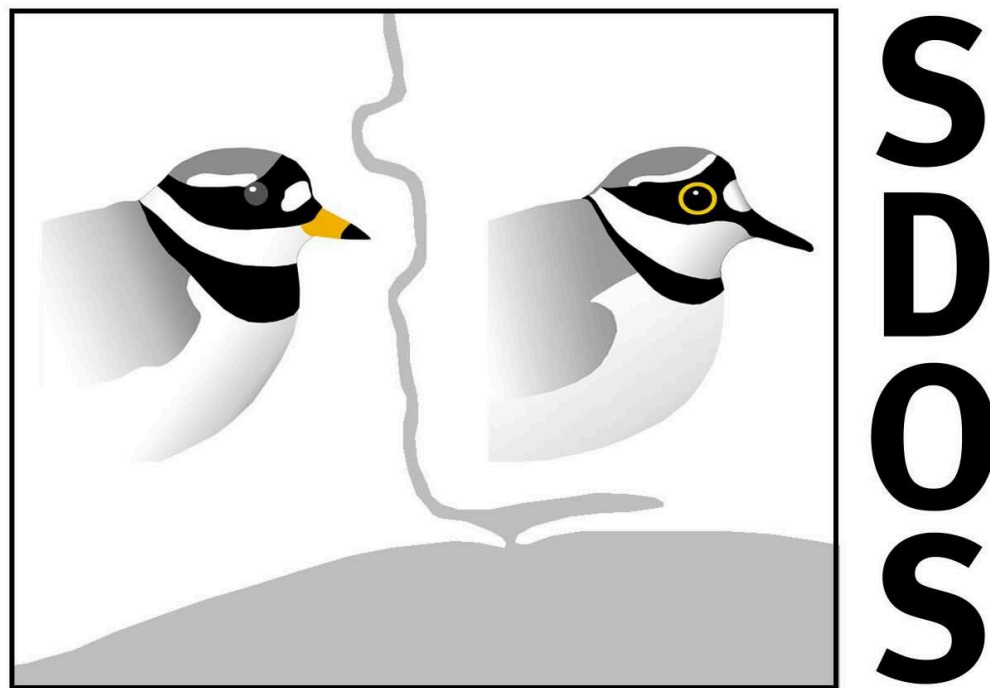


Shoreham District Ornithological Society (SDOS)



Delivery Plan Apr 2025-2028

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

JH	Jenny Holter
TB	Tony Benton
TL	Tony Letchford
SM	Sue Miles
RS	Roger Smith
SH	Sarah Hunt
AD	Alan Duffy
JW	Jo Whiting
BC	Brian Clay
RN.	Richard Nowak
RA	Richard Allan
AW	Andy Whiting
JA.	Jess Aidley
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 2025-2028

	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 2025 walks programme and mini -bus outings Plan 2026 programme (Core business)	Begin to curate 2026 programme ensuring balance of weekend and mid-week walks to reflect increase in younger members 'Reserve leaders' - council members to attend to support/lead a split group if large numbers attend. Names of attendees being collected to monitor engagement and for safety. Overnight minibus trip planned for autumn migration season.	Ongoing	TL & council TH JH	

1.2	Delivering high quality indoor meetings 2025 and 2026 (Core business)	Programme agreed for 2025 Work underway to develop 2026 programme.	Ongoing	SM/TB	
1.3	Delivering twice yearly newsletters (Core business)	Ongoing systems in place. Encourage wider membership to contribute to newsletters. Include updates on conservation matters, including RSPB reserve.	Ongoing	RS/SM SH/TB/RA	

1.4	Promoting birding to the general public, through our social media channels	<p>Facebook, X and Instagram. Also You Tube videos. Consider ways to increase engagement with these media channels. Consider involving other members e.g. Jasmine.</p> <p>Social media activity is also aimed at recruiting new members to SDOS. Continue to monitor impact.</p> <p>Explore links between Instagram and new website to increase engagement in both.</p>	Ongoing	AD/RA	
	Aim 2: To promote the protection of birds and their environment, especially within the SDOS recording area				

2.1	Working with Natural England, SSSI Friends group, Adur Council, and others, to improve the condition of the Adur SSSI.	<p>As soon as Natural England habitat improvement plan is published we will need to identify our role in supporting implementation.</p> <p>Seek to engage with relevant Worthing councillors re threats to Goring Gap. Needs thought and pro-active recruitment of suitable local volunteers.</p> <p>Ongoing liaison with partners such as SOS where issues overlap within the SDOS recording area.</p>	Ongoing	<p>SH/TB/RA</p> <p>TB/RN/SH</p> <p>TB</p>	
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	
2.3	Working with the RSPB to see the Adur reserve better safeguarded	<p>A high priority activity, in the heart of Shoreham.</p> <p>Meet with RSPB manager to agree framework for local volunteers</p> <p>Timescale for installation of marker buoys to be clarified</p>	Ongoing	SH/TB/RA TH/JH/JA	

2.4	Influencing Adur Council in relation to re-wilding NSF	TB/RA met with new Adur council lead for environment. Awaiting update on NSF. (Sdos offered to draft habitat management plan for NSF)	Ongoing	TB/RA/SH	
2.5	Monitor developments regarding Pad Farm, part of the river recovery project.	<p>Awaiting update from Peter King at Ouse and Adur river trust. TH has requested on 10/4.</p> <p>Build links with Jasmine as part of the river recovery project team.</p>	Ongoing		
2.6	Continue to build links to support conservation at New Monks Country Park	<p>Liasion ongoing regarding interpretation panel</p> <p>Continue to contribute data and share with ranger important sightings</p>	Ongoing	TB	
2.7	Support Worthing and Adur Swift group to raise awareness of plight of swifts and gather baseline data to inform future conservation work.	<p>Maximise Social media links</p> <p>Contribute articles to local magazines and updates to SDOS newsletter</p> <p>Begin direct survey work with support from both Sdos and community volunteers</p> <p>Consider funding to support project (from both Sdos and SOS).</p>	Ongoing	JH	

	Explore possibilities of extending further survey work within the local recording.	Build on success of Webs count as a means of gathering data and involving members and wider public.		TB/TH	
	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	
3.2	Build an alliance with ranger for Brooklands	Delegated to Mike Dixon to develop this relationship. Working with park ranger from Worthing Council to agree design materials and location for interpretation panel. AD developing text and images.	Ongoing	MD/TB AD	
3.3	Participate in community events e.g. wordfest 2025 Other events to be considered in light of available human resources	SDOS invited to participate in Wordfest Oct 2025	Autumn 2025	TB	
3.5	Publish articles in local publications – e.g. Beach News, Inside Shoreham & Southwick	Articles written on regular basis	ongoing	AD JB	

		JB has contributed article on swifts for Worthing Inside Out in May 25.			
	Programme of talks to local groups	Respond to any requests. This is a potential source of revenue for the Society.	As requested	RA	
	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	
4.2	Maintain the user group and trouble shoot any issues (Core business)	Explore use of website to access usergroup and improve traffic for website and raise profile of Society	Ongoing	JW/SM/JH	
4.3	Managing our finances appropriately and seeking opportunities to financially support projects (Core business)	Consider how to effectively use surplus funds for conservation projects or sponsorship Develop a policy framework for funding criteria Consult with swift group on the possibility of funding swift boxes.		TH/ Council TB/TH JH	

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 using agreed template.	Ongoing	SM	
4.5	Update the website (Core business)	JW to lead review of website and on developing and maintaining relevant content. Sub-group to support this work. Seek views of membership prior to launch.	After review of user group	JW	
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	
4.8	Review of policies and procedures -where required - starting with effectiveness of Health and Safety Policy, Risk Assessments and Safeguarding Policy.	These policies need to be reviewed by December 2025. Devise timetable to ensure completed by end of Dec 2025.		TB	

Version control: v1 10/4/2025 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.