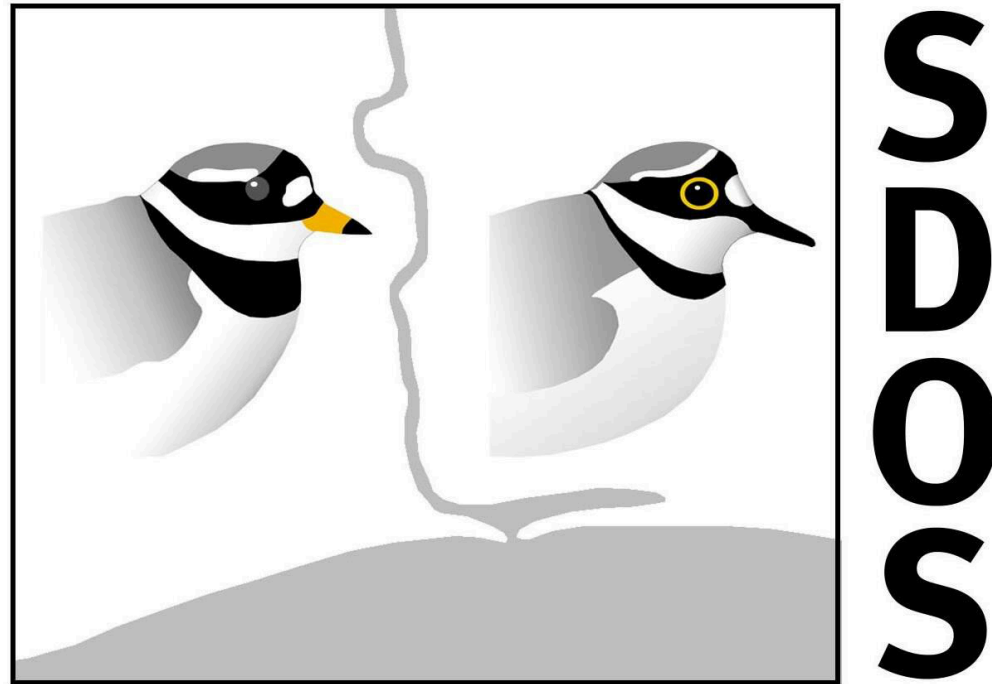


Shoreham District Ornithological Society (SDOS)



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	<p>Delivering the 2025 walks programme and mini -bus outings</p> <p>Plan 2026 programme</p> <p>(Core business)</p>	<p>Begin to curate 2026 programme ensuring balance of weekend and mid-week walks to reflect increase in younger members</p> <p>'Reserve leaders' - council or other members to attend to support/lead a split group if large numbers attend.</p> <p>Names of attendees being collected to monitor engagement and for safety.</p> <p>Overnight minibus trip planned for autumn migration season.</p>	Ongoing	<p>TL & council</p> <p>TL</p> <p>JH</p>	<p>Done – programme published and underway</p> <p>Impact of split leaders/dates to be reviewed.</p> <p>Not achieved. Difficulty in booking suitable accommodation in September. January and March minibus trips in place. Need to find someone to take on this responsibility</p>

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	Achieved
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	Ongoing. Updates on contribution to local plan. Possibility of Seana art contribution
1.4	Promoting birding to the general public, through our social media channels	Facebook, X and Instagram. Also YouTube videos. Consider ways to increase engagement with these media channels. Consider involving other members e.g. Jasmine. Social media activity is also aimed at recruiting new members to SDOS. Continue to monitor impact. Explore links between Instagram and new website to increase engagement in both.	Ongoing	AD/RA	Further videos well received. Aim to make better use of them going forward. Membership continuing to grow and at faster rate. Discuss with (Jo) and Alan D how to progress this

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	SH/TB/RA TB/RN/SH TB	<p>Has now been published. Friends of SSSI group to take lead on delivering on this plan.</p> <p>Sandpit development is currently on hold. This needs to be actioned. Continue to monitor</p> <p>Ongoing as required.</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	Ongoing Update shared on Usergroup.
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>	Ongoing	SH/TB/RA TH/JH/JA	<p>Now designated as a category 4 reserve - Maintenance and monitoring only.</p> <p>Meeting has been held.</p>

		Timescale for installation of marker buoys to be clarified			Now installed. Monitoring of impact and scouring in place.
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	This project is currently frozen. We are in 'watch and wait' mode.
2.5	Monitor developments regarding Pad Farm, part of the river recovery project.	Awaiting update from Peter King at Ouse and Adur river trust. TH has requested on 10/4.	Ongoing		Update received. Awaiting outcome of OART/DEFRA funding request. Bid successful?
2.6	Continue to build links to support conservation at New Monks Country Park	Liaison ongoing regarding interpretation panel Continue to contribute data and share with ranger important sightings	Ongoing	TB	Panels have been put up around the reserve.
2.7	Support Worthing and Adur Swift group to raise awareness of plight of swifts and gather baseline data to inform future conservation work.	Maximise Social media links Contribute articles to local magazines and updates to SDOS newsletter Begin direct survey work with support from both Sdos and community volunteers Consider funding to support project (from both Sdos and SOS).	Ongoing	JH	22 nests identified in initial survey. Implemented and ongoing for new swift season. Pitch idea of video to AD and JB Plans progressing to install nest boxes in close proximity to existing sites in 2026. 2 housebuilders have agreed to install swift boxes in new developments locally

					Leaflets have been ordered to share with interested householders or public. £1500 funding secured from SOS
	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	Farm surveys in place. Invitations shared with membership to participate in surveys.
	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	Ongoing. Consider more Facebook and website posts for these groups..
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	Design and site agreed. Awaiting installation. Work completed
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	The event has been advertised and sold out in August.

		Supported a Friends of Old Shoreham event to promote both SDOS and Friends of SSSI.			Very successful with volunteers from the Society supporting SH and good public engagement Future steps: Concert for nature, Art trail, Wordfest. Collaborate with Friends of SSSI.
3.5	Publish articles in local publications – e.g. Beach News, Inside Shoreham & Southwick	Articles written on regular basis JB has contributed article on swifts for Worthing Inside Out in May 25.	ongoing	AD JB	Working really well
	Programme of talks to local groups	Respond to any requests. This is a potential source of revenue for the Society.	As requested	RA	RA delivered talk to 100+ U3A members. He has offered to prepare a further talk on Farmland birds.
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	Needs further work. JW bringing ideas to next meeting.
4.3	Managing our finances appropriately and seeking opportunities to financially support projects	Consider how to effectively use surplus funds for conservation projects or sponsorship		TH/ Council	Small grant to swift group for publicity materials. Funding for Brooklands interpretation panel.

	(Core business)	Develop a policy framework for funding criteria Consult with swift group on the possibility of funding swift boxes.		TB/TH JH	Draft shared with Treasurer. First phase funded by SOS
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	In place. Format being used and data shared at each meeting
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.	After review of user group	JW	Now operational. Hits significantly increased. News regularly updated. Consider members survey. JW to bring other ideas to meeting.
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	Ongoing. Word docs to be shared so easier to keep up to date.

4.7	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	Reviewed. Will need updating in 3 years time. Rules reviewed and updated for approval at AGM Need to review GDPR?
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Version control: Final review 2025/26 24/2/26 TB/JH

V3 draft 23/2/26

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.