

Darwin Plus: Overseas Territories Environment and Climate Fund Annual Report

To be completed with reference to the "Project Reporting Information Note"
(<https://darwinplus.org.uk/resources/information-notes>)

It is expected that this report will be a **maximum of 20 pages** in length, excluding annexes)

Submission Deadline: 30th April 2023

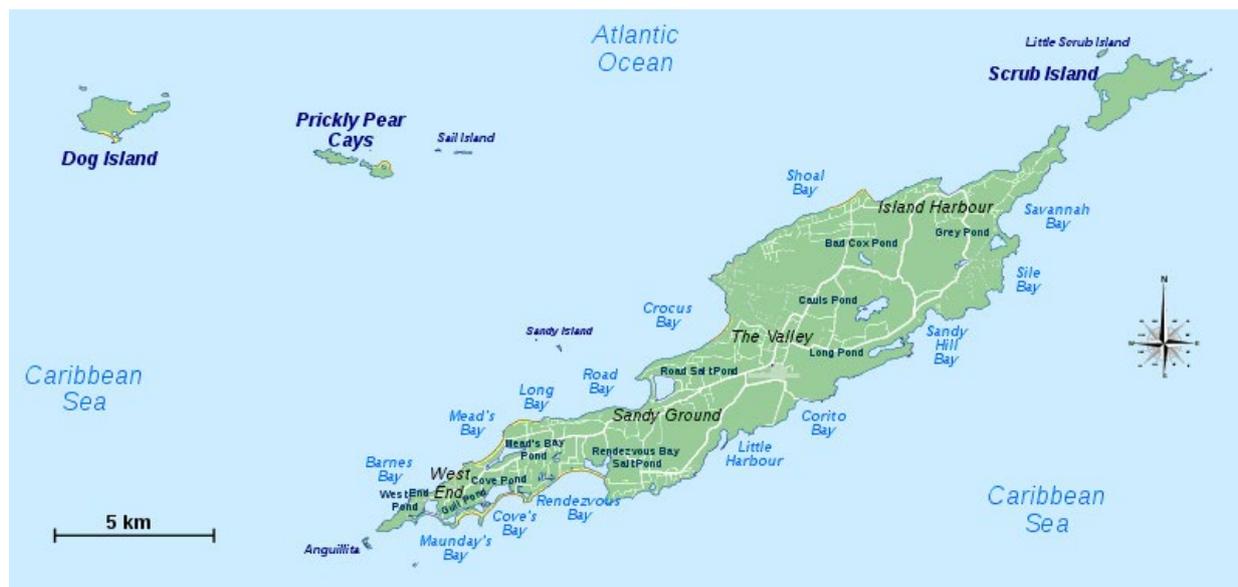
Submit to: BCF-Reports@niras.com including your project ref in the subject line

Darwin Plus Project Information

Project reference	DPLUS125
Project title	Protecting Anguilla's biodiversity by building capacity in invasive plant management
Territory(ies)	Anguilla
Lead Partner	Department of Natural Resources (DNR), Government of Anguilla
Project partner(s)	GB Non-native Species Secretariat; University of Durham, UK
Darwin Plus grant value	£ 284.755
Start/end dates of project	01/10/2021 – 30/09/2024
Reporting period (e.g. Apr 2022-Mar 2023) and number (e.g. Annual Report 1,2)	1 Apr 2022 – 31 Mar 2023, Annual Report 2
Project Leader name	Rhon Connor
Project website/blog/social media	Facebook page: https://www.facebook.com/Dplus125
Report author(s) and date	Rhon Connor, James Millett, Nyasha Child, Wayne Dawson, Jill Key, Alan Tye, Friday, 5 th April 2023

1. Project summary

The project will build capacity in Anguilla to reduce the impact and the risk of introduction and spread of invasive plant species. Invasive plants have widespread impacts throughout Anguilla, particularly on agricultural and natural areas, and newly introduced species continue to arrive and spread. Through a programme of “learning by doing”, skill sharing and community involvement, several priority invasive plant species will be tackled, with the objective of eradicating at least three, a monitoring programme for early detection and rapid response will be established, and biosecurity will be strengthened. Lessons learned will be shared with other regional UKOT territories, and an Invasive Plant Strategy developed to guide future work. Most activities of the project will take place on Anguilla island itself, while working with stakeholders (especially the Anguilla National Trust, ANT) to tackle biosecurity and invasive plants on Anguilla’s offshore and outer islets (see map below).



Anguilla and its islets. Sombrero Island (not shown) lies c. 38 km NNW of Dog Island.

2. Project stakeholders/partners

The project is led by the Department of Natural Resources (DNR) Environment division and is advised and guided by a Technical Advisory Group (TAG) which provides administrative, scientific and practical expertise ([see Annex 4](#) for list of TAG members).

The project is managed by DNR with the assistance of the TAG and local stakeholders including the Anguilla National Trust, which has responsibility for managing two sites of national importance and also supports rehabilitation of most of Anguilla’s offshore and outer islands, the DNR’s Agriculture division, local communities and environmental NGOs (particularly the environmental clubs), and the private sector (especially hoteliers, garden centres, landscaping companies). Project staff recruitment was completed in March 2023 and during 2023 a Local Steering Committee (LSC) will become fully constituted by incorporating the above-mentioned stakeholders and will play a greater role in decision making on the project.

The Anguilla National Trust (ANT) fully supports the project, forms part of its LSC and TAG, and has been represented at several TAG meetings during the reporting period ([see Annex 5](#) for TAG sample minutes). ANT has participated in planning discussions during the period of this report, as well as by providing information from plant surveys on Dog and Scrub islands and the Prickly Pear Cays, participating fully in a week-long plant survey training workshop (April 2022), and facilitating a scoping visit by project staff to Dog Island. ANT is committed to invasive plant management in Anguilla and expects work with DNR and project staff to tackle some of its priorities in this field, including removal of incipient populations of selected invasive species from the islets, and establishing a simple biosecurity system based on early detection and rapid response, to maintain them free of invasive plant threats, assisting with mapping, monitoring and eradicating of any targeted species found both on the mainland and Anguilla’s offshore cays.

DNR Agriculture staff are particularly keen to see Anguilla establish a permanent programme to improve biosecurity and tackle some of the more widespread invasive plant problems on the island, which are expected to be included in the planned Invasive Plant Strategy. Agriculture staff participated in and contributed to the April training workshop and are expected to be involved in the eradication activities of the project.

The Albena Lake-Hodge Comprehensive School Environmental Club participated in the April workshop, which was the first opportunity for many of the project participants to meet face to face and provided great encouragement that the project is widely valued and supported in Anguilla. During the workshop it became clear that people working on or interested in environmental issues on this small island tend to know each other, having often worked together in several environmental organisations. The project builds on these personal connections to develop consensus and support for its activities and future planning.

Private sector involvement is expected to increase during 2023 as the project's practical field activities (invasive plant survey and management) develop.

3. Project progress

3.1 Progress in carrying out project Activities

Output 1: Baseline knowledge on priority invasive plant species improved through surveys and mapping, and Territory database created

Indicator 1.1. During the first training workshop held in April 2022 ([see Annex 6](#) for programme) an initial set of maps and records was created of potential target species for eradication, using software tools including iNaturalist, Google Forms, and Google Maps. Since then, further surveys throughout the year have produced data incorporated into updated maps (see the latest map and [here](#) and [in Annex 7](#)). A link to the project's iNaturalist collection project created for this work can be found [here](#) (also [in Annex 7](#)). The Google Forms form can be found [here](#) (also [in Annex 7](#): note: a Gmail account is required for access to this).

Indicator 1.2. A 4-day training workshop was conducted at DNR during the week of 18 April 2022, led by W. Dawson (Durham University). A total of 15 participants received indoor and outdoor training. Please use the link [here](#) and [here](#) to access the Workshop Materials (also [in Annex 7](#))

Indicator 1.4. Since the completion of the training course in April 2022, regular field surveys have been conducted to collect and record plant distributional data, with a total of 220 field surveys completed from May 2022 to March 2023. The resulting data will contribute to a baseline for the target plant management database.

Indicator 1.5. Materials (including publications on the flora of Anguilla and recent plant survey reports) have been compiled as a basis for constructing an Introduced and Invasive Plants Database.

Output 2: Local capacity built through “learning by doing”, with the delivery of large-scale management interventions to eradicate invasive plant species and prevent their spread.

DNR received computers, tablets, GPS units, cameras, protective clothing, and plant control gear in April 2022, some of which were used during the training workshop. The remainder of the equipment, mainly for field management of target plant species, was ordered in March 2023.

Indicator 2.1 The first of a series of training events were held, covering plant identification and survey (described more fully above).

Indicator 2.4. All of the priority target plant species were included in surveys conducted throughout the year.

Other activities under this Output are scheduled for later in the project, although preliminary discussions regarding biosecurity protocols (Indicator 2.5) have begun among partners and stakeholders.

Output 3: Key stakeholders (Community members, hoteliers, Government and land managers) are actively engaged in early detection and removal of invasive plants.

The Project Team began planning education and outreach activities to sensitize the general public about the prioritized invasive plants in Anguilla.

Indicator 3.1. Community engagement begun at the April training workshop, described above. The workshop also established the basic tools (software, maps, apps etc., links given above [in Annex 7](#)) for citizen science contributions to invasive plant detection.

Stakeholders engage in ascertaining the locations of the top-priority invasive plant species. Also, to raise awareness of the targeted species and to increase understanding of the threats posed by Anguilla's environment, agriculture, and animal and human health. The involvement of stakeholders in the detection and removal of invasive plants continues to evolve and expand.

On November 22nd, 2022, the Albena Lake-Hodge Comprehensive School Environmental Club was sensitized about the priority invasive plants. A slide show presentation on plant identification and introduction to the Inaturalist app was facilitated by the Field Officer, Xavier Marrison.

A draft Communication, Education, and Awareness Plan (CEPA) produced in March 2023 to guide the implementation of public awareness and capacity outreach programs for DPLUS125 (see attached file here).



Draft 1 CEPA-DPLUS125.docx.pdf

The Project team designed a logo, brochure, and poster ([see Annex 8](#)). Additionally, several branded awareness materials are being procured.

Output 4: Lessons learned are consolidated into a long-term invasive plant strategy. Which is shared with other UKOT's in the region.

Activities under this output are scheduled for later in the project.

3.2 Progress towards project Outputs

Output 1: Baseline knowledge on priority invasive plant species improved through surveys and mapping, and Territory database created

Baseline condition:

No maps, skills in invasive plant recording, mapping, and no comprehensive list of non-native plants of Anguilla.

Change recorded to date:

Routine field assessments have provided data on the priority invasive plant species. Updated maps (use links provided above) provide data on the distribution of each species throughout Anguilla. The invasive plant Yerba Porosa is considered the most widely distributed across the country. The False Puncture Vine is considered seasonal and more prevalent during the rainy season.

Output 2: Local capacity built through “learning by doing”, with the delivery of large-scale management interventions to eradicate invasive plant species and prevent their spread.

Baseline condition: no organization in Anguilla is fully equipped to carry out priority invasive plant management tasks.

Change recorded to date:

A project team comprising Project Manager, Field Coordinator, and Field Assistant has been recruited and is in place. Fifteen participants from various stakeholder groups such as ANT, staff of the Environment and Agriculture units of DNR benefited from training on plant identification and survey techniques (see above-mentioned links to workshop outputs). DNR is using the IT equipment, survey equipment, and protective gear acquired under the project for regular plant surveys. Additional plant management equipment has been procured. The Project team utilize GPS equipment to conduct routine surveys. The information collected is recorded in google sheets. The information is uploaded to the iNaturalist app to populate the distribution map.

Output 3: Key stakeholders (community members, hoteliers, Government and land managers) are actively engaged in early detection and removal of invasive plants.

Baseline condition: no significant management of invasive plants in Anguilla, no organisations or community groups carrying it out and no initiative in place to change this situation.

Change recorded to date: Since the completion of the training workshop in April, 2022 key stakeholders including ANT and the Department of Agriculture are engaged in considering their participation in invasive plant management activities including eradications from the main island and islets, and biosecurity including early detection and rapid response. Materials for engaging stakeholders and the public are currently being produced.

Output 4. Lessons learned are consolidated into a long-term invasive plant management strategy, which is shared with other UKOTs in the region.

Baseline condition: no long-term strategy or plans for managing invasive plants exist in Anguilla.

Change recorded: Initial discussion on a strategy have been held with stakeholders, who are fully supportive. Activities for this Output are scheduled for the later stages of the project, at which point evidence will generated.

3.3 Progress towards the project Outcome

Outcome: Anguilla has an improved capacity to plan and implement invasive plant species management actions

Indicator 1. By June 2024, one or more priority invasive plant species under active management for eradication from Anguilla.

Baseline Condition: no significant action applied to invasive plant species in Anguilla.

Progress to date: equipment obtained, project team recruited, stakeholders prepared, surveys ongoing to identify and map the distribution of the priority target invasive plant species. Additional equipment ordered and plant control training planned. to support the implementation of active management for eradication and monitoring. Means of verification are listed in section 3.2 above.

Indicator 2. Database of introduced and invasive plants established by June 2023; management database established for priority target species by December 2022.

Baseline condition: no central repository of information or definitive list of introduced and invasive plants in Anguilla and no monitoring of priority target species for management.

Progress to date: relevant materials identified and acquired for the compilation of a database of introduced plants of Anguilla. A survey database for priority target species has been constructed (see link above and [in Annex 7](#)). Survey Assessments results provide data that inform and guide management of the priority target species.

Indicator 3. By June 2024, DNR and ANT regularly plan for, monitor and review territory-wide invasive plant management initiatives.

Baseline condition: no coordinated or joint action by DNR and ANT against invasive plants to date.

Progress to date: preliminary discussions held between both entities to plan for biosecurity, monitoring and management action.

Indicator 4. Key community stakeholders actively involved in monitoring and managing invasive plants by June 2023.

Baseline Condition: no such programme.

Progress to date: stakeholders (listed above in section 2) are sensitized to the issue (especially during the training workshop) and anticipate further involvement in plant survey and management as well as in joint planning as the project progresses ([in Annex 7](#)) to date.

Despite the delays (especially to team recruitment), it is considered feasible to achieve the project's outcomes and continuity of the programme beyond the project's end.

3.4 Monitoring of assumptions

Most of the stated assumptions still apply, but none has caused significant changes to the project plan or risk to the project's success, with the following exceptions.

Assumption 1. Species selected for eradication are correctly identified as feasible and of high impact.

Comments: Field work carried out during 2022 with inputs from experts has improved the knowledge of invasive plant species in Anguilla. Some species have been re-identified as closely related plants (e.g. Texas Bull Nettle has been identified as Tropical Bull Nettle - an equally noxious weed), Rubber Vine has been identified as two species and Brazilian Jasmine has not been located. Surveys have also revealed that False Puncture Vine and Yerba Porosa are more widespread and abundant and eradication may no longer be feasible. Discussions with local people and businesses have also indicated that one of the species the Rubber Vine is popular and eradication may not be supported. The generation of new information along with expert inputs to confirm identification is important to inform the project approach to eradication and management of invasive plants. Eradication of Bull Nettle remains the top priority.

Assumption 2. Cost-effective and acceptable control methods can be found for the target species which are suitable for Anguilla.

Comments: For all target species, acceptable control methods are either known to exist or probably do so (to be tested and confirmed). Initial difficulties importing some of the necessary equipment and supplies to Anguilla seem now to have been largely overcome.

Assumption 3. Expertise developed remains in Anguilla.

Comments: Recruitment difficulties required some project staff to be recruited from outside Anguilla. However, redefinition of position terms of reference enabled the project team to be recruited from within the Caribbean region. A strong emphasis is being placed on training the local staff and members of partner and stakeholder organisations to ensure skills transfer to Anguilla, and options for achieving programme sustainability beyond the project are under discussion.

Assumption 4. Landowners are cooperative and accept removal of plants from their land.

Comments: Support may vary depending on the species – Tropical bull Nettle is an unpleasant weed and eradication is likely to be supported – conversely at least one ornamental species is liked by gardeners and eradication may not be supported. This will be factored in to eradication and management strategies alongside information on distribution etc.

Assumption 5. National institutions remain committed to long term invasive species management.

Comments: DNR, ANT and others are likely to remain desirous of continuing work on invasive plants for the long term, but currently lack the resources to carry on such a programme beyond the project. All partners are aware of this limitation and committed to seeking ways to overcome it.

4. Project support to environmental and/or climate outcomes in the UKOTs

The project is designed to address invasive species, one of the major threats to the natural and human environment, as recognised in many international agreements, such as the Aichi targets. Progress in the past year has included sensitising and encouraging local organisations to the issue and means to address it, by means of partner and stakeholder discussions, particularly during the April workshop and school visit in November 2022.

The project contributes to helping Anguilla meet global objectives including Aichi Target 9 (invasive alien species and pathways identified and prioritized, priority species are controlled or eradicated and measures in place to manage pathways to prevent their introduction and establishment); UN 2030 Sustainable Development Goal Target 15.8 (by 2020 introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species); Recommendation 20 in the 2019 Environmental Audit Committee on Invasive Species (preventing species arriving); Invasive Non-Native Species Framework Strategy for Great Britain, Key Action 9.5 (strengthen support for the Overseas Territories and Crown Dependencies, for example by continuing Defra support for identification of invertebrate plant pests, sharing technical expertise, training, including biosecurity training); UK government's response to the IUCN Honolulu Challenge of 2016 (calling for greater action to tackle invasive species); UK Overseas Territories Biodiversity Strategy 2009, Strategic Objective ii (preventing the establishment of invasive alien species, and eradicating or controlling species that have already become established); the UK government's obligations to the OTs under the Global Britain Strategy; Environment Charter (ensure the protection and restoration of key habitats, species and landscape features through legislation and appropriate management, including the control and eradication of invasive species; Biodiversity Action Plan (facilitate Anguilla's obligations under the Convention on Biological Diversity and the Aichi targets); Invasive Species Strategy (ensure that Anguilla develop programmes to reduce the threat in alien invasive species and engage stakeholders for the management of such species; Biodiversity and Heritage Conservation Act: (provide for the recovery of wildlife species that are extirpated, endangered or threatened as a result of human activity); Native Plant and Animal Habitat Conservation (Biodiversity) Policy; (take the necessary measures to control the intentional or accidental introduction or escape into or from the environment, of alien or modified organisms that are likely to impact adversely on other organisms or on the environment).

The project has started to build an information base on the presence and distribution of non-native plant species in Anguilla – substantially improving the understanding of management options and the feasibility of eradication. The project has also established a project team with capacity to implement management of invasive species including monitoring and data gathering, actual removal and education and awareness and to this end the project has started contributing to the management of non-native plants.

5. Gender equality and social inclusion

Please quantify the proportion of women on the Project Board ¹ .	Technical Advisory Group (TAG) – 50% women
Please quantify the proportion of project partners that are led by women, or which have a senior leadership team consisting of at least 50% women ² .	Project Team - 50% women (Project Manager and Field Coordinator) The Director of ANT is female.
Training workshop participants	55 % female, 45 % male

Women who occupy senior positions include the Director of ANT, the Chief of DNR and the Director of its Environment division. There is no a prior reason to suspect that the interactions of the project with the community, including landowners, would be gender-biased or subject to other aspects of social discrimination.

6. Monitoring and evaluation

The key responsibility for M&E lies with the project team within DNR, which will report progress to the TAG and LSC. At the initiation of the project, a work plan was developed, which was revised in May 2022 when it was assumed the project would be fully staffed quickly. However meaningful difficulty in the recruiting of a project lead ([see Annex 9](#)) in turn resulted in delays in some activities.

Accordingly, the TAG which provides higher-level oversight, as well as the technical expertise required has assumed a more prominent role in monitoring project progress and supported decision making on project management. This role can be exemplified by the request to change project structure to ensure the project established management capacity and field capacity. Given recruitment was completed in Q4 of the reporting year the TAG will now assume a less proactive role of monitoring progress and providing technical inputs.

The LSC has not been active due to delays in staffing and will now be convened to support local decision making for the project.

The logframe has been used as a key tool to monitor progress and a revision was submitted and approved during the reporting year the updated version incorporated new information on invasive plant species and accounted for delays in establishing project capacity. Now the project team is in place a further revision of the logframe will be made and submitted for approval in Q1 of 23/24 Financial Year.

7. Lessons learnt

- **Staffing.** There were severe difficulties recruiting the key position of Invasive Species Specialist, probably largely because of a combination of the high level of technical skills required, a small global pool of people with those skills (particularly plant eradication), challenges related to moving to Anguilla for 2–3 years and limitations on the terms and

¹A Project Board has overall authority for the project, is accountable for its success or failure, and supports the senior project manager to successfully deliver the project.

²Partners that have formal governance role in the project, and a formal relationship with the project that may involve staff costs and/or budget management responsibilities.

conditions of the post. In this case, the existing TAG could not fully supply the missing skills, particularly continuous on-island supervision of project activities. Further, the skills development aspects of a project of this nature depend absolutely on finding a trainer or trainers with those skills considering that in developing fields such as plant eradication, trainers are unavoidably in short supply. In the present case, this difficulty was eventually resolved by splitting the responsibilities of the Invasive Plant Specialist into two (Project Manager and Field Coordinator), with specialist training in plant eradication to be provided for the Field Coordinator. Lessons from this experience include ensuring that the terms and conditions for the recruitment are favourable relative to the relevant job market (and reflected in an adequate project budget) and that missing skills can be supplied by the expertise of TAG members.

- **Selection of plant species as eradication targets.** The prioritisation process used in a pre-project workshop resulted in a list of potential target species some of which may not be viable for eradication or have been identified as closely related species. The project has improved the knowledge of invasive plant species and is gathering information to inform optimal management. Ensuring there are adequate resources to ground truth initial results is an important lesson learned.
- **Matching DPlus and Gov't of Anguilla (GoA) financial systems.** Delays in the procurement process for equipment and in paying project staff arose, largely because the purchasing flexibility demanded by a limited duration project was not readily compatible with GoA procedures, while DPlus disbursement schedules do not easily match project payment schedules. There were also delays in identifying purchase and importation procedures acceptable to suppliers and the GoA. As far as possible, the purchasing difficulties have been resolved, but completely resolving cash flow difficulties would require adapting institutional (i.e., GoA or DPlus) financial systems.
- **Training workshop.** The workshop held in April 2022 was primarily intended as training in plant survey techniques but exceeded expectations in that it provided an opportunity for project participants from the UK and Anguilla to meet face-to-face in formal and informal settings, leading to the formation of personal friendships across organisations that can only benefit the project. Despite the availability of e-communications for meetings and planning, the value of an in-person event can draw in unforeseen participants and allow everyone to get to know and understand each other's backgrounds and points of view cannot be overstated. In the present case, the visit also provided the first opportunity for outside partners to review the situation of invasive plants in Anguilla and thereby make informed recommendations and contributions to the project's plans.
- **Procurement.** A change request was submitted and approved in March 2023 to purchase a project vehicle. DNR was unsuccessful in procuring the project vehicle due to challenges regarding government procurement procedures and vendors. Requests for Quotations were issued to vendors, but the responses from vendors were unfavourable to Government of Anguilla specification standards. In the future, it will be necessary to verify the availability of goods in the market that match budget allocated.

8. Actions taken in response to previous reviews (if applicable)

The reviewer's main comments on AR1 with response requested were summarised in the table below:

Comment	Discuss with Darwin	Next half year report	Next Annual Report
1 Clarify the project's governance structures, in particular the responsibility for M&E between the PSC and the TAG. Provide TOR for both bodies with next report			X
2 Update the Project timeline (which presumably is the same as the Project Plan appended to AR1 as Annex 6)			X

3 Make indicators 1.2, 2.3 and 3.5 time bound. (Include in the planned Change Request which will revise Outcome-level indicators)	X	X
4 Ensure that future reporting records only work undertaken in the reporting period. Activities reported in AR1 undertaken in April 2022 should be re-reported in AR2. (They have not been reviewed here.)		X
5 Address outstanding comments from DPAG provided in the grant award letter		X

Responses:

Comment 1. M&E responsibility has been clarified in Section 6 above. TOR for the TAG and LSC are provided ([see Annex 4](#)). Note that the TAG undertakes most of the responsibilities of a classic steering committee in terms of project management, whereas the LSC ensures input and guidance from local stakeholders, with a primary purpose being to inform activities, maximise their success and avoid conflicts. This structure has been designed to reflect local realities and the requirements of a public sector project working largely on private lands and with sectors having potentially high impact on overall success.

Comment 2. Yes, see the sections below. Given that it was impossible to finalise a definitive work plan timeline pending the outcome of recruitment processes that were completed only in March 2023, a definitive redesign of the log frame and work plan will be submitted as a Change Request during Q1 of year 2023-2024.

Comment 3. A complete review of the project logframe and workplan was contingent on staffing and this change will be included in the forthcoming Change Request. A 1-day online refresher course on the material covered by the April 2022 course is tentatively scheduled for May 2023, online mentoring for the Field Coordinator also for May 2023, and extended field training on eradication strategy and techniques for June 2023.

Comment 4. Noted, with apologies. The relevant activities have been included in the present report.

Comment 5. A letter was sent to LTS on 7th June 2021 summarising actions in response to reviewers' comments which included 1) clarifications of the role of the ANT on TAG and LSC but not as a project partner; the training of border force in biosecurity; clarification of the time the project leader will spend on the project and a clarification in the Logframe that 6 staff members of 3 organisations will be experienced by end of project. Further reviewer feedback requested some changes to the logframe specifically that indicator 2.3 be removed as duplicated an Outcome level indicator. These requests seem to be captured in the current logframe.

9. Risk Management

No new risks were identified during the year. Several financial and other changes requests were submitted during the year, but largely to deal with the previously identified issues related to difficulty staffing the project.

10. Other comments on progress not covered elsewhere

- Staff recruitment for the project faced continuing problems during the year, with the Invasive Plant Specialist role (technical lead on the project) was advertised several more times, a suitable candidate selected each time, but each time that person withdrew. A decision was made by the TAG to restructure the staffing and a change request was approved, to create two positions (Project Manager and Field Coordinator) with technical specialist providing input through part time or short-term engagement. Nyasha Child, from St Vincent, took up the Project Manager role in January 2023, and Field Coordinator Zoya Buckmire, from Grenada, was selected in March 2023 (and took up the position the following month). Staff recruitment is now complete, which should allow the project to make much faster progress on all activities during the coming year.
- A new change request will be submitted following correspondence with Darwin Plus on 3rd May, 2023. This new change request serves to transfer the underspend funds of FY 2022-23 to the new FY2023-24.

11. Sustainability and legacy

The project is now familiar to environmental organisations within Anguilla that naturally have a stake in it. Involvement of other sectors is planned for later in 2023. The active involvement of partners and stakeholders in the LSC, TAG and training workshop demonstrates increasing interest in its aims and increased capacity to participate.

Delays in the project implementation make it more difficult to identify the project legacy at this stage however the improved knowledge of invasive plant species and capacity development are encouraging. Management and eradication plans to be formulated under the project and their implementation will be central to defining the project legacy.

A large part of the project legacy will also rely on the mainstreaming of work (monitoring, eradication, biosecurity) into institutional work plans of several organisations including DNR and ANT.

12. Darwin Plus identity

The Darwin logo used on all project documents visible to stakeholders and others, such as materials for the training workshop (see <https://tinyurl.com/5wc243m6>). There is a level of understanding of DPlus by the project stakeholders. The preliminary surveys to find the target species involved local stakeholders from different villages in Anguilla, who were informed about the funding source and the project goals. Darwin Plus logo is engraved on the awareness products that is currently being procured. A Facebook page was created in March 2023 to promote project activities and Darwin Plus but is still in development ([See link in Annex 7](#)). DPlus funding has been identified for the project, although sustainability of the project's work will depend on the activities being continued as a longer-term programme.

13. Safeguarding

The DNR is fully guided by the Government of Anguilla's safeguarding Code of Conduct policy known as General Orders. It ensures that all persons facilitating work in the public sector do it with high standards. Thus, all of the project activities so far were done with this in mind. The workshop participants were treated with respect and allowed to share any concerns with the facilitators. All opinions and suggestions were taken into consideration. Also, recommendations from the TAG and our key partners were incorporated in developing the project activities and outputs. As we move forward with this project, we hope to continue to maintain and go above and beyond to ensure all voices are heard and that everyone is respected.

Has your Safeguarding Policy been updated in the past 12 months?	No
Have any concerns been investigated in the past 12 months	No
Does your project have a Safeguarding focal point?	Yes Rhon Connor
Has the focal point attended any formal training in the last 12 months?	No
What proportion (and number) of project staff have received formal training on Safeguarding? None but all staff are expect to have read	Past: % [and number] Planned: % [and

and abide by the general orders	number] Information not available at reporting
<p>Has there been any lessons learnt or challenges on Safeguarding in the past 12 months? Please ensure no sensitive data is included within responses.</p> <p>No</p>	
<p>Does the project have any developments or activities planned around Safeguarding in the coming 12 months? If so please specify.</p> <p>No</p>	

14. Project expenditure

Table 1: Project expenditure during the reporting period (1 April 2022 – 31 March 2023)

Project spend (indicative in this financial year)	2022/23 D+ Grant (£)	2022/23 Total actual D+ Costs (£)	Variance %	Comments (please explain significant variances)
Staff costs				
Consultancy costs				
Overhead Costs				
Travel and subsistence				
Operating Costs				
Capital items				
Others (Please specify)				
TOTAL	65,000.00	51,134.62		

Table 2: Project mobilising of matched funding during the reporting period (1 April 2022 – 31 March 2023)

	Matched funding secured to date	Total matched funding expected by end of project
Matched funding leveraged by the partners to deliver the project.		
Total additional finance mobilised by new activities building on evidence, best practices and project (£)		

OPTIONAL: Outstanding achievements or progress of your project so far (300-400 words maximum). This section may be used for publicity purposes

I agree for the Biodiversity Challenge Funds Secretariat to publish the content of this section (please leave this line in to indicate your agreement to use any material you provide here).

File Type (Image / Video / Graphic)	File Name or File Location	Caption, country and credit	Online accounts to be tagged (leave blank if none)	Consent of subjects received (delete as necessary)
				Yes / No
				Yes / No
				Yes / No
				Yes / No
				Yes / No

Annex 1: Report of progress and achievements against logframe for Financial Year 2022-2023—if applicable

Project summary	SMART Indicators	Progress and Achievements April 2022 - March 2023	Actions required/planned for next period
<p>Impact</p> <p>The threat posed by invasive non-native plants to Anguilla's unique biodiversity is reduced by controlling their spread between islands, eradicating high-priority species, and reducing the risk of new incursions.</p>		<p>Planning for a permanent territorial programme of invasive plant management is in progress.</p>	
<p>Outcome</p> <p>Anguilla has an improved capacity to plan and implement invasive plant species management actions</p>	<p>0.1 By June 2024, one or more priority invasive plant species under active management for eradication from Anguilla.</p> <p>0.2 Database of introduced and invasive plants established by June 2023; management database established for priority target species by December 2022.</p> <p>0.3 By June 2024, DNR and ANT regularly plan for, monitor and review territory-wide invasive plant management initiatives.</p> <p>0.4 Key community stakeholders actively involved in monitoring and managing invasive plants by June 2023</p>	<p>Information on target species distribution collected; map kept up-to-date</p> <p>Preliminary discussions to plan target species control</p> <p>Stakeholders participated in training workshop</p>	<p>Prepare team work plan including reporting procedures</p> <p>Continue surveys</p> <p>Commence control / eradication of priority target species and establish monitoring of success</p> <p>Frequent engagement of key stakeholders</p> <p>At least two training workshops</p>
<p>Output 1.</p> <p>Baseline knowledge on priority invasive plant species improved through surveys and mapping, and Territory database created.</p>	<p>1.1 Maps and detailed distribution reports produced for at least 5 invasive plant species identified for management priority by December 2022.</p> <p>1.2 Training carried out with the local team on surveying and mapping</p>	<p>1.1 Initial map created; updated regularly with survey results</p> <p>1.2 Training workshop</p> <p>1.3 Surveys under way, monitoring of control operations to begin in next period.</p> <p>1.4 Scheduled for next period</p> <p>1.5 Preliminary information compiled</p>	

Project summary	SMART Indicators	Progress and Achievements April 2022 - March 2023	Actions required/planned for next period
	<p>techniques.</p> <p>1.3 Monitoring protocols developed for invasive plant species under management for eradication, by June 2023.</p> <p>1.4 Management database includes records of eradication target plant species by June 2023.</p> <p>1.5 Introduced and invasive plants database includes verified species list and basic information relevant to management decision-making.</p>		
<p>Activity 1.1 Mapping</p>		<p>Initial maps created, regularly updated</p>	<p>Continued surveys</p>
<p>Activity 1.2 Training workshop</p>		<p>Training workshop on survey techniques carried out</p>	<p>Refresher on survey techniques Staff training on principles of eradication and control techniques.</p>
<p>Output 2. Local capacity built through “learning by doing”, with the delivery of large-scale management interventions to eradicate invasive plant species and prevent their spread.</p>	<p>(Insert agreed Output level indicators)</p> <p>2.1 At least 30 people participate in invasive plant management workshops, covering plant identification, herbicide use, safe disposal of plant material, over the 3 years.</p> <p>2.2 Simple invasive plant control manual developed for local use, based on tested methods for priority species, by December 2023.</p> <p>2.3 At least 6 people from 3 organisations are trained in best</p>	<p>2.1 First training workshop delivered</p>	

Project summary	SMART Indicators	Progress and Achievements April 2022 - March 2023	Actions required/planned for next period
	<p>practice for invasive plant management</p> <p>2.4 All priority invasive plant species under active management are being routinely monitored by June 2024.</p> <p>2.5 Biosecurity protocols for inter-island and border controls developed and implemented, to protect the offshore and outer islets, by December 2023.</p>		
Activity 2.1. Training workshop		First training workshop completed	Staff and community training on best practice for invasive plant management, and plant control methods
<p>Output 3. Key stakeholders (Community members, hoteliers, Government and land managers) are actively engaged in early detection and removal of invasive plants.</p>	<p>3.1 Community actively engaged in invasive plant detection and removal through a citizen science programme by June 2023.</p> <p>3.2 Article in the local media (e.g., website, radio, newspaper) on invasive plant management produced at least twice per year from 2023.</p> <p>3.4 Alert posters and signage developed for eradication target species and to promote the early detection newly arrived species by December 2023.</p> <p>3.5 Code of practice developed for hoteliers and plant importers to reduce the risk of introducing new invasive species.</p>	<p>Reporting and mapping systems established and shared with representatives of citizen science organisations (environment clubs)</p> <p>Communication and public awareness plan drafted</p>	
Activity 3.1 Stakeholder engagement		<p>Workshop participation by citizen science representatives</p> <p>Communication and public awareness</p>	<p>Broad participation in invasive plant management</p> <p>Distribution of awareness materials</p>

Project summary	SMART Indicators	Progress and Achievements April 2022 - March 2023	Actions required/planned for next period
		<p>plan drafted</p> <p>Awareness materials designed and ordered</p>	<p>Online social media presence via Facebook page</p>
<p>Output 4 Lessons learned are consolidated into a long-term invasive plant management strategy, which is shared with other UKOTs in the region</p>	<p>4.1 Invasive plant strategy developed for long-term management, and agreed by government by June 2024.</p> <p>4.2 Regional workshop to share lessons learned, held by June 2024.</p>	<p>Scheduled for later in the project</p>	

Annex 2: Project’s full current logframe as presented in the application form (unless changes have been agreed

Project Summary	Measurable Indicators	Means of Verification	Important Assumptions
<p>Impact: The threat posed by invasive non-native plants to Anguilla’s unique biodiversity is reduced by controlling their spread between islands, eradicating high-priority species, and reducing the risk of new incursions. (Max 30 words)</p>			
<p>Outcome: (Max 30 words) Anguilla has an improved capacity to plan and implement invasive plant species management actions.</p>	<p>0.1 By June 2024, one or more priority invasive plant species under active management for eradication from Anguilla.</p> <p>0.2 Database of introduced and invasive plants established by June 2023; management database established for priority target species by December 2022.</p> <p>0.3 By June 2024, DNR and ANT regularly plan for, monitor and review territory-wide invasive plant management initiatives.</p> <p>0.4 Key community stakeholders actively involved in monitoring and managing invasive plants by June 2023.</p>	<p>0.1 Species distribution maps and monitoring reports</p> <p>0.2 Introduced and invasive plant database</p> <p>0.3 Institutional annual work plans; institutional budgets; staff work plans.</p> <p>0.4 Records of reports/Alerts from the community.</p>	<p>Field activities can be rescheduled if extreme weather events occur during the project.</p> <p>Emerging infectious diseases e.g. Covid-19 do not impede the work.</p> <p>Species selected for eradication are correctly identified as feasible and of high impact.</p> <p>National stakeholders remain willing to cooperate on invasive species initiatives.</p>
<p>Outputs: 1. Baseline knowledge on priority invasive plant species improved through surveys and mapping, and Territory database created.</p>	<p>1.1 Maps and detailed distribution reports produced for at least 5 invasive plant species identified for management priority by December 2022.</p> <p>1.2 Training carried out with the local team on surveying and mapping techniques.</p> <p>1.3 Monitoring protocols developed for invasive plant species under management for eradication, by June 2023.</p> <p>1.4 Management database includes records of eradication target plant species by June 2023.</p> <p>1.5 Introduced and invasive plants database includes verified species list and basic information relevant to management decision-</p>	<p>1.1 Species distribution maps and monitoring reports</p> <p>1.2 Training programme; presentations; attendance records.</p> <p>1.3 Monitoring protocols</p> <p>1.4, 1.5 Invasive plant databases</p>	<p>Improved knowledge leads to improved ability to manage invasive plants.</p> <p>Access to sites required for survey and permission and cooperation from landowners are assumed.</p> <p>Survey efforts are not impeded by severe weather events.</p>

making.

2. Local capacity built through “learning by doing”, with the delivery of large-scale management interventions to eradicate invasive plant species and prevent their spread.

2.1 At least 30 people participate in invasive plant management workshops, covering plant identification, herbicide use, safe disposal of plant material, over the 3 years.

2.2 Simple invasive plant control manual developed for local use, based on tested methods for priority species, by December 2023.

2.3 At least 6 people from 3 organisations are trained in best practice for invasive plant management

2.4 All priority invasive plant species under active management are being routinely monitored by June 2024.

2.5 Biosecurity protocols for inter-island and border controls developed and implemented, to protect the offshore and outer islets, by December 2023.

3. Key stakeholders (Community members, hoteliers, Government and land managers) are actively

3.1 Community actively engaged in invasive plant detection and removal through a citizen science programme by June 2023.

3.2 Article in the local media (e.g. website,

2.1 Training course attendance certificates

2.2 Invasive plant control manual

2.3 Training reports and staff appraisals detailing training provided

2.4 Target species database updates.

2.5 Biosecurity protocol documents

Field activities can be rescheduled if extreme weather events occur during the project.

Cost-effective and acceptable control methods can be found for the target species which are suitable for Anguilla.

Expertise developed remains in Anguilla.

Landowners are cooperative and accept removal of plants from their land.

Anguilla National Trust (island manager) supports biosecurity development, island owners and tour operators agree to implement protocols.

Biosecurity framework allows implementation of protocols.

Key stakeholders remain willing to engage with the project.

3.1 Communication and public awareness plan.

3.2 Articles.

engaged in early detection and removal of invasive plants.

N.B. - If you have more than 3 outputs, insert a row(s). It is advised to have less than 6 outputs since this level of detail can be provided at the activity level at Stage 2.

4. Lessons learned are consolidated into a long-term invasive plant management strategy, which is shared with other UKOTs in the region.

radio or newspaper) on invasive plant management produced at least 2 times a year, from 2023.

3.3 At least one invasive plant awareness week run by June 2023.

3.4 Alert posters and signage developed for eradication target species and to promote the early detection newly arrived species by December 2023.

3.5 Code of practice developed for hoteliers and plant importers to reduce the risk of introducing new invasive species.

4.1 Invasive plant strategy developed for long-term management, and agreed by government by June 2024.

4.2 Regional workshop to share lessons learned, held by June 2024.

3.3 Programme of events; feedback from participants; publicity.

3.4 Alert posters.

3.5 Code of practice.

4.1 Invasive plant strategy document

4.2 Workshop proceedings; attendance records; presentations.

Other UKOTs are interested in applying the lessons learned.

National institutions remain committed to long term invasive species management.

Annex 3: Standard Indicators

Table 1 Project Standard Indicators

DPLUS Indicator number	Name of indicator using original wording	Name of Indicator after adjusting wording to align with DPLUS Standard Indicators	Units	Disaggregation	Year 1 Total	Year 2 Total	Year 3 Total	Total to date	Total planned during the project
DPLUS-A01	2.1 At least 30 people participate in invasive plant management workshops, covering plant identification, herbicide use, safe disposal of plant material, over the 3 years.	Number of stakeholders who participated in the training.	People	Gender 45%M 55%F		15		15	30
DPLUS A03	2.3 At least 6 people from 3 organisations are trained in best practice for invasive plant management	Number of local/national organisations with improved capability and capacity as a result of project.	Organisations			3	3		6
DPLUS B02	0.1 By June 2024, one or more priority invasive plant species under active management for eradication from Anguilla.	Number of new/improved species management plans available and endorsed	Number				3	0	3
DPLUS -C01	2.2 Simple invasive plant control manual developed for local use, based on tested methods for priority species, by December 2023.	Number of best practice guides and knowledge products published and endorsed	Number				1	0	1
DPLUS -C02	1.5 Introduced and invasive plants database includes verified species list and basic information relevant to management decision-making.	Number of new conservation or species stock assessments published	Number				1	0	1

Table 2 Publications

Title	Type (e.g. journals, manual, CDs)	Detail (authors, year)	Gender of Lead Author	Nationality of Lead Author	Publishers (name, city)	Available from (e.g. weblink or publisher if not available online)

Checklist for submission

	Check
Different reporting templates have different questions, and it is important you use the correct one. Have you checked you have used the correct template (checking fund, type of report (i.e. Annual or Final), and year) and deleted the blue guidance text before submission?	Yes
Is the report less than 10MB? If so, please email to BCF-Reports@niras.com putting the project number in the Subject line.	Yes
Is your report more than 10MB? If so, please discuss with BCF-Reports@niras.com about the best way to deliver the report, putting the project number in the Subject line.	No
Have you included means of verification? You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	Yes
Do you have hard copies of material you need to submit with the report? If so, please make this clear in the covering email and ensure all material is marked with the project number. However, we would expect that most material will now be electronic.	No
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 15)?	No
Have you involved your partners in preparation of the report and named the main contributors	Yes
Have you completed the Project Expenditure table fully?	Yes
Do not include claim forms or other communications with this report.	