
DPR12S2\1018

Restoring Road Salt Pond, Anguilla: biodiversity conservation through community collaboration

Road Salt Pond is one of Anguilla's most iconic landscapes. A narrow sandbar separates the 106-acre Important Bird and Biodiversity Area from the Atlantic Ocean and resident and migratory birds flock to the wetland's brackish waters for foraging, roosting, and nesting. This project adopts a multi-stakeholder approach, permanently protecting this internationally-recognised wetland while enhancing its ecosystem value by increasing Anguilla's protected area network by 300%, creating and restoring habitat, and providing opportunities for impactful community engagement in applied biodiversity conservation.

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DPR12S2\1018

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Section 1 - Contact Details

CONTACT DETAILS

Name	Farah
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GMS ORGANISATION

Type	Organisation
Name	Anguilla National Trust
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Section 2 - Title & Summary


Q3. Title:

Restoring Road Salt Pond, Anguilla: biodiversity conservation through community collaboration


What was your Stage 1 reference number? e.g. DPR12S1\1123


DPR12S1\1040

Please attach a cover letter as a PDF document.

 [BCF-St2-CoverLetter-DPR12S2_1018-RoadSaltPo](#)

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Q4. Summary of project

Please provide a brief non-technical summary of your project: the problem/need it is trying to address, its aims, and the key activities you plan on undertaking.

Successful Darwin Plus Main projects must demonstrate substantial measurable outcomes in at least one of the themes of Darwin Plus either by the end of the project's implementation or via evidenced mechanisms for post-project delivery.

Preference will be given to discrete projects implementing existing identified environmental solutions on the ground.

The broad themes of Darwin Plus Main are:

- **Biodiversity:** improving and conserving biodiversity, and slowing or reversing biodiversity loss and degradation;
- **Climate change:** responding to, mitigating and adapting to climate change and its effects on the natural environment and local communities;
- **Environmental quality:** improving the condition and protection of the natural environment;
- **Capability and capacity building:** enhancing the capacity within UKOTs to support the environment in the short- and long-term.

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Section 3 - UKOT(s), Dates & Budget Summary

Q5. UKOT(s)

Which UK Overseas Territory(ies) will your project be working in?

Anguilla

* if you have indicated a territory group with an asterisk, please give detail on which territories you are working on here:

No Response

In addition to the UKOTs you have indicated, will your project directly benefit any other Territories or country(ies)?

No

Q6. Project dates

Start date:

01 April 2024

End date:

31 March 2027

Duration (e.g. 2 years, 3 months):

3 years

Q7. Budget summary

Year:	2024/25	2025/26	2026/27	Total request
Amount:	██████████	██████████	██████████	£ ██████████

Q8. Do you have matched funding arrangements?

Yes

Please ensure you clearly outline your matched funding arrangement in the budget.

Q9. If you have a significant amount of unconfirmed matched funding, please clarify how you will fund the project if you don't manage to secure this?

Anguilla National Trust (staff time, overheads, travel and subsistence, public awareness): ██████████

Government of Anguilla: ██████████

Sandy Ground Community Council: ██████████

Fort Worth Zoo (staff time): ██████████

Wildlife Management International Ltd. (staff time): ██████████

US Fish and Wildlife Service (Neotropical Migratory Bird Conservation Act – funds to the ANT) (habitat restoration, staff time): ██████████

Total match funding: ██████████ (29% of total project cost)

Q10. Have you received, applied for or plan to apply for any other UK Government funding for the proposed project or similar?

No

Section 4 - Problem statement

Q11. Problem the project is trying to address

Please describe the problem your project is trying to address in the UKOTs, relating to at least one of the themes of Darwin Plus:

For example, what are the specific threats to the environment that the project will attempt to address? Why are they relevant, for whom? How did you identify the need for your project? Please cite the evidence you are using to support your assessment of the problem.

Since 2005, ANT has been monitoring wetland, terrestrial, and seabirds at all 26 mainland wetland sites and ten scrubland sites throughout Anguilla [01]. To date, this monitoring programme has confirmed the presence of 130 species but also a staggering 40% decline in number of wetland and seabirds birds on the Anguilla mainland

[02]. There is an urgent need to address threats that are currently and directly negatively impacting Anguilla's wetland, terrestrial, and seabirds and their ecosystems including habitat loss, conversion, and deterioration due to climate change, residential and tourism development, and invasive alien species (IAS) (e.g., rats, cats, green iguanas, monkeys) which not only negatively impact habitat through overgrazing and limiting seed dispersal but also pose a direct threat to birds through predation [03].

Road Salt Pond (RSP), located in the Sandy Ground community (Figure 1), is one of Anguilla's most important wetlands for shore birds and terrestrial birds, including Near Threatened Semi-palmated sandpipers (*Calidris pusilla*) and snowy plovers (*Charadrius nivosus*), nationally protected least terns (*Sternula antillarum*), and regionally endemic Caribbean elaenias (*Elaenia martinica*), pearly-eyed thrashers (*Margarops fuscatus*), green-throated caribs (*Eulampis holosericeus*), and Lesser Antillean bullfinches (*Loxigilla noctis*). RSP is crown-owned but not protected, and therefore subject to threats of outright conversion from development as well as degradation from lack of management. Indeed in 2020, a contract was signed allowing private investors to develop the site as a mega-yacht marina, leading to outrage from the local community and community-led lobbying (with behind-the-scenes support from ANT) to overturn the decision. Recognising that the development as proposed would require acquiring private lands, the community pledged to not facilitate land sales and the newly elected GOA administration indicated that they would not forcibly acquire land either. As the developer had not taken any action to meet its obligations under the contract, the contract expired in July 2023 and the current administration is supportive of taking measures to prevent future development proposals that would compromise the wetland ecosystem and go against the wishes of the community.

This project is directly related to the themes of biodiversity, environmental quality, and capability and capacity building by directly addressing identified threats. Through this project, and with local community and GOA support, we will establish RSP as a legally-designated protected area, restore the wetland through the removal and control of some of the most invasive species (rats, cats, dogs, iguanas, monkeys), create nesting, roosting, and foraging habitat for resident and migratory birds, including endemics and at-risk species, and support reintroductions of charismatic and ecologically-important species (e.g., American flamingo (*Phoenicopterus ruber*)).

Working directly with government, nongovernment, and community stakeholders and with assistance from experts from the United Kingdom, the United States, and New Zealand, national capacity to plan, implement, and monitor biodiversity and habitat restoration will be increased. Enhanced awareness and creating opportunities for sustainable alternative livelihoods will reinforce the value of the wetland as a protected, restored site.

Section 5 - Environmental Conventions, Treaties and Agreements

Q12. Environmental Conventions, Treaties and Agreements

Please detail how your project will contribute to the aims of the national and/or international agreement(s) your project is targeting. What key UKOT Government priorities and themes will it address and how? You should also consider local, territory specific agreements and action plans here. Letters of support from UKOT Government partners/stakeholders should also make clear reference to the agreements/action plans your project is contributing towards.

This project supports the Convention on Biological Diversity which promotes the establishment and effective management of protected areas (Article 8(d)), especially in collaboration with government, nongovernment, private sector, and community stakeholders (Article 10(e)) as well as monitoring biodiversity (Article 7(b), and preventing, controlling, or eradicating invasive alien species (Article 8(h)). The 2030 Agenda for Sustainable Development calls for protection, restoration, and sustainable use of terrestrial ecosystems (Goal 15). Through the designation of Road Salt Pond as a protected area, this project also directly contributes to the UK

Government's 30 by 30 commitment.

This project addresses the Government of Anguilla's (GOA) priorities outlined within the National Environmental Strategy by protecting habitats (Strategy 38), protecting biodiversity (Strategy 39), controlling and eradicating invasive alien species (Strategy 40), and ensuring meaningful participation in conservation action planning and implementation (Strategy 11). The Anguilla Invasive Species Strategy specifically supports the control of IAS on public lands. In addition, during the Tenth Meeting of the Council of Ministers: Environmental Sustainability (12-13 July 2023 in Anguilla), the Government of Anguilla committed to working with other Organisation of Eastern Caribbean States to facilitate a whole of society approach to engaging civil society and the private sector in environmental governance and management (Paper No. OECS/COM/23/10/24).

Section 6 - Method, Project Stakeholders, Gender, Change Expected, Pathway to Change & Exit Strategy

Q13. Methodology

Describe the methods and approach you will use to achieve your intended Outcome and contribute towards your Impact. Provide information on:

- how you reflected on and incorporated **evidence and lessons learnt** from past and present similar activities and projects in the design of this project.
- the specific approach you are using, supported by **evidence** that it will be effective, and **justifying why you expect it will be successful** in this context.
- how you will undertake the work (activities, materials and methods).
- how the **main activities** will be and where these will take place.
- how you will **manage the work** (governance, roles and responsibilities, project management tools, risks etc.).

Over the last 20 years, ANT has been implementing wetland bird monitoring and wetland restoration projects (DPLUS091, DPLUS098) and, with Fauna & Flora and Wildlife Management International Ltd. (WMIL), has successfully eradicated rats from Dog Island [01] and the Prickly Pear cays (DPLUS060), mice from Sombrero Island (DPLUS086), and is currently establishing Fountain National Park mainland island (DPLUS158) which involves removing invasive species and reintroducing native species. These wide range of experiences and existing national capacity and resources (such as the existing mangrove nursery developed as part of DPLUS091) along with already-developed local community partnerships will ensure that project partners can hit-the-ground running with regards to project implementation and delivery.

Local partners will draw extensively on existing collaborations and expertise provided by international partners and advisors (WMIL, Fauna & Flora, Fort Worth Zoo) to implement specific components of the project, including the feasibility for reintroducing flamingos (drawing on lessons learned regarding Caribbean flamingo population dynamics from the recently-awarded British Virgin Islands DPL00043 grant and providing opportunity for OT-OT collaboration) and the creation of designed shorebird and seabird habitat, informed by best practice and similar initiatives conducted in St. Martin, Europe, and Canada [02-06].

This project will involve:

(1) Establishing biodiversity, natural capital, and ecosystem services baselines. The project will expand on ANT's current biological data collection programme using a combination of monthly bird counts and passive acoustic monitoring stations, with data also being shared on the global eBird platform. Vegetation monitoring transects and plots of (existing and restored) vegetation immediately surrounding the wetland will be established, following protocols developed and applied under DPLUS091 [07].

Protocols for water quality testing (using GOA Water Laboratory methodologies) and sampling of brine shrimp to estimate population density [08] will be developed and implemented on a quarterly basis. Ramsar's Rapid assessment of wetland ecosystem services [09] will be applied to establish RSP's ecosystem services baseline. A socioeconomic assessment, supported by a gender equality and social inclusion (GESI) assessment will help us understand ecosystem services baselines from the community perspective and will feed into protected area management planning. Relevant data will be shared with the Department of Natural Resources to integrate into their natural capital accounting system (DPLUS108).

(2) Protecting RSP. This project will review and update the existing RSP protected area brief and present it to GOA Cabinet for action, with Cabinet already indicating support for protected area designation. We will also review and update RSP's IBA status and a Ramsar Information Sheet will be completed and submitted to GOA and JNCC for review and approval. Through stakeholder consultations and meetings, we will develop a 10-year management plan, including identifying community priorities and role in site governance.

(3) Restoring RSP. Supported by the RSP management plan, the project will create artificial, biosecure islands to provide resting and nesting habitat for resident and migratory birds. A rewilding plan will be developed and implemented in collaboration with the local community and relevant GOA Ministries/Departments to restore RSP's perimeter with a mixture of native shrubs and trees to enhance habitats for resident and migratory birds, including regionally endemic species. Through this project, a biosecure viewing platform will be constructed to support sustainable recreational and alternative livelihood opportunities.

In addition, an invasive alien species removal/control feasibility study for establishing the entire pond as a biosecure space will be developed and implemented, beginning with the control of rats and mice using, among other things, strategically-placed permanent bait stations (monitored and maintained by ANT and Sandy Ground community members), live traps, trail cameras, and, potentially (and eventually), emerging AI technology (supported by DPR12S2\1016 should the proposal be successful).

A feasibility study and operational plan will inform the reintroduction of American flamingo, following IUCN best practice guidelines for species reintroductions and conservation translocations [10].

(4) Increasing national capacity and public understanding. The project will enhance national capacity to manage RSP through training, technical support, and public outreach. This includes developing a multi-media public outreach campaign (informed by the GESI assessment), providing training in biosecurity methods and conservation action planning and implementation to natural resources managers, community partners, and stakeholders, in addition to publicising project progress, results, and impact through national and international media.

This project is locally-led by ANT who will draw on international project partners' expertise (GOA, WMIL, Fauna & Flora, Fort Worth Zoo) to develop and implement the project's technical aspects. All national and international project partners will form a Project Steering Committee and Technical Committee, that will meet at least bi-annually to discuss, advise on, and oversee project implementation.

Q14. Project Stakeholders

Who are the stakeholders for this project and how have they been consulted (include local or host government support/engagement where relevant)? Briefly describe what support they will provide and how the project will engage with them

This project was developed in consultation with senior GOA representatives, including Ministers, District Representatives, and the GOA Project Officer (Ministry of Finance). GOA will be represented on the PSC and TC, take part in RSP management planning, work with project partners to formally establish RSP as a protected area, and support its nomination as a Ramsar Site of Wetland Importance.

The Sandy Ground community, through the Sandy Ground Community Council (SGCC), was involved in project development, identifying priority actions for RSP including advocating for protected area designation. RSP management planning meetings will be held with the Sandy Ground community, to assist with identifying priority conservation actions and the collaborative governance structure (of which they would be a part). The Sandy Ground community will assist with implementing biosecurity activities (e.g. installing and maintaining bait stations, constructing biosecure designed habitat for shorebirds and seabirds, restoring vegetation). Community members will also directly benefit from alternative livelihood/ecotourism training workshops, restoration workshops, and educational activities. The SGCC will sit on the PSC and TC.

We will engage the public through presentations, site visits, and other public awareness activities. We will specifically engage young people through our environmental after school programmes, summer camps, field surveys, summer internship programme, class presentations, and field trips. ANT members and volunteers will be engaged through training in and application of biosecurity protocols and through our monthly activity programme. We will use our listserv to disseminate information, share training opportunities, and invite members and supporters to presentations and other outreach activities.

Q15. Gender equality and social inclusion

All applicants must consider whether and how their project will contribute to promoting equality between persons of different gender and social characteristics. Explain your understanding of how individuals may be excluded from equal participation within the context of your project, and how you seek to address this. You should consider how your project will proactively contribute to ensuring individuals achieve equitable outcomes and how you will engage participants in a meaningful way.

As a collaborative project amongst government, non-governmental, and community partners, the project will be managed by a mixed-gender PSC comprised of four cisgender females and two cisgender males and led by a cisgender woman.

This project is based on a culturally-significant natural landscape within a close-knit community. Gender equality and social inclusion (GESI) intentions will be carefully considered, allowing for full participation of community stakeholders, including women, children, and vulnerable populations in all project aspects.

Based on previous experiences in implementing projects, and through disaggregating volunteer and engagement data by gender, we note that there has historically been equal involvement in project activities by males and females. We will however make special efforts to include openly LGBTQ+ people in the community and will provide opportunities for participation to people with disabilities and other vulnerabilities.

We recognise that this project emphasises community-led development and implementation of conservation interventions and the success of this project will be significantly influenced by how we understand the community and its GESI context and engage with community partners. It is important that we foster open, inclusive, and respectful dialogue and engagement. To support this holistic community approach, we will conduct a GESI mainstreaming assessment, facilitated by a local community research expert. This assessment will help us understand the different roles and responsibilities of the main genders in Sandy Ground, their different needs, and interests. Assessment results will feed into a socio-economic assessment of RSP and be applied throughout the project period and beyond.

Further to the mainstreaming assessment, best approaches for inclusive community engagement will be employed to inform and refine project design and implementation, including focus group discussion, educational pamphlets, and use of participatory research methods. All engagements will use gender-neutral language and avoid using stereotypes in project materials and communications, thereby subverting gender inequalities.

Q16. Change expected

Detail the expected changes this work will deliver. You should identify what will change and who will benefit a) in the short-term (i.e. during the life of the project) and b) in the long-term (after the project has ended). Please describe the changes for the environment and, where relevant, for people in the OTs, and how they are linked.

When talking about how people will benefit, please remember to give details of who will benefit, differences in benefits by gender or other layers of diversity within stakeholders, and the number of beneficiaries expected. The number of communities is insufficient detail – number of households should be the largest unit used.

Road Salt Pond historically averaged almost 700 birds each month, with higher numbers during the spring and fall migration periods. Beginning in 2012 though, reported abundance has fallen by 70%. Over the last three years, since the initiation of site restoration work, bird populations have started to show signs of recovery but biodiversity remains at risk: in 2020, the previous GOA administration approved the establishment of a mega-yacht marina within RSP, drawing strong objections from the community and nongovernmental sector. The construction of a marina would irreversibly alter the pond, threatening both birdlife and ecosystem services. The contract for the marina expired in July 2023 and the current GOA administration has indicated that they will not pursue the proposed development or seek to extend (or sign) a new contract. They have also expressed support to protect RSP from similar future development proposals.

To comprehensively safeguard RSP biodiversity and the wetland ecosystem, in the short-term, we will support local community partners and the GOA in their efforts to transform RSP into a protected area and develop a management plan which will also define the site's governance structure. This project will support biodiversity and ecosystem recovery and resilience through the implementation of already-identified priority management actions, including creating and maintaining biosecure resting and nesting habitat for existing biodiversity as well as that which could be (re)introduced, including American flamingos. Informative spaces (viewing platforms with signage) and outreach efforts will support environmentally-sensitive recreational and community-based alternative livelihood opportunities which currently are lacking.

The project will increase national capacity in protected area management and biosecurity through targeted training of natural resources managers, volunteers, and community members. While increased awareness and understanding across the spectrum of stakeholders will increase appreciation and support for healthy, productive, and safeguarded wetlands.

While not all of the Sandy Ground community may want to (or are expected) to engage in proposed training or outreach initiatives, the entire community stands to benefit from a protected and restored RSP. Based on the last census conducted in 2011 and coordinated by the Statistics Department (another census is currently underway), the Sandy Ground community is comprised of a total of 90 households and 252 individuals. Population can be further disaggregated by gender: 121 males and 131 females.

In the long-term, this project will support genuine, collaborative partnerships and an approach to natural heritage conservation and protection that recognises long-term ecosystem and socio-economic benefits from well-managed protected areas. Lessons learned will be used to inform future efforts to inclusively integrate wetlands and other public spaces into Anguilla's protected areas network, benefiting biodiversity and people.

Q17. Pathway to change

Please outline your project's expected pathway to change. This should be an overview of the overall project logic and outline why and how you expect your Outputs to contribute towards your overall Outcome and, in the longer term, your expected Impact.

This project takes an integrated, logical approach to the expansion and collaborative, effective, and impactful management of Anguilla's terrestrial protected areas.

Taking advantage of a supportive political environment, RSP will be formally designated a protected area, increasing Anguilla's terrestrial protected area network by almost 300%. By conducting biodiversity, natural capital, and ecosystem services monitoring during the project period and establishing a post-project monitoring plan, we will monitor and evaluate conservation and project-specific action success.

By developing and implementing stakeholder-informed, science-based site management, restoration, and species reintroduction plans, identifying priority applied conservation actions, targeting most destructive IAS, and creating and maintaining biosecure foraging and nesting habitats, we support the long-term recovery of resident and migratory terrestrial, wetland, and seabird species that seek refuge and life-sustaining resources at RSP.

Through public outreach, the development avenues for direct public engagement in sustainable alternative livelihoods, and well-developed national and international partnerships, this project will raise awareness of the importance of protected areas for biodiversity and people and enhance local capacity to sustainably use and safeguard these critically important spaces in perpetuity.

Q18. Sustainable benefits

How will the project reach a sustainable point and continue to deliver benefits post-funding? Will the activities require funding and support from other sources, or will they be mainstreamed in to "business as usual"? How will the required knowledge and skills remain available to sustain the benefits? If relevant, how will your approach be scaled? How will you ensure your data and evidence will be accessible to others?

This project will deliver significant results in the long-term for the benefit of nature and people. Through our evidence-based approach to understanding the ecological and social contexts of RSP and the Sandy Ground community (Output 1), we will create data-driven monitoring systems which will allow us to evaluate biodiversity recovery and community responses to that recovery.

Establishing the RSP protected area and nominating it as a Ramsar Site (Output 2), will reaffirm and solidify GOA's commitment to protecting highly valuable but at-risk habitats and species in perpetuity.

We also recognise that protected area status does not automatically lead to biodiversity recovery; conservation interventions will be required. An evidence-based ten-year management plan, developed and implemented collaboratively by the local community, ANT, and GOA (Output 2) will outline immediate and long-term conservation priorities as well as the governance and financial mechanisms required for implementation.





By creating biosecure spaces that exclude some of the most destructive invasive species supported by a long-term IAS control plan, biosecurity protocols, and rewilding degraded habitats (Output 3), we will enable long-term recovery of resident, and migratory bird species,

This project addresses local capacity needs by filling data gaps, sharing knowledge and information, and building technical skills of local partners in biodiversity and biosecurity monitoring, habitat restoration, and sustainable alternative livelihoods (Output 4). By providing knowledge and skills transfer and development, we minimise risk of losing local and institutional knowledge while building invaluable support for and ownership in RSP's effective and long-term management.

Submissions supporting Ramsar site and IBA designations and the RSP management plan will be open access and made available on ANT, Ramsar, and/or BirdLife International websites.

Results and lessons learned will be shared through existing international, regional and sub-regional networks, international forums/platforms and meetings, newsletters, and traditional and social media platforms.

If necessary, please provide supporting documentation e.g. maps, diagrams, references etc., as a PDF using the File Upload below:

-  [BCF-St2-SupportingEvidence-DPR12S2_1018-RoadSaltPond](#)
-  27/09/2023
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-  pdf 235.26 KB

Section 7 - Risk Management

Q19. Risk Management

Please outline the 6 key risks to achievement of your Project Outcome and how these risks will be managed and mitigated, referring to the Risk Guidance. This should include at least one Fiduciary, one Safeguarding, and one Delivery Chain Risk.

Risk Description	Impact	Prob.	Inherent Risk	Mitigation	Residual Risk
<p>Fiduciary (Financial)</p> <p>Funds not used for intended purposes or not accounted for (fraud, corruption, mishandling, misappropriated)</p>	High	Rare	High	Established, transparent accounting systems are in place that include requiring two approved signatures for every expenditure, quarterly financial reports to Government of Anguilla, and annual audits of all financial accounts. ANT is subject to Government of Anguilla's Bribery Act, Proceeds of Crime Act, and Anti-Money Laundering and Terrorist Financing Regulations.	Low
<p>Safeguarding</p> <p>Harm (intended or unintended) to beneficiaries, the public, implementing partners, and staff</p>	High	Rare	High	ANT's Safeguarding Policy and Employee Handbook includes zero-tolerance for harassment, bullying, and abuse. ANT also adheres to relevant GOA safeguarding policies and legislation. These documents form part of contracts with third-party contractors and sub-grantees. A comprehensive system is in place to address any complaints (from within or outside of ANT).	Low

Delivery Chain	Currency fluctuations may weaken the pound sterling	Medium	Likely	Medium	All DPLUS funds are held as USD. ANT has legislated procurement processes in place to enable best value for goods and services. Equipment and the majority of consumables will be purchased during Year 1 of the project. The project budget has applied the average GBP value over the last year.	Medium
Risk 4	A change in the GOA administration and there is no longer support for RSP protected area designation	Medium	Unlikely	Medium	One of the first actions to be taken within the project period is the designation of RSP as a protected area. This will be done before the upcoming 2025 elections. The current administration has indicated and reiterated their support and intention to establish the RSP protected area.	Low
Risk 5	Low levels of engagement amongst the Sandy Ground community within project implementation, including adopting and applying biosecurity protocols	Medium	Rare	Medium	The Sandy Ground community reached out to ANT, asking for assistance, has been previously involved in outreach and restoration activities (DPLUS091), and are keen to expand on the existing relationship. Inception, community assessment, and management planning meetings will ensure community voices are heard and appropriate engagement methods are adopted.	Low
Risk 6	Extreme weather compromises biosecure designed habitat	Medium	Possible	Medium	Designed habitat (rafts) will be constructed so they can be moved if necessary. This should not impact nesting bird species as peak nesting occurs between May and July, before peak hurricane season (September-October). Rewilding along RSP's perimeter (especially with mangroves) should increase RSP's and Sandy Ground community's resilience to flooding.	Low

Q20. Project sensitivities


Please indicate whether there are sensitivities associated with this project that need to be considered if details are published (detailed species location data that would increase threats, political sensitivities, prosecutions for illegal activities, security of staff etc.). Please note your response to this question won't influence the outcome of your application.


No


Section 8 - Workplan


Q21. Workplan

Provide a project workplan that shows the key milestones in project activities. Complete the Word template as appropriate to describe the intended workplan for your project.

 [BCF-St2-WorkPlan-DPR12S2_1018-RoadSaltPond](#)

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Section 9 - Monitoring and Evaluation (M&E)

Q21. Monitoring and evaluation (M&E) plan

Describe how the progress of the project will be monitored and evaluated, making reference to who is responsible for the project's M&E.

Darwin Plus projects will need to be adaptive and you should detail how the monitoring and evaluation will feed into the delivery of the project including its management. M&E is expected to be built into the project and not an 'add' on. It is as important to measure for negative impacts as it is for positive impact.

Additionally, please indicate an approximate budget and level of effort (person days) to be spent on M&E (see Finance Guidance).

ANT (Farah Mukhida, Project Leader, supported by Clarissa Lloyd, Programmes and Project Manager) will be responsible for ensuring the project is on scheduled and monitored.

The project will be overseen by a Project Steering Committee (PSC), comprised of principals from each project partner (Government of Anguilla, Sandy Ground Community Council, Wildlife Management International, Fauna & Flora, and Fort Worth Zoo). The PSC will meet at project start and biannually thereafter with remote members joining by Zoom. M&E of project performance will focus on management and oversight of project activities to ensure and enhance project implementation efficiency and effectiveness.

Progress made on the project workplan will be assessed monthly by ANT, to ensure timely delivery of project outputs as well as to identify any problems and constraints which impact or delay project partners' ability to meet milestone targets. In its oversight capacity, the PSC will help address unexpected issues and setbacks as required.

Formal progress reports and implementation schedule reviews will be compiled at least every six months, in line with PSC meetings and DPLUS reporting requirements. Lessons learned and recommendations for improvement will be included within internal and/or external reports. Necessary actions to enable adoption/implementation of recommendations will be identified, with updates on actions taken provided to the PSC at least biannually during


scheduled reviews.

A Technical Committee comprised of other external experts and advisors (including Department of Natural Resources, Department of Infrastructure, and Re:wild), engaged as necessary and relevant, will support the PSC with peer review of the RSP management plan, IBA review, and RSP Ramsar Information Sheet (Output 2) as well as habitat design and restoration plans, species (American flamingo) reintroduction and operational plan, RSP IAS eradication and control feasibility study, and biosecurity protocols (Output 3). In addition, the TC will advise on training protocols, including as they relate to alternative/ecotourism livelihoods (Output 4).

To measure impacts of this work on the long-term protection and recovery of RSP, we will apply standardised monitoring protocols beginning in Year 1. Bird population and diversity assessments will be conducted monthly, during and post-project (Output 1) to ensure that the site continues to meet Ramsar and contribute to IBA criteria thresholds and to provide evidence of impact of designed habitat on species recovery and applied biosecurity protocols and systems (Output 3).

The success and usefulness of training exercises and exchange of knowledge (Output 4) will be assessed through questionnaires of individuals taking part in training exercises while the effectiveness of public awareness initiatives (Output 4) will be measured using a combination of social media data analytic tools and public surveys/questionnaires.





The M&E will allow for iterative project management. Without compromising project outcomes and outputs or the integrity of our work, we will seek to be as responsive to both our community stakeholders as well as the species that call RSP home. We will consult DPLUS prior to making any significant changes to the project plan based on the results of our M&E exercises.

Total project budget for M&E (£)	
(this may include Staff and Travel and Subsistence Costs)	
Total project budget for M&E (%)	7
Number of days planned for M&E	45

Section 10 - Logical Framework

Q23. Logical Framework (logframe)

Darwin Plus projects will be required to monitor and report against their progress towards their Outputs and Outcome. This section sets out the expected Outputs and Outcome of your project, how you will measure progress against these and how we can verify this.

-  [BCF-St2-Logical-Framework-DPR12S2_1018-RoadSaltPond](#)
-  02/10/2023
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Impact:

The protection and sustainable use of Anguilla's wetland habitats through an integrated, collaborative management approach contributing to a healthier ecosystem, stronger communities, and a more sustainable future for all.

Outcome:

Through local partnerships, Road Salt Pond is protected and restored, providing sanctuary for migratory and resident birds, maintaining critical ecosystem functions, and supporting opportunities for sustainable livelihoods and public enjoyment

Project Outputs

Output 1:

Biodiversity and ecosystem values of Road Salt Pond assessed to inform sustainable management frameworks and to monitor and evaluate management impacts

Output 2:

Road Salt Pond recognised and protected as a wetland of national and international importance

Output 3:

Road Salt Pond restored through the removal and control of the most destructive invasive alien species, reducing predation of vulnerable wetland birds and seabirds while also enhancing resting and foraging habitats through rewilding

Output 4:

National capacity to restore, manage, and monitor Road Salt Pond is raised, supported by enhanced technical skills, knowledge exchange, opportunities for direct engagement, and greater public awareness and collaboration

Output 5:

No Response

Do you require more Output fields?

It is advised to have fewer than 6 Outputs since this level of detail can be provided at the Activity level.

No

Activities

Each activity is numbered according to the Output that it will contribute towards, for example, 1.1, 1.2, 1.3 are contributing to Output 1.

- 1.1 Collect bird biodiversity and abundance data through a combination of monthly bird counts and passive acoustic monitoring) throughout the project period, and compare to existing data sets at the end of the project.
- 1.2 Update vegetation species list (from DPLUS098).
- 1.3 Assess and monitor abundance of brine shrimp (to support American flamingo reintroduction study) every quarter.
- 1.4 Collect water quality data quarterly, monitoring salinity, pH, nitrates, phosphates and E. coli.
- 1.5 Complete socioeconomic assessment, including Gender Equality and Social Inclusion assessment, of the Sandy Ground community.

- 2.1 Hold stakeholder consultations to identify community priorities for Road Salt Pond and potential role of community within a Road Salt Pond protected area management structure.
- 2.2 Review Road Salt Pond protected area brief (using existing species and habitat datasets and community priorities and outlining recommended site management governance structure) and submit and present to Government of Anguilla Cabinet for action.
- 2.3 Support Government of Anguilla gazetting of Road Salt Pond as a protected area.
- 2.4 Review and update Important Bird and Biodiversity status of Anguilla's wetlands, including Road Salt Pond.
- 2.5 Complete Ramsar Information Sheet for Road Salt Pond and submit to Government of Anguilla Ramsar Authority and Joint Nature Conservation Committee for review, approval, and submission.
- 2.6 Establish multi-stakeholder management planning committee.
- 2.7 Adopting a participatory process, develop management plan for Road Salt Pond, specifying roles and responsibilities of government agencies, nongovernmental organisations, communities, and other local stakeholders.

- 3.1 Using already-developed methodologies for biosecure habitat rafts/designed habitat, construct a pest-proof (rodent-, cat-, dog-, iguana-, monkey-proof) artificial habitat within Road Salt Pond to provide resting and nesting habitat for resident and migratory wetland birds and seabirds, including nationally-protected least terns.
- 3.2 Develop and implement biosecurity protocols and plans for Road Salt Pond to prevent (re)invasion of designed habitats by targeted invasive alien species.
- 3.3 Develop IAS control protocols and plans with and for the Sandy Ground community
- 3.4 Draft and finalise feasibility/operational plan to support the reintroduction/establishment of a resident/frequently visiting population of American flamingos.
- 3.5 Enhance nesting and roosting habitats for newly established/frequently visiting American flamingos.
- 3.5 Develop rewilding plan, in collaboration with the Sandy Ground community and the Ministry responsible for road-side vegetation maintenance.
- 3.7 Rewild Road Salt Pond perimeter with a mix of mangrove and native shrubs and trees to create and enhance habitat for resident and migratory land birds, especially regionally endemics.
- 3.8 Monitor survival and growth of restored vegetation.
- 3.8 Construct biosecure viewing platform to enable and support sustainable livelihood and public enjoyment opportunities.


- 4.1 Develop and implement multi-media public outreach campaign.
- 4.2 Undertake training and on-the-job mentoring of ANT staff, community partners, and volunteers in designed habitat construction and maintenance, invasive alien species control and removal, biosecurity protocols, and biodiversity and habitat monitoring protocols.
- 4.3 Design and implement sustainable alternative livelihood/birding tour guide training programme for Sandy Ground residents.
- 4.4 Publicise and report on project progress and results through national and international media and directly to national groups, general public, international conservation community, and Government of Anguilla Cabinet, as outlined within the communications and outreach plan.


- X.1 Establish Project Steering Committee and Technical Advisory Committee and meet biannually (remote members to participate by Zoom).
- X.2 Project inception meeting.
- X.3 Project biannual reports/donor technical and financial reports.
- X.4 Monthly financial accounts.
- X.5 End of project audit.


Section 11 - Budget and Funding


Q24. Budget

Please complete the appropriate Excel spreadsheet which provides the Budget for this application and ensure the Summary page is fully completed. Some of the questions earlier and below refer to the information in this spreadsheet.

 [BCF-St2-Budget-DPR12S2_1018-RoadSaltPond](#)

 02/10/2023

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 xlsx 99.74 KB

Q25. Alignment with other funding and activities

This question aims to help us understand how familiar you are with other work in the geographic/thematic area, and how this proposed project will build on or align with this to avoid any risks of duplicating or conflicting activities.

Q25a. Is this new work or does it build on existing/past activities (delivered by anyone and funded through any source)?

- Development of existing work

Please provide details:

This project builds on successes of DPLUS097 (2019-2022) Restoring and safeguarding wetlands of the Caribbean UKOTs through which we developed an RSP five-year management plan (2020-2024). Recognising that a mega-yacht marina had been approved, we engaged in only limited restoration work, based on the management plan and in collaboration with community members, including planting 290 mangrove (red, white, black, buttonwood) and seagrape *Cocoloba uvifera* seedlings. Instead of investing resources into major on-the-ground conservation interventions (which may have been impacted by marina development), we focused efforts on public awareness and outreach.

In implementing this project, we will draw on lessons learned from other Anguilla-based restoration-focused projects, including:

- DPLUS086: developing species reintroduction feasibility studies, reintroducing and establishing a sanctuary for a critically endangered species (Prickly Pear East), eradicating mice (Sombrero Island), implementing biosecurity protocols;
- DPLUS060: eradicating brown rats (Prickly Pear cays), implementing biosecurity protocols;
- (BEST 2.0 SG2246): creating designed habitat for lobsters with marine park stakeholders and GOA Fisheries Unit;
- (Ramsar Small Grant SG/10/AI/01): designating Sombrero Island Nature Reserve Marine Park as Anguilla's first Ramsar Site.

There is also opportunity to learn from regional experiences in creating nesting habitat for least terns (St. Martin) and studying Caribbean flamingos (British Virgin Islands (DPL00043)).

Q25b. Are you aware of any current or future plans for work in the geographic/thematic area to the proposed project?

- Yes

If yes, please give details explaining similarities and differences, and explaining how your work will be additional, avoiding duplicating and conflicting activities and what attempts have been/will be made to cooperate with and share lessons learnt for mutual benefit.

We are not aware of any other current or future plans for RSP. Restoration work, however, is currently being undertaken by Fauna & Flora, WMIL, ANT, and GOA at Fountain National Park mainland island (DPLUS158). A pest-proof fence has just been constructed and invasive mammals and reptiles are on-schedule to be removed by end of 2023. A management plan for the site was collaboratively developed by project leads and partners (including ANT) and a wide range of stakeholders.

Management plans have also been developed for all of Anguilla's marine parks (DPLUS137) in collaboration (and by consensus) with stakeholders and a collaborative governance approach to marine park management will be submitted to GOA Cabinet in October 2023.

Through our pollinator-focused project (DPLUS131), an evidence-based, collaboratively-developed National Pollinator Strategy was drafted and we are currently growing a wide range of pollinator-friendly plants which are being given away to support cross-island, community-based rewilding initiatives. We will use the established nursery and our enhanced skills and knowledge in growing plants to assist with RSP restoration efforts.

None of these activities duplicate work being proposed at RSP. Instead, they have helped us to develop our capacity to more effectively implement the proposed work.

Q26. Balance of budget spend

Defra are keen to see as much Darwin Plus funding as possible directly benefiting UKOT communities and economies. While it is appreciated that this is not always possible every effort should be made for funds to remain in-Territory.

Explain the thinking behind your budget in terms of where Darwin Plus funds will be spent. What benefits will the Territory/ies see from your budget? What level of the award do you expect will be spent locally? Please explain the decisions behind any Darwin Plus funding that will not be spent locally and how those costs are important for the project.

Almost all project funds (90%) will be spent in-territory, supporting on-the-ground project implementation, with < 10% of the total budget allocated to external partners to cover staffing expenses. External partners bring a range of expertise to the project and will train and build long-term capacity of local partners and stakeholders in creating biosecure designed wetland habitat, invasive alien species control, species reintroductions, and management planning.

Forty-five percent of the total budget will be spent employing local staff to conduct baseline and on-going data collection and preparing documents to support protected areas designation, the review of RSP IBA status, and Ramsar site nomination. Local staff will be responsible for developing the RSP management plan (with guidance from WMIL, Fauna & Flora and the TC) and implementing priority conservation interventions (including designed habitat construction, biosecurity monitoring, and rewilding) with local partners and TC guidance, and drafting the American flamingo reintroduction feasibility study, supported by the species Fort Worth Zoo reintroduction expert. Local staff will also facilitate community engagement initiatives including alternative livelihood training and educational and outreach activities. Direct involvement of the local staff team and community stakeholders will build national capacity and ensure long-term project impact beyond project end.

Q27. Value for Money

Please describe why you consider your application to be good value for money including justification of why the measures you will adopt will secure value for money.

This project brings together government, nongovernment, and community stakeholders, and international experts in protected areas network expansion, species and habitat conservation, and sustainable livelihood development. The project will draw on existing relationships with external partners who are familiar with Anguilla's natural and cultural environments, local stakeholder and partner knowledge, and have previous collaborative experiences with habitat restoration and species reintroduction. We will also leverage substantial in-kind support (29%, [REDACTED]) and take advantage of a supportive political climate to move RSP protected areas designation forward.

To reduce risk of deviations in budget and outputs, we will adopt a thorough procurement process. Project staffing salaries are based on national accepted averages. The project budget, has been calculated based on our experiences in conducting similar work. Restoration work and infrastructure to support education, outreach, and alternative livelihoods will require initial, one-time, up-front investment, but benefits will be long-lasting, supporting long-term species recovery and enhancing appreciation for RSP's ecosystem values and its sustainable ecotourism potential.

In addition to securing significant match funding for this project, we will also take advantage of existing infrastructure, including nurseries located at ANT office grounds and Agriculture Grounds (DPLUS131 and DPLUS091) and will build on work already being conducted (including DPLUS158) while benefiting from implementation, results and lessons learned of another project currently under consideration (DPR12S2\1016). We will draw on our extensive network of volunteers, supporters, members, and our relationship with the Sandy Ground community and Community Council as we develop and implement conservation interventions both during and post-project.

Q28. Capital items

If you plan to purchase capital items with Darwin Plus funding, please indicate what you anticipate will happen to the items following project end. If you are requesting more than 10% capital costs, please provide your justification here.

This project will purchase necessary equipment to assist with collection of ecological field data, including binoculars, a spotting scope, GPS units, smart devices (for in-field data inputting), a project laptop, and water quality testing instruments. The binoculars and spotting scope will also be used to support training of community members as birdwatching guides, further supporting sustainable alternative livelihoods. All equipment sourced through the project will remain with ANT and will be made available to Sandy Ground community partners to assist with on-going biodiversity, biosecurity, and habitat recovery monitoring post-project. Capital items account for 2% of Darwin Plus funding.

Section 12 - Safeguarding and Ethics

Q29. Safeguarding

All projects funded under the Biodiversity Challenge Funds must ensure proactive action is taken to promote the welfare and protect all individuals involved in the project (staff, implementing partners, the public and beneficiaries) involved in the project from harm. In order to provide assurance of this, projects are required to have specific procedures and policies in place.

Please upload the following required policies:

- **Safeguarding Policy:** including a statement of commitment to safeguarding and a zero tolerance statement on bullying, harassment and sexual exploitation and abuse.
- **Whistleblowing Policy:** which details a clear process for dealing with concerns raised and protects whistle blowers from reprisals.
- **Code of Conduct:** which sets out clear expectations of behaviours – inside and outside the workplace – for all involved in the project and makes clear what will happen in the event of non-compliance or breach of these standards.

If any of these policies are integrated into a broader policy document or handbook, please upload just the relevant or equivalent sub-sections to the above policies, with (unofficial) English translations where needed.

Please outline how (a) beneficiaries, the public, implementing partners, and staff are made aware of your safeguarding commitment and how to confidentially raise a concern, (b) safeguarding issues are investigated, recorded and what disciplinary procedures are in place when allegations and complaints are upheld, (c) you will ensure project partners uphold these policies.

If your approach is currently limited or in the early stages of development, please clearly set out your plans address this.

ANT has several policies and guidelines in place to fully protect vulnerable people, beneficiaries, and staff, including ANT's Employee Handbook, ANT Code of Conduct, and Child and Vulnerable Adult Protection Policy. ANT is subject to GOA's policies related to safeguarding children and vulnerable persons and the Criminal Code and Child Protection Act. All ANT staff are provided with copies of all policies, guidelines, and Acts, receiving training upon hiring and annually thereafter to ensure they are understood and implemented. Safeguarding policies are shared with ANT programme beneficiaries.

ANT adopts a zero-tolerance approach to infractions. This extends to agencies we work with and forms part of our third party and sub-grantee contracts and agreements.

As outlined within our policies and procedures, we will maintain a detailed register of all safeguarding and code of conduct issues raised and how they were addressed. ANT policies and procedures indicate that ANT work directly with GOA Ministry of Social Development and Royal Anguilla Police Force to identify appropriate actions to be taken in response to allegations of abuse and to address the needs of abuse survivors. Confidentiality of parties involved (including whistle-blowers) is protected to the greatest extent possible, consistent with a thorough investigation.

Q30. Ethics

Outline your approach to meeting the key principles of good ethical practice, as outlined in the guidance.

As legal and ethical obligations are not legislated in Anguilla, we apply best practice to access and benefit sharing as established under the Nagoya Protocol (written consent from all government and nongovernment partners/contributors to access the genetic resource and assent to mutually agreed terms for undertaking research, outline monetary and non-monetary benefit sharing).

Raw data collected/generated through this project will be shared with all partners and contributors, recognising that all contributors have a right to use that data. Any existing data used to support project implementation belong solely to the contributor of that data and may only be used with expressed and explicit consent of the owner.

A health and safety policy for ANT staff will be enforced and, for those partners/agencies that do not have such a policy, will be shared with adoption required.

All plans, reports, and information sheets developed through this project will be subject to rigorous peer review to ensure credibility of findings and recommendations.

This project does not restrict access to natural resources but will collect traditional knowledge through a Sandy Ground socioeconomic and GESI assessment. All raw data will be kept confidential and will only be presented as aggregated to maintain and safeguard privacy.

Section 13 - Project Staff

Q31. Project staff

Please identify the core staff (identified in the budget), their role and what % of their time they will be working on the project.





Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
Farah Mukhida	Project Leader	25	Checked
Clarissa Lloyd	Project coordinator	50	Checked
Devon Carter	Information/data manager	50	Checked
Jonas Hochart	Project field staff	100	Checked

Do you require more fields?

Yes

Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
Kimberly Gumbs	Financial administrator and administrative support	10	Checked
Merrick Richardson	District Representative and GOA liaison	5	Checked
Patricia Hodge	Community Council representative and community liaison	5	Checked
Elizabeth Bell	IAS and biosecurity specialist	30	Checked
Nathan Bradley Hazleton	Species reintroduction specialist	5	Checked
Fauna & Flora Caribbean Lead	Management planning advisor	3	Checked
<i>No Response</i>	<i>No Response</i>	0	Unchecked
<i>No Response</i>	<i>No Response</i>	0	Unchecked

Please provide 1 page CVs (or job description if yet to be recruited) for the project staff listed above as a combined PDF.

-
-  [BCF-St2-CVs-DPR12S2_1018-RoadSaltPond](#)
 -  02/10/2023
 -  16:05:40
 -  pdf 959.36 KB

Have you attached all project staff CVs and job descriptions?

Yes

Section 14 - Project Partners

Q32. Project partners

Please list all the Project Partners (including the Lead Partner who will administer the grant and coordinate delivery of the project), clearly setting out their roles and responsibilities in the project including the extent of their engagement so far.

This section should demonstrate the capability and capacity of the Project Partners to successfully deliver the project. Please provide Letters of Support for all project partners or explain why this has not been included.

Lead partner name: Anguilla National Trust (ANT)

Is the Lead Partner based in a UKOT where the project is working? Yes

ANT has >30 years' experience in conserving and protected species and habitats, species reintroductions, restoring habitats, protected areas management, and engaging stakeholders in applied conservation and experiential learning opportunities.

ANT has been conducting bird counts on Anguilla mainland wetlands since 2005, piloted rewilding activities (2020-2021) at RSP, and has engaged the public in dozens of wetland outreach activities for >10 years.

In 2020, the Sandy Ground Community Council approached ANT requesting advice and assistance to lobby against a mega-yacht development at RSP, which we provided.

Why is this organisation the Lead Partner, and what value to they bring to the project? (including roles, responsibilities and capabilities and capacity):

By 2022, with marina construction not likely to happen, GOA and the community engaged us regarding partnering to formally safeguard and restore RSP.

With a knowledgeable, experienced, and dedicated team of six staff, ANT brings well-established relationships and networks, an evidence-based understanding of RSP's wetland ecology, and a proven track record for successfully protecting and restoring landscapes and enabling species reintroductions and recovery.

ANT will be responsible for project management, including financial management and reporting. ANT will conduct biodiversity assessments, data analysis, IAS control, and biosecurity, liaise with GOA on protected area and Ramsar designation, and co-lead on RSP management planning, species reintroduction and rewilding planning, designed habitat creation, and public awareness and engagement activities.

Allocated budget (proportion or value):



Representation on the Project Board (or other management structure)

Yes

Have you included a Letter of Support from the Lead Partner?

Yes

Do you have partners involved in the Project?

Yes

1. Partner Name: Government of Anguilla (GOA)

Website address: gov.ai

GOA's Cabinet and Executive Council has the overarching role of identifying national priorities and policy and are responsible for the designation and gazetting of protected areas. GOA is a full project partner, with the Parliamentary Secretary and Sandy Ground District Representative, Mr. Merrick Richardson, acting as the liaison with other Government Ministers, Executive Council, and Cabinet to legally establish RSP as a protected area and to endorse the nomination of the wetland as a Ramsar site.

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

The District Representative, Mr. Merrick Richardson, will be directly engaged in the development of the RSP management plan and identification of the management authority/ governance structure. Following the development of the management plan and articulation of the authority, the District Representative will facilitate the development of any necessary memoranda of understand/agreement and other supporting documents.

The District Representative will represent GOA on the Project Steering Committee and Technical Committee, assist with project monitoring and evaluation, and report to GOA Cabinet and Executive Council on project progress.

UKOT-based/other Partner UKOT-based

Allocated budget (proportion or value): £0.00

Representation on the Project Board (or other management structure) Yes

Have you included a Letter of Support from this organisation? Yes

2. Partner Name: Sandy Ground Community Council (SGCC)

Website address: *No Response*

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

The SGCC is a volunteer, community-based organisation comprised of 252 residents of the Sandy Ground community. The SGCC promotes, facilitates, and coordinates events and initiatives that support and enhances the cultural and natural heritage of the community and strengthens and nurtures positive social relationships while delivering on community priorities. The SGCC serves as the voice of the Sandy Ground community in representations to the District Representative.

The SGCC has a long-standing history of working with ANT on community-based environmental outreach and engagement initiatives, including facilitating and promoting rewilding and birding events.

As a project partner, the SGCC will assist in communicating with and encouraging engagement of community members in all major project activities, including biodiversity and biosecurity monitoring, protected area management planning, alternative livelihood training opportunities, and outreach initiatives. The SGCC will also assist with the gender and social inclusion assessment and the mainstreaming of recommendations into project design and monitoring. Ms Patricia Hodge, President of the Council, will serve as the community liaison.

The SGCC, represented by Council President Ms Patricia Hodge, will sit on the Project Steering Committee and Technical Committee, assisting with project oversight as well as monitoring and evaluation.

UKOT-based/other Partner UKOT-based

Allocated budget (proportion or value): £0.00

Representation on the Project Board (or other management structure) Yes

Have you included a Letter of Support from this organisation? Yes

3. Partner Name: Wildlife Management International Ltd. (WMIL)

Website address: www.wmil.co.nz/

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

WMIL is an ecological consultancy dedicated to research and conservation of nature. WMIL has >30 years' experience in monitoring, protecting, and managing natural ecosystems and has provided technical support to the ANT on the successful eradication of invasive alien species from seven of Anguilla's offshore cays and islets (DPLUS060, DPLUS089) and is currently assisting with the eradication of non-native invasive species within the Fountain National Park mainland island (DPLUS158). WMIL also has extensive experience in advising on, designing, constructing, and managing predator-proof wetland habitats and engaging communities in long-term management and biosecurity monitoring.

WMIL Managing Director, Ms Elizabeth Bell, will work with the project team to construct the biosecure designed habitat for nesting, resting, and foraging wetland and seabirds, training local counterparts (including community stakeholders) in construction and maintenance as well as in standardised biosecurity protocols based on best practice. WMIL will work with local partners to develop a feasibility study to establish the entire RSP as a biosecure space.

As a project partner, WMIL will be a member of the Project Steering Committee and Technical Committee and will assist with report writing and project oversight.

UKOT-based/other Partner



Allocated budget (proportion or value):

Other

Representation on the Project Board (or other management structure)

Yes

Have you included a Letter of Support from this organisation?

Yes

4. Partner Name:

Fauna & Flora

Website address:

www.fauna-flora.org

Established in the UK in 1903, Fauna & Flora has worked in the Caribbean since 1994 where the organisation has become renowned for restoring island ecosystems, building conservation capacity, and reversing the decline of critically threatened island native and endemic species.

Fauna & Flora played a critical role in eradicating rats on Dog Island (2012), Prickly Pear East (2018) (DPLUS060), and mice on Sombrero (DPLUS089). Fauna & Flora are currently leading on the creation of Fountain National Park (FNP) mainland island.

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

Fauna & Flora brings expertise in species recovery and reintroduction planning (DPLUS089) and protected areas planning (DPLUS158), facilitating stakeholder workshops to develop a ten-year FNP management plan and a supporting business/marketing plan and reviewing the Prickly Pear Marine Park management plan (DPLUS060).

Fauna & Flora staff will support local staff in RSP protected area management planning, species reintroduction planning, and provide peer review of plans, monitoring protocols, reports, and site designation briefs and information sheets. The organisation also employs technical specialists who will provide best-practice guidance to the project team as required during the project.

Fauna & Flora will be an integral member of the Project Steering Committee.



UKOT-based/other Partner	<input checked="" type="radio"/> Other
Allocated budget (proportion or value):	██████████
Representation on the Project Board (or other management structure)	<input checked="" type="radio"/> Yes
Have you included a Letter of Support from this organisation?	<input checked="" type="radio"/> Yes

5. Partner Name:	n/a
Website address:	na/
What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):	n/a
UKOT-based/other Partner	<input checked="" type="radio"/> Other
Allocated budget (proportion or value):	£0.00

Representation on the Project Board (or other management structure)	<input checked="" type="radio"/> No
Have you included a Letter of Support from this organisation?	<input checked="" type="radio"/> No
If no, please provide details	n/a

6. Partner Name:	n/a
Website address:	n/a
What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):	n/a
UKOT-based/other Partner	<input checked="" type="radio"/> Other
Allocated budget (proportion or value):	£0.00
Representation on the Project Board (or other management structure)	<input checked="" type="radio"/> No
Have you included a Letter of Support from this organisation?	<input checked="" type="radio"/> No
If no, please provide details	n/a

Please provide a combined PDF of all letters of support.

-  [BCF-St2-LettersOfSupport-DPR12S2_1018-RoadS altPond](#)
-  02/10/2023
-  15:25:17
-  pdf 2.23 MB

Section 15 - Lead Partner Capability and Capacity

Q33. Lead Partner Capability and Capacity

Has your organisation been awarded Biodiversity Challenge Funds (Darwin Plus, Darwin Initiative or Illegal Wildlife Trade Challenge Fund) funding before?

Yes

If yes, please provide details of the most recent awards (up to 6 examples).

Reference No	Project Leader	Title
--------------	----------------	-------

DPL00021	Farah Mukhida	Establishing digital conservation tools for enhanced conservation management and policy-making
DPLUS158	Farah Mukhida (Co-Leader)	Piloting a new solution for invasive species in UKOTs
DPLUS137	Farah Mukhida (Co-Leader)	<i>No Response</i>
DPLUS131	Farah Mukhida	A "B-Line" to Re:wilding: Anguilla's Pollinators Project
DPLUS086	Farah Mukhida (Co-Leader)	Future-proofing endangered species conservation in Anguilla
DPLUS013	Farah Mukhida	Promoting the creation and appropriate management of protected areas

Have you provided the requested signed audited/independently examined accounts?

Yes

Section 16 - Certification

Certification

On behalf of the

Trustees

of

Anguilla National Trust

I apply for a grant of

£348,854.00

I certify that, to the best of our knowledge and belief, the statements made by us in this application are true and the information provided is correct. I am aware that this application form will form the basis of the project schedule should this application be successful.



(This form should be signed by an individual authorised by the applicant institution to submit applications and sign contracts on their behalf.)

- I enclose CVs for key project personnel, a cover letter, letters of support, a budget, logframe, Safeguarding and associated policies, and project workplan.
- Our last two sets of signed audited/independently verified accounts and annual report (covering three years) are also enclosed.

Checked





Name Farah Mukhida

Position in the organisation Executive Director





Signature (please upload e-signature)  [FMukhida signature](#)
 27/09/2023
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 jpg 59.28 KB

Date 02 October 2023

Please attach the requested signed audited/independently examined accounts.

 [ANT Annual Reports-2019-2022](#)
 28/09/2023
 17:56:14
 pdf 4.07 MB

Please upload the Lead Partner's Safeguarding Policy as a PDF

 [BCF-St2-SafeguardingPolicies-DPR12S2_1018-RoadSaltPond](#)
 27/09/2023
 19:36:40
 pdf 745.55 KB

Section 17 - Submission Checklist

Checklist for submission

	Check
I have read the Guidance, including the "Guidance Notes for Applicants", "Monitoring Evaluation and Learning Guidance", "Standard Indicator Guidance", "Risk Guidance", and "Finance Guidance".	Checked
I have read, and can meet, the current Terms and Conditions for this fund.	Checked
I have provided actual start and end dates for the project.	Checked
I have provided my budget based on UK government financial years i.e. 1 April - 31 March and in GBP.	Checked
I have checked that our budget is complete, correctly adds up and I have included the correct final total at the start of the application.	Checked
The application been signed by a suitably authorised individual (clear electronic or scanned signatures are acceptable).	Checked
I have attached the below documents to my application:	
<ul style="list-style-type: none">a cover letter from the Lead Partner, outlining how any feedback received at Stage 1 has been addressed where relevant and referencing any potential conflicts of interest, as a single PDF.	Checked
<ul style="list-style-type: none">my completed logframe as a PDF using the template provided and using "Monitoring Evaluation and Learning Guidance" and "Standard Indicator Guidance".	Checked
<ul style="list-style-type: none">my budget (which meets the requirements above) using the template provided.	Checked

• a signed copy of the last 2 annual report and accounts for the Lead Partner, or provided an explanation if not.	Checked
• my completed workplan as a PDF using the template provided	Checked
• a copy of the Lead Partner's Safeguarding Policy, Whistleblowing Policy and Code of Conduct (Question 28).	Checked
• 1 page CV or job description for each of the Project Staff identified at Question 30, including the Project Leader, or provided an explanation of why not, combined into a single PDF.	Checked
• a letter of support from the Lead Partner and partner(s) identified at Question 31 and relevant OT Governments, or an explanation of why not, combined into a single PDF.	Checked
My additional supporting evidence is in line with the requested evidence, amounts to a maximum of 5 sides of A4, and is combined as a single PDF.	Checked
(If copying and pasting into Flexi-Grant) I have checked that all my responses have been successfully copied into the online application form.	Checked
I have checked the Darwin Plus website immediately prior to submission to ensure there are no late updates.	Checked
I have read and understood the Privacy Notice on the Darwin Plus website.	Checked

We would like to keep in touch!

Please check this box if you would be happy for the lead applicant (Flexi-Grant Account Holder) and project leader (if different) to be added to our mailing list. Through our mailing list we share updates on upcoming and current application rounds under the Darwin Initiative and our sister grant scheme, the IWT Challenge Fund. We also provide occasional updates on other UK Government activities related to biodiversity conservation and share our quarterly project newsletter. You are free to unsubscribe at any time.

Checked

Data protection and use of personal data

Information supplied in the application form, including personal data, will be used by Defra as set out in the **Privacy Notice**, available from the [Forms and Guidance Portal](#).

This **Privacy Notice must be provided to all individuals** whose personal data is supplied in the application form. Some information may be used when publicising the Darwin Initiative including project details (usually title, lead partner, project leader, location, and total grant value).

Project Title: Restoring Road Salt Pond: biodiversity conservation through community collaboration

Guidance – please delete before submitting

Provide a **Workplan** that shows the key milestones in project activities. Complete the following table as appropriate to describe the intended workplan for your project. Quarters are based on UK FYs (**1 April – 31 March** - Q1 therefore starts April 2024).

Please add/remove columns to reflect the length of your project. For each activity (add/remove rows as appropriate) indicate the number of months it will last, and shade only the quarters in which an activity will be carried out. The activity numbers should correspond to the activities in your logical framework (logframe). The workplan can span multiple pages if necessary.

This template covers multiple Biodiversity Challenge Funds schemes, so ensure you check the eligible dates/project length for the scheme you are applying to and feel free to delete later years if not applicable for your project.

	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Output 1	Biodiversity and ecosystem values of Road Salt Pond assessed to inform sustainable management frameworks and to monitor and evaluate management impacts within a climate changing context													
1.1	Collect bird biodiversity and abundance data through a combination of monthly bird counts and passive acoustic monitoring) throughout the project period, and compare to existing data sets at the end of the project	2	X	X	X	X	X	X	X	X	X	X	X	X
1.2	Update vegetation species list (from DPLUS098)	0.5	x	x									x	x

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	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1.3	Assess and monitor abundance of brine shrimp (to support American flamingo reintroduction study) every quarter	0.75					x	x	x	x				
1.4	Collect water quality data quarterly, monitoring salinity, pH, nitrates, phosphates and <i>E. coli</i>	1.5	x	x	x	x	x	x	x	x	x	x	x	x
1.5	Complete socio-economic assessment, Gender Equality and Social Inclusion assessment, of the Sandy Ground community	1	x	x	x	x								
Output 2	Road Salt Pond recognised, and protected as a wetland of national and international importance													
2.1	Hold stakeholder consultations to identify community priorities for Road Salt Pond and potential role of community within a Road Salt Pond protected area management structure	0.5	x											
2.2	Review Road Salt Pond protected area brief (using existing species and habitat datasets and community priorities and outlining recommended site management governance structure) and submit and present to Government of Anguilla Cabinet for action	0.5		x	x									

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	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
2.3	Support Government of Anguilla gazetting of Road Salt Pond as a protected area	0.5			x	x								
2.4	Review and update Important Bird and Biodiversity status of Anguilla’s wetlands, including Road Salt Pond	0.5						x	x					
2.5	Complete Ramsar Information Sheet for Road Salt Pond and submit to Government of Anguilla Ramsar Authority and Joint Nature Conservation Committee for review, approval, and submission	0.75							x	x				
2.6	Establish multi-stakeholder management planning committee	0.25					x							
2.7	Adopting a participatory process, develop management plan for Road Salt Pond, specifying roles and responsibilities of government agencies, nongovernmental organisations, communities, and other local stakeholders	0.5					x	x						

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	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Output 3	Road Salt Pond restored through the removal and control of the most destructive invasive alien species, reducing predation of vulnerable wetland birds and seabirds while also enhancing resting and foraging habitats through rewilding													
3.1	Using already-developed methodologies for biosecure habitat rafts/ designed habitat, construct a pest-proof (rodent-, cat-, dog-, iguana-, monkey-proof) artificial habitat within Road Salt Pond to provide resting and nesting habitat for resident and migratory wetland birds and seabirds, including nationally-protected least terns	3					x	x						
3.2	Develop and implement biosecurity protocols and plans for Road Salt Pond to prevent (re)invasion of designed habitats by targeted invasive alien species	2.5						x	x	x	x	x	x	x
3.3	Develop IAS control protocols and plans for and with the Sandy Ground community	1						x	x	x				

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	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
3.4	Draft and finalise feasibility/operational plan to support the reintroduction/establishment of a resident/frequently visiting population of American flamingos	1									x	x		
3.5	Enhance nesting and roosting habitats for newly established/frequently visiting American flamingos	3											x	x
3.6	Develop rewilding plan, in collaboration with the Sandy Ground community and the Ministry responsible for road-side vegetation maintenance	0.5						x						
3.7	Rewild Road Salt Pond perimeter with a mix of mangrove and native shrubs and trees to create and enhance habitat for resident and migratory land birds and especially the regionally endemic Lesser Antillean bullfinch, Caribbean elaenia, pearly-eyed thrasher, and green-throated carib	5						x	x	x	x	x	x	x
3.8	Monitor survival and growth of restored vegetation	0.5										x	x	x
3.9	Construct biosecure viewing platform to enable and support sustainable livelihood and public enjoyment opportunities	1									x			

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	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Output 4	National capacity to restore, manage, and monitor Road Salt Pond is raised, supported by enhanced technical skills, knowledge exchange, opportunities for direct engagement, and greater public awareness and collaboration													
4.1	Develop and implement multi-media public outreach campaign	2	x	x	x	x	x	x	x	x	x	x	x	x
4.2	Undertake training and on-the-job mentoring of ANT staff, community partners, and volunteers in designed habitat construction and maintenance, invasive alien species control and removal, biosecurity protocols, and biodiversity and habitat monitoring protocols	2	x	x	x	x	x	x	x	x	x	x	x	x
4.3	Design and implement sustainable alternative livelihood/birding tour guide training programme for Sandy Ground residents	0.5										x	x	

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	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
4.3	Publicise and report on project progress and results through national and international media and directly to national groups, general public, international conservation community, and Government of Anguilla Cabinet, as outlined within the communications and outreach plan	1.5	x	x	x	x	x	x	x	x	x	x	x	x
Other														
X.1	Establish Project Steering Committee and Technical Advisory Committee and meet biannually (remote members to participate by Zoom)	0.25	x		x			x			x			x
X.2	Project inception meeting	0.25	X											
X.3	Project biannual reports/donor technical and financial reports	1			x			x			x			x
X.4	Monthly financial accounts	0.75	x	x	x	x	x	x	x	x	x	x	x	X
X.5	End of project audit	1												x

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Project Summary	SMART Indicators	Means of Verification	Important Assumptions
<p>Impact: The protection and sustainable use of Anguilla’s wetland habitats through an integrated, collaborative management approach contributing to a healthier ecosystem, stronger communities, and a more sustainable future for all.</p>			
<p>Outcome: Through local partnerships, Road Salt Pond is protected and restored, providing sanctuary for migratory and resident birds, maintaining critical ecosystem functions, and supporting opportunities for sustainable livelihoods and public enjoyment</p>	<p>0.1 Road Salt Pond legally designated a protected area by the Government of Anguilla by end of Y1</p> <p>0.2 Biodiversity and socio-economic priorities for the benefit of nature and people incorporated into Road Salt management plan by end of project</p> <p>0.3 Work plans and budgets of the management agency demonstrate intention to continue implementing action plans beyond the life of this project</p>	<p>0.1 Government of Anguilla Executive Council minutes; Government of Anguilla gazette</p> <p>0.2 Road Salt Pond management plan</p> <p>0.3 Management body work plan and budget</p>	<p>Executive Council continues to support the establishment of Road Salt Pond protected area</p> <p>Sandy Ground community continues to support the protection of Road Salt Pond and implementation of management plan</p>
<p>Outputs: 1. Biodiversity and ecosystem values of Road Salt Pond assessed to inform sustainable management frameworks and to</p>	<p>1.1 Long-term biodiversity and water quality monitoring plan developed by end of Q2Y1</p>	<p>1.1 Biodiversity (bird, brine shrimp, vegetation) and water quality monitoring plan and protocols</p>	<p>Field activities can be rescheduled if extreme weather events affect Anguilla during the project period</p>

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<p>monitor and evaluate management impacts</p>	<p>1.2 Standardised biodiversity and water quality assessment programme initiated, beginning in Q2Y1</p> <p>1.3 Socioeconomic assessment completed for Sandy Ground community and RSP by end of Q4Y1</p>	<p>1.2 Bird, brine shrimp, vegetation, and water quality monitoring records (including acoustic recordings, Motus tower radio transmissions) and database; bird biodiversity and water quality reports</p> <p>1.3 Interview notes; gender equality and social inclusion report; socioeconomic assessment report</p>	<p>Community members are willing to engage in a gender equality and social inclusion assessment</p> <p>Community members are willing to engage in interviews to support the socioeconomic assessment</p>
<p>2. Road Salt Pond recognised and protected as a wetland of national and international importance</p>	<p>2.1 Road Salt Pond Important Bird and Biodiversity status reviewed by end of Q3Y2 [DPLUS-C08]</p> <p>2.2 Road Salt Pond nominated as a Ramsar Site by Q4Y3, with project contributing data and insights to the Convention on Wetlands (Ramsar Convention) [DPLUS-C05]</p> <p>2.3 Road Salt Pond protected area management plan drafted and approved by management planning committee by end of Q2Y2 [DPLUS-B01]</p> <p>2.4 At least 98 acres of wetland habitat under sustainable management practices [DPLUS-D01]</p>	<p>2.1 IBA summary; BirdLife Data Zone entry</p> <p>2.2 Ramsar Information Sheet</p> <p>2.3 Management planning meeting attendance sheets; Road Salt Pond protected area management strategies and priorities; Road Salt Pond protected area management plan</p> <p>2.4 Road Salt Pond management plan; management action reports and updates</p>	<p>Executive Council continues to support the establishment of Road Salt Pond protected area</p> <p>Sandy Ground community continues to support and be involved in the protection of Road Salt Pond</p>

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<p>3. Road Salt Pond restored through the removal and control of the most destructive invasive alien species, reducing predation of vulnerable wetland birds and seabirds while also enhancing resting and foraging habitats through rewilding</p>	<p>3.1 At least 100m² biosecure space created for roosting and nesting wetland birds and seabirds by end of Q2Y2</p> <p>3.2 Multiple harmful invasive species (rats, cats, dogs, iguanas, monkeys) excluded from within artificial habitat and controlled around Road Salt Pond by end of Q2Y2</p> <p>3.3 Feasibility study for the transformation of Road Salt Pond as a biosecure space completed by end of Q4Y2</p> <p>3.4 Feasibility/Operational study for the reintroduction of American flamingos completed by end of Q1Y3</p> <p>3.5 Roosting and nesting grounds enhanced for American flamingos by end of Q4Y3</p> <p>3.6 2.4km of RSP's pondline restored with wetland-appropriate seedlings (including four different mangrove species and at least five native flowering tree and shrub species) as part of a re-wilding campaign/plan by end of Q4Y3</p>	<p>3.1 Photographs; species monitoring records and database</p> <p>3.2 Invasive species control plan; biosecurity protocols</p> <p>3.3 Feasibility study</p> <p>3.4 Feasibility study</p> <p>3.5 Photographs; species monitoring records and database</p> <p>3.6 Photographs; re-wilding plan; re-wilding map</p>	<p>Sandy Ground community continue to be willing to be involved in the implementation of Road Salt Pond management actions</p> <p>Field activities can be rescheduled if extreme weather events affect Anguilla during the project period</p>
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	3.7 Biosecure viewing platform constructed by end of Q1Y3	3.7 Viewing platform; photographs	
4. National capacity to restore, manage, and monitor Road Salt Pond is raised, supported by enhanced technical skills, knowledge exchange, opportunities for direct engagement, and greater public awareness and collaboration	<p>4.1 Communications and outreach plan developed by end of Q2Y1</p> <p>4.2 At least 15 individuals from the community and the Anguilla National Trust complete training in biosecurity, applied conservation techniques, and/or bird guiding as an alternative livelihood by end of Q4Y3 [DPLUS-A01]</p> <p>4.3 At least 30 volunteers assisting project partners with biosecurity surveillance and bird population assessments by end of Q4Y3 [DPLUS-B05]</p> <p>4.4 At least two national organisations with improved capacity as result of this project by end of Q4Y3 [DPLUS-A03]</p> <p>4.5 Project reported/ presented in/through at least six press releases articles, bi-annual updates on social media, public presentations, community events, at least two radio programmes poster in public space, signage at Road Salt</p>	<p>4.1 Communications and outreach plan</p> <p>4.2 Training sign-in sheets; training schedules and supporting materials; biosecurity protocols; biosecurity database</p> <p>4.3 ANT volunteer logbook; biosecurity monitoring records and database; bird survey records and database</p> <p>4.4 Competencies report</p> <p>4.5 Press releases; social media analytics; PowerPoint presentations; radio recordings; poster; signs; photographs</p>	<p>Trained expertise remains in Anguilla</p> <p>Improved knowledge/ access to knowledge leads to improved habitat and species conservation</p>

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	<p>Pond, World Wetland Day festivities</p> <p>4.6 At least 400 school children benefit from project outreach activities</p>	<p>4.6 ANT public engagement logbook; photographs</p>	
<p>Activities (each activity is numbered according to the output that it will contribute towards, for example 1.1, 1.2 and 1.3 are contributing to Output 1. Each activity should start on a new line and be no more than approximately 25 words.)</p> <p>1 Biodiversity and ecosystem values of Road Salt Pond assessed to inform sustainable management frameworks and to monitor and evaluate management impacts within a climate changing context</p> <p>1.1 Collect bird biodiversity and abundance data through a combination of monthly bird counts and passive acoustic monitoring) throughout the project period, and compare to existing data sets at the end of the project.</p> <p>1.2 Update vegetation species list (from DPLUS098).</p> <p>1.3 Assess and monitor abundance of brine shrimp (to support American flamingo reintroduction study) every quarter.</p> <p>1.4 Collect water quality data quarterly, monitoring salinity, pH, nitrates, phosphates and <i>E. coli</i>.</p> <p>1.5 Complete socioeconomic assessment, including Gender Equality and Social Inclusion assessment, of the Sandy Ground community.</p> <p>2 Road Salt Pond recognised and protected as a wetland of national and international importance</p> <p>2.1 Hold stakeholder consultations to identify community priorities for Road Salt Pond and potential role of community within a Road Salt Pond protected area management structure.</p> <p>2.2 Review Road Salt Pond protected area brief (using existing species and habitat datasets and community priorities and outlining recommended site management governance structure) and submit and present to Government of Anguilla Cabinet for action.</p> <p>2.3 Support Government of Anguilla gazetting of Road Salt Pond as a protected area.</p> <p>2.4 Review and update Important Bird and Biodiversity status of Anguilla’s wetlands, including Road Salt Pond.</p> <p>2.5 Complete Ramsar Information Sheet for Road Salt Pond and submit to Government of Anguilla Ramsar Authority and Joint Nature Conservation Committee for review, approval, and submission.</p> <p>2.6 Establish multi-stakeholder management planning committee.</p> <p>2.7 Adopting a participatory process, develop management plan for Road Salt Pond, specifying roles and responsibilities of government agencies, nongovernmental organisations, communities, and other local stakeholders.</p> <p>3 Road Salt Pond restored through the removal and control of the most destructive invasive alien species, reducing predation of vulnerable wetland birds and seabirds while also enhancing resting and foraging habitats through rewilding</p>			

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- 3.1 Using already-developed methodologies for biosecure habitat rafts/ designed habitat, construct a pest-proof (rodent-, cat-, dog-, iguana-, monkey-proof) artificial habitat within Road Salt Pond to provide resting and nesting habitat for resident and migratory wetland birds and seabirds, including nationally-protected least terns.
- 3.2 Develop and implement biosecurity protocols and plans for Road Salt Pond to prevent (re)invasion of designed habitats by targeted invasive alien species.
- 3.3 Develop IAS control protocols and plans with and for the Sandy Ground community
- 3.4 Draft and finalise feasibility/operational plan to support the reintroduction/establishment of a resident/frequently visiting population of American flamingos.
- 3.5 Enhance nesting and roosting habitats for newly established/frequently visiting American flamingos.
- 3.5 Develop rewilding plan, in collaboration with the Sandy Ground community and the Ministry responsible for road-side vegetation maintenance.
- 3.7 Rewild Road Salt Pond perimeter with a mix of mangrove and native shrubs and trees to create and enhance habitat for resident and migratory land birds, especially regionally endemics.
- 3.8 Monitor survival and growth of restored vegetation.
- 3.8 Construct biosecure viewing platform to enable and support sustainable livelihood and public enjoyment opportunities.

4 National capacity to restore, manage, and monitor Road Salt Pond is raised, supported by enhanced technical skills, knowledge exchange, opportunities for direct engagement, and greater public awareness and collaboration

- 4.1 Develop and implement multi-media public outreach campaign.
- 4.2 Undertake training and on-the-job mentoring of ANT staff, community partners, and volunteers in designed habitat construction and maintenance, invasive alien species control and removal, biosecurity protocols, and biodiversity and habitat monitoring protocols.
- 4.3 Design and implement sustainable alternative livelihood/birding tour guide training programme for Sandy Ground residents.
- 4.4 Publicise and report on project progress and results through national and international media and directly to national groups, general public, international conservation community, and Government of Anguilla Cabinet, as outlined within the communications and outreach plan.

Other

- X.1 Establish Project Steering Committee and Technical Advisory Committee and meet biannually (remote members to participate by Zoom).
- X.2 Project inception meeting.
- X.3 Project biannual reports/donor technical and financial reports.
- X.4 Monthly financial accounts.
- X.5 End of project audit.