

EAST LOCH SHIEL DEER MANAGEMENT GROUP

DEER MANAGEMENT PLAN

ACTION PLAN - WORKING DOCUMENT

First Issued 12th September 2018

2021 TO 2026 PERIOD

1st Edition.

Updated June 2021

Compiled by: **East Loch Shiel Deer Management Group**

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PREFACE

The East Loch Shiel Deer Management Plan has been privately funded and developed by the members of the East Loch Shiel Deer Management Group (ELSDMG). The Plan runs from 2018 until 2023 and has been formally endorsed by all the Members of the Group. The plan will be reviewed on an annual basis and can be updated if required to take account of any changing circumstances with the group area. A substantial plan review has been completed in September 2018 and a further formal review of the overall document will take place at no later than December 2023.

This Action Plan – Working Document is used as the Group’s Action Plan and is regularly updated to reflect current group issues and plans. The current update covers the period 2021 to 2026.

A separate document ‘Deer Management Plan: Background Information’ provides information about the structure and running of the Group, count and cull information, designated sites, and all other deer management issues that affect the Group.

The Population Model has been removed from main body of the Action Plan – Working Document and is now a ‘stand-alone’ document which is an appendix to the Action Plan. This allows for periodic updates of each at appropriate intervals.

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1.0 The DMG's Strategic Objectives

Based on the information provided in the Deer Management Plan: Background Information, it is considered that these are the main objectives for the East Loch Shiel Deer Management Group (ELSDMG), in all cases adhering to Best Practice Guidelines: -

The principal objectives of the group are:

- To safeguard, maintain and promote deer welfare and a healthy and sustainable population of red deer in balance with the natural heritage and land use requirements, such as sporting, commercial or native forestry and agricultural land uses.
- To address land use interests in a collaborative way, unconstrained by property ownership boundaries and to facilitate a grazing and/or fencing regime that will gradually enhance the quality and improve the condition of the designated sites and protect their associated habitats from long-term negative deer impacts when considering the lifecycles of the designated features in question.
- To manage the deer populations as a wildlife resource, to meet and expand upon the demand for stalking, and where possible in certain locations to attempt to increase the number of Red Stags available for sporting culls and also to improve the deer range habitat available to support an increased wild herd size.
- To optimise revenue streams from venison sales, stalking and tourism for the benefit of the DMG, the local community and local businesses.
- To support, maintain and where possible improve economic activity and local employment in the ELSDMG's rural locality via deer management, tourism, agriculture, forestry and construction and renewable energy activities where appropriate.
- To engage with any Government Agencies or other groups with a legitimate interest in the affairs of the group or the Group's deer management range.
- To establish thorough agreed arrangements, release of information to facilitate public access within the group area, taking account of current guidelines and industry initiatives.
- To strive to undertake deer management in the public interest whilst meeting individual management objectives.
- To ensure that an effective pro-active system of communication is in place for the purpose of members and for the wider community, agencies, and other interested parties.
- To maintain an up-to-date Deer Management Plan that acts as a suitable source of information for all group members.
- To ensure full participation where possible from all members of ELSDMG throughout the DMG area.
- To make available such resources, training, and monitoring capacity to achieve the above objectives.

2.0 Actions Summary

The members of the ELSDMG have set the following deer management actions which will be delivered by the DMG during the period of this plan, in conjunction with SNH, ADMG and others. The actions will be reviewed and updated periodically, and others added, as appropriate.

2.1 Operation of The Group

ELSDMG has been assessed against the ‘ADMG Benchmark’ and the ‘SNH Public Interest’ criteria. In this section of the plan, an account is given of how the DMG currently meets the recommended operating criteria and where appropriate, correcting actions are listed.

PRIORITY CRITERIA ARE HIGHLIGHTED BY RED COMMENTS IN THE CRITERION COLUMN. THE COMMENTS IN RED ARE THE GUIDANCE GIVEN AT THE ADMG BIRNAM WORKSHOP 2018 SUBSEQUENTLY CONFIRMED BY R KERNAHAN - SNH HEAD OF NATIONAL OPERATIONS, TO SCORE GREEN IN EACH PRIORITY CRITERION.

The ADMG Benchmark	Criterion.	What DMG doing now? These are current outputs	What will DMG do in the future? These are ongoing, current and new outputs.	Action by	
1. Area and boundaries	1.1 Identify the appropriate boundaries for the group to operate in.	<p>Considered & data captured in Section 7 - DMP Background Information document.</p> <p>The Boundaries and Properties and Sub Group map at Appendix 2 shows the ELSDMG area Boundaries and the Western and Eastern Working Group Boundaries.</p> <p>The Western Working Group area is dominated by enclosed woodlands with some open range and is mainly public sector owned.</p> <p>The Eastern Working Group area is dominated by open range with some enclosed woodlands and is mainly private sector owned.</p>	<p>Keep boundaries under review.</p> <p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings, minuted and if appropriate updated.</p>	Chair, Vice Chair, members.	DMP BI Section 7 BI Appendix2

	<p>1.2 Define appropriate sub populations where applicable</p>	<p>The Western and Eastern Working Group Boundaries agreed in November 2018 are shown on the Appendix 2 Properties and Sub-Group Boundaries Map.</p> <p>The Western Working Group area is dominated by enclosed woodlands with some open range.</p> <p>The Eastern Working Group area is dominated by open range with some enclosed woodlands.</p> <p>The Working Group areas each have their own sub-populations of deer with migration between the areas to be kept to a minimum.</p>	<p>Keep Working Group and sub-population areas under review.</p>	<p>Chair, Vice Chair, members.</p>	<p>Appendix 2</p>
<p>2. Membership</p>	<p>2.1 All property owners within a deer range should be members of a DMG, including private and public land owners; also, where possible, agricultural occupiers, foresters, crofters and others on adjoining land where deer may be present. In some cases, this may extend to householders with private gardens.</p>	<p>Considered & data captured in Section 7 - DMP Background Information document.</p> <p>The ELSDMG Constitution Appendix 1 - adopted in November 2018 defines the membership criteria and the current membership.</p> <p>Membership is open to the owners of land holdings within the ELS deer range where the management of red deer is a continuing requirement, or to other bodies, or people with a legitimate interest in the deer management of the ELSDMG area. Only those properties within the described ELSDMG area are eligible to join the ELSDMG. Only those bodies or people with a legitimate interest in the deer management of the described ELSDMG area are eligible to join the ELSDMG.</p>	<p>Through DMP process continue to contact non-engaging landholders from within the ELSDMG area. ELSDMG business documentation will be circulated where practical to members and non-engaging landholders. ELSDMG area landholders and stakeholders etc. may opt out of receiving correspondence.</p>	<p>Secretary SNH</p>	<p>DMP BI Section 7</p>

<p>3. Meetings</p>	<p>3.1 DMGs should meet regularly. Two formal meetings per year is the norm but more frequent interaction between members, between meetings, should be encouraged.</p>	<p>The ELSDMG will hold a minimum of two formal meetings annually at a convenient time and location generally in Spring and Autumn. (Appendix 1 Constitution sections 5 and 6 refers.) The ordinary business of the DMG will be carried out at these DMG meetings at which the members will undertake open discussions to report, consider and progress the deer management objectives within the ELSDMG area and to attempt to resolve any issues which may arise.</p> <p>Management and local meetings are held as needed. Email and phone calls between.</p> <p>Special meetings can be called with the procedure set out in Section 7 of the Constitution (Appendix 1).</p> <p>All formal meetings have an agenda and are minuted. The minutes are circulated and posted online after each meeting so that members can follow up on any required actions and to inform stakeholders and the wider public.</p>	<p>Secretary to ensure that formal meetings take place a minimum of twice per year.</p> <p>The DMG will collate information from the group meeting in the format of minutes and WEF from Autumn 2018 the DMG meeting minutes are to be structured to include the Action Points list from the DMP. These minutes will provide up-to-date information to the members and public as necessary.</p> <p>The Agenda and Minutes are to be published on the ADMG website.</p> <p>The 2020/21 COVID situation has and continues to prevent our normal meeting frequency.</p> <p>The following extract from a members email of the 07/07/2020 advises: - <i>'As Scottish Government COVID Regulations, Guidance, and advice override the ADMG 'Benchmark', the SNH 'Public Interest', our own DMP, and Constitution we are no longer able to be compliant with aspects of each of these.</i></p> <p><i>It looks less than likely that we will be able to hold any formal meetings for some time, so I suggest that, where practical, we attempt to deal with any deer management issues instead via email.'</i> This way of working is adopted by consensus until circumstances allow.</p>	<p>Secretary SNH</p>	<p>Meeting minutes file. Appendix 1. ADMG website</p>
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	<p>3.2 For effective collaborative management to take place it is important that all DMG Members should attend every meeting or be represented by someone authorised to make appropriate decisions on their behalf.</p>	<p>Where members cannot attend a meeting, they may elect to be represented in proxy by an agreed party.</p> <p>Section 11 of the ELSDMG Constitution (Appendix 1) sets out the proxy voting criteria.</p>	<p>All members and non-attending/engaging ELSDMG area landholders are encouraged to attend or be represented at every meeting.</p> <p>Group continues to communicate with non-engaging landholders where possible.</p> <p>Drimnatorran Farm however has instructed us to stop communicating with them. (i.e. opted out.)</p> <p>Ariundle Farm has opted to be represented at meetings by Conaglen which holds their proxy for voting matters.</p> <p>Chair has communicated with SGRIPD who have committed to attendance at meetings in future.</p>	<p>Secretary SNH</p>	<p>Appendix 1.</p>
	<p>3.3 In addition to landholding Members, including public sector owners, public agencies such as SNH and Forestry Commission Scotland should be in attendance and other relevant authorities such as Police Scotland may be invited to attend DMG meetings.</p>	<p>A full list of ELSDMG area members, landholders, agencies &etc. with contact details is maintained by the Secretary and is considered 'Confidential' to the DMG Office Bearers.</p> <p>The list includes those shown to the left.</p> <p>Neighbours and stakeholders also are included as appropriate.</p> <p>Those listed to the left are advised of the formal meetings and invited to attend.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>In addition to inviting, consider requesting Police Scotland attendance in future if any upcoming issues e.g. poaching, sheep or deer worrying &etc.</p> <p>Those listed to the left are to be advised of the formal meetings and invited to attend. See 15.1.</p>	<p>Secretary</p>	

	<p>3.4 Meetings should operate to an agenda and be accurately minuted. Attendees should be encouraged to participate and agreed actions and decisions should be recorded.</p>	<p>Draft Agenda are produced prior to the meetings for members input. Final Agenda are issued at the meeting.</p> <p>Minutes are produced post meetings and actions identifiable for participants.</p> <p>Agenda, draft meeting minutes and approved meeting minutes are distributed to an agreed list including ELSDMG area members, landholders, agencies &etc. with contact details maintained by the Secretary and is considered 'Confidential' to the DMG Office Bearers.</p> <p>Agenda and meeting minutes are published on the ELSDMG section of the ADMG website. http://elochsheildmg.deer-management.co.uk/</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>A request is made to the attendees at the start of each meeting that a voice recording be made of the meeting to help DMG officers with the preparation of the minutes and not for general publication or distribution. No other voice or video recordings are permitted except with the express permission of all present.</p>	<p>Chair Secretary Agenda item</p>	<p>Agenda and Minutes Files</p>
	<p>3.5 Group can demonstrate a capacity to deal with issues between meetings as they arise, and to provide an ongoing source of communication and advice as required.</p>	<p>Group members communicate as appropriate between meetings via phone, email or meetings.</p> <p>The Western and Eastern Working Group members communicate between themselves and each other via telephone, email and separate meetings between the DMG meetings as appropriate.</p> <p>Deer & management issues &etc. are often addressed between meetings via telephone and emails.</p> <p>Where practical, criteria are addressed between meetings via email leaving more time at the meetings to concentrate on our group Key Priority Criteria.</p> <p>A Conflict and Grievance Procedure is included at 17.4 of the DMP Background Information.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>Ongoing Group, Working Group and individual telephone and emails.</p> <p>Group officers email files demonstrate extensive communications re DMG issues.</p>	<p>Chair, Vice Chair Members.</p>	<p>Email Files</p>

<p>4. Constitution & Finances</p>	<p>4.1 All DMGs should have a Constitution which defines the area of the Group, sets out its purpose, its operating principles, membership and procedures, in addition to providing for appointing office bearers, voting, raising subscriptions and maintaining financial records.</p>	<p>The DMG Constitution was updated, consulted on and approved at our DMG meeting of the 29/04/2019 and incorporates all those points listed to the left.</p> <p>Review of Constitution; Review details are included at section 14 of the Constitution.</p> <p>The current constitution is posted on the East Loch Shiel section of the ADMG website. http://elochsheildmg.deer-management.co.uk/</p>	<p>The next scheduled review of the constitution is in 2022.</p> <p>The 2020 COVID situation has and continues to prevent our normal meeting frequency.</p> <p>The following extract from a members email of the 07/07/2020 advises: - <i>'As Scottish Government COVID Regulations, Guidance, and advice override the ADMG 'Benchmark', the SNH 'Public Interest', our own DMP, and Constitution we are no longer able to be compliant with aspects of each of these.</i></p> <p><i>It looks less than likely that we will be able to hold any formal meetings for some time so I suggest that, where practical, we attempt to deal with any deer management issues instead via email.'</i> This arrangement, having been agreed and implemented by the members continues as necessary.</p>	<p>Chair, Vice Chair Members.</p>	<p>DMP BI Appendix 1.</p>
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	<p>4.2 Good management and budgeting of finances.</p>	<p>Group has no bank account, so expenses generally are dealt with via a single member paying invoices then billing members their proportion e.g. helicopter counts. Or via self-billing invoices raised to members for direct settlement e.g. ADMG fees.</p> <p>Finances are dealt with by members on 'as and when basis'.</p> <p>Finance continues on an 'as and when basis'.</p>	<p>Finance continues on an 'as and when basis'.</p> <p>Should public funding be sourced consider the funder paying the contractor directly. This then deals with the VAT effectively at the same time.</p>	<p>Chair, Vice Chair Members.</p>	
<p>5. Deer Management Plans</p>	<p>5.1 All DMGs should have an up to date, effective and forward-looking Deer Management Plan (DMP).</p>	<p>The 9th edition DMP Background Information and 1st edition Action Plan - Working Document were both formally adopted at the 02/11/2018 meeting.</p> <p>These are both updated periodically.</p> <p>Current ELSDMG DMP's are posted on the ADMG website. http://elochsheildmg.deer-management.co.uk/</p>	<p>Data in the DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>The DMP Background Information document will be programmed for update on receipt of the WWG specific information. ACTION POINT 1: - WWG to provide information. ACTION POINT 2: - Chair, Vice Chair to programme DMP BI update on receipt.</p> <p>The following extract from a members email of the 07/07/2020 advises: - 'As Scottish Government COVID Regulations, Guidance, and advice override the ADMG 'Benchmark', the SNH 'Public Interest', our own DMP, and Constitution we are no longer able to be compliant with aspects of each of these.</p>	<p>Chair, Vice Chair Secretary Members</p>	<p>DMP BI and Action Plan.</p>

			<p><i>It looks less than likely that we will be able to hold any formal meetings for some time, so I suggest that, where practical, we attempt to deal with any deer management issues instead via email.</i> This arrangement, having been agreed and implemented by the members continues as necessary.</p>		
	<p>5.2 The DMP should record all the land management objectives within the DMG area.</p>	<p>Considered & data captured in Section 7 of the DMP Background Information document.</p> <p>ELSDMG area land management objectives are recorded in section 7 of the DMP Background Information.</p> <p>The ELSDMG officers consider there have been no significant changes to land management objectives since the preparation of our current DMP (September 2018) and this Action Plan update.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Update with members input as required to ensure the DMP Edition 9 includes any changes to land management objectives among members.</p> <p>Our DMP's are adaptive and the group or properties within the area are to respond to changes or circumstances as they arise.</p> <p>A permanent Agenda item requests information on changes to any land management objectives.</p> <p>FLS advise their Glen Hurich Land Management Plan is under review. Following a request that their neighbours and the DMG be allowed to input into the preparation of the plan FLS response was <i>"The LMP will be placed in the consultation section of the FLS website for about a</i></p>	<p>Chair, Vice Chair, Secretary, Members</p>	<p>DMP BI Section 7 & Action Plan</p>

			<p><i>month before being submitted to Scottish Forestry for approval.</i></p> <p><i>I will let you know when that occurs,”</i></p> <p>The ELSDMG Chair and Vice Chair have both contacted FLS expressing the concerns re the failing FLS fences and the negative impacts on the FLS neighbours.</p>		
	<p>5.3 Where applicable, the plan should include a rolling 5-year population model.</p>	<p>Considered & data captured in Section 19 DMP Background Information document and Working Action Plan Document.</p> <p>A forward-looking population model summary is now a ‘stand-alone’ document (Appendix 15) and further details are included in the DMP Background Information Document. This allows both the Action Plan and the Population Model to be updated independently of each other at appropriate intervals. The Population Model is updated each year generally between the hind and stag seasons.</p> <p>The Population Model includes deer density, count figures, cull figures, recruitment, and mortality, and considers deer condition, availability of shelter and forage, and HIA data at each update to arrive at a Population Target.</p>	<p>Population targets etc. are discussed at the Group Management meetings twice yearly.</p> <p>A permanent Agenda item is to report on and gather up to date information for the Population Model.</p> <p>The Population Model is to be updated annually.</p>	<p>Chair Vice Chair Members</p>	<p>DMP BI - Section 19.</p>
	<p>5.4 Appropriate use of maps to illustrate relevant detail.</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>Appropriate maps are included in the Appendices and maintained on the ELSDMG section of the ADMG website.</p>	<p>Relevant maps and data included in the DMP Background Information document, which will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in the Action Plan - Working Document and/or information circulated via e-mail.</p>	<p>Vice Chair</p>	<p>DMP BI Appendix’ 2, 3, 4a, 4b, 5, 6, 7, 8, 9, and 11.</p>

			Consider potential for inclusion of any other relevant mapping as new information becomes available.		
	<p>5.5 The DMP should identify the public interest aspects of deer management.</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>Identified also in Section 2.2 of the Action Plan – Working Document below.</p> <p>Public Interest aspects of deer management form the second section of this Action Plan.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings, minuted & updated in the Action Plan - Working Document and/or information circulated to members via e-mail.</p>		<p>DMP BI Action Plan Section 2.2</p>
	<p>5.6 DMP should make appropriate reference to other species of deer within the DMG area and provide a level of detail proportionate to this interest.</p>	<p>Considered & data captured in Section 15 of the DMP Background Information document.</p> <p>The policy on Non – Native and Secondary Native Species is contained in Section 15 of the DMP Background Information.</p> <p>Red deer are the primary species in ELS and the focus of our DMP. Currently there are no issues with other species, with only roe deer present which for most are only a minor issue.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Group to re-consider should the situation change and revise content as and when other species and their management increase or decrease in importance.</p>		<p>DMP BI - Section 15.</p>
	<p>5.7 It should include a list of actions that deliver the collective objectives of DMG Members as well as public interest objectives. These actions should be updated annually.</p>	<p>Considered & data captured in Section 7 of the DMP Background Information document.</p> <p>This Action Plan - Working Document is the action list and is to be updated annually or more frequently to address specific items.</p> <p>For convenience an Action Points Summary may be issued which can include actions required, actions by - agreed/delegated, status and completion dates. This summary will draw information from the Constitution, meeting minutes, the DMP Background</p>	<p>The DMG will ensure continued development and periodic review of the DMP Background Information document and of the Action Plan - Working Document to provide an up-to-date and evolving DMP.</p>	<p>Vice Chair</p>	<p>DMP BI – Section 7 Action Plan.</p>

	<p>5.8 It is important that all DMG Members should play a full part in the planning process and in the implementation of agreed actions.</p>	<p>Information and the Action Plan – Working Document &etc.</p> <p>Considered & data captured in Section 7 of the DMP Background Information document.</p> <p>All members are encouraged to play their part in the planning process and implementation of agreed actions.</p> <p>This Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>At the date of the assessment: -</p> <p>SNH; - Scoring and evidence of delivery: - <i>Ariundle is represented by Conaglen but doesn't attend the meetings. Drimnatorran did not input into current DMP and don't attend (property is up for sale). East sub group has met separately and correspond. West sub group - FLS and NSWG have had an initial meeting.</i></p> <p>SNH; -Future action for the group: - <i>The West sub group needs to continue to define and implement actions</i></p> <p>Since the assessment: -</p> <p>DMG comment: -</p> <p>Drimnatorran and NSWG, a neighbour, are named in the SNH 2019 assessment notes but neither are members of ELSDMG.</p> <p>Also noted is that: - 'The West Sub-Group' [Actually the 'Western Working Group'], which is dominated by Public sector owned properties, 'needs to continue to define and implement actions.'</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>All DMG members and area landholders are encouraged to play their part in the DMP process.</p> <p>Chair has communicated with SGRIPD who have committed to attendance at meetings in future.</p> <p>Input required from Western Working Group.</p> <p>Further discussions have clarified that the group needs proper detail for Western Working Group specifics often in the form of DMP sections to include in the ELSDMP. Action Point WWG. The DMP Background Information will be programmed for update upon receipt of the WWG information.</p> <p>From meeting minutes 29/04/2019 'The Western Working Group would not have to write DMP sections for the entire criteria as many of the DMP sections cover the whole Group, but specifics relevant to the Western Working Group will need to be</p>	<p>Secretary SNH FLS WWG</p>	<p>DMP BI – Section 7 Action Plan.</p>
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		<p>'The public sector owned properties are making little contribution to the DMP process.'</p> <p>The ELSDMG April 2019 meeting was to be key to our final preparation for our Assessment and was reliant in part on input and responses from SNH. With no SNH attendance at this meeting we found ourselves at a disadvantage going into the Assessment. DMG requests to SNH for information often are not responded to and agreed SNH actions often not carried out.</p> <p>DMG Western Working Group comment: -</p>	<p>provided to be included correctly in the ELS DMP.'</p>		
	<p>5.9 The DMP may identify potential conflicts and how they can be prevented or addressed to ensure an equitable approach to the shared deer population.</p>	<p>Considered & data captured in Section 7 of the DMP Background Information document.</p> <p>It is often not possible to identify potential conflicts that may or may not occur in the future. The DMP sets out a conflicts and grievance procedure at 17.4 that allows the DMG to address issues in a structured manner.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>The DMP identifies conflict over FLS failed fences. This has been addressed on several occasions at the Group meetings and via direct comms with FLS officers but without progress or resolution.</p> <p>Eastern Working Group comment: - It is hoped that FLS will give serious consideration to the proposals made by the open range members to address the fencing issue. The proposals have benefits for Sustainable Deer Management, the 'Public Interest', all DMG members and to the environment.</p> <p>FLS advise their Glen Hurich Land Management Plan is under review.</p>	<p>Chair, Vice Chair Secretary FLS</p>	<p>DMP BI - Section 7. DMP BI Section 17.4</p>

			<p>Following a request that their neighbours and the DMG be allowed to input into the preparation of the plan FLS response was <i>“The LMP will be placed in the consultation section of the FLS website for about a month before being submitted to Scottish Forestry for approval.</i></p> <p><i>I will let you know when that occurs,”</i></p> <p>The DMG Chair and Vice Chair have both contacted FLS expressing the concerns re the failing FLS fences and the negative impacts on the FLS neighbours.</p>		
	<p>5.10 Relevant local interests should be consulted on new DMPs and advised of any changes as they come forward.</p>	<p>Considered & data captured in Section 17 of the DMP Background Information document.</p> <p>Local interests are consulted on new DMP’s and advised of changes as they come forward.</p> <p>A consultee/stakeholders list is included at 17.1 in the Background Information section of the DMP.</p> <p>The DMP and approved meeting minutes are published on the ADMG website. http://elochsheildmg.deer-management.co.uk/</p> <p>Agenda, meeting minutes, DMP’s, DMP revisions and updates are distributed to an agreed list including ELSDMG area members, landholders, agencies, stakeholders &etc. with a contact details list maintained by the Secretary which is considered ‘Confidential’ to the DMG Office Bearers.</p> <p>The most up to date DMP’s, revisions and updates etc. are freely available online and all local interests are advised to use these.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>Local interests are to be consulted on new DMP’s and advised of changes as they occur.</p> <p>FLS advise their Glen Hurich Land Management Plan is under review (November 2020). Following a request that their neighbours and the DMG be allowed to input into the preparation of the plan FLS response was <i>“The LMP will be placed in the consultation section of the FLS website for about a month before being submitted to Scottish Forestry for approval.</i></p> <p><i>I will let you know when that occurs,”</i></p>	<p>Secretary</p>	<p>DMP BI Section 17 Action Plan</p>

			<p>The DMG Chair and Vice Chair have both contacted FLS expressing the concerns re the failing FLS fences and the negative impacts on the FLS neighbours.</p> <p>An open and transparent process is followed and the DMP is accessible to all on the ADMG website.</p> <p>Input required from Western Working Group: - Provide contact details including email addresses for local interests in the Western Working Group area to be included on the circulation list.</p>		
<p>6. Code of Practice on Deer Management</p>	<p>6.1 The Code should be endorsed by all DMGs and referenced in both the Constitution and Deer Management Plan of every Group. The terms of the Code should be delivered through the Group Deer Management Plan.</p>	<p>Considered & data captured in Section 2 of the DMP Background Information document.</p> <p>The Code is endorsed and referenced in the ELSDMG Constitution at 2.ii</p> <p>The DMG members will undertake, the principles laid out in the Code of Practice on Deer Management. https://www.nature.scot/professional-advice/land-and-sea-management/managing-wildlife/managing-deer/code-practice-deer-management</p> <p>All members are aware of and working to this standard and a link to the document has been circulated via group email on 29/11/2018.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Members are to deliver on the terms of the Code in their work.</p>	<p>Chair, Members.</p>	<p>DMP BI Section 2 Constitution Appendix 1. Training log.</p>

<p>7. ADMG Principles of Collaboration</p>	<p>7.1 The Principles of Collaboration should be incorporated into all DMG Constitutions and Deer Management Plans.</p>	<p>Considered & data captured in Section 4 of the DMP Background Information document.</p> <p>The ADMG Principles of Collaboration are referenced in the ELSDMG Constitution at 2.ii</p> <p>All members are aware of these principles.</p> <p>All members are aware of and working to this standard and a link to the document has been circulated via group email on 29/11/2018. http://www.deer-management.co.uk/wp-content/uploads/2014/02/ADMG-PRINCIPLES-OF-COLLABORATION.pdf</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>The DMG members are to adhere to the ADMG Principles of Collaboration.</p>	<p>Chair, Members</p>	<p>DMP BI - Section 4. Constitution Appendix 1. Training etc log.</p>
<p>8. Best Practice</p>	<p>8.1 All deer management should be carried out in accordance with Best Practice.</p>	<p>Considered & data captured in Section 3 of the DMP Background Information document.</p> <p>The DMG members will undertake, the principles laid out in the Best Practice Guidance notes.</p> <p>All members are aware of and are working to Best Practice.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Members.</p>	<p>DMP BI - Section 3. Training etc log.</p>

	<p>8.2 All Deer Management Plans should reference and follow WDBP which will continue to evolve.</p>	<p>All members are aware of and working to this standard and a link to the document has been circulated via group email on 21/09/2018 and repeated 09/07/2020. https://www.bestpracticeguides.org.uk/</p>	<p>Members are to carry out deer management in accordance with Best Practice. Best Practice are no longer disseminating updates or news either in hard copy or via email. The emphasis is on the user now to find out for themselves any changes.</p>	<p>Chair, Members.</p>	<p>DMP BI Section 3. Training etc log.</p>
<p>9. Data and evidence gathering- Deer Counts</p>	<p>9.1 Accurate deer counting forms the basis of population modelling. An ethos that reflects this should be in evidence. Green where DMG demonstrates a counting policy, with actions, that looks for a population estimate (whether by foot or helicopter) at least every 3-5 years, an assessment of the information gathered and a responsive and adaptive cull planning process.</p>	<p>Considered & data captured in Section 8 of the DMP Background Information document. Due to remoteness aerial counts are considered the only practical and effective method of counting our open hill range. Members aim to complete at least one full co-ordinated and systematic census of the whole ELSDMG area every five years. Carbon footprint and cost considerations prohibit more frequent helicopter counts. A privately funded helicopter count was completed in the March 2010 of the Open Range. A privately funded helicopter count was completed in the March 2016 of the Open Range after SNH offers of funded counts in 2014, 2015 and 2016 were withdrawn. An SNH funded helicopter open range count was carried out in January 2019.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail. With a helicopter count in 2019 the next count is scheduled no later than 2024. Nature Scot advise of a move away from helicopter counts citing cost and carbon concerns. Discuss and agree on timing of next deer count and methods with foot counts being unsuitable over much of our area. Nominate and select members who will co-ordinate deer counting and carry out a deer count when weather conditions are suitable. Assessment of the count data is included in the forward-looking Population Models</p>	<p>Chair, Members</p>	<p>DMP BI - Section 8.</p>

			where our responsive and adaptive cull planning is summarised.		
	<p>9.2 As publicly funded aerial counts are now exceptional, DMGs should aim to carry out a regular well planned coordinated foot count of the whole open range deer population. The norm is to count annually.</p> <p>Green where counting is undertaken on 3-5 year basis; rationale and justification set out where this is not the case as a minimum.</p>	<p>Considered & data captured in Section 8 of the DMP Background Information document.</p> <p>Due to remoteness aerial counts are considered the only practical and effective method of counting our open hill range.</p> <p>Members aim to complete at least one full co-ordinated and systematic census of the whole ELSDMG area every five years.</p> <p>Carbon footprint and cost considerations prohibit more frequent helicopter counts.</p> <p>A privately funded helicopter count was completed in the March 2016 of the Open Range after offers of SNH funded counts in 2014, 2015 and 2016 were withdrawn.</p> <p>An SNH funded helicopter open range count was carried out in January 2019.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Next count scheduled no later than 2024.</p> <p>Nature Scot advise of a move away from helicopter counts citing cost and carbon concerns. Discuss and agree on timing of next deer count and methods with foot counts being unsuitable over much of our area.</p>	Chair Vice-Chair.	DMP BI - Section 8.
	<p>9.3 Recruitment and mortality counts are also essential for population modelling.</p> <p>Green where undertaken annually and overall Group figure calculated.</p>	<p>Considered & data captured in Section 8 of the DMP Background Information document.</p> <p>The ELSDMG will collect, collate and review data available within the DMG which might be used as a proxy for deer health/welfare i.e. count and cull numbers, recruitment, winter mortality and HIA range assessment information where it is available from members.</p> <p>DMG to follow this procedure; Mortality assessment/counts. At the 12/11/2019 meeting SNH advises that for adult deer we use the SNH standard of 2% but vary as needed based on the observations of the stalkers. For calves, carry out sample</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Recruitment counts and mortality assessments are included as a permanent Spring meeting Agenda item.</p> <p>ACTION: The next update to Section 8 of the DMP to include the Recruitment and</p>	<p>Agenda item.</p> <p>Chair, Vice-Chair</p> <p>Deer managers.</p>	DMP BI Section 8.

		<p>recruitment counts late spring by which time the winter mortality will have occurred. This then gives the actual 'post-winter mortality' recruitment figure with no need to calculate further. These figures can then be applied to the Population Model</p>	<p>Mortality assessment methods shown to the left. Action Point: - Chair, Vice-Chair</p>		
	<p>9.4 Other census methods may be required in some circumstances, e.g. dung counting in woodland or other concealing habitats or on adjoining open ground.</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>This Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>DMG comment: -</p> <p>FLS provided density data last for 2009 then has twice recently deferred the already overdue population density assessments back from 2018 to 2019, then again to 2020 citing budgetary constraints.</p> <p>This criterion is failed by Scot Gov agency FLS. A red assessment score was only avoided by the FLS commitment to a population density assessment being completed in 2020. At June 2021 still no data provided to the DMG.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>DMG to continue to encourage FLS to complete woodland deer counting/sampling. Ideally this would coincide with the open range counts.</p> <p>Action Point: - FLS to provide deer density, recruitment, and mortality data in late spring of each year to allow the Population Model to be updated .</p>	<p>FLS</p>	<p>DMP BI Section 8.</p>

<p>10. Data and evidence gathering- Culls</p>	<p>10.1 All DMGs should agree a target deer population or density which meets the collective requirements of Members without detriment to the public interest.</p> <p>Green where the Group has agreed a target which will deliver the objectives as set out within the DMP; 'agreed' is in relation to the DMG members, not SNH; where there's a contract or grant, or regulation is being used then target density and appropriate cull levels will require agreement with SNH/FCS, but not otherwise.</p>	<p>Considered & data captured in Section 19 of the DMP Background Information document. ¹</p> <p>With open range helicopter counts having been completed in 2016 and 2019, the group should continue to use population modelling, recruitment, and mortality counts/assessments on an annual basis.</p> <p>General mortality, recruitment and other information is discussed during each DMG meeting.</p> <p>The population Model including Group cull targets is no longer incorporated in main body of this Action Plan. The population model is now a 'stand-alone' document which is an appendix to this Action Plan – Working Document. This allows both the Action Plan and the Population Model to be updated independently of each other at appropriate intervals.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>The population model target and cull target will be updated annually incorporating open range counts, recruitment, mortality and FLS deer density data.</p>	<p>Chair</p>	<p>DMP BI section 19</p>
	<p>10.2 The cull should be apportioned among Members to deliver the objectives of the DMP and individual management objectives while maintaining the agreed target population and favourable environmental condition.</p> <p>Green where the groups overall cull, and apportionment of it in terms of distribution is appropriate to securing objectives set out in DMP.</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>A forward-looking detailed Population Model has been prepared with population and cull targets discussed between members to achieve management and environmental objectives.</p> <p>This Priority Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>SNH; - Scoring and evidence of delivery: - Cull is discussed and agreed with members present at meetings. Current culls and population targets will not achieve favourable environmental condition. SNH; - Future action for the group: - Group feel this is a</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Proposed and actual cull information is included in the Population Model.</p> <p>Cull apportionment is a permanent agenda item which is discussed at the DMG twice yearly formal meetings.</p> <p>It is noted that individual sporting interests' objectives are constrained while significant migration continues into the</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Proposed and actual cull information is included in the Population Model.</p> <p>Cull apportionment is a permanent agenda item which is discussed at the DMG twice yearly formal meetings.</p> <p>It is noted that individual sporting interests' objectives are constrained while significant migration continues into the</p>	<p>Chair Members FLS</p>

		<p><i>green - to QA - check against Morvern and use 11.1 to inform QA. Result of QA - The statement against the Morven 10.2 criteria is more definitive and expansive in terms of delivering against multiple objectives. However for East Loch Shiel the information against the same criteria does not carry the same level and weight of evidence or commitment to justify GREEN. In addition this allocation for BM10.2 for ELS is consistent with the allocation for Public Interest 2.2 and 2.3.</i></p> <p>DMG comment: - The cull cannot 'be apportioned among members to deliver the objectives of the DMP and individual management objectives' while FLS continue their policy of not repairing fences and adopting their aggressive culling policy. ¹</p> <p>Eastern Working Group comment: - Should FLS repair/maintain their fences, or agree to open range members proposals to address the fencing issues to stop migration the open range landholdings can reduce their deer density by ≈ 25% and maintain the agreed target population to 'deliver the objectives of the DMP and the individual management objectives.'</p> <p>WWG comment: -</p> <p>Group comment: - Refer to the Population Model Background Information file – 4.0.¹</p>	<p>insecure woodlands (see Population Model Appendix 15).</p> <p>Eastern Working Group comment: - It is hoped that FLS will give serious consideration to the proposals made by the open range members to address the fencing issue. The proposals have benefits for Sustainable Deer Management, the 'Public Interest', all DMG members and to the environment. Action Point FLS.</p> <p>FLS advise their Glen Hurich Land Management Plan is under review (November 2020). Following a request that their neighbours and the DMG be allowed to input into the preparation of the plan FLS response was "The LMP will be placed in the consultation section of the FLS website for about a month before being submitted to Scottish Forestry for approval.</p> <p><i>I will let you know when that occurs,"</i></p> <p>The DMG Chair and Vice Chair have both contacted FLS expressing the concerns re the failing FLS fences and the negative impacts on the FLS neighbours.</p>		
	<p>10.3 The Group cull target should be reviewed and, if necessary, adjusted annually.</p>	<p>Considered & data captured in Sections 19 and 20 of the DMP Background Information.</p> <p><u>Cull targets</u></p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan</p>	<p>Chair, Members Agenda Item.</p>	<p>DMP BI - Section 19 Section 20 Population Model</p>

	<p>Green where the Group is operating to an up to date population model</p>	<p>A forward-looking population model has been prepared and cull targets discussed between members (ELS Appendix 15).</p> <p>Proposed culls for the coming season are considered at the DMG formal meetings.</p>	<p>Document and/or information circulated to members via e-mail.</p> <p>The ELS Population model will be updated annually.</p>		
<p>11. Data and evidence gathering- Habitat Monitoring</p>	<p>11.1 DMGs should carry out habitat monitoring. Habitat Impact Assessments (HIA) measure progress towards agreed habitat condition targets on both designated sites and the wider deer range.</p> <p>Priority Criterion - Green if undertaken across an appropriate proportion of the DMG area, Milestones met in terms of reviewing results in relation to objectives outlined in DMP.</p>	<p>Considered & data captured in Section 18 of the DMP Background Information document.</p> <p>Detail provided in DMP HIA Monitoring Plan (ELS Appendix 11) and HIA Log (ELS Appendix 13) both of which are updated periodically.</p> <p>This Priority Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>SNH; - Scoring and evidence of delivery: - <i>Appendix 13 of DMP (online) summarises the current situation regarding HIA. Most estates have carried out some HIA though there are currently gaps. 110 complete, another 75 to complete 2019/2020 (Inversanda, SGRPID). Group has requested wider HIA guidance from SNH but this has not been delivered.</i></p> <p>SNH; -Future action for the group: -<i>Group to finish HIA, adopt habitat condition targets and monitor progress against these.</i></p> <p>DMG comment: -</p> <p>At the date of the assessment: -</p> <p>The HIA indicative Plot map (Appendix 11) and the HIA log (Appendix 13) showed the HIA monitoring commitments and the summary HIA assessment.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>See ELS HIA Plot map (Appendix 11.) and HIA Log (Appendix 13.) for current HIA status. Annual update.</p> <p>HIA data to be analysed when all results are in.</p> <p>See Public Interest 5. Below.</p>	<p>FLS</p>	<p>DMP BI Section 18</p> <p>ELS HIA Log. Appendix11.</p> <p>Appendix 13</p> <p>Spring 2019 group report.</p>

		<p>The DMG had requested HIA guidance from SNH but this has not been delivered.</p> <p>In the Eastern Working Group area: -</p> <p>>90 open range BPG HIA plots reported carried out (Private ownership). With a schedule of completed and planned HIA in the HIA Log – Appendix 13.</p> <p>In the Western Working Group area: -</p> <p>10 open range BPG HIA plots on Resipole Farm. (Private ownership)</p> <p>No SNH Claish Moss BPG HIA plots, (Public ownership) and no detail is given as to their proposals.</p> <p>No FLS open range BPG HIA plots and no plans to do any. (Public ownership)</p> <p>No SGRIPD BPG HIA plots, although under consideration. (Public ownership)</p> <p>Partial delivery of this criterion has led to an Amber score at the SNH Assessment in May 2019.</p> <p>N.B. SGRIPD later committed to, and during summer 2019 have established 60 BPG HIA plots with a comprehensive report submitted to the DMG.</p>			
	<p>11.2 HIAs should be carried out on a systematic and regular basis. A three year cycle is the norm but many find annual monitoring useful.</p>	<p>Considered & data captured in Section 18 of the DMP Background Information document.</p> <p>11.2 BPG Blanket Bog or Dwarf Shrub Heath (BB or DSH) are the HIA methods promoted by SNH/Nature Scot for Non-Designated Open Range. BPG HIA frequency suggests a 3 to 5 yearly cycle.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>See Action Plan - Benchmark 11.1 above.</p>		<p>DMP BI Section 18.</p>
	<p>11.3 Data is required on other herbivores present and their impact on the habitat.</p>				<p>DMP BI Section 18.</p>

	<p>11.4 DMPs should include a section on habitat monitoring methods and procedures and record annual results so as to measure change and record trends.</p>	<p>11.3 It is noted that apart from hare dung presence, other herbivores input and signs of burning are not included on the BPG BB and DSH field data sheets as downloaded on 08/03/2019, nor is there any recording of insect or other environmental damage.</p> <p>11.4 Considered and captured in Section 18 of the ELSDMP Background Information.</p> <p>The HIA plot map at Appendix 11 and the HIA Log at Appendix 13 of the DMP shows the current monitoring with a results summary.</p>			<p>DMP BI Section 18.</p> <p>HIA log. – Appendix 13</p>
<p>12. Competence</p>	<p>12.1 It is recommended that in addition to DSC 1 deer managers should also attain DSC 2 or equivalent.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p> <p>A Skills, Experience, Knowledge, Training and Certification schedule (Appendix 10) of this Working Plan shows DSC1 and DSC2 status.</p> <p>The DMG recommends that all properties are represented by deer managers with a minimum of DSC1 and/or ‘trained hunter’ exemption and preferably with DSC2 and/or equivalent.</p> <p>All named landholdings have DSC1, ‘trained hunter’ and most have DSC2 or equivalent.</p> <p>The DMG will support members with training and certification as appropriate.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>The DMG is to support members with identified training and certification needs as appropriate.</p> <p>The Skills, Experience, Knowledge, Training and Certification log update is updated annually.</p>		<p>DMP BI Section 13.</p> <p>Training log Appendix 10</p>
	<p>12.2 Deer managers supplying venison for public consumption are required to certify carcasses as fit for human consumption to demonstrate due diligence. “Trained Hunter” status is required for carcass certification.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p> <p>DSC1 or ‘Trained Hunter’ status is required to certify carcasses fit for public consumption.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>A Skills, Experience, Knowledge, Training and Certification schedule (Appendix 10) of</p>	<p>Agenda item. Chair.</p>	<p>DMP BI Section 13.</p> <p>Training log Appendix 10</p>

	<p>Priority criterion – no additional guidance.</p>	<p>A Skills, Experience, Knowledge, Training and Certification schedule (Appendix 10) of this Working Plan shows DSC1 and DSC2 status.</p> <p>All named landholdings have DSC1, ‘trained hunter’ and most have DSC2 or equivalent.</p> <p>The DMG will support members with training and certification as appropriate.</p>	<p>this Working Plan shows all member landholdings have ‘trained Hunter’ status.</p> <p>The Skills, Experience, Knowledge, Training and Certification schedule (Appendix 10) is updated annually. The DMG is to support members with identified training and certification needs as appropriate.</p>		
<p>13. Training</p>	<p>13.1 All DMGs should have a training policy and incorporate it in the DMP.</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>A training policy is included in Section 13.1 of the DMP Background Information. Discussed and agreed with members as part of DMP.</p> <p>The Skills, Experience, Knowledge, Training and Certification schedule (Appendix 10) is appended to this Working Plan.</p> <p>The DMG will support members with training and certification as appropriate.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>The Skills, Experience, Knowledge, Training and Certification schedule (Appendix 10) is updated annually. The DMG is to support members with identified training and certification as appropriate.</p>		<p>DMP BI Section 13.</p> <p>Training log – Appendix 10</p>
	<p>13.2 All DMG Members or those acting on their behalf should undergo the necessary training to demonstrate Competence.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p> <p>A training policy is included in Section 13.1 of the DMP Background Information. Discussed and agreed with members as part of DMP.</p> <p>The Skills, Experience, Knowledge, Training and Certification Log (Appendix 10) is appended to this Working Plan and demonstrates a high standard across the ELSDMG.</p> <p>The DMG will support members with training and certification as appropriate.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>The DMG has full coverage of industry minimum standards.</p> <p>The Skills Experience, Knowledge, Training and Certification log is reviewed annually to establish if there are any further training requirements.</p>	<p>Chair</p>	<p>DMP BI Section 13.</p> <p>Training log Appendix 10</p>

			The DMG is to support members with identified training and certification as appropriate.		
	<p>13.3 The training policy should promote and record continuing professional development through Best Practice Guidance.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p> <p>There is a group undertaking to deliver the terms of WDPB.</p> <p>The Skills, Experience, Knowledge, Training and Certification schedule (Appendix 10) is appended to this Working Plan.</p> <p>The DMG will support members with training and certification as appropriate.</p> <p>Also see 12.1 13.1 and 13.2.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>Best Practice are no longer disseminating updates or news either in hard copy or via email. The emphasis is on the user now to find out for themselves any changes.</p> <p>BPG awareness and availability is recorded on The Skills Experience, Knowledge, Training and Certification log is reviewed annually to establish if there are any further training requirements. (Appendix 10.)</p> <p>The DMG is to support members with identified training and certification as appropriate.</p>		<p>DMP BI Section 13.</p> <p>Training log Appendix 10</p>

14. Venison Marketing	<p>14.1 Membership of the Scottish Quality Wild Venison scheme is recommended by ADMG.</p>	<p>Considered & data captured in Section 13 and 16 of the DMP Background Information document.</p> <p>Members are encouraged to join the SQWV scheme.</p> <p>Approximately 80% of the ELSDMG area and cull are covered by and operating under the SQWV or similar QA scheme.</p> <p>SNH says; It is the responsibility of stalking [leaseholder/contractor/manager, etc] to determine what quality assurance scheme to be involved in.</p> <p>The Skills, Experience, Knowledge, Training and Certification schedule (Appendix 10) is appended to this Working Plan.</p> <p>The DMG will support members with training and certification as appropriate.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>The DMG is to support members with identified training and certification as appropriate.</p>	Chair	DMP BI Section 13 Section 16. Training log – Appendix 10.
	<p>14.2 There is evidence of collaborative venison production within the Group.</p>	<p>Considered & data captured in Section 16 of the DMP Background Information document.</p> <p>Venison marketing and selection of a Game Dealer for venison collection is considered by the members and agreed periodically.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Venison marketing and selection of a Game Dealer for venison collection is to be considered by the members and consensus sought periodically.</p> <p>With the retirement and closure of Fyne Game, consensus was sought via email from the membership as to venison marketing during Spring 2021.</p>	Chair. Members.	DMP BI Section 16. Training log Appendix 10
15. Communications	<p>15.1 DMGs should include a Communications Policy in their DMP. External communication should be directed at parties not</p>	<p>Considered & data captured in Section 17 of the DMP Background Information document.</p> <p>DMP contains agreed policy, group will - attend local community councils' meetings by invitation – Attend</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then</p>	Secretary	BMI BI Section 17.

	<p>directly involved but with an interest in deer management including individuals, local bodies such as community councils, local authorities, local media and other specialist interests.</p>	<p>other local meetings by invitation - invite stakeholders identified in the DMP for comment on DMG's activities.</p> <p>A full list of ELSDMG area members, landholders, agencies &etc. with contact details is maintained by the Secretary and is considered 'Confidential' to the DMG Office Bearers.</p> <p>Neighbours and stakeholders also are included as appropriate</p>	<p>minuted and/or information circulated to members via e-mail.</p> <p>Continue communication between Community Councils, stakeholders and ELSDMG.</p> <p>ELSDMG should keep their communications policy updated.</p> <p>Secretary will circulate information as agreed.</p>		
	<p>15.2 An annual communication programme suitable to local circumstances is advised. This might include a DMG website or a page on www.deer-management.co.uk, an annual Newsletter, annual open meeting, or attending local meetings by invitation.</p>	<p>Considered & data captured in Section 17 of the DMP Background Information document.</p> <p>The current DMP was fully consulted on prior to adoption.</p> <p>The most up to date DMP's, updates and DMG information are freely available online on the ELSDMG section of the ADMG website and all parties are advised to use these. http://www.deer-management.co.uk/</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>New editions of the ELSDMG DMP will be fully consulted on prior to adoption.</p>	<p>Chair, Vice Chair, Secretary</p>	<p>ADMG website. DMP BI Section 17.</p>
	<p>15.3 A Deer Management Plan should be accessible and publicly available, and local consultation during its development is advised.</p> <p>Priority criterion – no additional guidance.</p>	<p>Meetings are open to members, stakeholders, and the public.</p> <p>At least the Autumn Ordinary Meeting will be held in a public place to further facilitate and encourage stakeholder and public involvement.</p>	<p>The most up to date DMP's, updates and DMG information are freely available online on the ELSDMG section of the ADMG website and all parties are advised to use these. http://www.deer-management.co.uk/</p>	<p>Secretary</p>	<p>ADMG website. DMP BI Appendix 12 DMP BI Section 17.</p>

2.2 Delivering Public Interests

ELSDMG has been assessed against the DMG Delivery of Public Interest document developed by Scottish Natural Heritage and the Association for Deer Management Groups. In this section of the plan, an account is given of how the Group currently delivers public benefit and where appropriate, correcting actions are listed.

PRIORITY CRITERIA ARE HIGHLIGHTED BY RED COMMENTS IN THE CRITERION COLUMN. THE COMMENTS IN RED ARE THE GUIDANCE GIVEN AT THE ADMG BIRNAM WORKSHOP 2018 SUBSEQUENTLY CONFIRMED BY R KERNAHAN - SNH HEAD OF NATIONAL OPERATIONS, TO SCORE GREEN IN EACH PRIORITY CRITERION.

SNH Actions 1 to 14	Criterion.	What DMG doing now? These are current outputs	What will DMG do in the future? These are current, ongoing, or new outputs.	Action by	
1. ACTIONS to develop mechanisms to manage deer.	1.1 Carry out an assessment of effectiveness against the Benchmark.	<p>SNH Assessments completed on 13/11/2014, 21/06/16 and 07/05/2019.</p> <p>An ADMG 'Health Check' Review was completed on 21/09/2018.</p> <p>Completed SNH Assessments and the ADMG Health Check summary were circulated to the membership upon issue.</p>	<p>The ELSDMG will complete further SNH assessments periodically as required by SNH.</p> <p>The ELS DMP Background Information and The Action Plan – Working Document will be reviewed and updated periodically.</p> <p>Periodic updates to this Action Plan – Working Document are ongoing assessment of the ELSDMG effectiveness against the Benchmark.</p>	Chair, Vice Chair, Secretary SNH.	
	1.2 Develop a series of actions to be implemented and assign roles.	<p>Considered & data captured in DMP Background Information Document, the DMP Action Plan – Working Document and the ELSDMG Constitution (Appendix 1).</p> <p>The ELS DMG Constitution sets out office bearers and members roles and responsibilities.</p>	Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan – Working Document and/or	Chair, Vice Chair, Secretary Members	Constitution Minutes DMP BI Action Plan

		<p>Further actions to be implemented are set out in the next column to the right of this Action Plan – Working Document with the ‘action by’ alongside, in the DMP Background Information and/or in supplements to this Action Plan.</p> <p>Further actions will be agreed at the formal meetings with ‘action by’ identified in the minutes.</p> <p>Further actions will be agreed at management or local meetings, via telephone or email &etc.</p> <p>For convenience an Action Points Summary may be issued which can include actions required, actions by - agreed/delegated, status and completion dates. This summary will draw information from the Constitution, meeting minutes, the DMP Background Information and the Action Plan – Working Document &etc.</p>	<p>information circulated to members via e-mail.</p> <p>Actions to be implemented and responsible parties detailed by means of the Constitution, meeting minutes, the DMP Background Information, the Action Plan – Working Document, supplements &etc.</p> <p>The delivery of key priority actions is reviewed at each DMG meeting.</p>		
	<p>1.3 Produce and publish a forward-looking, effective deer management plan which includes public interest elements relevant to local circumstances. The plan should contain an action plan which sets out agreed actions and monitors delivery. Minutes of DMG meetings should be publicly available.</p> <p>Green where DMG has DMP in place and an Action Plan which is updated annually, and there is a clear process for reviewing delivery. The term 'effective' refers to the extent to which agreed management actions will</p>	<p>The 9th edition DMP Background Information and this 1st edition Action Plan – Working Document including any supplements are the East Loch Shiel Deer Management Plan.</p> <p>The 9th edition DMP Background Information and this 1st edition Action Plan – Working Document were both formally adopted at 02/11/2018 meeting subject to ongoing amendments and periodic updates.</p> <p>The current forward looking ELS DMP is published online on the ELS section of the ADMG website, along with meeting agenda and minutes which are also circulated to the members' and consultees' list via email.</p> <p>The ELS DMP Background Information Document and this Action Plan – Working Document and supplements are periodically reviewed and updated.</p> <p>The DMP details public interests and how the group plans to deliver on them.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>The ELS DMP Background Information Document and the Action Plan – Working Document are to be periodically reviewed and updated.</p> <p>Summary information from the ELS DMG Working Plan will form part of each meeting agenda with key priorities which need to be addressed tabled at the meetings.</p> <p>For convenience an Action Points Summary, Supplementary Group and Working Group Reports may be issued</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>In progress since March 2015, now on 9th edition.</p> <p>Group reports</p>

	<p>deliver objectives set out within the plan</p>	<p>The 9th edition DMP Background Information and the 1st edition Action Plan – Working Document contain the action plan.</p> <p>Minutes from the ELSDMG formal meetings are publicly available published on the ELS section of the ADMG website.</p>	<p>which can include actions required, actions by - agreed/delegated, status and completion dates. The summary will draw information from meeting minutes, the DMP Background Information, the Action Plan – Working Document &etc.</p>		
<p>2. ACTIONS for the delivery of designated features into Favourable Condition.</p>	<p>2.1 Identify designated features, the reported condition and herbivore pressures affecting designated sites in the DMG area.</p> <p>Priority criterion – Green where the extent and condition of features is described in the DMP</p>	<p>Designated sites and their feature conditions along with relevant maps have been considered & data captured in Section 10 of the DMP Background Information document.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Conaglen Estate with their consultant has produced comprehensive detailed reports on the ELS Eastern Working Group area designated sites and applications for woodland regeneration and creation that are, at June 2021 with the agencies for final approval and support.</p> <p>DMP BI Section 10 will be programmed for update on receipt of the WWG designated sites information for inclusion.</p>	<p>Chair, Vice Chair, Secretary. SNH</p>	<p>DMP BI Section 10 Group reports</p>
	<p>2.2 Identify and agree actions to manage herbivore impacts affecting the favourable condition of designated features.</p> <p>Priority Criterion – Green where action plans for features are in place, with</p>	<p>Sections 9 and 10 of the DMP Background Information document details these sites.</p> <p>This Priority Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>At the time of the assessment: -</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9&10 reports.</p>

	<p>milestones and agreed with SNH; Green where feature(s) are URDTM based on DMP; Green if features are URDTM due to agreement with SNH post-DMP/2016 assessment and milestones are being met; Criteria based on development of deer actions, but developed with the context of wider impacts in mind i.e. density targets developed with consideration of other herbivores using that ground and the implications on this on sustainable deer densities.</p>	<p>SNH; - Scoring and evidence of delivery: - <i>Group members have been working on rotational fencing plans especially for Ardgour PW for at least 30 years. Group has identified some actions for designated sites in DMP background and working plan. ¹ At time of audit these actions will not result in favourable condition for Doire Donn SSSI and Loch Sheil SSSI. No feedback from Forestry Scotland on draft proposals. ELS discussing collaborative application. ² SNH; -Future action for the group: - <i>Work with FLS and SNH to agree further actions to deliver favourable condition of designated features.</i></i></p> <p>* DMG Eastern Working Group comment: - A further proposal for 3 Pinewood enclosures has been with SNH and FCS since 2018 which is as yet undecided.</p> <p># DMG Eastern Working Group comment: - ELS have appointed a consultant V Clements (VC) 05/04/2019 to prepare a collaborative woodland application. (SNH comment above incorrect.)</p> <p>DMG Western Working Group comment: -</p> <p>Since the assessment: -</p> <p>DMG Eastern Working Group comment: -</p> <p>* Still no decision re proposal for 3 Pinewood enclosures at 15/12/2019.</p> <p># VC gave a presentation at the 12/11/2019 meeting highlighting the aims, methods, and background to the collaborative proposals. Whilst woodland proposals are under consideration on all four estates there is significant emphasis being placed on the designated woodland sites.</p> <p>Conaglen Estate with VC, their consultant has produced comprehensive detailed reports on the ELS Eastern Working</p>	<p>Conaglen Estate with their consultant has produced comprehensive detailed reports on the ELS Eastern Working Group area designated sites and applications for woodland regeneration and creation that are, at June 2021 with the agencies for final approval and support.</p> <p>See also: Benchmark 2.1, 2.2, 3.2, 10.2 And Public Interest 2.1. Above.</p> <p>DMP BI Section 10 will be programmed for update on receipt of the WWG designated sites information for inclusion.</p>		
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	<p>2.3 Monitor progress and review actions to manage herbivore impacts affecting favourable condition.</p> <p>Priority criterion – Green where mechanisms for adaptive management are agreed in the DMP and being delivered in line with milestones set out in the DMP; Green judged against actions set out in DMP, rather than all actions necessary to deliver the site into favourable condition</p>	<p>See Sections 9 and 10 of the DMP Background Information document for further details on these sites.</p> <p>This Priority Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>At the time of the assessment: -</p> <p><i>SNH; - Scoring and evidence of delivery: - Version 9 of the DMP does contain some actions aimed at resolving issues on Doire Donn and Ardgour PW. These have not transferred as time bound actions in the working document. SNH/owners meetings in Jan 2019. Group has taken on woodland advisor to resolve these issues. SNH; -Future action for the group: - Update working plan with time bound actions for each designated site which will resolve designated site issues.</i></p> <p>DMG Eastern Working Group comment: - A further proposal for 3 Pinewood enclosures has been with SNH and FCS since 2018 which is as yet undecided.</p> <p>DMG Eastern Working Group comment: - ELS have appointed a consultant V Clements (VC) 05/04/2019 to prepare a collaborative woodland application.</p> <p>DMG Western Working Group comment: -</p> <p>Since the assessment: -</p> <p>DMG Eastern Working Group comment: - Still no decision re proposal for 3 Pinewood enclosures at 15/12/2019.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Conaglen Estate with their consultant has produced comprehensive detailed reports on the ELS Eastern Working Group area designated sites and applications for woodland regeneration and creation that are, at June 2021 with the agencies for final approval and support.</p> <p>See Action Plan Public Interest 2.1 & 2.2 above & Benchmark 2.1, 2.2, 3.2, 10.2</p> <p>DMP BI Section 10 will be programmed for update on receipt of the WWG designated sites information for inclusion.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9&10</p>

		<p>VC gave a presentation at the 12/11/2019 meeting highlighting the aims, methods, and background to the collaborative proposals. Whilst woodland proposals are under consideration on all four estates there is significant emphasis being placed on the designated woodland sites. VC anticipates bringing firm proposals forward soon which will include management of herbivore impacts.</p> <p>DMG Western Working Group comment: -</p>			
<p>3. ACTIONS to manage deer to retain existing native woodland cover and improve woodland condition in the medium to long term.</p>	<p>3.1 Establish overall extent of woodland and determine what proportion is existing native woodland.</p> <p>Priority criterion –</p> <p>Green where the extent of the woodland is described through the DMP.</p>	<p>Considered & data captured in Sections 9 and 10 of the DMP Background Information document. See DMP Background Information document (Appendices 4a, 4b, 5, 6, 7, 8, and 9 for further details on NWSS regarding these sites also for further details on LTFP and woodland expansion proposals.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>DMP BI Section 9 & 10 will be programmed for update on receipt of the WWG information for inclusion.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9&10</p>
	<p>3.2 Determine current condition of native woodland.</p> <p>Priority criterion –</p> <p>Green where DMP/WP sets out% of impacts in V. High, High, Medium or Low categories.</p> <p>Green based on process of understanding condition and not the condition itself.</p>	<p>Considered & data captured in Sections 9 and 10 of the DMP Background Information document. See DMP Background Information document (Appendices 4a, 4b, 5, 6, 7, 8, and 9) for further details on NWSS regarding these sites also for further details on LTFP and woodland expansion proposals.</p> <p>Three SNH Woodland and Wildlife Management Officers visited the Conaglen Pinewoods in March 2019. See Spring Summary report.</p> <p>Resipole farm have been monitoring woodland browsing in the Sunart Oakwoods for 15-20 years.</p> <p>Ardgour/Glenscaddle and Conaglen Estates undertake periodic surveys of leader browsing damage in their natural regeneration and restocking sites to assess deer impacts. If</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9&10</p>

		<p>impacts are found, then any animals which have accessed these enclosures are either driven out or culled as soon as possible.</p> <p>SNH advises (2017) that a woodland monitoring method and training are under development and are still to be rolled out.</p>			
	<p>3.3 Identify actions to retain and improve native woodland condition and deliver DMG woodland management objectives.</p> <p>Priority criterion –</p> <p>Green where Plan/Working Plan/Meeting minutes demonstrates evidence of strategic group consideration and captures actions, including rationale where action to improve woodland condition are Group priority or Group have demonstrated limitations to current delivery e.g. through exploring grant availability ;delivery focused on the group process for setting out what their contribution is, not on the amount they will deliver</p>	<p>Considered & data captured in Sections 9 and 10 of the DMP Background Information document. See DMP Background Information document (Appendices 4a, 4b, 5, 6, 7, 8, and 9 for further details on NWSS regarding these sites also for further details on LTFP and woodland expansion proposals.</p> <p>This Priority Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>At the time of the assessment: -</p> <p>SNH; - Scoring and evidence of delivery: - <i>DMP contains updated information on NWSS in Section 9.6.3. Section 9.6.5.1 in background DMP refers to some actions. ELS "woodland project" outlined as a major action in DMP, but no details as yet forthcoming. Working document contains some historic information but requires clarity on future actions. Draft plans for Dore Donn and Ardgour submitted to Scottish Forestry. Collaborative woodland application being made by DMG.</i></p> <p>SNH; -Future action for the group: - <i>Specific time bound actions to deliver on this section needed.</i></p> <p>DMG Eastern Working Group comment: - A further proposal for 3 Pinewood enclosures has been with SNH and FCS since 2018 which is as yet undecided.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Conaglen Estate with their consultant has produced comprehensive detailed reports on the ELS Eastern Working Group area designated sites and applications for woodland regeneration and creation that are, at June 2021 with the agencies for final approval and support.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9&10</p>

		<p>DMG Eastern Working Group comment: - ELS have appointed a consultant V Clements (VC) 05/04/2019 who is preparing a collaborative woodland application.</p> <p>DMG Eastern Working Group comment: - As reported on at previous meetings, discussions have been held to try to find woodland proposals that can be supported by both SNH and FLS, with both SNH and FLS seemingly at odds as to what is acceptable to support in the designated sites.</p> <p>Since the Assessment: -</p> <p>Eastern Working Group comment: - VC gave a presentation at the 12/11/2019 ELSDMG meeting highlighting the aims, methods, and background to the collaborative proposals. Whilst woodland proposals are under consideration on all four estates there is significant emphasis being placed on the designated woodland sites. VC anticipates bringing firm proposals forward soon.</p> <p>Conaglen Estate with their consultant has produced comprehensive detailed reports on the ELS Eastern Working Group area designated sites and applications for woodland regeneration and creation that are, at June 2021 with the agencies for final approval and support.</p> <p>.</p> <p>Western Working Group comment: -</p> <p>Group Comment: - The DMG have discussed and targeted some areas that need improved. ELSDMG encourages its members to complete an initial fencing audit and repair program, followed by a culling regime in the securely fenced locations to improve the woodland regeneration in these locations.</p>			
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		<p>The reduction in sheep numbers by over 13,000 plus followers and 350 breeding cows plus followers over recent years will be delivering significant reductions in impacts.</p>			
	<p>3.4 Monitor progress and review actions to manage herbivore impacts.</p>	<p>Considered & data captured in Sections 9 and 10 of the DMP Background Information document. See DMP Background Information document (Appendices 4a, 4b, 5, 6, 7, 8, and 9 for further details on NWSS regarding these sites also for further details on LTFP and woodland expansion proposals.</p> <p>Additionally, the group have removed livestock from areas such as parts of Resipole Farm and have successfully agreed with the crofting tenant at Achaphubuil to remove livestock and also at Part of Duisky and North Garvan which were areas deemed to be subject to high or very high herbivore impact levels.</p> <p>Conaglen confirmed a compensatory cull was taking place at the South Garvan Woodland during 2017/18 to allow restocking and closure of fence.</p> <p>Many members of ELSDMG practice a system of rotational native woodland fencing to allow sections of woodlands to rejuvenate and trees to become established beyond browsing heights. These projects consider the overall lifecycle of the woodland normally being in the hundreds of years; and the aim is to always ensure that a sufficient area is being protected from browsing pressure so that it can establish; while utilising the remainder of the woodland as vitally</p>	<p>ELSDMG are currently working on a project to correlate the NWSS data on “Herbivore Grazing Pressures” with the NWSS data in relation to both “Canopy Cover” and the presence of “Established Natural Regeneration” within the DMG’s designated native woodland sites; to agree upon locations where it may be required for members to offer further fencing protection to allow woodland improvement under the rotational fencing system when considering the lifecycles of the woodlands in question.</p> <p>New woodland proposals to be notified to DMG and those identified in the DMP to date are to be discussed and progressed.</p> <p>Update the DMP when necessary to show those areas that need to be</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9&10 Spring 2019 report</p>

		<p>important deer shelter and livestock forage areas particularly in the winter months.</p> <p>A further proposal for 3 Pinewood enclosures has been with SNH and FCS since 2018 which is as yet undecided.</p>	<p>targeted to promote woodland protection.</p> <p>Conaglen Estate with their consultant has produced comprehensive detailed reports on the ELS Eastern Working Group area designated sites and applications for woodland regeneration and creation that are, at June 2021 with the agencies for final approval and support.</p>		
<p>4. ACTIONS to demonstrate DMG contribution to the Scottish Government woodland expansion target of 25% woodland cover.</p>	<p>4.1 Identify and quantify extent of recent woodland establishment (through SRDP (last 5 years) and through other schemes.</p> <p>Priority criterion –</p> <p>Green where planning process is clearly articulated and minuted/ incorporated into Working Plan; Detail of schemes being entered into are shared at DMG meeting, minuted and incorporated into Working Plan ; delivery is judged against planning process - not the amount being contributed.</p>	<p>Considered & data captured in Section 9 of the DMP Background Information document.</p> <p>See DMP Background Information document for further details on recent woodland establishment and woodland expansion proposals.</p> <p>Eastern Working Group Comment: - A consultant (VC) has been retained to prepare a collaborative woodland application to support a feasibility study, considering designated sites and woodland expansion which will then allow individual applications to SRDP.</p> <p>VC gave a presentation at the 12/11/2019 ELSDMG meeting highlighting the aims, methods, and background to the collaborative proposals. Whilst woodland proposals are under consideration on all four estates there is significant emphasis</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>New planting schemes should be put forward to the Group and implications for deer management discussed</p> <p>Conaglen Estate with their consultant has produced comprehensive detailed reports on the ELS Eastern Working Group area designated sites and applications for woodland</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section9</p>

	<p>4.2 Identify and quantify opportunities and priorities for woodland expansion over the next 5-10 years.</p> <p>Priority criterion –</p> <p>Green where DMG have implement actions agreed through the planning process (i.e. the actions set out in 4.2).</p>	<p>being placed on the designated woodland sites. VC anticipates bringing firm proposals forward soon.</p> <p>The implications of deer densities are considered within the proposals and agreed actions will be carried out to mitigate against undesirable impacts as/if the schemes come through.</p> <p>Western Working Group Comment: -</p> <p>4.3 – 4.4 Are considered in the Population Model (Appendix 15)</p>	<p>regeneration and creation that are, at June 2021 with the agencies for final approval and support.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9</p>
	<p>4.3 Consider at a population level the implication of increased woodland on deer densities and distribution across the DMG.</p> <p>Priority Criterion –</p> <p>Green where Group have demonstrated re-calculation of densities associated with different scenarios and considered implications of woodland proposal on deer movement where proposals are put forward; actions to monitor and mitigate against undesirable impacts agreed and minuted.</p>			<p>Chair, Vice Chair, Secretary.</p>	<p>Population Model</p>
	<p>4.4 Implement actions to deliver the DMG woodland expansion proposals and review progress.</p> <p>Priority criterion –</p> <p>Green is judged against delivery of deer management measures</p>			<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI</p>

	associated with schemes as/if they come through (rather than delivery of the scheme itself which rests with individual properties - i.e. not judging implementation of actions to get LTFPs etc. agreed etc).				
	<p>5.1 Identify habitat resource by broad type.</p> <p>Priority criterion – Green where the extent and broad type of habitat has been described within the DMP</p>	<p>Considered & data captured in Section 9 of the DMP Background Information document.</p> <p>See Section 9 of the DMP Background Information document for further details on habitat resources by type.</p> <p>Identified in Appendix 3 – Land Cover Scotland map 1988.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9</p>

<p>5. ACTIONS to monitor and manage deer impacts in the wider countryside.</p>	<p>5.2 Identify required impact targets for habitat types.</p> <p>Priority criterion –</p> <p>Green where DMGs have agreed impact targets in DMPs/Minuted; delivery is assessed against the planning process of setting these targets and the appropriateness of these targets in delivering the objectives within their DMP; SNH to provide broad guidance on sustainable densities across difference habitat types - DMG to rationalise operating out with these parameters where this is the case; broad SNH targets as ultimately where all DMGs should aim for, but groups will be assessed against having interim stepping stone targets to getting there.</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>ELSDMG will progress the group-wide HIA monitoring programme, updating the DMP to show the progress and results of HIA monitoring.</p> <p>Members carrying out their own HIA monitoring are encouraged to share their data with the group.</p> <p>Members not currently doing HIA are encouraged to start monitoring.</p> <p>Broad guidance (referred to left) has not been given to the DMG. Following the SNH draft Assessment issued 08/04/2019, Chair requested guidance via email 15/04/2019 from SNH in time to prepare for the meeting 29/04/2019.</p> <p>SNH; - Scoring and evidence of delivery: - DMP states "Impacts should be predominantly low/moderate" across all wider countryside habitats - understanding in the group that this translates as >50% impacts low/moderate.</p> <p>Group comment: - The HIA log has been updated detailing predominantly as 'at least 50% low or medium' for clarity as was agreed with SNH at the 08/05/2019 assessment.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Further discussions will be required with SNH on HIAs and any potential funding available to expand the current scheme undertaken by the Group.</p> <p>Commitment from Ardgour, Clais Moss, Conaglen, Druim Laith, Glenscaddle, Inversanda, Sunart, and Resipole Farm to a program of BPG HIA's.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9</p> <p>Population Model</p> <p>HIA log.</p>
	<p>5.3 Quantify a sustainable level of grazing and trampling for each of these habitat types.</p> <p>Priority criterion –</p> <p>Green where DMG have set out process for assessing current impacts, setting desired impact range and considered population targets which will deliver these</p>	<p>Considered & data captured in Section 18 of the DMP Background Information document.</p> <p>This Priority Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>At the time of the assessment: -</p> <p>SNH; - Scoring and evidence of delivery: - Appendix 13 of DMP (online) summarises the current situation regarding HIA. Most estates have carried out some HIA though there are currently gaps. 110 complete, another 75 to complete</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>Population Model</p> <p>HIA log. Appendix 13.</p> <p>HIA Plot Plan Appendix 11</p>

	<p>(quite a crude approach); as per 5.2., DMG will be judged against whether these grazing levels will likely deliver the Group's agreed impact target.</p>	<p><i>2019/2020 (Inversanda, SGRPID). Population target 10 deer/km2.SNH; -Future action for the group: - Updated figures should be sought to show number of plots visited by year, results and onward program of HIA.</i></p> <p>DMG comment: - At the date of the assessment: -</p> <p>The HIA indicative Plot map (Appendix 11) and the HIA log (Appendix 13) showed the HIA monitoring commitments and the summary HIA assessment including the number of plots visited by year, available results, and an onward programme of HIA.</p> <p>The DMG had requested HIA guidance from SNH but this has not been delivered.</p> <p>In the Eastern Working Group area: - >90 open range BPG HIA plots reported carried out (Private ownership) which exceeds the plot density agreed with the SNH WMO.</p> <p>In the Western Working Group area: - 10 open range BPG HIA plots on Resipole Farm. (Private ownership)</p> <p>No SNH Claish Moss BPG HIA plots, (Public ownership) and no detail is given as to their proposals.</p> <p>No FLS open range BPG HIA plots and no plans to do any. (Public ownership)</p> <p>No SGRIPD BPG HIA plots, although under consideration. (Public ownership)</p> <p>Partial delivery of this criterion has led to an Amber score at the SNH Assessment in May 2019.</p> <p>N.B. Following the assessment SGRIPD committed to, and have established 60 BPG HIA plots on a 3-year cycle with a report submitted to the DMG.</p>	<p>Population model to be updated with local management to maintain sustainable impact levels.</p> <p>HIA is progressing and committed to. See ELS HIA Log. Action Point: - As data is submitted analysis will be updated. By: - Chair, Vice Chair, Members.</p> <p>Action Point: - Impact results to be reviewed against impact targets that are agreed. By Chair, Vice Chair, Members. Action Point: - Agree actions to manage the deer to achieve the agreed targets. By: - Chair, Vice Chair, Members.</p>		
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		<p>Eastern Working Group comment: - The programme of HIA's will be continued with re-measures on a three to five-year rotation.</p> <p>Western Working Group comment: -</p>			
<p>5.4 Identify where different levels of grazing may be required and prioritise accordingly.</p> <p>Priority criterion –</p> <p>Green where the Group identify and set out actions for localised management to deliver 5.2 and 5.3.</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>This Priority Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>At the time of the assessment: -</p> <p><i>SNH; - Scoring and evidence of delivery: - As 5.2 and 5.3 incomplete so the group has not been able to progress this action. SNH; -Future action for the group: -</i></p> <p>DMG Comment: - 5.2 is complete and scored green. SNH comment incorrect.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>The HIA Log (Appendix 13) sets out grazing targets and highlights specific areas for localised management.</p>	Chair, Vice Chair, Secretary.	Population Model	
<p>5.5 Conduct herbivore impact assessments and assess these against acceptable impact ranges. Identify and implement actions to attain impacts within the range.</p> <p>Priority criterion –</p> <p>Green where HIA is being undertaken at appropriate DMG scale and mechanisms for using this data to inform cull planning are clearly articulated i.e. if they're delivering against milestones set out in DMP but</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>This Priority Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>At the time of the assessment: -</p> <p><i>SNH; - Scoring and evidence of delivery: - Some HIA complete, no evidence of collective assessment of results in order to assess these against impact ranges. Impact ranges not agreed or recorded in DMP background or working plan. SNH; -Future action for the group: -</i></p> <p>DMG comment: - At the date of the assessment: -</p> <p>The HIA indicative Plot map (Appendix 11) and the HIA log (Appendix 13) both of which were published online showed the HIA monitoring commitments and the summary HIA</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Refer to Appendix 11 HIA monitoring plan, Appendix 13 – HIA log and Appendix 15 Population Model.</p> <p>HIA is used to inform the Population Model (Appendix 15).</p>	Chair, Vice Chair, Secretary.	<p>DMP BI Section 18.</p> <p>HIA log. Appendix 13.</p> <p>HIA Plot Plan Appendix 11.</p>	

	<p>haven't yet used data to inform cull planning then still green.</p>	<p>assessment including the number of plots visited by year, available results, and an onward programme of HIA. Impact targets were included although SNH needed clarification that predominantly means >50%.</p> <p>The DMG had requested HIA guidance from SNH but this has not been delivered.</p> <p>In the Eastern Working Group area: - >90 open range BPG HIA plots reported carried out (Private ownership) which exceeds the plot density agreed with the SNH WMO.</p> <p>In the Western Working Group area: - 10 open range BPG HIA plots on Resipole Farm. (Private ownership)</p> <p>No SNH Claish Moss BPG HIA plots, (Public ownership) and no detail is given as to their proposals.</p> <p>No FLS open range BPG HIA plots and no plans to do any. (Public ownership)</p> <p>No SGRIPD BPG HIA plots, although under consideration. (Public ownership)</p> <p>Partial delivery of this criterion has led to an Amber score at the SNH Assessment in May 2019.</p> <p>N.B. Following the assessment SGRIPD committed to, and have established 60 BPG HIA plots on a 3-year cycle with a report submitted to the DMG.</p>			
	<p>5.6 Regularly review information to measure progress and adapt management when necessary.</p>	<p>Considered & data captured in DMP Background Information document.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section18. Meeting HIA log Appendix 13 HIA Plot Plan Appendix11</p>

			Action Point: - DMP Background Section 18, update to include HIA cycle, analysis and what to do with data outcomes. Chair, Vice Chair, Members, DMP will be programmed for update upon receipt of WWG specifics for inclusion.		
6. ACTIONS to improve Scotland's ability to store carbon by maintaining or improving ecosystem health.	6.1 Quantify the extent of the carbon-sensitive habitats within the DMG range.	Considered & data captured in Sections 9 and 14 of the DMP Background Information document.	Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail. Lack of available funding is a key issue and the DMG will look out for possible future funding streams to extend the HIA scheme. See Action Plan Public Interest 5.2, 5.3, 5.4, 5.5, 5.6 above	Chair, Vice Chair, Secretary.	DMP BI Section 9 & 14. Reports
	6.2 Conduct herbivore impact assessments and assess these against acceptable impact ranges for these sensitive habitats. Identify and implement actions to attain impacts within the range.	<p>This Criterion scored AMBER at the SNH 2019 Assessment.</p> <p>At the time of the assessment: -</p> <p>SNH; - Scoring and evidence of delivery: - <i>Generic targets set for habitats. 110 out of 185 HIA plots completed, a small proportion of which will be peatland: 25 blanket bog plots done, plus Claish Moss has had SCM, plus SGRPD to be completed. >50% blanket bog plots complete. Overall low blanket bog cover within group. SNH; -Future action for the group: -</i></p> <p>DMG comment: - At the date of the assessment: -</p> <p>The HIA indicative Plot map (Appendix 11) and the HIA log (Appendix 13) both of which were published online showed the HIA monitoring commitments and the summary HIA</p>	<p>Refer to Appendix 11 HIA monitoring plan, Appendix 13 – HIA log, and Appendix 15 Population Model.</p>		

		<p>assessment including the number of plots visited by year, available results and an onward programme of HIA.</p> <p>The DMG had requested HIA guidance from SNH but this has not been delivered.</p> <p>In the Eastern Working Group area: - >90 open range BPG HIA plots reported carried out (Private ownership) which exceeds the plot density agreed with the SNH WMO.</p> <p>In the Western Working Group area: - 10 open range BPG HIA plots on Resipole Farm. (Private ownership)</p> <p>No SNH Claish Moss BPG HIA plots, (Public ownership) and no detail is given as to their proposals.</p> <p>No FLS open range BPG HIA plots and no plans to do any. (Public ownership)</p> <p>No SGRIPD BPG HIA plots, although under consideration. (Public ownership)</p> <p>Partial delivery of this criterion has led to an Amber score at the SNH Assessment in May 2019.</p> <p>N.B. Following the assessment SGRIPD committed to, and have established 60 BPG HIA plots on a 3-year cycle with a report submitted to the DMG.</p>			
	<p>6.3 Identify opportunities for the creation/restoration of peatlands.</p> <p>Priority criterion –</p> <p>Green where planning process is clearly articulated and minuted/ incorporated into Working Plan; Detail of schemes being entered into are shared at DMG meeting,</p>	<p>Considered & data captured in Sections 9 and 14 of the DMP Background Information document.</p> <p>Peatland Action funding will be considered if it becomes available and undertaken where possible benefits to public good can be identified and a workable scheme implemented.</p> <p>With Blanket bog/Peatland covering 3.4% of our group area there may be limited opportunity for restoration projects.</p> <p>The reduction in sheep numbers by over 13,000 plus followers and 350 breeding cows plus followers over recent</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>SNH invited to promote peatland restoration at meeting 02/11/2018, 29/04/2019 and 12/11/2019. See minutes.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 9.7 & 14</p> <p>Reports</p>

	<p>minuted and incorporated into Working Plan ; delivery is judged against planning process - not the amount being contributed</p>	<p>years will be delivering significant reductions in impacts on these sensitive areas.</p> <p>ELS members will adhere to the Muirburn code.</p> <p>Peatland restoration is covered in more detail in the ELS Group Reports.</p>	<p>SNH WMO promoted 'Peatland restoration' at the Autumn 2019 meeting. The Lochaber Fisheries Trust peatland officer can advise on peatland restoration projects.</p> <p>Action Point: On 06/12/2019 Chair requested; to help with members understanding 'sight of typical contract/agreements for say - the restoration of a peat hagged area, and for - re-wetting of a previously drained peatland' - from SNH. SNH WMO has passed on within SNH for Action. Still awaited at June 2021.</p>		
	<p>6.4 Contribute as appropriate to River Basin Management Planning.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 13</p>
<p>7. ACTIONS to reduce or mitigate the risk of establishment</p>	<p>7.1 Manage invasive non-native species (e.g. muntjac) to prevent their establishment and spread e.g. report sightings of muntjac to SNH.</p>	<p>Considered & data captured in Section 15 of the DMP Background Information document.</p> <p>A shoot on site policy has been agreed with all members in relation to Muntjac (not currently resident in Scotland), wild</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 15.</p>

<p>of invasive non-native species.</p>	<p>7.2 Agree on local management of other non-natives which may be utilised as a resource e.g. sika, fallow, goats, to reduce their spread and negative impacts.</p>	<p>boar (not currently resident the DMG area) and Sika (only 2 ever seen/culled in group area).</p> <p>Wild Goats are not to be culled if they return to the DMG area.</p>		<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 15.</p>
<p>8. ACTIONS to protect designated historic and cultural features from being damaged by deer e.g. by trampling.</p>	<p>8.1 Identify any historic or cultural features that may be impacted by deer and undertake deer management to retain these features.</p>	<p>Considered & data captured in Section 11 of the DMP Background Information document.</p> <p>ELSDMG will maintain contact with community groups and other stakeholders to try to prevent any potential threats that deer may be to historic and cultural features.</p> <p>The Highland Council - Historic Environment Team have been contacted to ask that should your team become aware of any negative deer or deer management impacts in our management area that you make contact with the ELSDMG via the contact details on the website so that we may address any issues. (Letter 27/06/2018.)</p> <p>Historic Environment Scotland monitor the condition of scheduled monuments on an appropriate time interval of between one and 10 yearly with the monitoring results advised to the Owner-Occupier.</p> <p>Note re Morvern from a local archaeologist via email 09/04/2019: - <i>‘Deer impacts on Archeological features in Morvern’ ‘all I can say is that, as far as the archaeological sites are concerned, the more grazing there is the better. All the sites I am worried about are suffering from an absence of grazing and in danger of being swamped by vegetation. My current worries are the house and barn at Barr in the FC forest on Loch Teacuis. Since the trees were harvested the buildings have been invaded by self-sown trees, brambles and willow herb and are now impenetrable. Other sites, eg old house foundations, cairns etc on the open hill are also at risk from</i></p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Members considering new forestry schemes or forestry expansion will follow guidance on historical and cultural features and all new planting schemes will be assessed for any negative impacts to cultural and historic features.</p> <p>The new proposals being prepared under the Collaborative Forestry Application will include consideration of historic and cultural features that may be impacted.</p> <p>No issues have been notified by HC Historic Environment Team.</p> <p>Historic Environment Scotland monitor the condition of scheduled monuments on an appropriate time interval of between one and 10 yearly with the monitoring results advised to the Owner-Occupier.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 11.1</p> <p>Letter to Historic environment team 27/06/2018</p>

		<p><i>lack of grazing as they simply disappear in tussocky grass etc. Archaeologists love grazing animals! Occasionally a stone might be knocked over by a grazing animal but I think, in those cases, a cow would usually be the culprit rather than a deer and those impacts are far outweighed by the benefits of the control of vegetation growth.’ Whilst this note refers to Morvern the comments apply equally to the East Loch Shiel DMG area.</i></p>			
	<p>8.2 Consider the implications of fencing on the landscape with due regard to the Joint Agency Guidance on Fencing.</p>	<p>Considered & data captured in Section 11 of the DMP Background Information document.</p> <p>Members considering new fencing, forestry schemes or forestry expansion will follow guidance on historical and cultural features and all new planting schemes will be assessed for any negative impacts to cultural and historic features.</p> <p>Members considering new forestry schemes or forestry expansion will follow Joint Agency Guidance on Fencing.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>The new proposals being prepared under the Collaborative Forestry Application will include consideration of historic and cultural features that may be impacted.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 11.</p>
<p>9. ACTIONS to contribute to delivering higher standards of competence in deer management.</p>	<p>9.1 Undertake a skills and training assessment to establish current skill levels applicable to deer management within the DMG.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p> <p>A training policy is included in Section 13.1 of the DMP Background Information. Discussed and agreed with members as part of DMP.</p> <p>The Skills, Experience, Training and Certification schedule (Appendix 10) is appended to the DMP.</p> <p>The DMG has full coverage of industry minimum standards.</p> <p>The DMG will support members with training and certification if needed.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>The Skills, Experience, Training and Certification schedule is reviewed annually to establish if there are any further training requirements.</p> <p>The DMG is to support members with identified training and certification needs as appropriate.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section13</p> <p>Training log appendix 10.</p> <p>Training Log Appendix 10</p>

	<p>9.2 Identify training and development needs/requirements of DMG members including opportunities for Continued Professional Development (ie in relation to Best Practice).</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p> <p>The Skills, Experience, Training and Certification schedule (Appendix 10) is appended to this Working Plan.</p>	<p>Data in DMP Background Information document will be periodically reviewed and discussed at DMG Meetings and then minuted and/or information circulated to members via e-mail.</p> <p>The Skills, Experience, Training and Certification Schedule is to be updated annually and reviewed to establish if there are any further training requirements.</p> <p>The DMG is to support members with identified training and certification needs as appropriate.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section13</p> <p>Training log Appendix 10.</p>		
	<p>9.3 Ensure all those who actively manage deer are “competent” according to current standard.</p> <p>Priority criterion –</p> <p>Green where mechanisms for ongoing audit are in place (i.e. meeting agenda item and minuted).</p>	<p>The DMG will support members with training and certification if needed.</p> <p>ELSDMG recognises DSC1 as minimum and sets DSC2 as an aspiration for all. There currently is a good overall coverage of DSC1 and DSC2 and it is notable that all members with properties within the ELSDMG area have at least one owner or member of staff, who complete the culling activities, trained to a minimum of DSC Level 1 and many have attained the Level 2 DSC. There are several DSC2 accredited witness within the ELSDMG area.</p>				<p>Chair, Vice Chair, Secretary.</p>	<p>Training log appendix 10 Action Plan.</p> <p>DMP BI Section 13</p>
	<p>9.4 Promote and facilitate the uptake of formal and CPD training opportunities for those participating in deer management.</p>	<p>Uptake of relevant formal and CPD training is encouraged and will be supported by the ELSDMG.</p>					
<p>10. ACTIONS to Identify and promote opportunities contributing to public health and wellbeing.</p>	<p>10.1 Identify & quantify public safety issues associated with deer within the DMG area. e.g. DVCs, etc.</p>	<p>Considered & data captured in Section 11 of the DMP Background Information document.</p> <p>Police Scotland have on occasion attended ELSDMG meetings and are invited to all ELSDMG meetings where they may raise public safety issues such as DVC's &etc.</p> <p>There are few DVC's reported for the ELSDMG area on the National DVC report.</p> <p>There are no trunk roads, railways or airports within the ELSDMG area.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>DVC information is requested on the meeting agenda.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section11.</p>		

		<p>DVC information is gathered and recorded at the DMG formal management meetings.</p>			
	<p>10.2 Identify actions with landowners, Local Authority, DMG to reduce or mitigate public safety risk and monitor effectiveness of actions.</p>	<p>Considered & data captured in Section 11 of the DMP Background Information document.</p> <p>Section 11 of the DMP Background Information includes a written undertaking to record DVC's and a strategy to deal with any issues as they arise.</p> <p>Continue to work closely with SNH and walking groups to promote the need to access land responsibly whilst deer management is being undertaken.</p> <p>Representatives from relevant organisations will be invited to attend ELSDMG group meetings including inviting Community Councils and other stakeholders to meetings and prepare information for them to share with local communities about relevant deer management activities.</p> <p>The group invites SNH and FLS to all DMG group meetings as they are members. The group also invites an ADMG member to group meetings.</p> <p>The group invites representative from neighbouring DMGs, community councils and crofting townships to the ELSDMG group meetings.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>DVC information is requested at the DMG meetings.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 11.</p>

	<p>10.3 Identify means of ensuring food safety is maintained in carcass handling and venison processing and compliance with BPG in relation to meat hygiene</p> <p>Priority criterion –</p> <p>Green where mechanisms for ongoing audit are in place (i.e. meeting agenda item and minuted)</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p> <p>The Skills, Experience, Training and Certification schedule (Appendix 10) is appended to this Working Plan. This shows the DSC1, DSC2, appropriate additional training and certification status.</p> <p>Members are encouraged to join the SQWV scheme.</p> <p>In excess of 80% of the ELSDMG area and cull are covered by and operating under the SQWV scheme.</p> <p>The DMG will support members with training and certification if as appropriate.</p> <p>ELSDMG recognises DSC1 as minimum and sets DSC2 as an aspiration for all. There currently is a good overall coverage of DSC1 and DSC2. There are several DSC2 accredited witness within the ELSDMG area.</p> <p>Ardgour Estate participated in the E-coli survey in 2017.</p> <p>Identify and take actions as necessary to reduce the incidence of E-coli 0157 contamination in relation to the sale of wild venison. The results of Scottish Deer Health Survey re E. coli STEC 0157 was circulated via members email 10/01/2019. http://www.deer-management.co.uk/wp-content/uploads/2018/12/Deer-Health-Survey-STEC-0157-Results.pdf</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Deer managers within the ELSDMG area are to follow BPG in relation to meat hygiene.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>Training log appendix 10 Action Plan</p>
	<p>10.4 Ensure deer managers are familiar with notifiable diseases, that a system for recording is in place and all deer managers are familiar with course of action to take.</p> <p>Priority criterion –</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document.</p> <p>The Skills, Experience, Training and Certification schedule (Appendix 10) is appended to this Working Plan. This shows the DSC1, DSC2, appropriate additional training and certification status.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>DMG meetings and/or group emails are used to inform ELS deer managers</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 13</p>

	<p>Green where mechanisms for ongoing audit are in place</p>	<p>The DMG will support members with training and certification if needed.</p> <p>ELSDMG recognises DSC1 as minimum and sets DSC2 as an aspiration for all. There currently is a good overall coverage of DSC1 and DSC2 or equivalent. There are several DSC2 accredited witness within the ELSDMG area.</p> <p>DMG meetings and/or group emails are used to inform ELS deer managers of notifiable diseases. A list of group emails re disease and etc. is included in the 2019 Spring Report.</p> <p>Notifiable diseases are detailed in the BPG Health and Welfare section which can be found at the following link https://www.bestpracticeguides.org.uk/health-welfare/</p>	<p>of notifiable diseases. E.G. A list of group emails re disease and etc. are included periodically in the Spring Reports.</p> <p>Best Practice are no longer disseminating updates or news either in hard copy or via email. The emphasis is on the user now to find out for themselves any changes.</p>		
	<p>10.5 Ensure that appropriate bio security measures are enacted when visitors from areas where CWD is present are involved with deer management activities.</p> <p>Priority criterion –</p> <p>Green where mechanisms for ongoing audit are in place (i.e. meeting agenda item and minuted)</p>	<p>Considered & data captured in DMP Background Information document & DMP Action Plan document and members to inform relevant guests and staff of issues.</p> <p>DMG has recently circulated CWD information to all members for onward distribution.</p> <p>CWD information is detailed in the BPG Health and Welfare section which can be found at the following link https://www.bestpracticeguides.org.uk/health-welfare/</p> <p>With a BDS CWD leaflet can be viewed on this link: - https://www.bds.org.uk/index.php/documents/research/101-chronic-wasting-disease-leaflet/file</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>CWD leaflets to members at 26/07/2016 meeting and group email re CWD, Field Guide to Disease, Ticks and Lyme 22/07/2018</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 13</p>
	<p>10.6 Identify opportunities to raise awareness of the risks associated with Lyme Disease.</p>	<p>Remind and update all members and stakeholders of the potential threats from CWD and Lyme Disease or other similar diseases and advise on preventative measures.</p> <p>CWD leaflets to members at 26/07/2016 meeting and group email re CWD, Field Guide to Disease, Ticks and Lyme Disease 22/07/2018.</p>	<p>DMG meetings and/or group emails are used to inform ELS deer managers of CWD and Lyme Disease &etc. A list of group emails sent re disease etc. is included periodically in the Group Reports.</p>	<p>Chair, Vice Chair, Secretary.</p>	

		A Scottish NHS Lyme Disease can be viewed on this link: - https://www.hps.scot.nhs.uk/web-resources-container/ticks-and-lyme-disease-in-scotland/			
	10.7 Identify main access and recreational activity within the DMG area and assess how this fits with deer management activity.	Considered & data captured in Section 11 of the DMP Background Information document & DMP Action Plan Working Document.		Chair, Vice Chair, Secretary.	DMP BI Section 11.
	10.8 Identify actions to mitigate any effects of public access and recreation activities during peak periods of deer culling e.g. use of hill phones and websites.	Members subscribe to the Outdoor access code. Conaglen renewed all ELS DMG signs at each glen entry at Conaglen in 2016.	Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.	Chair, Vice Chair, Secretary.	DMP BI Section 11.
	10.9 Facilitate public access and promote positive communication between visiting public and wildlife managers. Priority criterion – Green where - DMGs articulate the initiatives planned and implemented to meet responsibilities on access and initiatives to promote the messages around the deer management.	Members have been encouraged improve communications with hill walkers via the promotion of the use of the ‘Heading for the Scottish Hills’ website with Ardgour, Conaglen, Druim Laith, Glenscaddle, and Resipole all providing information. Currently members equating to >80% of the private land within ELSDMG contribute to this website. On FLS, SNH and public land access is not restricted. In addition to DMP information a summary of ‘ELSDMG Public Access Facilitation’ is included at is included at Appendix 14.	See DMP Background information 11.2 and Spring 2019 report. In addition to DMP information a summary of ‘ELSDMG Public Access Facilitation’ is included at is included at Appendix 14.	Chair, Vice Chair, Secretary.	DMP BI Section 11.2 Appendix 14
11. ACTIONS to maximise economic benefits	11.1 Identify and quantify the main sources of revenue related to deer (sport, tourism etc.)	Considered & data captured in Section 12 of the DMP Background Information document.	Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.	Chair, Vice Chair, Secretary.	DMP BI Section 12.

<p>associated with deer.</p>		<p>The sporting Estates add significant value from deer management in let stalking, provision of accommodation, tourism, &etc.</p>	<p>Continue to gather information on the economic value of deer stalking and also investigate any new possibilities for increasing the sporting value of deer stalking and venison sales.</p> <p>A document for discussion on the 'Economic Benefits and Costs of Deer' has been prepared by/for the DMG members. This highlights: - Significant and ongoing emigration of deer through failing FLS forestry fences into the enclosed forestry areas has been identified as diminishing the benefits whilst at the same time increasing the costs of deer within the East Loch Shiel DMG area.</p>		
	<p>11.2 Identify and quantify deer-related employment. Identify opportunities to increase and improve prospects throughout the DMG.</p> <p>Priority criterion –</p> <p>Green where mechanisms for ongoing audit of associated with Deer Management are in place.</p>	<p>Considered & data captured in Section 12 of the DMP Background Information document.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>A document for discussion on the 'Economic Benefits and Costs of Deer' has been prepared by/for the DMG members. This highlights: - Significant and ongoing emigration of deer through failing FLS forestry fences into the enclosed forestry areas has been identified as diminishing the benefits whilst at the same time increasing the costs of deer within the East Loch Shiel DMG area.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 12</p>

	<p>11.3 Identify opportunities to add value to products from deer management (SQWV, venison branding).</p>	<p>Considered & data captured in Section 16 of the DMP Background Information document.</p> <p>Members are encouraged to join the SQWV scheme.</p> <p>In excess of 80% of the ELSDMG area and cull are covered by and operating under the SQWV scheme.</p> <p>The DMG will support members with training and certification as appropriate.</p> <p>There is a local venison processing/retailing business and brand established over 20 years in the DMG area. Others have considered but decided against.</p> <p>The Sporting Estates add significant value from deer management in let stalking, provision of accommodation, tourism, &etc.</p> <p>Promote DMG discussions to maximise the economic benefits of deer management.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Venison branding could only be considered viable by the larger producers.</p> <p>SQWV have offered free larder assessments. The Chairman has circulated the contact details.</p> <p>It is noted that the premium for SQWV product has been withdrawn WEF the 2019/20 season.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 16.</p>
	<p>11.4 Explore options for larder sharing, infrastructure improvement and carcass collection to ensure maximum benefit from venison production whilst reducing carbon costs.</p>	<p>Considered & data captured in Section 16 of the DMP Background Information document.</p> <p>Venison marketing and selection of a Game Dealer for venison collection is considered by the members and agreed periodically.</p> <p>There is some larder sharing where practical. In one case a local deer management business is responsible for the deer management on several properties with carcasses from these landholdings processed with those from other local landholdings and even from neighbouring DMG areas through a single larder. In other cases, deer management is carried out by a neighbour who processes all deer carcasses from each landholding through a single larder.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Venison marketing and selection of a Game Dealer for venison collection is to be considered by the members and consensus sought periodically.</p>	<p>Chair</p>	<p>DMP BI Section 16.</p>

<p>12. ACTIONS to minimise the economic costs of deer, and ensure deer management is cost-effective.</p>	<p>12.1 Identify and quantify capital investment in deer management related infrastructure.</p>	<p>Considered & data captured in Section 12 of the DMP Background Information document.</p> <p>Information in plan regarding losses of deer into woodland, agricultural damage, DVC's included.</p>		<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 12</p>
	<p>12.2 Identify where deer are impacting on other land uses and include all relevant stakeholders to assist the group in understanding costs of deer within the DMG (e.g. woodland, agriculture, DVCs).</p> <p>Priority criterion – Green where impacts identified and DMG can demonstrate through DMP/WP/Minutes how efforts to resolve and address this have been made. In terms of understanding costs of deer this requires some analysis of the information which should be evidenced in form of actual reporting - i.e. group discussion paper.</p>	<p>Consideration will be given to ways of preventing deer migrating on to agricultural or forest land; when this is deemed not to be appropriate. Fencing regimes will be considered and cull targets will be set taking agricultural and woodland interests into account.</p> <p>Members will inspect and report on the condition of deer fences within the ELSDMG area, particularly march fences and ongoing repairs and replacement of march and other priority fences will be completed as soon as possible by the responsible members for said fences.</p> <p>Both parts of the new DMP was issued to members and properties for consultation in advance of adoption via email. Stakeholders & Crofting Clerks were consulted via email or post advising of the link to ADMG website where the document is available to all. SNH agreed actions to address the issues at Clovullin croft are shown in the ELS Spring 2019 report.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>A document for discussion on the 'Economic Benefits and Costs of Deer' has been prepared by/for the DMG members. This highlights: - Significant and ongoing emigration of deer through failing FLS forestry fences into the enclosed forestry areas has been identified as diminishing the benefits whilst at the same time increasing the costs of deer within the East Loch Shiel DMG area.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>ELS Spring 2019 report</p>
	<p>12.3 Where there are management changes, assess the likely economic impacts across the DMG.</p>	<p>Considered & data captured in DMP Background Information document.</p> <p>Our DMP's are adaptive and the group or properties within the area will respond to changes or circumstances as they</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 12.</p>

	<p>12.4 Formulate a strategy to minimise the negative economic impacts in an equitable way.</p>	<p>arise. We do not at this stage attempt to cover every possible eventuality that may or may not occur. Management changes to the DMG are included on the meeting Agenda.</p> <p>The re-introduction of Sporting Rates has had a major negative economic impact across the DMG.</p> <p>All members have been encouraged to appeal against the introduction of sporting rates and keep abreast of the implications of the costs of the introduction of sporting rates.</p> <p>Many of the ELSDMG members have appealed against their individual sporting rates and assessments. These appeals were generally resolved during 2019 by the SAA. Discussion at meeting 29/04/2019 and other NDR strategy discussions between individuals post meeting.</p> <p>Promote DMG discussions to minimise the negative economic impacts of deer management.</p>	<p>Document and/or information circulated to members via e-mail.</p> <p>The ELS officers consider there have been no significant changes to land management objectives since the preparation of our current DMP. Our DMP's are adaptive and the group or properties within the area will respond to changes or circumstances as they arise.</p> <p>Management changes to the DMG are included as a permanent Agenda Item.</p> <p>A document for discussion on the 'Economic Benefits and Costs of Deer' has been prepared by/for the DMG members. This highlights: - Significant and ongoing emigration of deer through failing FLS forestry fences into the enclosed forestry areas has been identified as diminishing the benefits whilst at the same time increasing the costs of deer within the East Loch Shiel DMG area.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 12.</p>
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13. ACTIONS to ensure effective communication on deer management issues.	<p>13.1 Provide regular opportunity for wider community and public agency engagement in planning and communications.</p>	<p>Considered & data captured in Section 17 of the DMP Background Information document & DMP Action Plan – Working Document.</p> <p>All group meetings are open to members, stakeholders, and the public.</p> <p>The DMP, Agenda, Meeting Minutes and DMG business & etc. are publicly available, all posted on the ELSDMG section of the ADMG website.</p>		<p>Chair, Vice Chair, Secretary.</p>	<p>ADMG website. DMP BI Section 17</p>
	<p>13.2 Identify and implement actions to address community issues on deer or deer management activity.</p> <p>Priority criterion – Green where Group can provide evidence of efforts to engage Community Council and providing regular opportunity for this, and wider interest groups.</p>	<p>At least the Autumn Ordinary Meeting will be held in a public place to facilitate and encourage stakeholder and public involvement.</p> <p>The ELSDMG has and will continue to consult with stakeholders on new editions of the DMP as they have been/are prepared.</p> <p>The most up to date DMP's, updates and DMG information are freely available online on the ELSDMG section of the ADMG website and all parties are advised to use these. http://www.deer-management.co.uk/</p> <p>Police attendance at the 29/04/2019 meeting to address various issues.</p> <p>The DMG have engaged with the Ardgour CC over a night licensing issues in Clovullin in Aug 2018.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>DMG meetings are open to Members, stakeholders, and the public.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 17</p>
	<p>13.3 Support and promote wider opportunities for further education on deer.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document & DMP Action Plan document.</p> <p>The DMG will support members with training and certification as appropriate.</p> <p>Uptake of relevant formal and CPD training is encouraged and will be supported by the ELSDMG as appropriate.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>DMP BI Section 13</p>

		<p>Conaglen regularly offers week long high school coordinated work placements to local teenagers who want to experience the Gamekeepers role on a sporting estate.</p> <p>As noted in the ELS DMP Section 13.3 the reduction of sporting stags in the open range sporting estates may affect the ability to offer training placements.</p> <p>The imposition of Sporting Rates may affect the ability to offer training placements.</p> <p>The burden of additional DMG costs may affect the ability to offer training placements.</p>			
<p>14. ACTIONS to ensure deer welfare is taken fully into account at individual animal and population level.</p>	<p>14.1 Agree, collate and review data available within the DMG which might be used as a proxy for deer health/welfare i.e. recruitment, winter mortality, larder weights etc.</p>	<p>Considered & data captured in DMP Background Information document & DMP Action Plan document.</p> <p>Members will set appropriate cull targets before culling begins and then to achieve the set targets.</p> <p>Information collected and made available to members for discussion with rates of natural mortality and recruitment discussed at each ELSDMG meeting to monitor deer numbers and any potential threats to deer welfare.</p> <p>Maintain good communications within the group to monitor deer numbers and locations and any potential threats to deer welfare e.g. winter conditions or new forestry creation.</p> <p>Deer welfare indicators for consideration include – Changes to and condition of cover and forage available – population counts/models – population density - recruitment counts – mortality counts – HIA – deer condition reports, &etc.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document; if necessary reviewing targets for the purpose of natural mortality and weather conditions in any season.</p> <p>Deer welfare indicators for consideration include – Changes to and condition of cover and forage available – population counts/models – population density - recruitment counts – mortality counts – HIA – deer condition reports, &etc. This information is requested and considered at the DMG meetings.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>Population model.</p>
	<p>14.2 Take reasonable actions to ensure that deer culling operations safeguard welfare; for</p>	<p>Considered & data captured in DMP Background Information document & DMP Action Plan document.</p> <p>Ongoing DMG promotion of BPG in DMP and commitment from members.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>Training log appendix 10 Action Plan</p>

	<p>culled and surviving animals (e.g. for example by following BPG).</p> <p>Priority criterion –</p> <p>Green where the DMGs acts as a forum to openly discuss and promote compliance with BP and to openly discuss issues and identify concerns raised by interested parties, and to response to the concerns appropriately.</p>	<p>Good overall coverage of DSC 1 and 2 and notable that all members with properties within the ELSDMG area have at least one owner or member of staff, who complete the culling activities, trained to a minimum of DSC Level 1 and many have attained the Level 2 DSC.</p> <p>The period of maximum dependency, 01st April to the 31st August will be observed with no females over one year of age culled during this period (other than for welfare considerations e.g. RTA injured deer).</p>	<p>Document and/or information circulated to members via e-mail.</p> <p>Best Practice are no longer disseminating updates or news either in hard copy or via email. The emphasis is on the user now to find out for themselves any changes.</p>		<p>DMP BI Section 13</p>
	<p>14.3 Take reasonable actions to ensure that the welfare of surviving populations is safeguarded (e.g. provision and access to food and shelter)</p> <p>Priority criterion –</p> <p>Green where mechanisms are in place to assess the wider welfare considerations as described through Best Practice and recorded through DMP/Action Plan/Minutes.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document and the Action Plan – Working Document.</p> <p>Historically, compensatory culls have been carried out as appropriate as access to feed and shelter have changed, or been insufficient. This policy will be evaluated and applied on a case-by-case basis going forward</p> <p>Deer cull efforts will be concentrated during in-season periods, following BPG and taking reasonable actions to ensure that deer culling operations safeguard welfare for culled and surviving animals.</p> <p>The period of maximum dependency, 01st April to the 31st August will be observed with no females over one year of age culled during this period. (other than for welfare considerations e.g. RTA injured deer &etc.)</p> <p>However, FES will continue to reserve the right to employ both Section (6) and Section 18(2) authorised cull as they deem necessary.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan Document and/or information circulated to members via e-mail.</p> <p>Monitor observed winter mortality rates and members report to DMG.</p> <p>Delivery of addition shelter via DMP is considered and discussed in relation to woodland expansion. So too are the implication of woodland expansion and potential requirement for compensatory culls.</p> <p>Action Point: - Implementation of new plans are to include assessment and action to ensure welfare. By: - Chair, Vice Chair, Secretary, Consultant, SNH. Ongoing.</p>	<p>Chair, Vice Chair, Secretary.</p>	<p>Training log appendix 10</p> <p>Action Plan DMP BI Section 13 reports.</p>

	<p>14.4 Periodically review information on actions to safeguard welfare, identify and implement changes as required.</p> <p>Priority criterion – No additional guidance.</p>	<p>Considered & data captured in Section 13 of the DMP Background Information document and the Action Plan - Working Document.</p> <p>Deer managers are aware of and follow Best Practice and the Deer Code.</p> <p>The period of maximum dependency, 01st April to the 31st August will be observed with no females over one year of age culled during this period. (other than for welfare considerations e.g. RTA, injured deer, etc.)</p> <p>Historically, compensatory culls have been carried out as appropriate as access to feed and shelter have changed, or been insufficient. This policy will be evaluated and applied going forward</p> <p>Compensatory cull completed by Conaglen in 2017/18 in response to fencing and restocking of South Garvan woodland.</p>	<p>Data will be periodically reviewed and discussed at DMG Meetings and then minuted & updated in Action Plan – Working Document.</p> <p>Members are to ensure that reasonable actions are being taken to ensure that the welfare of surviving populations is safeguarded e.g. provision/access to food and shelter and maintaining an appropriate deer density.</p> <p>Compensatory culls will be evaluated and applied going forward as access to feed and shelter change, or be deemed insufficient.</p> <p>Deer welfare, changes of access to feed and shelter are permanent agenda items under Estate Reports along with changes to management policy.</p> <p>See also: - Deer Welfare. DMG Reports.</p>	<p>Chair, Vice Chair, Secretary Members.</p>	<p>Training log appendix Action Plan DMP BI Section 13 Reports</p>
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¹ This syphoning of deer through poorly maintained fences is detrimental to the open range sporting interests in regard to Sections 5, 10, 11, and 13 of the 'Benchmark' and Sections 2, 3, 5, 6, 8, 9, 10, 11, 12 and 14 of the 'Public Interest'. Whilst at the same time being detrimental to the enclosed woodlands interests in regard to Sections 5, 10 and 11 of the 'Benchmark' and Sections 2, 3, 5, 6, 8, 10, 11 and 12 of the 'Public Interest'. These losses to the sporting members are detrimental to capital values, capital utilisation, revenue, employment and training prospects, increased impacts on habitats & etc. At the same time the costs of deer control, crop damage & capital values etc. are detrimental to the mainly publicly owned forestry business interests.