

## Darwin Plus Main & Strategic: Annual Report

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

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

**Submission Deadline: 30<sup>th</sup> April 2025**

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### Darwin Plus Project Information

Scheme (Main or Strategic)	Main
Project reference	DPLUS212
Project title	Restoring Road Salt Pond, Anguilla: biodiversity conservation through community collaboration
Territory(ies)	Anguilla
Lead Organisation	Anguilla National Trust
Project partner(s)	Government of Anguilla (GOA), Sandy Ground Community Council (SGCC), Fauna & Flora, Wildlife Management International Ltd. (WMIL), Fort Worth Zoo (FWZ)
Darwin Plus grant value	£348,854
Start/end dates of project	1 Apr 2024-31 Mar 2027
Reporting period (e.g. Apr 2024-Mar 2025) and number (e.g. Annual Report 1, 2)	1 Apr 2024-31 Mar 2025
Project Leader name	Farah Mukhida
Project website/blog/social media	
Report author(s) and date	Farah Mukhida, Louise Soanes – 2 May 2025

### 1. Project summary

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

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 elaenia *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.

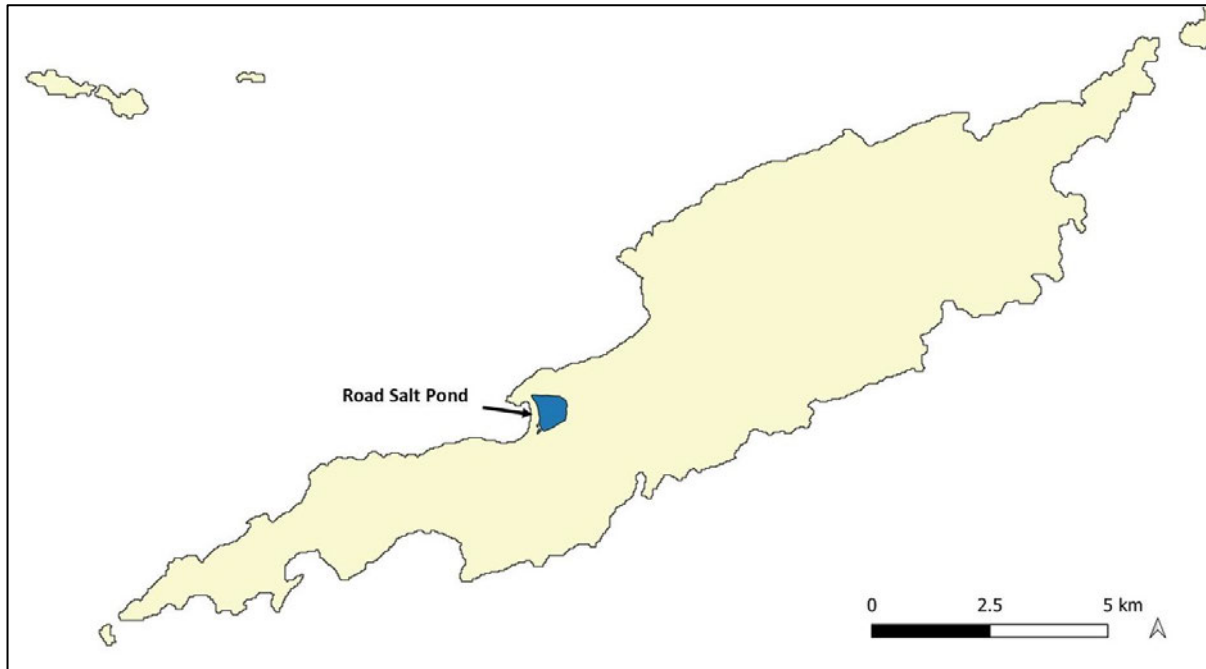


Figure 1. Road Salt Pond, Anguilla.

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.

## 2. Project stakeholders/partners

This project is a collaborative initiative amongst the Anguilla National Trust (ANT), the **Government of Anguilla (GOA)**, and the **Sandy Ground community**, with additional support provided by project partners, Wildlife Management International Ltd. (WMIL), Fauna & Flora/Re:wild, and Fort Worth Zoo. The project was actually initiated following a conversation between the ANT and the GOA District Representative for Sandy Ground: following an announcement that the previous government administration approved the development of a mega-yacht marina in Road Salt Pond and community meetings during which the Sandy Ground community was adamant that they would not support such a development, the District

Representative expressed interest in possible options that could be pursued to protect the pond should the developer not be able to fulfil obligations outlined within the contract by the stipulated date (July 2023). It was through this initial meeting, followed by additional meetings with the **Sandy Ground Community Council (SGCC)** that the project proposal was designed, with the ultimate objective of safeguarding this important habitat and historical landscape for the benefit of biodiversity and the people of Anguilla. Over the last twelve months, ANT, GOA, and the **Sandy Ground community** through the SGCC have been actively involved in the development of a ten-year management plan for the proposed Road Salt Pond protected area ([Evidence 1](#)) and in implementing priority conservation actions as identified within that plan, including the design and deployment of designed habitat for nesting seabirds ([Evidence 2](#)), community-based rewilding (supported by another DPLUS-funded project DPL00072) ([Evidence 3](#)), and preliminary discussions on invasive animal species control, including identifying priority species (rodents, iguanas, monkeys, feral cats). We also engaged the **Department of Natural Resources** and the **National Youth Ambassador Corps of Anguilla** within site-based management planning to ensure sharing of knowledge and inclusivity, as well as **ANT members and volunteers** and the **general public** through training in designed habitat construction as well as in biodiversity monitoring, especially engaging them through region-wide bird monitoring events, including World Wetland Day Caribbean Waterbird Census and Global Big Day events ([Evidence 4](#)).

### 3. Project progress

#### 3.1 Progress in carrying out project Activities

Activities being conducted through this DPLUS212 project fall within four main Outputs: 1. Biodiversity and ecosystem values of Road Salt Pond assessed to inform sustainable management frameworks and to monitor and evaluate management impacts; 2. Road Salt Pond recognised and protected as a wetland of national and international importance; 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; and 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 1. Biodiversity and ecosystem values of Road Salt Pond assessed to inform sustainable management frameworks and to monitor and evaluate management impacts.**

Activities under Output 1 for the first year of the project included collecting bird biodiversity and abundance data through a combination of monthly bird counts and passive acoustic monitoring, updating the area's vegetation species list (from DPLUS098), assessing and monitoring abundance of brine shrimp (to support a reintroduction study of American flamingos), collecting water quality data, and completing a socioeconomic assessment (including a Gender Equality and Social Inclusion assessment) of the Sandy Ground community.

To establish an ecological baseline and to enable a comparison of project/conservation intervention impact on Road Salt Pond's biodiversity, we have begun collecting both ecological and hydrological data ([Evidence 5](#)), including monthly wetland bird diversity and abundance data (from project start), brine shrimp abundance (quarterly, beginning in March 2025), insect diversity and abundance (quarterly) and water quality data (pH, salinity, temperature, conductivity, dissolved oxygen, dissolved solids) (quarterly, beginning in March 2025).

A socioeconomic assessment of the Sandy Ground community ([Evidence 6](#)) which considered the social, economic, and cultural connection of the community to the pond while also exploring community perceptions regarding threats to the area and potential management (and conservation) opportunities. This socio-economic assessment was complemented by a gender, equity, and social inclusion assessment ([Evidence 7](#)) which delved into the social and gender dynamics of the Sandy Ground community, focusing on the contributions, challenges, and needs of the population. The purpose of the study was to inform/develop inclusive strategies to ensure the equitable involvement of all social groups within conservation activities.

## **Output 2. Road Salt Pond recognised and protected as a wetland of national and international importance.**

All activities falling under this Output were scheduled to be completed in (and by) Years 2 and 3 of the project. However, with interest by the community and an upcoming election in 2025, project partners and key stakeholders (GOA, Sandy Ground community) were keen to move forward on management planning and protected area designation as soon as possible.

During the first year of the project, we completed and finalised our draft 10-year management plan that we began drafting with the community and other relevant stakeholders (Department of Natural Resources, National Youth Ambassador Corps) in 2023 ([Evidence 1](#)). The plan follows IUCN guidelines for protected area management planning. Following a validation meeting held in September 2024 ([Evidence 1](#)), the Sandy Ground community confirmed support for the management plan to contain four key management themes/programmes: natural and cultural heritage conservation; tourism, visitation, and public use; information, education, and awareness; and governance. Sub-management programmes key objectives, strategies, and actions were similarly defined and confirmed along with the proposed governance structure and the roles and responsibilities for each of the main management arms. In terms of governance, it was agreed by consensus that the ANT should be the primary management agency, but supported by a technical advisory group comprising of critical and relevant stakeholders as well as sub-groups/-committees which would be established to assist with specific management issues as and if necessary.

Beyond the development of the management plan, meetings and presentations to the Government of Anguilla (the Premier as well as Executive Council) regarding protected area designation, the community-driven management process, and the management plan, itself. These meetings were held prior to the 2025 elections which were held at the end of February 2025 and which subsequently led to a change in the administration. The District Representative for Sandy Ground was re-elected, providing a level of consistency and continued commitment, and the ANT has been in contact with the new Minister responsible for environment with a meeting planned for May 2025.

We have also begun our re-evaluation of the Important Bird and Biodiversity Area status of Anguilla's mainland wetlands. We have established a new partnership with BirdLife Americas, with their Biodiversity Conservation Manager (IBA/KBA) assisting us with the review process. In conversation with BirdLife Americas, we understand that there will be a transitioning away from IBA designation towards Key Biodiversity Areas (KBA), with KBA assessments potentially integrating aspects of the IBAs, especially as it relates to applying regional thresholds for bird populations. A review of our bird survey data from the last seven years (2018-2024), Anguilla's wetlands would collectively qualify for KBA status based on the number of Lesser yellowlegs (recently downgraded from IUCN Red List Status of Least Concern to Vulnerable due to plummeting global populations). With assistance from the RSPB, we are now in the process of completing on-line KBA assessment forms which will be submitted to BirdLife International for review and verification.

## **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.**

Similar to Output 2, all activities falling under Output 3 were scheduled for Years 2 and 3. However, with match funding secured through the US Fish and Wildlife Service Neotropical Migratory Bird Act grant mechanism, we were able to begin priority conservation actions during this first year.

Following advice provided by WMIL, Fauna & Flora, Reserve Naturelle Nationale de Saint Martin, and the Caribbean Islands National Wildlife Refuge Complex (CINWRC) (Puerto Rico), we assessed various raft designs to serve as artificial nesting areas for nationally protected but at-risk nesting least tern populations. After experimenting with a few designs, we settled on a modular approach that allowed us to construct, deploy, and then connect smaller rafts together to create a larger floating platform. The first two rafts were trialled and assessed in May 2024 with additional rafts constructed and deployed in March 2025, just in time for the least tern nesting season which begins every April. The current raft system covers 24m<sup>2</sup> and lies on the

northeast corner of the pond, where least terns have been recorded nesting on nearby rock walls that line the pond's perimeter. Floating above the waterline and suspended by fenders, the design makes it difficult for IAS to climb, including rodents, iguanas and cats ([Evidence 2](#)).

Based on recommendations from CINWRC and the success that they had, we reached out to the Audubon Society and procured a sound system with pre-recorded least tern calls as well as a set of least tern decoys to help attract these small birds to the nesting platform. Although outside the reporting period, we are pleased to report that least terns have been observed using the platforms as they scout the area for nesting sites. We will continue to monitor the designed habitat for nesting activity and will expand the raft size in Year 2 of the project to accommodate additional birds.

With WMIL on-island in March, held a community meeting to review project progress and to begin planning for IAS control. While initially our conversations centred on establishing an IAS control programme for Road Salt Pond in particular, the community expressed significant interest in expanding the programme to include the wider community in order to better address the impacts of IAS at a larger scale. With WMIL scheduled to return to Anguilla in the summer, we will likely consider two phases to IAS control: one that starts with Road Salt Pond as the priority area followed by one that expands the control programme to the wider community as well as the existing cargo port, being realistic about what we will be able to accomplish within the scope of this particular project.

On a related but slightly different note, the green/vervet monkey *Chlorocebus sabaeus* is another IAS that has become established on the Anguilla mainland and has become increasingly problematic, with increasing calls from the public, including the Sandy Ground community, for action. Through our relationship with Fauna & Flora/Re:wild, we were introduced to Peter Haverson, an independent consultant from the UK who was part of the team that successfully restored Redonda, Antigua & Barbuda (Darwin Initiative #22-003). Mr. Haverson, with Re:wild's Caribbean Programme Officer, Justin Springer, visited Anguilla in July 2024 to assess the situation on the ground and to meet with the Department of Natural Resources and ANT. Subsequently, Mr. Haverson drafted a feasibility study of removing monkeys from Anguilla. A report outlining their findings and recommendations was drafted ([Evidence 8](#)). One of the recommendations of the report was that additional behavioural and population data would be helpful. As part of the DPLUS210-funded project which focuses on enhancing our biosecurity monitoring programme through the use of AI cameras, we decided to include monkeys as one of the cameras' target species. We created and shared a worksheet with the Department of Natural Resources to help record monkey observations (and other supplementary data). We are now in discussion with the Department on how best to move forward with other recommendations outlined within the report. Due to the potentially sensitive nature of this work, we have not shared Mr. Haverson's and Mr. Springers report widely.

The ANT and the Sandy Ground community launched our re-wilding campaign with a slight amendment to our plan: instead of focusing solely on the pond's perimeter, we have decided to take a whole-community approach, expanding re-wilding efforts to adjacent beach and backyards in addition to the buffer area surrounding the pond. Our re-wilding efforts were launched on Anguilla's Annual National Jollification Day, organised by the Anguilla Enhancement Project, during which we outplanted ten native and nationally endangered cocoplum seedlings *Chrysobalanus icaco*.

#### **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.**

As part of this Output and during the first year of this project, activities included developing and implementing a multi-media public outreach campaign, undertaking on-the-job mentoring of ANT staff, community partners, and volunteers, and publicising and reporting on project progress and results.

An important component of this project focuses on raising awareness and understanding as well as learning from conservation colleagues from the region and elsewhere. Guiding this outreach and awareness programme is a campaign strategy ([Evidence 4](#)) that promotes the use of various media and in-person engagement to reach as many people as possible and to

be as inclusive and accessible as possible (as recommended by the GESI assessment). In July 2024, supported by Darwin Plus-funded project focusing on pollinators (DPLUS131), ANT staff attended the BirdsCaribbean bi-annual meeting in Dominican Republic. We took advantage of this opportunity and presented on this project and, more specifically, our community-based approach to conservation. We also presented on initial raft construction efforts (no. attendees = 40) and it was through this presentation and conference session that we met colleagues from Puerto Rico's CINWRC who provided invaluable advice and connected us with the Audubon Society. In addition to presenting at the BirdsCaribbean meeting, we have also shared updates about this project with the local high school environmental club (October 2024) (no. attendees = 28), during a Department of Natural Resources regional workshop on invasive and non-native species (October 2024) (no. attendees = 20), at our annual general meeting (December 2024) (no. attendees = 67), and to the Government of Anguilla's Executive Council as part of our 2025 budget briefing during which we also discussed projects of high priority (February 2025) (no. attendees = 11). We have also led experiential learning exercises through our summer camp (July 2024) (no. participants = 10) as well as through our two after school programmes, targeting children between the ages of three and seven as well as eight and 11 (no. children = 18). We have highlighted project activities and progress at public events, including Her Excellency The Governor's Community-Based Organisations Expo (November 2024) (no. attendees = 100), Global Big Day 2024 (no. attendees = X), and World Wetlands Day-Caribbean Waterbird Census (no. attendees = 13) ([Evidence 4](#)).

Our social media engagement has been limited this year with a single post about our Global Big Day event (May 2024), but we were still able to reach over 1740 accounts/individuals through [Facebook](#) and 151 accounts/individuals through [Instagram](#).

During the first 12 months of this project, one new ANT staff member was trained in how to conduct Flower-Insect Timed surveys while six ANT staff and two volunteers have been trained in the construction and deployment of shorebird and seabird nesting habitat. Following practical, hands-on training provided by WMIL to construct one section of the modular raft system in May 2024, ANT staff then went on to construct an additional three, deploying them with WMIL's assistance in March 2025 ([Evidence 9](#)).

## 3.2 Progress towards 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.**

With baselines and monitoring programmes for some biodiversity already established, our focus has been on expanding our monitoring programme to be more comprehensive and to support future conservation interventions. At project start, we established a short- and long-term biodiversity and hydrological monitoring plan, which we are currently implementing (Indicator 1.1, Indicator 1.2) ([Evidence 5](#)). Results of both monitoring programmes will allow us to better understand change over time and, more specifically, change a result of conservation actions undertaken through this project as well as post-project, as this monitoring programme is embedded within site's ten-year management plan ([Evidence 1](#)).

For the first time for any of Anguilla's wetlands, we applied Ramsar's Rapid Assessment of Wetland Ecosystem Services approach to better understand Road Salt Pond's ecosystem services value ([Evidence 10](#)). Applying this standardised approach allows for both comparison over time for individual sites, but also comparison across wetlands. Results will also be used to support our communications and outreach initiatives and to lend weight to the protected area designation process.

To support and inform community engagement in both project and post-project management plan implementation, and with the active support of the Sandy Ground community, we completed socio-economic and gender, equity, and social inclusion assessments of the community (Indicator 1.3) ([Evidence 6](#), [Evidence 7](#)).

### **Output 2. Road Salt Pond recognised and protected as a wetland of national and international importance.**

Although this aspect of the project was planned for Years 2 and 3 of the project, establishing a framework for protecting Road Salt Pond was one of the Sandy Ground community's major priorities. Formal and informal discussions and meetings were held with the Sandy Ground District Representative as well as the Government of Anguilla's Premier, with the District Representative continuing those conversations and supporting community-based and ANT's lobbying efforts. Unfortunately, with elections called early, we were unable to secure protected area status for the wetland before the change in administrations, but with the same District Representative still serving the community and with Ministers of the newly formed Government indicating that a mega-yacht marina would not be appropriate for Road Salt Pond, we are optimistic that protected area designation will still be secured by end of project (Indicator 2.4).

Even without formal designation, we have developed a ten-year management plan for the site, including a five-year action plan (Indicator 2.3) ([Evidence 1](#)) and have begun reassessing Road Salt Pond's Important Bird and Biodiversity status (Indicator 2.1) in light of an international shift towards Key Biodiversity Areas as preferred approach to and methodology for identifying critical areas for biodiversity. Through this reassessment, we consider Road Salt Pond as part of a larger wetland network rather than a site in and of itself. This shift towards recognising Anguilla's mainland wetlands as a KBA is a more realistic assessment of how our wetlands function as a unit on our very small island, with birds easily moving amongst them over the course of a month (a unit adopted for IBA/KBA identification), a week, or even a day. Through the monthly bird counts that we have been conducting since 2005, we have recorded fluctuations in bird numbers at each of our ponds. With IBA/KBA designation requiring at least consecutive three years of consistently meeting defined thresholds, IBA/KBA designation would be difficult to maintain for any single wetland. At the same time, it is clear that the wetlands are undeniably important for resident, migratory, and regionally endemic bird species, including Vulnerable species, and should be recognised as such. Following a review of our wetlands' KBA designation, we will then focus our efforts on nominating Road Salt Pond as a Ramsar Site (Indicator 2.2) for both its biodiversity and cultural heritage value.

### **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.**

With additional funding secured from the US Fish and Wildlife Service, we were able to launch our Road Salt Pond restoration work a year early, focusing on habitat creation for nesting wetland, but especially seabirds (Indicator 3.1). Trialling and then amending raft design based on research, approaches used elsewhere, and materials available, we eventually created a 24m<sup>2</sup> modular raft constructed of marine-grade wood and stainless steel fasteners, suspended on the water's surface using a combination of pipes and boat fenders, and topped with sandy-rocky substrate and shade houses ([Evidence 2](#)). In April 2025, with spring migration in full swing and the least terns arriving for nesting in May, in late April we recorded our first terns using the raft as a roosting space. We will continue to monitor this designed habitat for signs of nesting and in Year 2, we will expand our efforts by deploying at least two additional modular rafts.

To support our animal IAS control work, a feasibility assessment focused on green/vervet monkeys was completed. Through our management planning meetings with the Sandy Ground community and WMIL, priority IAS species to address within the period of this particular project were identified, including rats, feral cats, and iguanas (Indicator 3.2), with additional discussions with relevant Government agencies on how to move forward implementing recommendations outlined with the monkey-related report scheduled for early in Year 2. These discussions lay the framework for IAS control and a community-based biosecurity programme for Year 2.

Our plant biodiversity surveys also supports plant IAS interventions that were also outlined within the site's management plan. Plant assessments 76 native species and 44 non-native. Using our species list and in partnership with the community, we are in a position to now identify which plant species should be controlled and how we can support habitat recovery through native plant rewilding initiatives – which we have actually already initiated with the support of another Darwin Plus Local grant (DPLUS00072). Amending our initial rewilding plan of focusing on Road Salt Pond's perimeter, based on community feedback, we have decided to

adopt a whole community approach (similar to our biosecurity approach). In celebration of Anguilla's Fift Annual National Jollification Day, we launched our rewilding campaign by reintroducing native and culturally-important cocoplum trees *Chrysobalanus icaco* back to Sandy Ground (Indicator 3.6) (Evidence 3).

With early progress made in Year 1, we have laid the groundwork for a productive Year 2.

**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.**

During the first year of the project, we have made important strides in increasing local capacity (Indicator 4.2) and public awareness (Indicators 4.4, Indicator 4.5). Eight local staff and volunteers have been trained in designed habitat construction and deployment while one new ANT staff was trained in biodiversity monitoring (Evidence 9). Our outreach and engagement activities reached over 2000 people through regional and national presentations, events, social media posts and experiential learning opportunities (Evidence 4).

### 3.3 Progress towards the project Outcome

The Outcome of this project is the protection and restoration of Road Salt Pond, with the wetland providing sanctuary for migratory and resident birds, maintaining critical ecosystem functions, and supporting opportunities for sustainable livelihoods and public enjoyment.

Having established three indicators to gauge project impact, we are already demonstrating progress despite being only one year into this three-year initiative. Through a community-based participatory approach to protected area management planning, we've established a ten-year management plan with a supporting five-year action plan for Road Salt Pond (0.2). The plan was developed by consensus through management planning meetings and then verified through a well-attended community meeting. Actions identified within the management plan were evidence-based, being driven by biodiversity/ecological needs as well as community interests and priorities. The document not only provides a framework for site-based management, but also offers a clear and concise structure for proposed management/governance that is ready to be presented and justified to the Government of Anguilla's Cabinet/Executive Council. Although it was our expectation that the Road Salt Pond Protected Area would be approved and designated by the prior Government administration (0.1), with preparatory meetings held with the District Representative and the Premier, the calling of an early election unfortunately made this impossible. We are, however, ready to present to the newly elected administration.

With significant Year 1 progress and current activity implementation exceeding our timeline, we are firmly on track to achieve the project Outcome. Our primary focus for Year 2 will be intensive lobbying efforts aimed at the formal protection of Road Salt Pond.

### 3.4 Monitoring of assumptions

**Assumption 1.** Executive Council continues to support the establishment of Road Salt Pond protected area.

Comments. The Government of Anguilla is an active partner in this project. It is important to note that the first year coincided with an earlier-than-anticipated election, leading to a change in administration. While the previous administration had expressed commitment to protected area designation, we were unfortunately unable to finalise it before the election. Recognizing that different administrations may have varying priorities, we remain optimistic that the current administration also recognizes the value of our collaborative efforts. We have a meeting scheduled with the Minister responsible for the environment in May 2025 and have prepared a project briefing that highlights the ecological and economic benefits of designating the Road Salt Pond site as a protected area. Encouragingly, both the Sandy Ground Community Council and the Sandy Ground District Representative have reaffirmed their commitment to working with the current administration to advance site protection.

**Assumption 2.** Sandy Ground community continues to support the protection of Road Salt Pond and implementation of the management plan.

Comments. The Sandy Ground community has been steadfast in their support for the formal protection of Road Salt Pond and the implementation of the site-based management plan and while this call has not necessarily been unanimous, it is supported by the overwhelming majority. Community members as well as the District Representative validated the draft management plan in September 2024 – a plan was developed collaboratively through a community-based management planning process which begins with the assumption that the site will be/is a protected area.

**Assumption 3.** Field activities can be rescheduled if extreme weather events affect Anguilla during the project period.

Comments. We were fortunate that the project's initial year was free from extreme weather disruptions. However, the reality is that the island always faces a significant risk of natural disasters, with hurricanes being a primary concern.

**Assumption 4.** Community members are willing to engage in a gender equality and social inclusion assessment.

Comments. A GESI assessment was conducted between September and October 2024 by a GESI consultant. To ensure representative participation, a proportional sampling method was adopted, targeting 20% of the Sandy Ground community's population (252 individuals: 121 males and 131 females), across four age ranges. A comprehensive report outlines the findings of this assessment and proposes recommendations to ensure inclusive, sustainable community-based conservation, which will work to integrate into the remaining two years of the project.

**Assumption 5.** Community members are willing to engage in interviews to support the socioeconomic assessment.

Comments. A socio-economic assessment was conducted between September and December 2024. The assessment used an in-depth one-on-one interview approach, speaking with 15 people from within the Sandy Ground community. The socio-economic assessment was supplemented by the GESI assessments.

**Assumption 6.** Trained expertise remains in Anguilla.

Comments. This project has involved and trained 8 residents of Anguilla, including both ANT staff and volunteers. We are confident that by end of this project we will have increased local capacity and understanding.

**Assumption 7.** Improved knowledge/access to knowledge leads to improved habitat and species conservation.

The need to raise awareness within the Sandy Ground community was highlighted within both the GESI assessment report and the socioeconomic assessment report. At the same time, the reports also note that there appears to be a genuine interest in learning and in being involved. Over the next two years, we will work to implement recommendations as well as our communications and outreach plan, especially as it relates to providing additional avenues for engagement and learning.

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

The purpose of this project is to protect and restore Road Salt Pond, allowing it to serve as a sanctuary for migratory and resident birds, while maintaining its ecosystem functions and supporting opportunities for sustainable livelihoods and public enjoyment. This project also supports the both the UK and Anguilla Governments' long-term outcomes for the natural environment by delivering on national and international commitments. More specifically, this year, this project has contributed to:

- *The Convention on Biodiversity* by taking steps towards the formal protection of Road Salt Pond and developing management plans, in collaboration with community and government

partners, to provide short- and long-term direction to conservation interventions (Article 8(d), Article 10(e)). Our work to monitor Road Salt Pond's biodiversity and to address the impacts of IAS also support important components of the CBD (Article 7(b), Article 8(h)).

- *The 2030 Agenda for Sustainable Development* calls for the protection, restoration, and sustainable use terrestrial ecosystems. The project is directly delivering on priorities through our habitat enhancement efforts for resident and migratory shorebirds and seabirds and our preparatory efforts to control IAS.
- *The Government of Anguilla's National Environmental Management Strategy* outlines key priorities as it relates to protecting habitats (Strategy 38) and biodiversity (Strategy 39), controlling IAS (Strategy 40), and enabling meaningful participation in conservation action planning and implementation (Strategy 11). During the first year of our project, we have established framework for protected area designation and management, identified priority IAS for control and begun conversations with the Sandy Ground community about what an IAS control and biosecurity programme would potentially entail; our work is focused on creating an enabling environment for community-based conservation.

## 5. Gender Equality and Social Inclusion (GESI)

GESI Scale	Description	Put X where you think your project is on the scale
<b>Not yet sensitive</b>	The GESI context may have been considered but the project isn't quite meeting the requirements of a 'sensitive' approach	
<b>Sensitive</b>	The GESI context has been considered and project activities take this into account in their design and implementation. The project addresses basic needs and vulnerabilities of women and marginalised groups and the project will not contribute to or create further inequalities.	
<b>Empowering</b>	The project has all the characteristics of a 'sensitive' approach whilst also increasing equal access to assets, resources and capabilities for women and marginalised groups	x
<b>Transformative</b>	The project has all the characteristics of an 'empowering' approach whilst also addressing unequal power relationships and seeking institutional and societal change	

This project aims to advance biodiversity conservation in Anguilla by cultivating strong partnerships between community stakeholders, non-governmental organisations, and the government. Collaboration and empowerment lie at the very heart of our efforts and we seek to be as inclusive as possible. To help us achieve this goal, we enlisted the services of GESI expert who conducted an in-depth assessment of the Sandy Ground community ([Evidence 7](#)), examining the social and gender dynamics of the community and focusing on the contributions, challenges, and needs of the individuals who live there and identifying barriers to participation. Beyond assessing the on-the-ground situation, the GESI report also provides tangible and actionable recommendations on how we can pursue and enhance inclusive engagement strategies, considering gender, age, and ability.

During the first year of the project, we held a management planning, management plan validation, action implementation, and community catch-up meetings directly within the community. Meetings were held after work hours and on weekend afternoons, with meeting

announcements shared directly with community members through a WhatsApp community chat group and through personal invitations/communication. Parents were encouraged to bring their children and we fostered a no-judgement environment, where people were encouraged to share their thoughts and positions without fear of judgement or disrespect. A consensus-based approach to decision making was adopted. Meeting attendance lists were kept, disaggregated by gender.

Day-to-day management of the project is handled by the ANT Executive Director, Project Manager, and Administrative Manager (all cisgender women). The Project Steering Committee comprising of representatives from ANT, the Government of Anguilla, the Sandy Ground Community Council, WMIL, Re:wild, and RSPB (83% women, 17% men). The principal local project implementation team, however, is mix gender, comprising of 4 women (57%) and 3 men (43%).

## **6. Monitoring and evaluation**

All project partners have assisted with project monitoring during the project's first year. More specifically, ANT's Project Lead and Project Manager have been responsible for ensuring that the project is on scheduled and is being monitored. Our monitoring and evaluation framework is based on both the logframe and implementation schedule and involves all project partners, although the ANT is the lead agency. At the beginning of the year, the ANT established an Excel-based workplan that is reviewed monthly during staff planning meetings, to cross-check planned activities with deadlines set and to assess project status and identify issues to discuss with project partners.

A Project Steering Committee was established, comprising representatives from our three Anguilla-based partners (ANT, GOA, Sandy Ground Community Council) along with representatives from WMIL, Re:wild, RSPB, and Fort Worth Zoo. While much communication takes place informally through WhatsApp and regular email exchanges, we took advantage of WMIL's visit to Anguilla in March 2025 and held a PSC meeting (opened also to interested members of the Sandy Ground Community) during which we formally reviewed project progress.

Impact of applied conservation interventions are similarly being monitored, with baselines and on-going biodiversity and hydrological data being collected throughout the project period. As we increase our outreach and media presence over the next two years, we'll monitor reach through existing analytic tools and will use more formal training assessment tools (easy-fill-out questionnaires) to assess training effectiveness and identify areas on which we can improve. An in-house workshop is planned for June to ensure we are well-positioned to adopt the outlined GESI recommendations. This session will involve a detailed review of each recommendation to establish clear pathways for implementation and improvement.

## **7. Lessons learnt**

This project is a collaborative initiative that was conceptualised from a community-identified need. Road Bay and Road Salt Pond have often been identified as a potential area for marina development. While a contract was signed for such a development in 2020, it was ultimately not successful and the Sandy Ground community and the newly elected District Representative approached the ANT about how to safeguard the wetland from future development proposals and to establish a Road Salt Pond protected area. While in previous circumstances, it was the ANT approaching stakeholders regarding enhancing natural resources management approaches and protected areas management, this particular project has been community-driven. Guided by its mandate to protect, conserve, and promote Anguilla's heritage, and drawing upon its technical expertise and decades of experience, the Anguilla National Trust was (and still is) well-equipped to provide the crucial assistance required. Building on lessons learned from previous Darwin Plus-funded projects which led to the development of species conservation action plans as well as a management plan for Fountain National Park and the island's six marine protected areas, we adopted a participatory approach to Road Salt Pond management planning. We guided discussions, provided the ecological justification for

biodiversity-focused goals and interventions, but also recognised that for management to be effective, it was essential for the community to agree. Discussions also focused on sustainable tourism and alternative livelihoods and how a healthy and restored Road Salt Pond could support community-based economic development – that the two did not need to be mutually exclusive. Similar to our approach with marine parks management planning, we placed a high value on reaching decisions through open discussions, visualisation exercise, and by consensus (which was achieved). The management planning component of this project has progressed exceedingly well. Designating the wetland as a protected area, however, has taken more time than expected with competing political/government priorities and an unexpectedly early election call: we had thought we would have had the last quarter of the financial year to formally move forward with the designation process, but with elections held at the end of February, this proved to be impossible.

At the same time, we remain optimistic. With the community and District Representative still eager for the establishment of a Road Salt Pond protected area, what appears to be a wider recognition that a marina development be highly unlikely in the area, and clear opportunities for sustainable economic development without converting habitat or impacting ecosystem function, together, speaking with one voice, we will restart our lobbying efforts.

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

Clarification was requested on our project proposal, with comments/responses submitted in April 2024. As this is our first Annual Report for this project, no other issues have been raised.

## **9. Risk Management**

Please refer to our updated project risk register which has been submitted with this Annual Report.

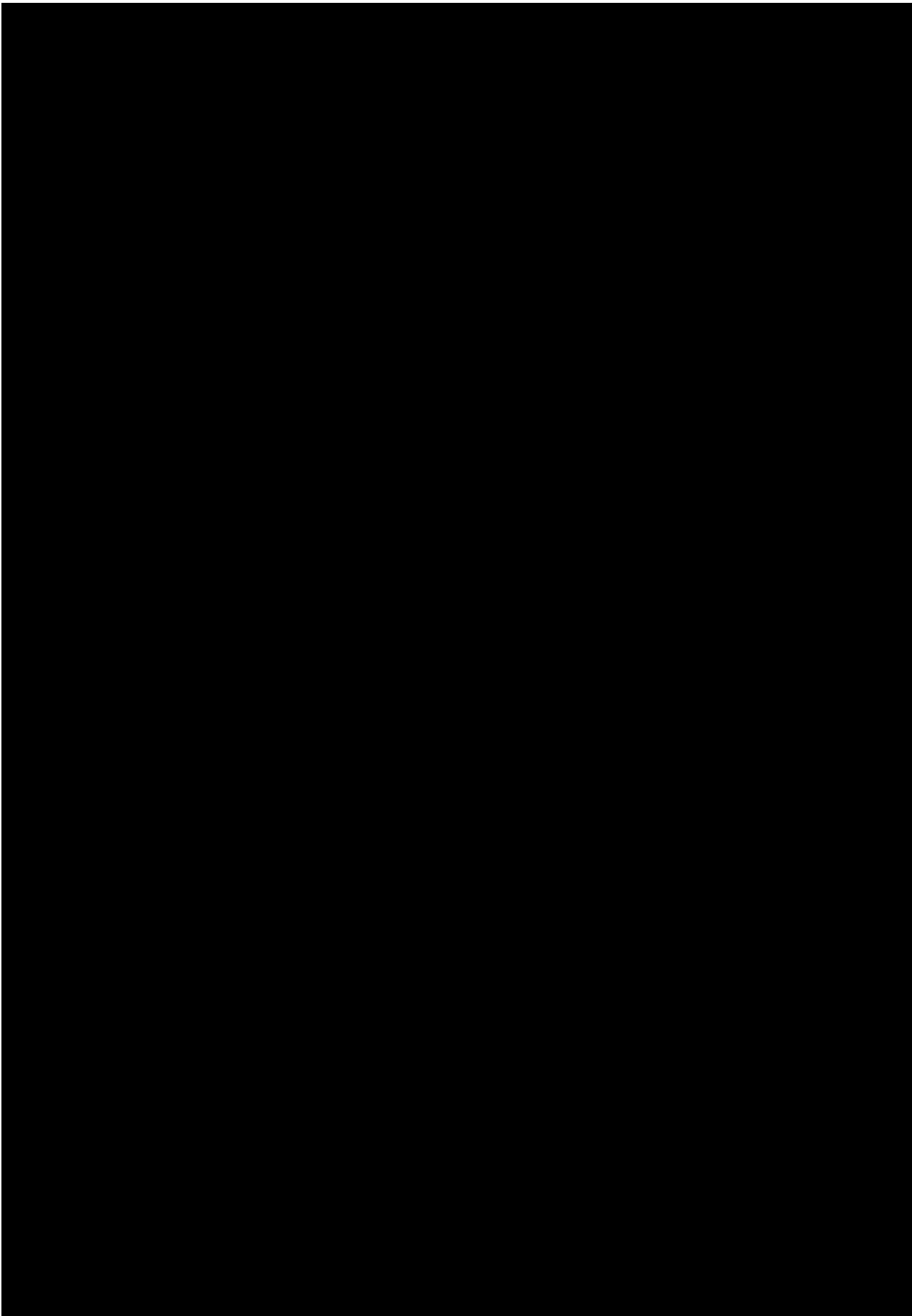
## **10. Scalability and durability**

With approximately 97% of Anguilla's land privately owned, this initiative pioneers a crucial path for expanding the island's protected area network. Recognising that effective conservation, especially for sites deeply connected to communities like Sandy Ground, thrives through collaboration, this project embodies a community-driven, landowner-led approach. The community's passionate call for formal protection, amplified by the ANT's recognition of its ecological and cultural heritage, has been instrumental. The development of a robust ten-year management plan, featuring a clear governance structure and practical conservation actions, marks not just a project, but the foundation of a long-term commitment to collective stewardship. Furthermore, our work in Year 2 to secure formal protected area protection as well as Ramsar Site designation will affirm Road Salt Pond's significance at both national and international levels, solidifying its protected status for generations. We envision this collaborative model as a transformative case study, providing inspiration – or at least viable pathway – to other landowners across Anguilla to become vital partners in nature conservation, ensuring a lasting legacy of biodiversity protection throughout the island.

## **11. Darwin Plus identity**

Darwin Plus (and the Biodiversity Challenge Funds) have been recognised on all outreach materials produced through this project, with logos on presentations and social media posts (Facebook, Instagram) including the #darwinplus tag and @biodiversitychallengefunds handle.

## 12. Safeguarding



### 13. Project expenditure

**Table 1: Project expenditure during the reporting period (1 April 2024 – 31 March 2025)**

Project spend (indicative) in this financial year	2024/25 D+ Grant (£)	202/25 Total actual D+ Costs (£)	Variance %	Comments (please explain significant variances)
Staff costs				
Consultancy costs				
Overhead Costs				
Travel and subsistence				
Operating Costs				
Capital items				
Others (Please specify) • Biosecurity supplies (bait permanent bait stations)				
<b>TOTAL</b>	<b>95,245.00</b>	<b>95,245.00</b>		

**Table 2: Project mobilised or matched funding during the reporting period (1 April 2024 – 31 March 2025)**

	Secured to date	Expected by end of project	Sources
Matched funding leveraged by the partners to deliver the project (£)			US Fish & Wildlife Service, Anguilla National Trust, Government of Anguilla, Wildlife Management International
Total additional finance mobilised for new activities occurring outside of the project, building on evidence, best practices and the project (£)			

**14. Other comments on progress not covered elsewhere**

No other comments.

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

I agree for the Biodiversity Challenge Funds to edit and use the following for various promotional purposes (please leave this line in to indicate your agreement to use any material you provide here).

<b>File Type (Image / Video / Graphic)</b>	<b>File Name or File Location</b>	<b>Caption including description, country and credit</b>	<b>Social media accounts and websites to be tagged (leave blank if none)</b>	<b>Consent of subjects received (delete as necessary)</b>
				Yes / No
				Yes / No
				Yes / No
				Yes / No
				Yes / No

## Annex 1: Report of progress and achievements against logframe for Financial Year 2024-2025

Project summary	Progress and Achievements April 2024 - March 2025	Actions required/planned for next period
<p><b>Impact</b></p> <p>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>Using Road Salt Pond as a pilot study for a grassroots approach to protected area designation and management, a ten-year management plan, drafted by the Sandy Ground community, the Government of Anguilla District Representative, the Anguilla National Trust, other relevant Government of Anguilla agencies, as well as the Anguilla Youth Ambassador comprehensively outlines goals, key priority areas, and actions. The management plan is supported by a five-year action plan with measurable indicators. Implementation of the management plan is similarly collaborative with multiple agencies, organisations, and individuals involved to ensure inclusive engagement and long-term commitment.</p>	
<p><b>Outcome</b> 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>Outcome indicator 0.1 Road Salt Pond legally designated a protected area by the Government of Anguilla by end of Y1</p>	<p>With a change in Government of Anguilla administrations in before protected area status could be achieved, we have not yet achieved this indicator. The District Representative for the Sandy Ground community was re-elected and he remains committed to working with the Sandy Ground community and the ANT as well as the new administration to move this Outcome forward. At the same time, the Government of Anguilla remains a partner on this project and a meeting with the new Minister responsible for the environment has been scheduled for May.</p> <p>Additional details are provided in Section 3.1 and 3.2.</p>	<p>Meet with the new Minister responsible for the environment.</p> <p>Secure re-commitment of the GOA to the project and the protection of Road Salt Pond.</p> <p>Discuss next steps with the GOA regarding Road Salt Pond protected area designation.</p>
<p>Outcome indicator 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>Biodiversity and socio-economic priorities for both nature and people have been integrated into the ten-year Road Salt Pond Management Plan and five-year action plan. Four themes/management programmes were defined, along with supporting goals, during the community-based management planning processes. These themes and goals include:</p>	<p>Review and implement priority management plan actions, as aligned with this project.</p>

	<ol style="list-style-type: none"> <li>1. Natural and cultural heritage conservation: to restore, enhance, and protect Road Salt Pond's natural, cultural, and built heritage features and landscapes</li> <li>2. Tourism, visitation, and public use: to establish Road Salt Pond as a valuable national heritage tourism amenity</li> <li>3. Information, education, and awareness: to build support and appreciation for Road Salt Pond's heritage and ecosystem services values</li> <li>4. Governance: to ensure effective governance and resourcing of Road Salt Pond Protected Area</li> </ol> <p>Additional details are provided in Section 3.1 and 3.2 and within <a href="#">Evidence 1</a>.</p>	
Outcome Indicator 0.3 Work plans and budgets of the management agency demonstrate intention to continue implementing action plans beyond the life of this project	For Year 3 of the project.	
<b>Output 1</b> Biodiversity and ecosystem values of Road Salt Pond assessed to inform sustainable management frameworks and to monitor and evaluate management impacts		
Output indicator 1.1 Long-term biodiversity and water quality monitoring plan developed by end of Q2Y1	<p>Completed.</p> <p>A biodiversity and water quality monitoring plan was established in Quarter 1. Biodiversity monitoring focuses on wetland birds, seabirds, terrestrial birds, insects, brine shrimp, and plants, while the hydrological monitoring programme includes testing for salinity, temperature, pH, dissolved solids, dissolved oxygen, conductivity, phosphates, nitrates, and <i>E. coli</i>. The monitoring plan includes survey methods to be adopted and frequency of monitoring.</p> <p>See Section 3.1, <a href="#">Evidence 5</a>.</p>	Review monitoring plan in Q1Y2, and update if required.
Output indicator 1.2, 1.2 Standardised biodiversity and water quality assessment programme initiated, beginning in Q2Y1	<p>In progress, on-going.</p> <p>Our biodiversity assessment programme began in April 2024, with wetland bird surveys being conducted monthly and insect surveys being conducted quarterly.</p>	Continue to implement biodiversity and hydrological monitoring programme, including launch of terrestrial bird surveys

	<p>The ANT's 2019 assessment of Road Salt Pond's flora was reviewed and updated by October 2024.</p> <p>Quarterly brine shrimp monitoring and hydrological monitoring were launched in March 2025.</p> <p>An rapid ecosystem services assessment was completed in February 2025.</p> <p>See Section 3.1, <a href="#">Evidence 5</a> and <a href="#">Evidence 10</a>.</p>	in April 2025 (beginning of spring migration).
Output indicator 1.3 1.3 Socioeconomic assessment completed for Sandy Ground community and RSP by end of Q4Y1	<p>Completed.</p> <p>A socioeconomic and GESI assessments of the Sandy Ground community were completed.</p> <p>See Section 3.1, <a href="#">Evidence 6</a> and <a href="#">Evidence 7</a>.</p>	Review recommendations of the GESI assessment, identifying priority actions, and implement accordingly.
<b>Output 2.</b> Road Salt Pond recognised and protected as a wetland of national and international importance		
Output indicator 2.1. Road Salt Pond Important Bird and Biodiversity status reviewed by end of Q3Y2	<p>Scheduled for Year 2, but preparatory work was completed, including an assessment of qualifying criteria for Road Salt Pond.</p> <p>See Section 3.1.</p>	Complete and submit Key Biodiversity on-line nomination form to BirdLife International.
Output indicator 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) <b>[DPLUS-C05]</b>	Schedule for Year 3.	Review Ramsar Information Sheet and begin populating with relevant information.
Output indicator 2.3 Road Salt Pond protected area management plan drafted and approved by management planning committee by end of Q2Y2 <b>[DPLUS-B01]</b>	<p>Completed.</p> <p>The Road Salt Pond protected area management plan was finalised and validated by the Sandy Ground community and the District Representative in September 2024.</p> <p>See Section 3.1, <a href="#">Evidence 1</a>.</p>	Present management plan to the Government of Anguilla.
Output indicator 2.4 At least 98 acres of wetland habitat under sustainable management practices	Scheduled for Year 2.	Review and identify priority actions (beyond those outlined within this project) for implementation.
<b>Output 3.</b> 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 indicator 3.1 At least 100m <sup>2</sup> biosecure space created for roosting and nesting wetland birds and seabirds by end of Q2Y2	<p>In progress, on-going.</p> <p>24m<sup>2</sup> biosecure habitat (raft) was constructed and deployed in March, ahead of schedule but in time for the spring migration of nesting terns. Least terns were observed on the roosting on the raft in late April 2025.</p> <p>See Section 3.1, <a href="#">Evidence 2</a>.</p>	Build at least two additional (modular) rafts (total additional area = 48 m <sup>2</sup> )
Output indicator 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>In progress, on-going.</p> <p>Preliminary discussions with the Sandy Ground community were held to identify priority IAS for control and extent of area to be included within the control programme.</p> <p>Bait and permanent bait stations were procured to support the rolling-out of the biosecurity programme in Year 2.</p> <p>See Section 3.1.</p>	Develop, finalise, and operationalise IAS control plan.
Output indicator 3.3 Feasibility study for the transformation of Road Salt Pond as a biosecure space completed by end of Q4Y2	Scheduled for Year 2.	Complete IAS control feasibility study.
Output indicator 3.4 Feasibility/Operational study for the reintroduction of American flamingos completed by end of Q1Y3	<p>In progress, on-going.</p> <p>Though planned for Year 3, we have begun collecting baseline data (food availability to support the species reintroduction plan).</p> <p>See Section 3.1, <a href="#">Evidence 5</a>.</p>	Continue to collect baseline data to support the species reintroduction plan.
Output indicator 3.5 Roosting and nesting grounds enhanced for American flamingos by end of Q4Y3	Scheduled for Year 3.	
Output indicator 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	Scheduled for Year 3.	<p>Collect and germinate native plant seeds to support rewilding programme.</p> <p>Meet with the Department of Infrastructure to discuss and agree on re-wilding plan (to ensure that rewilding initiatives are not impacted by GOA-led roadside maintenance).</p>

Output indicator 3.7 Biosecure viewing platform constructed by end of Q1Y3	Scheduled for Year 3.	Desing viewing platform and procure contractor.
<b>Output 4.</b> 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 indicator 4.1. Communications and outreach plan developed by end of Q2Y1	Completed. A communications and outreach plan to support public awareness and outreach efforts was developed at start of project. See Section 3.1, <a href="#">Evidence 4</a> .	Continue with the implementation of the communications and outreach plan.
Output indicator 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 <b>[DPLUS-A01]</b>	In progress, on-going. Eight local staff and volunteers have been trained in designed habitat construction and deployment. One new ANT staff was trained in biodiversity monitoring. See Section 3.1, <a href="#">Evidence 9</a> .	Continue to train volunteers in biodiversity monitoring and applied conservation techniques.
Output 4.3 At least 30 volunteers assisting project partners with biosecurity surveillance and bird population assessments by end of Q4Y3 <b>[DPLUS-B05]</b>	Scheduled for Years 2 and 3.	Train volunteers in biosecurity and bird monitoring protocols.
Output 4.4 At least two national organisations with improved capacity as result of this project by end of Q4Y3	In progress, on-going. The ANT has increased capacity in wetland and seabird habitat enhancement, especially in the design, construction, and deployment of biosecure rafts. See Section 3.2, <a href="#">Evidence 9</a> .	Identify organisation(s) with interest in biodiversity conservation, IAS control and biosecurity, and/or protected areas management.  Identify training needs and develop and facilitate targeted training programmes.
Output 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 Pond, World Wetland Day festivities	In progress, on-going. Communications and outreach initiatives included: five presentations, three events, 2 outdoor experiential learning sessions, 1 social media post, reaching over 2000 individuals.	Continue with the implementation of the communication and outreach plan, including the presenting the project at BirdsCaribbean online seabird webinar scheduled for May 2025.

	See Section 3.1, <a href="#">Evidence 4</a> .	
Output indicator 4.6 At least 400 school children benefit from project outreach activities	Scheduled for Year 2 and 3.	Develop school-based engaged programme.

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

Project Summary	SMART Indicators	Means of Verification	Important Assumptions
<b>Impact:</b> 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.			
<b>Outcome:</b> 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	0.1 Road Salt Pond legally designated a protected area by the Government of Anguilla by end of Y1  0.2 Biodiversity and socio-economic priorities for the benefit of nature and people incorporated into Road Salt management plan by end of project  0.3 Work plans and budgets of the management agency demonstrate intention to continue implementing action plans beyond the life of this project	0.1 Government of Anguilla Executive Council minutes; Government of Anguilla gazette  0.2 Road Salt Pond management plan  0.3 Management body work plan and budget	Executive Council continues to support the establishment of Road Salt Pond protected area  Sandy Ground community continues to support the protection of Road Salt Pond and implementation of management plan
<b>Outputs:</b> 1. Biodiversity and ecosystem values of Road Salt Pond assessed to inform sustainable management	1.1 Long-term biodiversity and water quality monitoring plan developed by end of Q2Y1	1.1 Biodiversity (bird, brine shrimp, vegetation) and water quality monitoring plan and protocols	Field activities can be rescheduled if extreme weather events affect Anguilla during the project period

frameworks and to monitor and evaluate management impacts	<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>
2. Road Salt Pond recognised and protected as a wetland of national and international importance	<p>2.1 Road Salt Pond Important Bird and Biodiversity status reviewed by end of Q3Y2 <b>[DPLUS-C08]</b></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) <b>[DPLUS-C05]</b></p> <p>2.3 Road Salt Pond protected area management plan drafted and approved by management planning committee by end of Q2Y2 <b>[DPLUS-B01]</b></p> <p>2.4 At least 98 acres of wetland habitat under sustainable management practices <b>[DPLUS-D01]</b></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>

<p><b>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</b></p>	<p>3.1 At least 100m<sup>2</sup> 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>3.7 Biosecure viewing platform constructed by end of Q1Y3</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>3.7 Viewing platform; photographs</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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<p><b>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</b></p>	<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 <b>[DPLUS-A01]</b></p> <p>4.3 At least 30 volunteers assisting project partners with biosecurity surveillance and bird population assessments by end of Q4Y3 <b>[DPLUS-B05]</b></p> <p>4.4 At least two national organisations with improved capacity as result of this project by end of Q4Y3 <b>[DPLUS-A03]</b></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 Pond, World Wetland Day festivities</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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	4.6 At least 400 school children benefit from project outreach activities	4.6 ANT public engagement logbook; photographs	
<p><b>Activities</b> (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><b>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</b></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><b>2 Road Salt Pond recognised and protected as a wetland of national and international importance</b></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><b>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</b></p> <p>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.</p> <p>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.</p> <p>3.3 Develop IAS control protocols and plans with and for the Sandy Ground community</p>			

- 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.

## Annex 3: Standard Indicators

**Table 1 Project Standard Indicators**

Please see the Standard Indicator guidance for more information on how to report in this section, including appropriate disaggregation.

DPLUS Indicator number	Name of indicator	If this links directly to a project indicator(s), please note the indicator number here	Units	Disaggregation	Year 1 Total	Year 2 Total	Year 3 Total	Total to date	Total planned during the project
DPLUS-C08	Number of Important Bird and Biodiversity Areas/KBAs designated	2.1	Number	Updated				0	1
DPLUS-C05	Number of new Ramsar Site nominations	2.2	Number	New				0	1
DPLUS-B01	Number of new management plans available and endorsed	2.3	Number	New	1			1	1
DPLUS-D01	Number of acres of habitat under sustainable management practices	2.4	Number	New				0	98
DPLUS-A01	Number of individuals trained in biodiversity and biodiversity monitoring and applied conservation techniques	4.2	Number	Gender	8			8	15
DPLUS-B05	Number of individuals assisting with biodiversity and biosecurity monitoring programmes	4.3	Number	Gender					30
DPLUS-A03	Number of organisations with improved capacity	4.4	Number	Upskilled	1			1	2

**Table 2 Publications**

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

<b>Title</b>	<b>Type</b> (e.g. journals, best practice manual, blog post, online videos, podcasts, CDs)	<b>Detail</b> (authors, year)	<b>Gender of Lead Author</b>	<b>Nationality of Lead Author</b>	<b>Publishers</b> (name, city)	<b>Available from</b> (e.g. weblink or publisher if not available online)

## Checklist for submission

	Check
Different reporting templates have different questions, and it is important you use the correct one. Have you checked you have used the <b>correct template</b> (checking fund, scheme, type of report (i.e. Annual or Final), and year) and <b>deleted the blue guidance text</b> before submission?	x
<b>Is the report less than 10MB?</b> If so, please email to <a href="mailto:BCF-Reports@niras.com">BCF-Reports@niras.com</a> putting the project number in the Subject line.	x
<b>Is your report more than 10MB?</b> If so, please consider the best way to submit. One zipped file, or a download option, is recommended. We can work with most online options and will be in touch if we have a problem accessing material. If unsure, please discuss with <a href="mailto:BCF-Reports@niras.com">BCF-Reports@niras.com</a> about the best way to deliver the report, putting the project number in the Subject line.	
<b>Have you included means of verification?</b> You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	x
<b>Have you provided an updated risk register?</b> If you have an existing risk register you should provide an updated version alongside your report. If your project was funded prior to this being a requirement, you are encourage to develop a risk register.	x
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 15)?	
Have you involved your partners in preparation of the report and named the main contributors	x
Have you completed the Project Expenditure table fully?	x
Do not include claim forms or other communications with this report.	