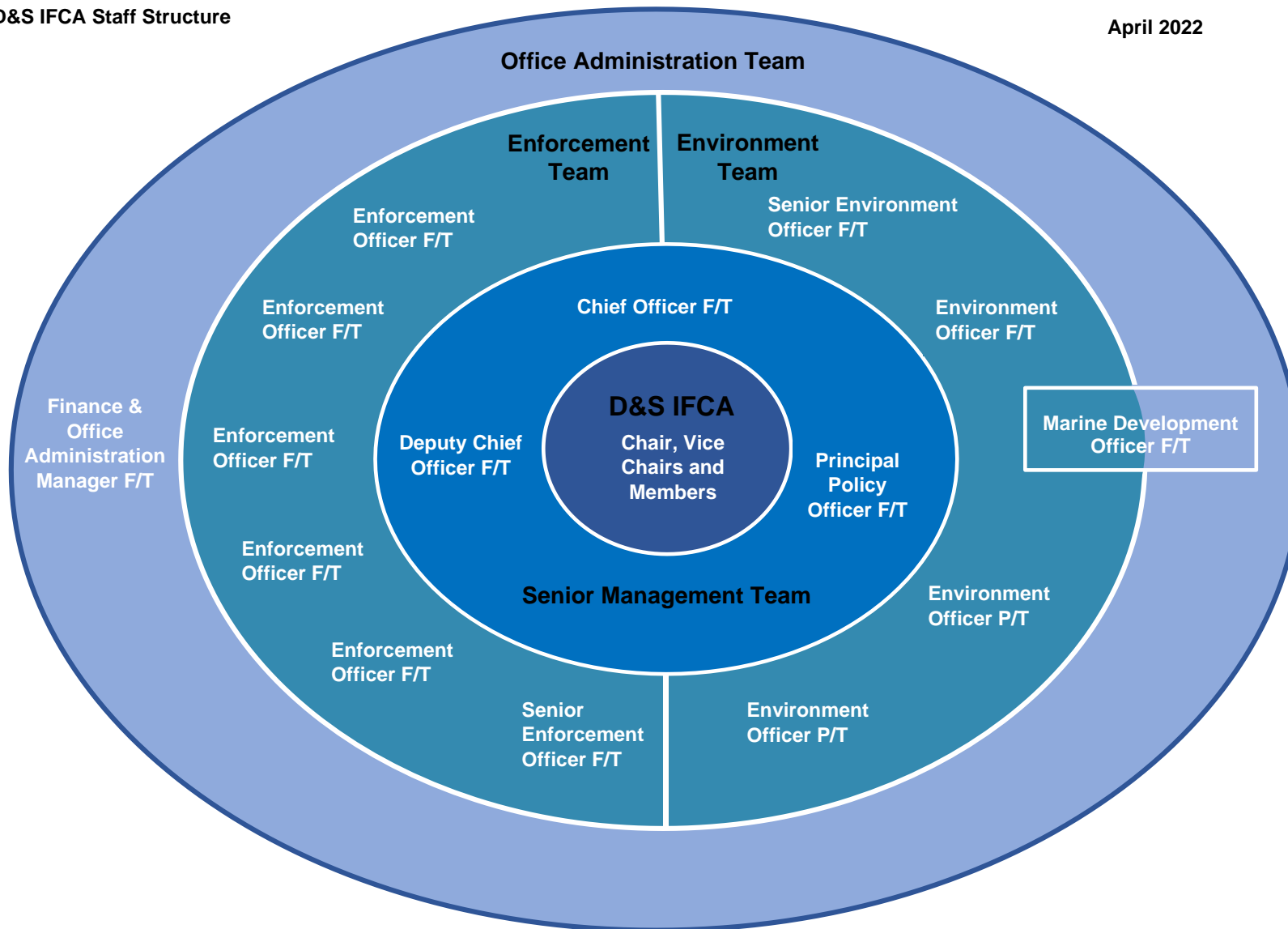
## 2.2 Authority Structure



## 2.3 Staff Structure

### D&S IFCA Staff Structure

April 2022



## 3. Key Tasks to Meet Statutory Duties

### 3.1 Key Tasks: Management of Fishing Activities

Under Ss.5 & 6 of MaCAA, D&S IFCA inherited byelaws from Devon Sea Fisheries Committee and the Environment Agency. There is a requirement to review these byelaws to determine whether the byelaws were fit for purpose. The Authority has provided the Byelaw and Permitting Sub-Committee (B&PSC) with delegated powers to perform this key element of work within the framework of an overarching strategy and a series of [principles](#) to guide strategic decision making.

The B&PSC has introduced permit-based byelaws under S.156 of MaCAA. Permit-based byelaws provide scope for both fixed and flexible management measures via the conditions of use within the permits issued to fishers. The permit model is intended to promote stakeholder engagement. D&S IFCA has a duty to review all the flexible conditions (per byelaw) at least every three years and any new permit byelaw needs to be reviewed every five years. To date the Authority has not been able to complete the reviews (and re-making of Byelaws) as quickly as anticipated.

The Authority have identified a need in previous Annual Plans to review and re-make the Potting Permit Byelaw and to review and re-make the Diving Permit Byelaw. In addition, a longer-term commitment is to develop a Hand Working Permit Byelaw. As a reflection of the time and resource available to conduct the required elements of the work including reporting and the decision-making of the B&PSC, these reviews are not included in the 2022-23 Annual Plan. Key Tasks for 2022-23 reflect what is deliverable and include starting the review the Netting Permit Byelaw (and Permit Conditions), revoking and remaking of the Mobile Fishing Permit Byelaw and Permit Conditions, and revoking and remaking of the Size of Fishing Vessels Byelaw.

A review of the Netting Permit Conditions is a requirement, and (as per the planning report presented in October 2021) the B&PSC has agreed that this review should extend to a review and re-making of the Byelaw. Unlike the Permit Conditions for Mobile Fishing, Potting and Diving, the Netting Permit Conditions have not been reviewed since the Netting Permit Byelaw was introduced in 2018. The review will not be completed within 12 months; however, elements will be progressed, such as an open phase of consultation, and an evaluation and collation of evidence that may inform the review. Dependent on progress, it is envisaged that drafting work will commence, focussed consultation will be undertaken (on specific proposals) and Officers' papers and reports will be presented to the B&PSC.

The revoking and remaking of the Size of Fishing Vessels Byelaw is a Key Task for 2022-23. The development of this Byelaw has progressed well, and the remaining stages include drafting of the Byelaw; creation of Impact Assessments; formal consultation and managing responses must be completed prior to potential approval of the Byelaw by the Secretary of State.

A review of the Mobile Fishing Permit Byelaw (and associated Permit Conditions) began in 2019 and it has reached an advanced stage. To complete the task to revoke and re-make this Byelaw, further decision making of the B&PSC is expected to inform Permit Conditions and approval of a modified structure for the overarching Byelaw. Drafting work, Annex creation, Officer papers for the B&PSC, creation of Impact Assessments, formal consultation, and consideration of responses received are required in order to introduce the Byelaw before the end of FY2022/2023. In addition, part of the review of Mobile Fishing Permit Conditions will fulfil action B2 from the Mariculture Strategy 2021 to 'submit recommendation for D&S IFCA's Byelaw and Permitting Sub-Committee for potential management of mobile gear activities to protect mariculture sites within the District.' The Mariculture Strategy includes many recommended actions to aid mariculturists and developments in the D&S IFCA's District and will be regularly reviewed. Actions also include mapping spatial zones for the potential for future mariculture developments; providing a comprehensive guide and on-line resource pack for new and existing mariculturists; reviewing and responding to marine licence application relating to mariculture developments; and reviewing and managing the Waddeton Regulating Order.

The Taw Torridge Estuary in North Devon is one of the few estuaries in D&S IFCA's District that has a commercially viable public mussel resource with intertidal and subtidal mussel beds. D&S IFCA has conducted annual intertidal mussel surveys since 2011. As the Taw Torridge Estuary is a Site of Special Scientific Interest the results of the mussel surveys are fed into a bird food availability model to determine the food source available for the designated overwintering birds and the amount of mussel resource that can be commercially harvested on an annual basis. D&S IFCA continues to work with Natural England (NE) to manage the resource and determine the monthly biomass of mussels that can be commercially harvested. In 2020 and 2021 a sub-tidal mussel survey was undertaken working collaboratively with a member of the fishing industry and Natural England (and, in 2021, with Cornwall IFCA). NE gave assent to remove some of the subtidal resource and relay it in specific areas of the intertidal beds to determine if this a viable option to manage the resource within the estuary. For FY 2022/2023 a Taw Torridge Mussel Fishery Management Strategy will be developed to provide a framework for the management of the mussel resources and fishery in this estuary.

D&S IFCA will engage with the relevant commercial (catching and charter vessels) and recreational fishers to review the effectiveness of the Code of Conduct that was introduced for the Skerries Bank Angling Zone. The work will look to identify changes in the fishing activities of both sectors against the baseline data that was gathered from D&S IFCA surveys carried out in 2016 and what the drivers for change were. D&S IFCA will look to continue with its approach of co-management of the site and will endeavour to achieve cross sector support if the code of conduct needs amending or replaced with formal legislation.

The GIS mapping Project, being undertaken under contract to University of Southampton, will continue into 2022. GIS mapping is integral to D&S IFCA Officers' work. The project objectives are to review and produce a portfolio of maps and charts using GIS that will support D&S IFCA's management of fishing activities. This key area of work will establish consistency in chart production across all teams, using templates, and support changes to permit conditions where the periodic review and production of chart annexes associated with the permits are required.

<b>Topic</b>	<b>Annual Plan Ref:</b>	<b>Actions</b>	<b>Rationale</b>
<b>Review of the existing Netting Permit Conditions (as part of re-making the Byelaw)</b>	KT101	To begin the review of the Netting Permit Byelaw and Permit Conditions and progress actions within the “Planning Report” that was presented to the B&PSC in FY 2021-22. Process elements of this task include communication/engagement, drafting, creation of Officers’ papers and decision making of the B&PSC.	The Permit Conditions must be reviewed. The Byelaw came into force in 2018 and there is a requirement (and expectation from Stakeholders) that the Authority assesses and potentially refines management measures that have been introduced.
<b>Review of existing Category One Diving Permit Conditions</b>	KT102	To complete the review of the Category One Permit Conditions in relation to the Scallop Closed Season. Actions include to complete the Formal Consultation, creation of Officers’ papers and reports, potential Annex production, decision making of the B&PSC, potential drafting and administration work.	The B&PSC actioned Formal Consultation on potential changes in February 2022. This Key Task recognises the need to complete the process.
<b>Revoke &amp; re-make the Mobile Fishing Permit Byelaw</b>	KT103	To complete the task to revoke and re-make the Mobile Fishing Permit Byelaw. Actions include B&PSC decision making (deferred decisions on management measures and scope of management), drafting, Annex production, creation of Impact Assessments, Formal Consultation, managing responses, an MMO Quality Assurance phase, potential approval of the Secretary of State and finally administration requirements (Permit Issue) and additional communication.	The task must be completed as soon as possible to recognise the time and work already devoted to this review. Its completion will enable the B&PSC to focus on alternative Byelaw review/making beyond 2022-23.
<b>Revoke &amp; re-make the Size of Fishing Vessels Byelaw</b>	KT104	To complete the task of revoking and remaking Size of Fishing Vessels Byelaw. Actions include B&PSC decision making, drafting with support from the BTWG, creation of Impact Assessments, Formal Consultation, managing responses, the MMO Quality Assurance phase, potential approval of the Secretary of State and finally additional communication.	As above (Mobile Fishing Permit Byelaw).
<b>Taw Torridge Mussel Fishery Management Strategy</b>	KT105	To develop a Management Strategy for the Taw Torridge Estuary mussel resource which identifies a programme of actions for the development of the mussel fishery.	To fulfil actions set out in D&S IFCA’s Mariculture Strategy and aid the development and management of a public fishery.
<b>Skerries Bank Angling Zone</b>	KT106	To carry out consultation and meetings with the three interested sectors who utilise the Angling Zone	To review the effectiveness of the voluntary management approach in the Skerries Bank Angling Zone



### 3.2 Key Tasks: Evidence

Evidence gathering is at the core of management decisions for D&S IFCA. The very best available evidence is needed to fulfil the IFCA's duties under Sections 153 and 154 MaCAA. Whilst many aspects of research are covered by D&S IFCA's Success Criteria there are key research and evidence gathering task outlined in this Annual Plan.

There are on-going key research projects which will continue throughout 2022 and 2023. For example, the bass survivability project will involve continued site-specific acoustic monitoring of sea bass tagged during FY 2021–2022. This will enable an assessment of the survival of bass in the field and to inform wider scientific evidence regarding bass discard survivability and potentially inform the review of D&S IFCA's Netting Permit conditions

D&S IFCA's Fisheries Research and Management Plans (FRMPs) were published in 2021 for five key species in the north of D&S IFCA's District working with the scientific community and the fishing industry. These five FRMPs will extended to the rest of the District, along with the creation of a new FRMP for cuttlefish. FRMPs use a localised and ecosystem-based fisheries approach to summarise current knowledge and explore research and management needs for key fisheries. In addition to providing thorough reviews of the ecology, fisheries, and management for the focal species, the FRMPs take a pioneering approach to integrate local and historical knowledge with scientific research outcomes, building the knowledge base and highlighting knowledge gaps to inform future research and management opportunities. Each FRMP includes a prioritised set of research requirements that needs to be addressed (by D&S IFCA and/or external organisations) to enable appropriate management of the relevant stock(s). For example, D&S IFCA will explore collaborative research opportunities with relevant stakeholders to investigate the reported spawning and nursery areas for various species in the north of the District, including near Minehead, in particular in relation to herring. D&S IFCA will also work with fishers to understand the implications of recent changes to the whelk fishery. D&S IFCA's FRMPs will inform the national Fisheries Management Plans (FMPs) required under the Fisheries Act as well as contribute to the delivery of certain objectives within the Act, and therefore it is an important workstream to continue.

A Key Task for 2022–2023 involves continued input into considerations relating to Hinkley Point C Nuclear Power Station, though the scale of the required work is likely to be smaller than in 2020–2021. D&S IFCA's Senior Environment Officer will input into the Marine Technical Forum of Hinkley Point C and discussions/consultations on planning and licensing. This may include the upcoming application for a material change to HPC's Development Consent Order, in addition to Marine Licence Applications where appropriate. Additional responses will be submitted to appropriate national consultations and discussions regarding Hinkley Point C and related issues including water abstraction for direct cooling and acoustic fish deterrents on abstraction infrastructure. D&S IFCA has substantial concerns relating to the impacts of Hinkley Point C on the Severn Estuary European Marine Site, in particular the fish assemblage (as well as broader concerns relating to the impacts of the methods proposed if applied elsewhere); these concerns have been outlined at length in recent consultation responses. It is important that D&S IFCA continues to express these concerns and engage with the industry and regulators via appropriate channels in fulfilment of Ss.154 MaCAA.

MPA assessments will be completed for fishing activities taking place in the MPAs in the D&S IFCA's District, including MCZ assessments for Tranche 3 MCZs. Once completed, assessments will be sent to Natural England for formal advice and, where appropriate, management measures will be recommended for consideration by the B&PSC. Where MPA assessments were undertaken and Natural England's formal advice suggested that there were uncertainties in the data and evidence used in the assessment, D&S IFCA has produced Monitoring and Control Plans (M&CPs). These M&CPs are for shad in the Plymouth Sound EMS and in the Severn EMS, mobile gear in the Torbay MCZ and in the Lundy SAC and seagrass in Plymouth Sound. Further evidence will be collected to build on the baseline M&CP reports and identify any significant changes from the baseline information. Where appropriate, these reviews will inform updated MPA assessments for submission to Natural England.

In March 2022, D&S IFCA commenced a formal consultation on changes to the commercial diving Permit Conditions, which would allow a restricted commercial scallop dive fishery in specific areas of the District during July, August and September. Should the B&PSC, after reviewing consultation responses, make a decision to allow the fishery to open during the current closed period, D&S IFCA will undertake spatial monitoring, and analysis of catch and landings of scallops from the commercial dive vessels operating in D&S IFCA's District. This will provide evidence of the level of effort and fishing patterns in the District's dive-caught scallop fishery, D&S IFCA will also assess the spawning periods and patterns of king scallops in the District as part of a project with Plymouth University, to provide evidence to inform further management if appropriate.

Other molluscan survey work includes the biennial monitoring of mussel beds in the Teign and Exe estuaries, results from which will be used to review the current closure of these beds. Following large declines in the stocks, these beds have been closed since 1<sup>st</sup> May 2019 under Byelaw 9 (Temporary Closure of Shellfish Beds). D&S IFCA will also undertake the annual monitoring of intertidal and subtidal mussel beds in the Taw-Torridge estuaries, as well as research relating to the relaying of sub-tidal mussels on intertidal beds. These workstreams will feed into a Taw-Torridge Mussel Fishery Management Strategy and inform joint management of the mussel fishery with Natural England. This year, new surveys of intertidal cockle beds in the Taw-Torridge will be conducted; this additional stock assessment will improve D&S IFCA and Natural England's ability to jointly manage the mussel fishery while reserving sufficient shellfish stocks for maintenance of bird populations in the SSSI. Biennial intertidal cockle stock assessments will also be completed in the Exe and Teign estuaries and compared to results from previous years to ensure sustainability of these resources.

Key Tasks and additional research projects could not be achieved without working with stakeholders, fishing industry members, NGO bodies and agencies such as Cefas, Natural England and the Environment Agency. Collaboration with academic institutes is also key to fulfilling the evidence gathering function of D&S IFCA.

<b>Topic</b>	<b>Annual Plan Ref:</b>	<b>Actions</b>	<b>Rationale</b>
<b>Fisheries Management Plans (FMP)</b>	KT107	Complete District-wide FRMPs for herring, bass, whelk, skates & rays, squid and cuttlefish. These plans require extensive stakeholder engagement and review work prior to completion.	To fulfil national policy drivers and objectives, informing research priorities and inputting into national Fisheries management Plans under the Fisheries Act.
<b>Monitoring of Commercial Scallop Dive Fishery</b>	KT108	Spatial monitoring, catch and landings analysis of commercial dive vessels operating in D&S IFCA's District during July, August and September.	To monitor level of effort and fishing patterns against Permit Conditions if these are introduced following consultation.
<b>EMS/MCZ Assessments</b>	KT109	To complete outstanding MCZ assessments and review MPA assessments as and when required.	To fulfil the D&S IFCA's environmental duties and Defra's revised approach to managing commercial fishing activity. To inform the review of relevant Byelaws and Permit Conditions as appropriate.
	KT110	To review data and evidence collected regarding fishing activity within four MPAs in the D&S IFCA's District to inform the Monitoring and Control Plans for these MPAs. Use Monitoring and Control Plan findings to review MPA assessments as appropriate.	This will identify any changes in activities that may lead to a review of MPA assessments. If further management is recommended it can be considered by the B&PSC.
<b>Bass Survivability</b>	KT111	Continue site-specific acoustic monitoring of sea bass tagged during FY 2022-2023 to investigate the survival of bass in the field; analyse acoustic and vitality data and publish a report on this work.	To inform the review of D&S IFCA's Netting Permit conditions and wider scientific evidence regarding bass discard survivability
<b>Taw Torridge Mussel Fishery</b>	KT112	To assess the intertidal and sub-tidal mussel stocks in the Taw Torridge Estuary, and to assess the success of the relaying trial.	To inform the development of a Taw Torridge Mussel Fishery Management Strategy

Topic	Annual Plan Ref:	Actions	Rationale
			and ensure the fishery does not impact the SSSI
<b>Intertidal Cockle Stock Assessments</b>	KT113	To assess the intertidal cockle stocks in the Exe, Taw-Torridge and Teign estuaries	Biennial monitoring of stocks within estuaries
<b>Intertidal Mussel Stock Assessments</b>	KT114	To assess the intertidal mussel stocks in the Exe and Teign estuaries	Biennial monitoring of stocks within the estuaries and inform the current closure of mussel beds.
<b>Hinkley Point C Nuclear Power Station</b>	KT115	To engage with the outcome of the PINS Public inquiry regarding the Acoustic Fish deterrent, to engage as appropriate with the application and consultation process for a material change. Input into meetings and relevant consultations including relevant Marine Licence Applications.	To highlight D&S IFCA's concerns over the development of such as significant project and the impacts of Hinkley Point C on the Severn Estuary EMS.

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### 3.3 Key Tasks: Compliance

D&S IFCA's practical approach to enforcement has always included searching for alternative ways of working and exploring the use of technologies. This is best represented by the D&S IFCA's decision to introduce Vessel Monitoring Systems on all towed gear vessels operating in the District (at sea) as a key part of the D&S IFCA's approach to spatial enforcement. For 2022-23, a Key Task will be the continued trial of the use of Remote Electronic Monitoring equipment on board vessels in the D&S IFCA's District to aid further monitoring and management of fishing activities.

The internal Annual Report for 2021/2022 shows that undertaking investigations and casefile preparation was the single highest activity undertaken by D&S IFCA's officers. A Key Task for the Annual Plan will be to review D&S IFCA's Compliance and Enforcement Strategy. The review will provide the opportunity to formalise processes that have been trialled to reduce the burden on both fishers and D&S IFCA. For example, during the recent phase of Covid restrictions, Police and Criminal Evidence Act 1984 compliant interviews were undertaken by way of written correspondence. Similar to the high-profile approach recently taken by the Metropolitan Police, such interviews will normally be offered for relatively straight forward cases and included two access offence investigations involving French fishing vessels and a further case involving a UK registered vessel.

Two additional Enforcement Officers will join the four current Enforcement Officers from 1<sup>st</sup> April 2022. Initially the enforcement capacity of D&S IFCA may not increase and may reduce during periods of external training. However, much of new officers' training is undertaken in the field alongside more experienced officers and the extra capacity will lead to a higher level of enforcement on the shore and at sea. A Key Task for the Enforcement Team in this Annual Plan is to reduce the amount of unmarked, or poorly marked static gear. This work will require officers to undertake more sea patrols across the District, increased levels of engagement with fishers, and will provide the new officers with plenty of practical experience of boarding vessels at sea.

It is envisaged that the project to address the high levels of unmarked gear will also lead to a greater number of inspections of shellfish catches being achieved. Due to the priority to focus on spatial monitoring of Marine Protected Areas, D&S IFCA has historically undertaken significantly fewer inspections than other IFCAs have achieved. Officers have identified that the lack of inspections leads to limited catch data being available to support fisheries management decisions and increases the risk of non-compliance with management across this sector. For these reasons, D&S IFCA's ability to deliver S.153(2)(a) is also compromised. The increased number of inspections carried out by D&S IFCA and the catch data available from the MMO's Catch App will support greater delivery against this Statutory Duty.

Spatial monitoring will remain the focus for the Enforcement Team. Through the dedicated work of D&S IFCA's officers, the level of incursions is much reduced from that experienced ten years ago. An indicator of the level of incursions is derived from the reports of lost gear from static

gear vessels working inside Marine Protected Areas. Reducing illegal fishing by towed gear vessels is the most significant way that D&S IFCA can deliver its Statutory Duties under S.153 (2) (a, b, d).

Topic	Annual Plan Ref:	Actions	Rationale
<b>Spatial Monitoring of Towed gear vessels</b>	KT116	Monitor IVMS, VMS and AIS data for mobile fishing gear vessels. Undertake patrols to target mobile gear vessels that may be operating without fully functioning IVMS and VMS devices	Protecting MPAs, mariculture sites and archaeological sites from demersal towed gears is essential for delivering S513(2)(a, b c and d) duties
<b>Marking of Gear Project</b>	KT117	To communicate to all recreational and commercial potting and netting permit holders that D&S IFCA ahead of conducting a marking of gear monitoring programme.	This will allow better monitoring of potting effort. It helps to ensure that recreational potting effort is effectively managed and helps prevent the tampering with or unauthorised use of other persons' gear.
<b>Increase number of gear and catch inspections across shellfish sector</b>	KT118	In conjunction with the monitoring of gear marking, board commercial and recreational vessels to monitor compliance with other gear restrictions, (escape gaps, tags on recreational gear) and catch restrictions (Minimum sizes, berried lobster, 'V' notched lobster etc.)	Support the delivery of S.153(2)(a) by ensuring high compliance with management measures designed to create sustainable fisheries
<b>Review the Compliance and Enforcement Strategy</b>	KT119	Review the current strategy and consider introducing new ways of operating	Regular review of the strategy is important to reflect required operational changes and update stakeholders on how D&S IFCA undertakes its compliance role

### 3.4. Key Tasks: Internal Process & Improving Governance

The review of, and potential refinement of, all internal process and governance is by its nature a constant cycle; however, breaking this into smaller elements provides the only realistic opportunity for successful delivery. Not all internal workstreams are identified as Key Tasks for the 2022-23 Annual Plan and examples not referenced include ensuring all staff are able to adhere to Policy requirements including Health and Safety procedures. Other requirements include adherence to policy relating to the management of information (files/data handling), the requirements associated with data protection (personal data) and the need to be transparent with information (Publication Policy & Freedom of Information Policy).

The Governance Working Group (GWG) has been established by the Authority and although it has no delegated powers, this working group acts on behalf of the Full Authority scrutinising a range of governance related issues and documentation for presentation and potential approval by the Full Authority. This working group has developed a GWG Catalogue to help prioritise its tasking and several of the Key Tasks in the 2022-23 Annual Plan highlight important workstreams that have already fallen behind the original expectations for development by the GWG and implementation by the Authority.

The development of a revised induction package for Members will not only be of use for new Members, but the Induction Book (as part of this package) will be of use for all Members. This reference document will assist members to gain a greater understanding of the requirements of the organisation and help them contribute to the overall objectives of the organisation. The development of Schemes of Delegation is an initiative that will be of benefit for the organisation for years to come. Not only will it clarify responsibility (Authority, Sub-Committees, the Chair, and the Chief Officer), but it will reduce the burden for decision making (as agreed) and improve efficiency as decision making will be more streamlined.

Communication requirements interlink with many elements of D&S IFCA's core work. A Communication Strategy, including its Delivery Plan, is already in place; however, a review is now due and is a task already identified for the GWG. The review work by the GWG can help to determine which parts of current communications could be potentially modified or improved relative to the time and resource available to the Authority.

A Key Task, in 2022-2023, is to progress a Job Evaluation for all staff. An Officers' paper to the Authority in June 2021 set out organisational weakness and staffing issues including the difficulty to retain staff. Exit interviews have repeated messaging about excessive workloads and remuneration that compares unfavourably with many similar organisations. Although the outcome of the job evaluation exercise, (in terms of how to finance any potential pay awards) is uncertain, the Authority has identified the General Reserves as an appropriate source of funding to pay for the independent exercise using the Greater London Provincial Council Scheme.

A Key Task in this section relates to achieving financial stability for the organisation. Active engagement and discussion between D&S IFCA Funding Local Authorities and Defra is needed to find a resolution to the long-term funding issues.

During 2021/2022 a new system of time recording was introduced, so that all Officers can report the amount of time spent on individual workstreams. This has improved D&S IFCA's reporting on Key Tasks and Success Criteria. This is a continuing Key Task for 2022/2023.

Topic	Annual Plan Ref:	Actions	Rationale
<b>To introduce an “Induction Package” including a booklet for Members</b>	KT120	Governance Working Group meetings, drafting of material, adoption by the Authority	To complete the task already started with a view to improving the understanding of Members about the organisation and how they can contribute to organisational objectives.
<b>To develop and introduce Schemes of Delegation</b>	KT121	Governance Working Group meetings, drafting, setting out elements for agreement in principle, adoption by the Authority, revised Terms of Reference to synchronise with Schemes of Delegation	To clarify responsibility and improve efficiency,
<b>To Review D&amp;S IFCA’s Communication Strategy &amp; Delivery Plan</b>	KT122	Familiarisation with current documentation, Governance Working Group meetings, potential questionnaires for Members, drafting of material, potential presentations to the Authority, adoption by the Authority.	To recognise a need to review, refine and potentially improve communications to meet expectations of Stakeholders and Members.
<b>To progress with a Job Evaluation exercise for all D&amp;S IFCA Staff</b>	KT123	For the Senior Management Team to investigate the requirements and costs for the job evaluation and to provide any required documentation such as revised job descriptions. Engagement and discussion with all staff before, during, and on completion of exercise. To report findings to the Authority.	To recognise previous decision making of the Authority with a view to increased retention of staff and a duty of care for staff.
<b>To deliver of long-term funding and organisational stability</b>	KT124	Funding Local Authorities to actively engage with D&S IFCA and Defra to discuss potential funding solutions.	To resolve D&S IFCA’s long-term structural funding issues
<b>Accountability &amp; Accurate Reporting</b>	KT125	All Officers will complete detailed diaries using pre-determined reference codes. The Senior Management Team will review the existing codes, adapt codes as required and assist all staff to complete diaries on a regular basis.	To ensure that reporting during 2022-23 and at the end of 2022-23 can be as detailed as possible.



## 4. National IFCA Success Criteria<sup>1</sup>

Success Criterion 1:	IFCAs are recognised and heard, whilst working in partnership and engaging with stakeholders	
<p><b>Definition:</b> IFCAs will be visible, respected, and trusted regulator 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.</p>		
Outcomes:	Indicators and Reference Number	Further Detail:
1. The IFCA will maintain and implement an effective communication strategy.	<b>SC1A:</b> The IFCA will maintain a database of stakeholder contacts that will have been reviewed and updated by 31 March each year.	This includes details of D&s IFCA Permit Holders and forms the basis of direct communication with recreational and commercial fishers.
2. 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.	<b>SC1B:</b> The IFCA will have completed a review of its communication strategy and implementation plan by 31 March each year.	
3. The IFCA will contribute to co-ordinated activity at a national level.	<b>SC1C:</b> The IFCA will have reviewed its website by the last working day of each month.	The website will be reviewed and updated on a weekly basis. Indicators <b>SC1C &amp; SC1D</b> have been combined and represent tasks including building new web pages, updating the publication scheme, adding links and other information to different areas of the website. D&S IFCA's website supports a large publication scheme (Resource Library) which holds all published papers, reports, minutes and papers of meetings, byelaws, and permit conditions.
4. The IFCA and its principal partners will have a clear understanding of roles and responsibilities.	<b>SC1D:</b> The IFCA will have reviewed its website and ensured it meets the objectives of its communication strategy, by 31 March each year.	
4. The IFCA and its principal partners will have a clear understanding of roles and responsibilities. Memoranda of Understanding with	<b>SC1E:</b> The IFCA will have reviewed all of its Memoranda of Understanding by 31 March each year. There will be a clear	

<sup>1</sup> Additional indicators and reference numbers (red codes) have been added to the National IFCA Success Criteria to better reflect the work that D&S IFCA undertakes to achieve the outcomes.

Success Criterion 1:	IFCAs are recognised and heard, whilst working in partnership and engaging with stakeholders	
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.	plan in place to update MoUs where necessary, to an agreed timescale.	
	<b>SC1F:</b> 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.	D&S IFCA officers attend a range of regional and national meetings and participate in all relevant national groups.
	<b>SC1G:</b> News and Information items will be created by staff to report their activities throughout the year. Production of e-newsletter and use of social media platforms	This task meets the requirements of the D&S IFCA Communication Strategy & Delivery Plan.
	<b>SC1H:</b> Direct liaison and communication with stakeholders though phone calls, e-mails and visits to offices.	Officers will spend a significant time engaging with stakeholders on a daily unplanned basis.
	<b>SC1I:</b> Marine Licence Applications (MLAs) and Consultations	Officers respond to MLAs and national and local consultations. Each MLA has its own code set by the MMO and other consultation response will be set an individual code so that work relating to responses can be well documented and time assigned appropriately.

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Success Criterion 2:	IFCAs implement a fair, effective and proportionate enforcement regime.	
<p><b>Definition:</b> 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.</p>		
Outcomes:	Indicators and Reference Number	Further Detail:
<p>1. 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.</p>	<p><b>SC2A:</b> D&amp;S IFCA will ensure its enforcement risk register and strategy are published and available on its website from 1 April each year</p>	
	<p><b>SC2B:</b> D&amp;S IFCA will demonstrate in its Annual Report how it has worked with other regulators to achieve consistent quality, application, and enforcement of management measures.</p>	<p>Investigations and joint working will be demonstrated by the publication of an investigation table on the website which is to be frequently updated and within information news items posted on the website. Joint work will be recorded.</p>
<p>2. The IFCA will have developed consistency in regulations (byelaws) with other organisations.</p>	<p><b>SC2C:</b> 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.</p>	<p>Investigations and joint working will be demonstrated by the publication of an investigation table on the website which is to be frequently updated and within information news items posted on the website. Collation of information includes sea and shore patrols, inspections, IVMS monitoring and inputting into MCSS.</p>
<p>3. D&amp;S 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.</p>	<p><b>SC2D:</b> The IFCA will adopt the national Code of Conduct for IFCOs, which will be reviewed annually and published on its website by 1 April.</p>	<p>Internal review will take place and outcomes fed into NIMEG.</p>
<p>4. Warranted Inshore Fisheries and Conservation Officers (IFCOs) will be trained and accredited to nationally agreed standards. They will maintain professionalism and make appropriate interventions to</p>	<p><b>SC2E:</b> The Code of Conduct for IFCOs is reflected in work objectives and annual appraisals for all Warranted Officers.</p>	
	<p><b>SC2F:</b> Warranted Officers attain accreditation. All undertake Continuing Professional Development.</p>	<p>Officers will undertake internal and external training as required and participate in the national continuing professional development scheme.</p>

Success Criterion 2:	IFCAs implement a fair, effective and proportionate enforcement regime.	
deliver efficient, effective enforcement activity	<b>SC2G:</b> D&S IFCA's officers will undertake investigations and production of case files in line with its Enforcement and Compliance strategy	
	<b>SC2H:</b> D&S IFCA will hold bi-weekly Tactical Enforcement Group (TCG) in line with the National Intelligence Model (NIM).	Officers prepare intel reports. Outcomes of TCG and intel reports are disseminated among other regulators in line with the NIM.

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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 its district.	
<p><b>Definition:</b> 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.</p>		
Outcomes:	Indicators and Reference Number	Further Detail:
<p>1. The IFCA will identify issues likely to affect sustainable management of the marine environment in the D&amp;S IFCA District; undertake risk assessment and gap analysis; review appropriateness of existing measures; evaluate management options and develop and implement proportionate marine management solutions.</p> <p>2. 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</p>	<p><b>SC3A:</b> D&amp;S IFCA will record site-specific management considerations for Marine Protected Areas and report progress to the Authority.</p>	<p>This will be met through reviewing Byelaws and Permit conditions.</p>
	<p><b>SC3B:</b> D&amp;S IFCA will publish data analysis and evidence supporting new management measures, on its website.</p>	<p>D&amp;S IFCA fully documents its byelaw working and decision making. Byelaw development plans and reports will be created and published on its website. Research reports used to provide evidence to support management measures are published on its website.</p>
	<p><b>SC3C:</b> 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</p>	<p>Monitoring &amp; Control Plan work will be assigned as a Key Task (KT019).</p>
	<p><b>SC3D:</b> D&amp;S IFCA will have developed a range of criteria-based management options that are explained to stakeholders through the D&amp;S IFCA's website and reviewed by 31 March each year.</p>	<p>D&amp;S IFCA has produced guiding principles for the development of management measures and details the triggers on how Permit Conditions can be reviewed.</p>
	<p><b>SC3E:</b> New IFCA management measures selected for development and implementation are delivered within agreed timescales.</p>	<p>This includes the issue and re-issue (as required) of permits for fishers.</p>
	<p><b>SC3F:</b> 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.</p> <p><b>SC3G:</b> Progress made in relevant Fisheries Management Plan areas, including Maximum Sustainable Yield commitments, will be noted in the IFCA's Annual Report.</p>	<p>D&amp;S IFCA is developing FMPs for species and fisheries under Key Tasks (KT009 and KT013).</p>

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 its district.	
<p>Strategy Framework Directive, Water Framework Directive and Marine Plans.</p> <p>3. 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.</p>	<p><b>SC3H:</b> A Mariculture Strategy has been developed and actions from this will be implemented</p>	<p>Management of the Waddeton Regulating Order will continue.</p>
	<p><b>SC3I:</b> D&amp;S IFCA chairs the Inshore Potting Agreement (IPA) meetings and provides the secretariat.</p>	<p>Decisions made by the IPA committee are reflected in D&amp;S IFCA's Permit Byelaws.</p>
	<p><b>SC3J:</b> D&amp;S IFCA receives many exemption authorisation applications under its Exemption Byelaw 2019 for scientific, stocking and breeding purposes, which are determined within 60 days of receipt.</p>	<p>A table of all authorisations is published on D&amp;S IFCA's website.</p>
	<p><b>SC3K:</b> D&amp;S IFCA will seek to trial new technologies to aid the management of fishing activities in its District.</p>	

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Success Criterion 4:	IFCAs have appropriate governance in place and staff are trained and professional	
<p><b>Definition:</b> 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.</p>		
Outcomes:	Indicators and Reference Number	Further Detail:
<ol style="list-style-type: none"> <li>1. 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.</li> <li>2. 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>3. 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</li> </ol>	<p><b>SC4A:</b> 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.</p>	
	<p><b>SC4B:</b> 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.</p>	
	<p><b>SC4C</b> IFCA staff will have annual performance management plans in place. Annual appraisals for all staff will have been completed by 31 May each year.</p>	<p>Training opportunities will be identified through this process and align with organisation objectives. General members receive an annual appraisal and new members receive an induction pack.</p>
	<p><b>SC4D:</b> An efficient secretariat of IFCA staff support IFCA Authority meetings which are held quarterly and are quorate. Meeting documentation will meet Standing Orders.</p>	<p>Officers will arrange meetings and circulate papers for all Authority meetings including Sub-Committees. Papers are also posted on the website.</p>
	<p><b>SC4E:</b> The IFCA will have demonstrated, in its Annual Report, how marine, land and water management mechanisms in the Inshore Fisheries &amp; Conservation District have worked responsively and effectively together.</p>	
<p><b>SC4F:</b> To work through the task catalogue set by the GWG</p>	<p>The GWG have set their own priorities in a dynamic catalogue which is set out on the website (members area) – GWG display page.</p>	

Success Criterion 4:	IFCAs have appropriate governance in place and staff are trained and professional	
<p>documentation will be made available in line with Standing Orders.</p> <p>4. The IFCA Committee meetings will be held in public unless material is either confidential or exempt within the meaning of the Local Government Act 1972.</p>	<p><b>SC4G:</b> Attending formal meetings</p>	<p>It is the intention to continue with a blend of virtual and face-to-face meetings for all Authority, and Sub-Committee meetings.</p>
	<p><b>SC4H:</b> Internal meetings and communication.</p>	<p>These include staff meetings, team meetings, IFCA working groups meetings and e-mail correspondence with members and officers.</p>

(Intentionally blank)



Success Criterion 5:	IFCAs make the best use of evidence to deliver their objectives	
<p><b>Definition:</b> 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.</p>		
Outcomes:	Indicators and Reference Number	Further Detail:
<ol style="list-style-type: none"> <li>1. 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>2. Standard Operating Procedures describe how data is captured and shared with principal partners.</li> <li>3. A list of research databases held by the IFCA and the frequency of their review.</li> <li>4. Non-confidential meta-data collected through the IFCA research programme should be recorded in a database available to the marine research community.</li> </ol>	<p><b>SC5A:</b> The IFCA will demonstrate progress that has made towards identifying its evidence needs by publishing a research plan each year</p>	<p>Research work is set out as part of the Annual Plan and identifies evidence gathering workstreams.</p>
	<p><b>SC5B:</b> The IFCA will publish a research report annually that demonstrates how evidence has supported decision making</p>	<p>Research work as outlined in the Annual Plan is reported in the Annual Report submitted to Defra.</p>
	<p><b>SC5C:</b> 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</p>	
	<p><b>SC5D:</b> The IFCA will undertake surveys to gather evidence to inform decision making</p>	<p>Main evidence gathering is set out in the Evidence Key Tasks for 2022/2023 Additional research work may be undertaken where necessary relating to projects that D&amp;S IFCA has already showed support for but have yet to be formalised and when new opportunities arise. The existing herring project working with academic institutions may need some officer support and will meet recommendations of the FRMP for herring.</p>
	<p><b>SC5E:</b> Review previous assessments where appropriate in relation to formal advice and data protection and publish on website</p>	<p>D&amp;S IFCA will continue to publish completed MPA assessments and where formal advice is given by Natural England will review these assessments</p>
	<p><b>SC5F:</b> Meta-data of the surveys work undertaken by D&amp;S IFCA will be regularly updated on MEDIN</p>	
	<p><b>SC5G:</b> Research methodologies and Standard Operating Procedures will be produced and updated when required.</p>	

<b>Success Criterion 5:</b>	<b>IFCAs make the best use of evidence to deliver their objectives</b>	
	<b>SC5H:</b> D& SIFCA will work collaboratively with other IFCAs to undertake research and share equipment and expertise.	

## 5. Annexes:

[Annex 1: Abbreviations](#)

[Annex 2: D&S IFCA Metrics](#)

### Development and Approval of the Annual Plan 2022-23 – Version Control

Date	Version	Authors	Comments
4 <sup>th</sup> March 2022	Annual Plan 2022-23: V0.1	M. Mander, S. Clark, N. Townsend, J. Stewart, G. Mayhew	Version 0.1 created by Officers and circulated to D&S IFCA's Governance Working Group (GWG).
8 <sup>th</sup> March 2022	Annual Plan 2022-23: V0.2	M. Mander, S. Clark, N. Townsend	Version 0.2 recognises comments from a member of D&S IFCA's GWG. Annual Plan presented to Authority Members for approval.
30 <sup>th</sup> March 2022	Annual Plan 2022-23 Version 1.0 (Final)	M. Mander, S. Clark, N. Townsend	Annual Plan V1.0 published on D&S IFCA's website and sent to the Secretary of State

End.