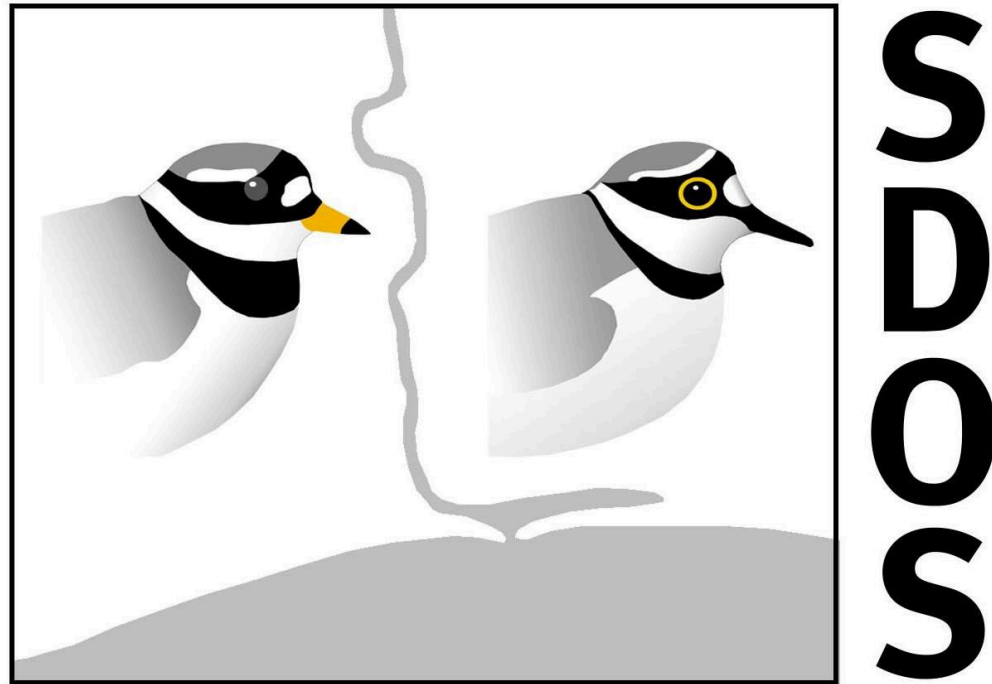


Shoreham District Ornithological Society (SDOS)



Delivery Plan Mar 2024-2027

This rolling three year plan is primarily based on the Society's strategic aims. As a working document it will be monitored, reviewed and adjusted as and when required.

Key to abbreviations (in order as they appear in document)

RN Richard Nowak

JH Jenny Holter

TB Tony Benton

TL Tony Letchford

SM Sue Miles

RS Roger Smith

SH Sarah Hunt

AD Alan Duffy

SE Sim Elliot

JW Jo Whiting

BC Brian Clay

RA Richard Allan

AW Andy Whiting

RSPB Royal society for Protection of Birds

BTO British Trust for Ornithology

SSSI Site of Special Scientific Interest

SOS Sussex Ornithological Society

NE Natural England

NSF New Salts Farm

WOW World of Widewater

FOSB Friends of Shoreham Beach

GDPR General Data Protection Regulation

SDOS Action Plan 2024-2027

	Aims	Actions	Timescale	Who	Review: (May, Sept, Jan)
	Aim 1: To promote the study of birds, especially within the society's recording area				
1.1	Delivering the 2024 walks programme and mini -bus outings (Core business)	New walks in place for summer with focus on wider nature. Minibus programme agreed. Joint event with Steyning downland scheme Focus on habitat management as well as birds.	Ongoing	RN/TL JH	80-100 members have engaged with walks programme so far. Minibus events have all been full. Overnight Rye/Dungeness trip was well received. Good attendance and positive feedback.
1.2	Curating the development of the walks programme for 2025, and delivery (Core business)	RN to lead on this 2024. Need to recruit a new organizer for 2025. Consider future consultation with members on walks programme – via online survey.		TB/RN/TL	TL now taken on role and new programme in place. Attendance at walks is increasing, so an additional reserve leader may be needed.
1.3	Delivering high quality indoor meetings 2024 and 2025	Programme agreed.	Ongoing	SM	Attendance continues to be very good with positive feedback.

	(Core business)	<p>New equipment purchased to enhance quality of presentation.</p> <p>Guidelines for speakers produced.</p>			(Monitor numbers relative to size of hall) as membership increases).
1.4	<p>Delivering twice yearly newsletters</p> <p>(Core business)</p>	<p>In hand.</p> <p>Encourage wider membership to contribute to newsletters.</p> <p>SH to update on conservation matters, including RSPB reserve.</p>	Ongoing	<p>RS/SM</p> <p>SH</p>	<p>More members have contributed articles, and we should continue to encourage this.</p> <p>Conservation updated included in Autumn newsletter.</p>
1.5	Promoting birding to the general public, through our social media channels	<p>Facebook, X and Instagram. Also You Tube videos</p> <p>Social media activity is also aimed at recruiting new members to SDOS</p>	Ongoing	AD	<p>Delegated to AD.</p> <p>Inside Out articles shared via social media.</p> <p>Shoreham Birding now has over 2000 members and continues to be a positive space. Data shows this is a good source of new membership applications.</p>
1.6	Future of the Garden Birdwatch scheme	Decision made to discontinue as no volunteers have come forward to run programme when SE steps down.	31/12/24	TB	Scheme ended, members advised, and systems updated.

		<p>TB to wind up the scheme as sensitively as possible, in consultation with SE. Members will be encouraged to join BTO scheme.</p> <p>Work underway to remove references to scheme on website and membership forms.</p>		JW/SM	
	Aim 2: To promote the protection of birds and their environment, especially within the SDOS recording area				
2.1	Working with Natural England, Adur Council, and others, to improve the condition of the Adur SSSI	<p>SDOS will contribute to potential Friends group being discussed by SH.</p> <p>SDOS representatives will continue to meet with Natural England to promote the need for a habitat improvement plan.</p> <p>Seek to engage with relevant Worthing councilors re threats to Goring Gap.</p>	Ongoing	<p>SH</p> <p>TB/RN/SH</p> <p>TB</p> <p>TB</p>	<p>Friends group established and led by SH, working independently from SDOS.</p> <p>Very reliant on co-operation of numerous landowners. Draft habitat management plan waiting sign off from NE and major landowners.</p> <p>Contact made and successful outcome at present. TB to ask RN for further advice. Need to establish present councilor responsible for environment and try to build connections.</p> <p>Ongoing connections with SOS Council and conservation team.</p>

		Ongoing liaison with partners such as SOS where issues overlap within the SDOS recording area.			
2.2	At Cissbury Fields RN/BC represent SDOS as part of steering group and monitor bird populations through regular surveys.	Continue to carry out bird surveys.	Ongoing	RN/BC	Monthly surveys ongoing.
2.3	Working with the RSPB to see the Adur reserve better safeguarded	A high priority activity, in the heart of Shoreham.	Ongoing	SH	As at Mar 2025, it appears markers buoys project is going ahead, subject to funding being secured.
2.4	Influencing Adur Council in relation to re-wilding NSF and Pad Farm	TB/RA met with new Adur council lead for environment.	Ongoing	TB/RA/SH	SDOS reiterated willingness to provide time and expertise to support council in enhancing biodiversity on both these sites. Ongoing contact with councilor Andrew Harvey.
	Aim 3: To work with the local community to promote an interest in birds and their knowledge of local conservation issues				
3.1	Attend WOW meetings to represent the interests of birds. Attend FOSB meetings to promote birds		3 x year Up to six meetings per year	TH TB	TH continues to attend meetings. TB is ornithological consultant to the Society.

3.2	Build an alliance with the Friends of Brooklands group	Delegated to Mike Dixon to develop this relationship. Currently low priority, mostly on account of human resource constraints.	Ongoing	MD	<p>Initial event held May 2024 was very successful. Tick list for birds worked well.</p> <p>Continue to liaise with Friends group.</p>
3.3	Schools outreach, in conjunction with WoW and FoSB (in hand)	SDOS to support WOW with school event on 5 th July 2024		JH/JP	Planned events for July and October were both cancelled due to adverse weather. Awaiting further requests. JP at WOW is the main point of contact.
3.4	Participate in community events e.g. St Mary's churchyard event and the Adur River Festival in 2024. Other events to be considered in light of available human resources	<p>St Mary's event supported 18/6/24</p> <p>River Festival planned for 31/8/24</p> <p>Possible exhibition stand at music festival in Shoreham planned for 28 June 2025</p> <p>SDOS invited to participate in Wordfest Oct 2025</p>		<p>Council</p> <p>TB</p> <p>TB</p>	<p>Lots of community events supported and this is ongoing. RA has delivered presentations to several groups and Council have led walks with a variety of community groups and supported events with manned stalls and photographic displays etc.</p> <p>(Now deferred to 2026)</p> <p>We are likely to be involved in Wordfest and TB is meeting with organisers to discuss details.</p>

3.5	Publish articles in local publications – e.g. Beach News, Inside Shoreham & Southwick	Articles written on regular basis	ongoing	AD	<p>Regular contributions to Inside Shoreham and Beach News.</p> <p>Exploring setting up similar contributions to Inside Worthing - an initial article will appear in May relating to the swift project.</p>
	4. Systems and Resources (for efficient running of society)				
4.1	Maintain Membermojo (Core business)	System fully operational. Ensure records are maintained and updated.	Ongoing	SM	SM to lead on this, with technical support from JW
4.2	Maintain the user group and trouble shoot any issues (Core business)	Survey planned to seek member views on the user group	Ongoing	JW/SM/JH	User group survey completed and feedback very positive. Actions taken to address suggestions made.
4.3	Managing our finances appropriately and seeking opportunities to financially support projects (Core business)	<p>Consider how to effectively use surplus funds for conservation projects or sponsorship</p> <p>Possibility of funding swift boxes at St Mary's Shoreham.</p>		<p>TH/ Council</p> <p>TB/TH</p>	<p>Our finances are healthy with income and expenditure trends kept under close review. Income needs to cover the costs of servicing membership, unless there are exceptional one-off costs incurred.</p> <p>Donations made to Barn Owl Study group and nest boxes. Other funds allocated for swift project.</p>

					Policy to be agreed and drawn up on internal and external expenditure.
4.4	Maintain and grow membership (Core business)	Monitor sources of recruitment of new members and also reasons for termination of membership. Track changes in numbers over time. Report to council at each meeting.	Ongoing	SM	Ongoing. Membership numbers remain healthy and continue to grow. Record membership levels at present and increasing regularly. Data is now being collected and shared systematically.
4.5	Maintain the website and troubleshoot any issues (Core business)	JW to lead in due course review of website and seek views of membership.	After review of user group	JW	Sub-group in place to review and update the website. Initial meeting on 12/3/2025
4.6	Managing risk appropriately and proportionately - for example in terms of always risk assessing events (Core business)	Continue to develop risk assessments for all planned walks and ensure this work continues as we add new routes. RAs to be reviewed on an ongoing basis.	Ongoing	TB	Working well and website is updated as required.
4.7	Market research - user group, website, talks and outings	Use Survey Monkey to ask members for feedback on their experiences, likes/dislikes and suggestions for change. Start with a user group focus.		JW/Council	Usergroup work completed. Review whether further surveys are needed in due course. Members will be involved in the design of the new website.
4.8	Review of policies and procedures -where required - starting with effectiveness of Health and Safety Policy, Risk	Currently low priority		TB	These policies need to be reviewed by December 2025.

	Assessments and Safeguarding Policy.				
4.9	Stress test security and GDPR compliance			JW/AW/SM	JW/AW met with SM and no major concerns. Minor advice given and implemented.

Version control: v4 05/3/2025 TB/JH

Notes:

Green = on track/delivering

Amber = some challenges to be met/at least partially delivering

Red = not on track and deferred, or urgent remedial action required.