



CORPORATE PLAN 2020—2023



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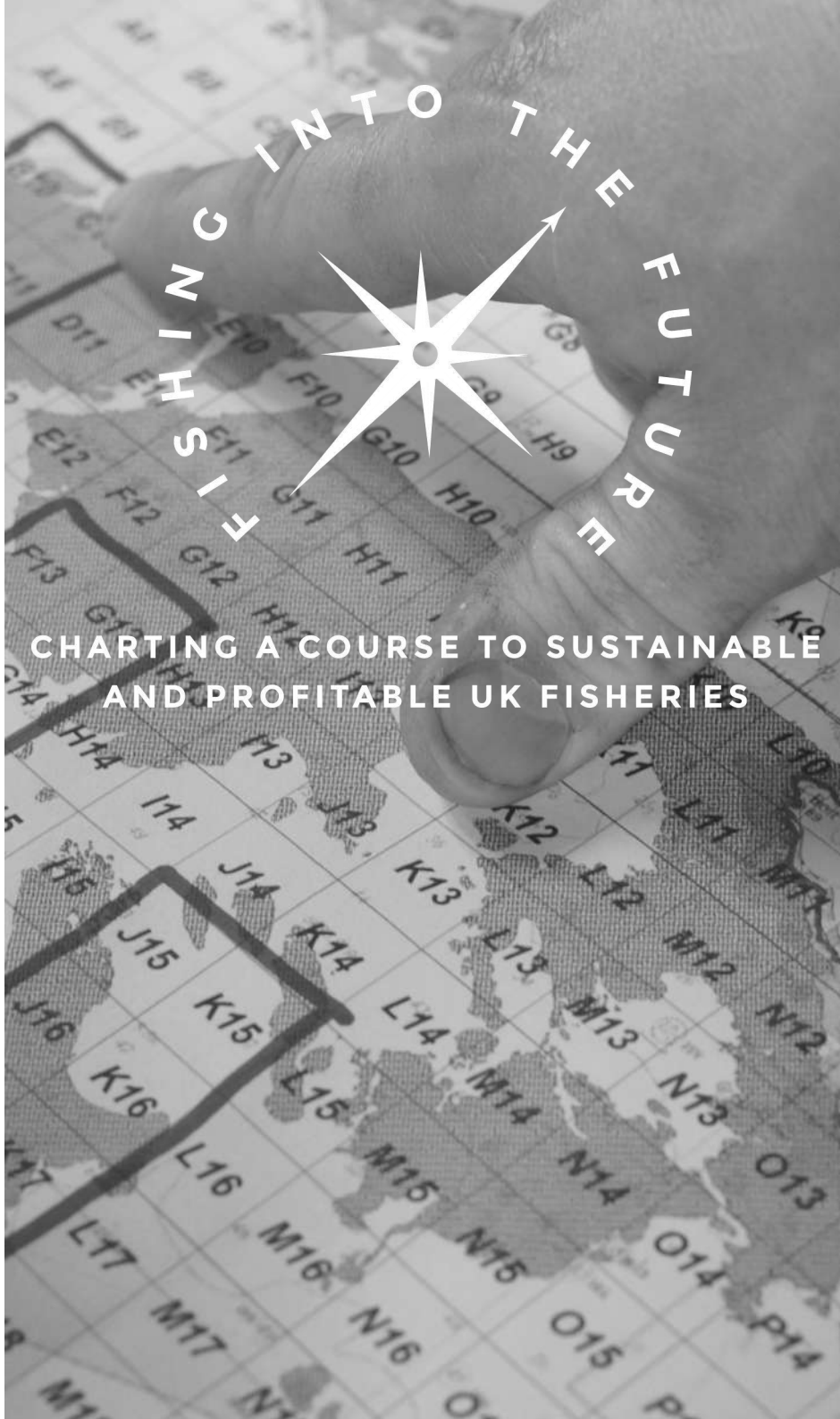
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Welcome

Co-management of sustainable fishing has been a key aim for Fishing into the Future since the start. As the recently appointed Chair of the charity in 2019, I am looking forward to seeing FITF continue to deliver its vital residential events bringing science, fishing industry and government together to learn from each other in order to be better equipped and informed to engage in effective co-management of fishing.

Our planned first event in January 2020 was successfully held in London, with a focus on inshore fishing, and participation from senior science and government representatives, alongside the dedicated inshore fishing participants.

We have now secured a three year funding and partnership agreement with the Fishmongers' Company, along with strategic support for further fundraising. This fantastic opportunity allows us to focus our efforts on delivery, and our plan for the coming three years includes building an effective network for ongoing learning and development for those who have attended FITF residential events since 2017.; development of an online forum and platform for online webinars and events; developing one-day introductory courses to be offered around the UK and continuing to deliver our core, three-day residential events.

The support from Fishmongers' Company, and the grant they helped us secure from Seafarers UK, allows us to recruit a Programme Manager to deliver the work agreed by our Board of Trustees. This work will be ever more important as the UK enters a new fishing era, outside the EU. There could be new opportunities on the horizon for people from the fishing industry to be actively involved in a collaborative fisheries management regime.

Despite the challenges ahead, I have confidence that our aims can be advanced throughout respectful engagement between all those involved in managing our commercial fishing industry in the UK.

David Stevens — Chairman



About this Corporate Plan

Fishing in the UK will enter a new era in 2021 when fishing in UK waters is no longer governed by the EU Common Fisheries Policy. Change is coming and the need for involvement of fishing industry people in management is growing.

Whatever the outcome of leaving the EU, people will want to continue to enjoy eating seafood; our role is to help prepare those involved in managing commercial fishing so that our fish and shellfish stocks and fishing activities are well-managed and well-regarded.

We believe that fishing industry people can play a full role in their futures, ensuring the sustainability of fishing and the wider seafood industry. This corporate plan shows how we plan to provide fishing industry people with the knowledge, networks and capacity they need to realise their potential as professional stewards of the sea.



David Stevens
Chairman
Fisherman



Peter Williams
Vice Chairman
Fisherman



Alexa Dayton
Executive Committee
University of Maine



Hazel Curtis
Executive Committee
Seafish



Steve Mackinson
Trustee
SPFA



Sean Dennison
Trustee
Fisherman



Gary Hodgson
Trustee
Processor



Peter Bruce
Trustee
Fisherman



Jimmy Buchan
Trustee
Scottish Seafood Association



Emma Plotnek
Executive Committee
FITF Programme Manager



Mike Warner
Trustee
Writer/SAGB/Fisherman



Glen Milligan
Trustee



Chantelle Williams
Trustee
Fish Processor and Retailer



Michel Kaiser
Executive Committee
Heriot-Watt University



Alan Steer
Trustee
Fisherman



Adrian Bartlett
Executive Committee
SAGB/seafood-Demos



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A19	209

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About us

Fishing into the Future is a UK charity which was established in 2015 to 'Chart a course toward sustainable and prosperous UK fisheries'. We are built around fishermen who are pioneers of sustainable co-management of commercial fishing, championing the importance of the importance of thriving coastal communities based on fishing economies. We believe that a virtuous cycle can facilitate positive change, and foster a direct link between Sustainability, Innovation and Prosperity.



We aim to demonstrate the inherent value of fishermen's knowledge, drawing on a world-class, cross-sector team of leaders to devise, plan and deliver our interventions. Our work programme will be funded by core-funding from organisations committed improving and supporting collaborations and building capacity to improve the effectiveness of co-managing commercial fishing. We will also seek grant and project funding for specific elements of our work, that will contribute to a sustainable future for fishing around the UK.



Our Vision is for a progressive, modern and sustainable fishing sector, operating under successful co-management systems in which the fishing sector, science and policy are equal participants. Mutual respect and knowledge of all three elements will underpin effective decision-making. Co-management systems will recognise and benefit from the knowledge and experience of vessel owners, skippers and fishing crews, accepting these as central to long-term, sustainable and prosperous fisheries management.

Our Purpose

We see an industry where...

Yields from robust fish stocks are optimised: fishing industry people are at the heart of successful and sustainable stock management, they are valued as professional stewards of the sea; the work they do and the produce they secure is held in high esteem by society at large. They work closely with scientists and managers to inform management and policy.

The long-term health of the marine environment is in safer hands: a well-informed and engaged workforce operates within the limits of ecological sustainability and contributes positively to wider marine management and protection measures.

All seafood from UK waters is from sustainably harvested stocks: consumers have renewed confidence in seafood, fishermen are increasingly motivated and empowered to engage with their industry and community prosperity is supported by long-term fisheries management.



COLLABORATION

Insight | Dialogue | Democracy

Participation | Empowerment | Opportunity

Current trends in fisheries management favour a collaborative approach, based on dialogue, insight and evidence. We endorse co-management as a principle in management of commercial fishing, where the men and women working in our fishing industry —their knowledge, participation and empowerment — are key contributors in ensuring the long-term health of fish stocks and fleets. For decision-making (policy-setting) to be participatory, it is essential that those participating are confident and well-informed. This leads to more democratic and acceptable outcomes for all.

Our focus and priorities are to bring together people from fishing, science and policy-making, to equip them to collaborate effectively in co-management of fishing.



There are several **common themes** for the UK fishing sector to address as it rises to meet the challenges and opportunities ahead. Our plans align with these.

These themes are shared with several other key seafood sector organisations and endeavours, for example:



SEAFOOD 2040

SEAFISH CORPORATE PLAN

AMBITION 2030

WALES SEAFOOD STRATEGY 2025

INSHORE FISHERIES (N.I.)

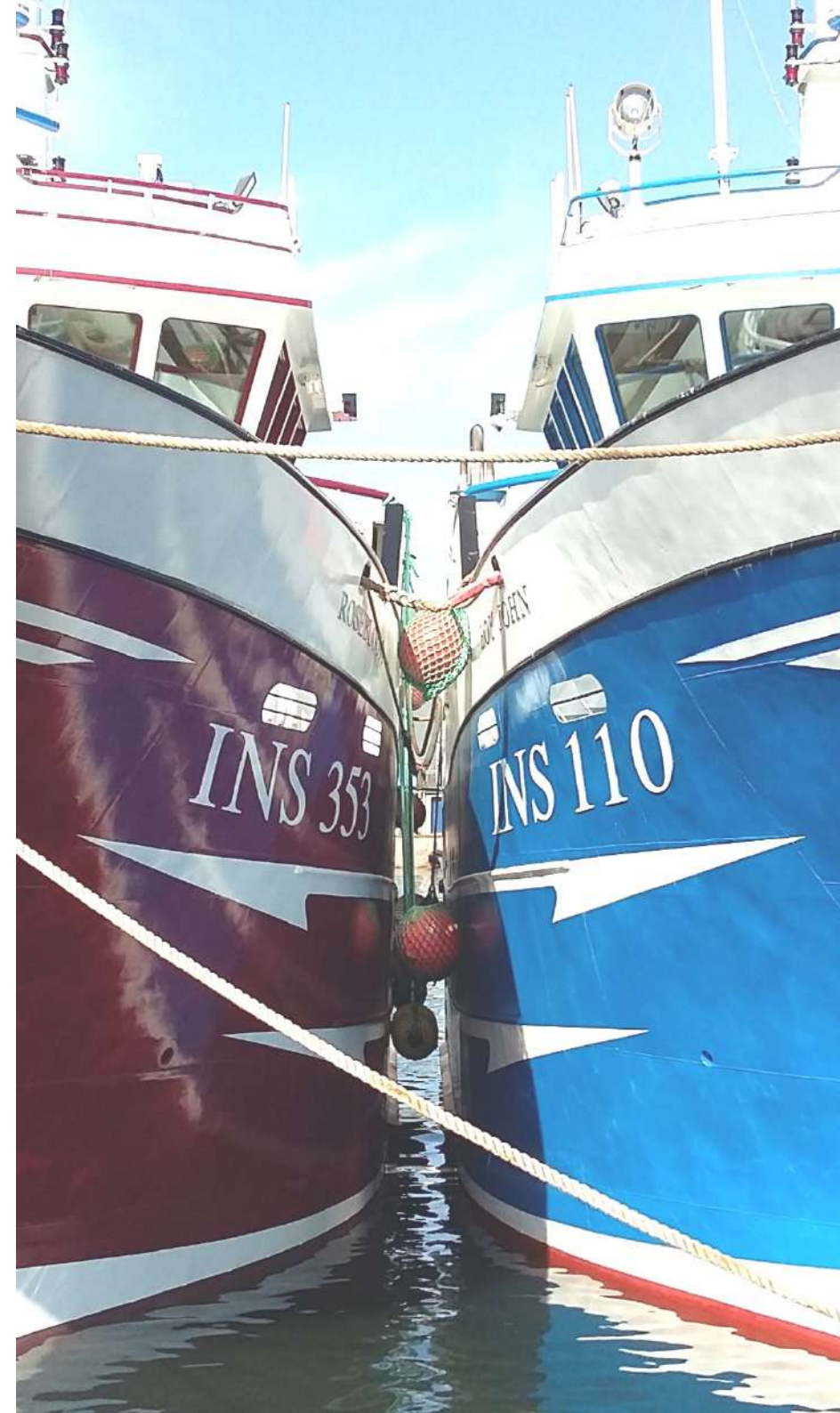
SCOTTISH INSHORE FISHERIES

Challenges ahead

Our **Corporate Plan** combines an assessment of the current drivers influencing UK fishing, married to the long-term mission and objectives of our charity. Our work complements the efforts of many other organisations, with the thread of sustainability running through all that we do.

We have identified **three main challenges** to focus on over the next three years:

1. **People and Skills**
2. **Data as an Asset**
3. **Engagement and Insight**



CHALLENGE 1:

People and Skills

The people owning and operating fishing boats in our waters are asked to abide by—and contribute to—complex systems of assessment and management, but a lack of investment in fisheries education has left many without the tools they need to navigate modern fisheries science and management systems. This undermines progress toward sustainable fishing.

Fishermen, scientists and policy-makers also need a common understanding of the issues facing UK fisheries at this time of change and opportunity. There is scope and appetite to increase the emphasis placed on the role of fishing industry people as stewards of the sea, and contributors to sustainable management of fishing.





SUSTAINABLE FISHERIES EDUCATION PROGRAMME

Our **Sustainable Fisheries Education Programme** (SFEP) will deliver a creative and innovative education programme that empowers fishermen to navigate modern fisheries science and management. **Goals:** Broaden and deepen access to suitable resources, materials and knowledge exchange opportunities that support collaboration in fisheries science and management; Promote and support long-term prosperity, viability and succession in UK fisheries.

Key Interventions:

- Finance, resource and deliver immersive training events through SFEP-UK, built on our twin curricula *The Business of Fishing* and *An Introduction to Sustainable Fishing*.
- Develop and deliver online learning resources for SFEP-Online
- Build an effective network of ongoing learning and development opportunities for those who have participated in our three-day residential events.
- Work with Seafish and others to explore opportunities and potential benefits of delivering sustainability training in other settings—e.g. fisheries colleges for new entrants.
- Analyse training needs for involvement in co-management of fishing, and address barriers to participation in training opportunities.
- Maintain and enhance partnerships and relationships with key delivery agents and institutions, establishing MoUs as needed.

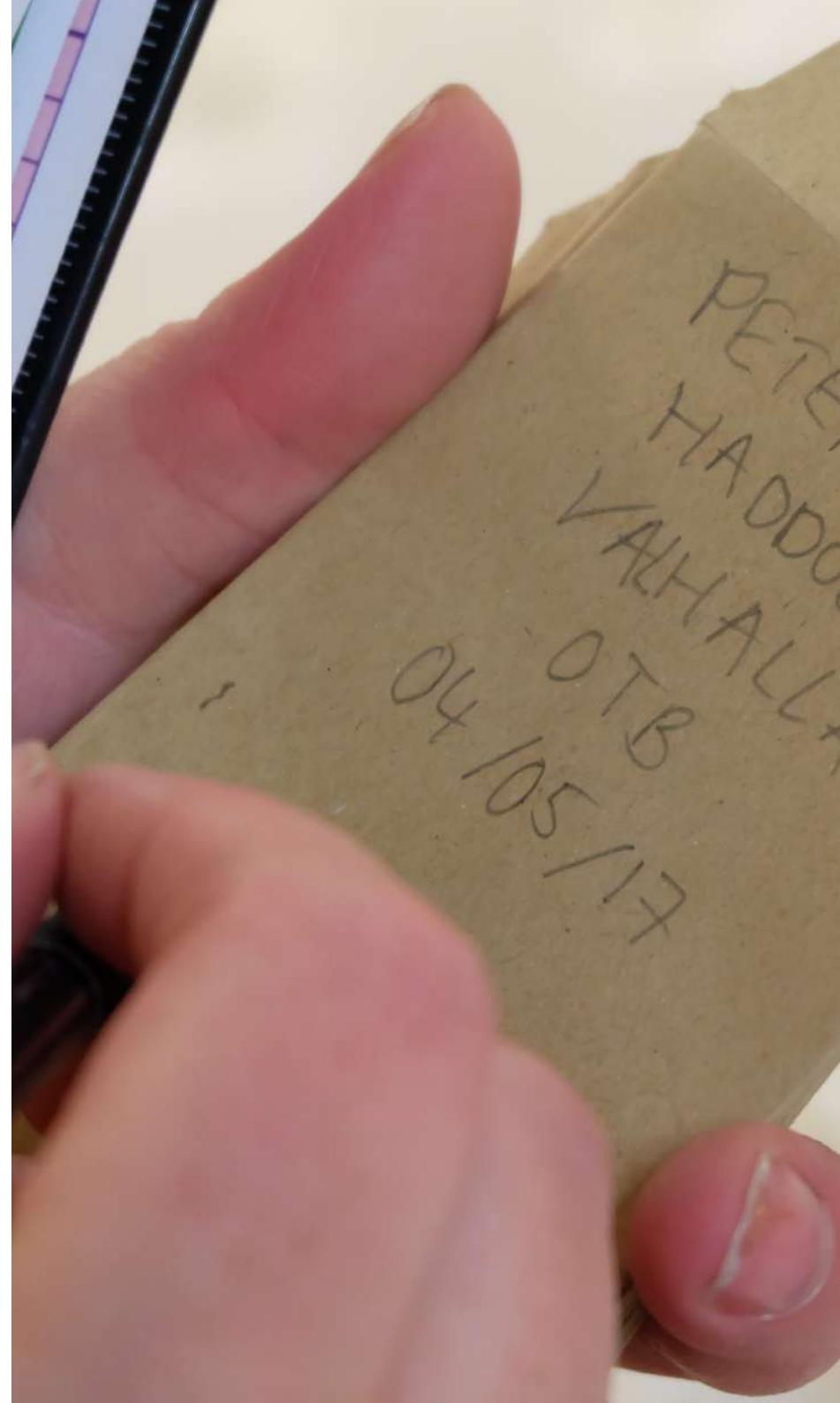


CHALLENGE 2:

Data as an asset

The demand for data is going up; resources to undertake suitable research and monitoring are going down. Fisheries management relies on adequate data on fish stocks, habitats, workers and fishing fleets to avoid relying on overly-precautionary or unduly risky approaches to stock management.

Fisheries management is improved when 'data supply chains' are complete, focused and end-user driven. Leaving the EU creates an opportunity to establish policies and practices that support industry-dependent and collaborative data collection, ensuring it fulfils its potential to accurately inform fisheries management and policy. It also allows a reassessment of how we maintain (or even increase) capacity to deliver sufficient research and assessment of our fisheries to meet the demands of regulators, the supply chain and consumers.





SCIENCE & DATA

A **Science & Data** element of our work and course material will enable fishing industry people to improve their understanding of how to engage in providing industry-dependent information to accurately inform fisheries policy and management.

Goals: demonstrate the value and utility of collaborative science at different scales; Demonstrate where and how fishermen can contribute data through simplified data collection processes and the use of technology.

Key Interventions

- Develop 'Best Practice' content on our online platform, highlighting the value of Fisheries-Science Partnerships (FSP).
- Demonstrate the value and application of our Industry Science Data Collection Guidelines.
- Continue to strengthen the science elements of the curricula of our three-day residential events.
- Establish opportunities, deepen relationships and participate in key networks to inform and influence policy on data collection.

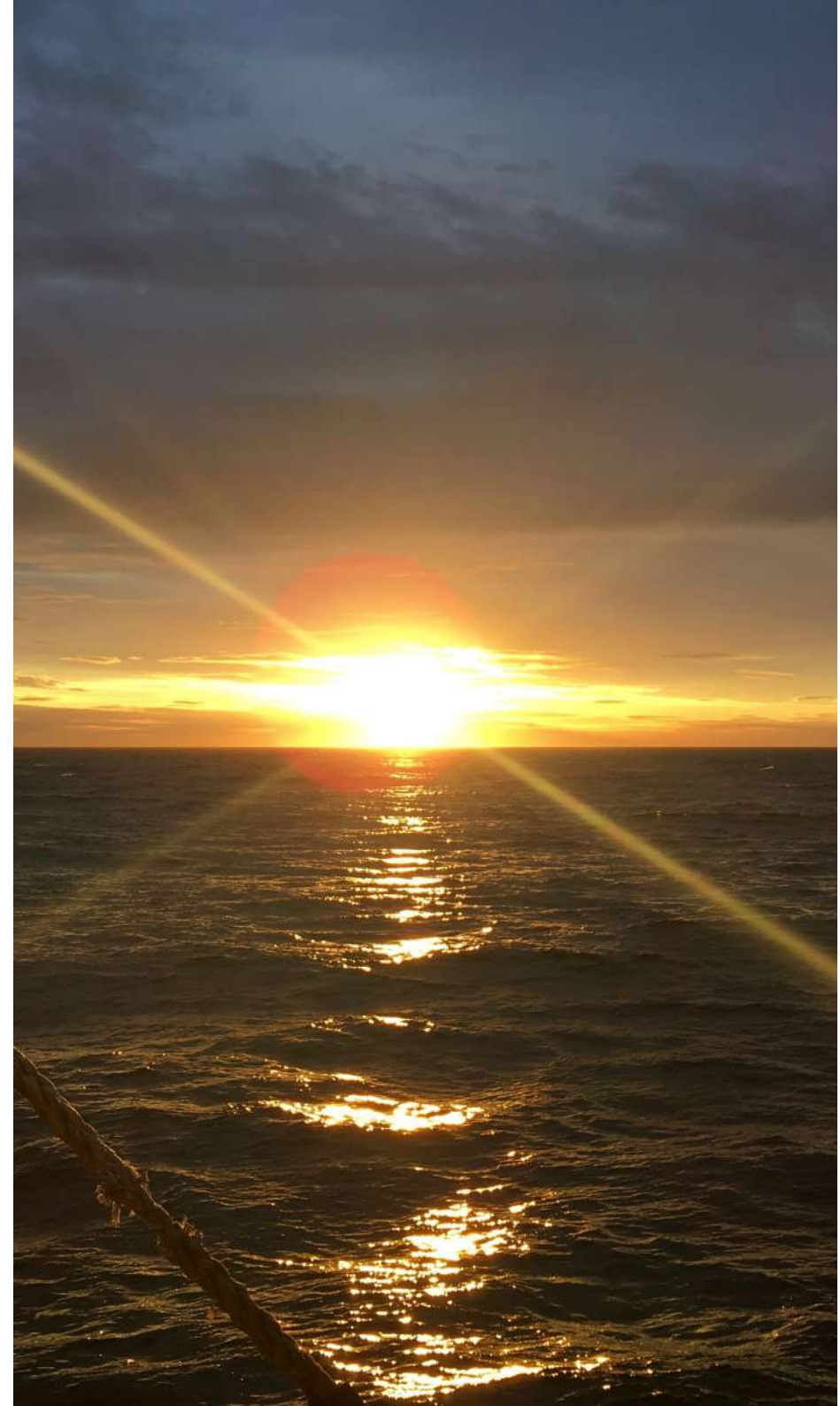


CHALLENGE 3:

Engagement and Insight

Fishing is a complex, unique industry with a workforce that operates individually, but that delivers collective benefits to society. Engaging with—and gaining insight from—consumers, the general public, the industry at large and its supply chain will help support long-term viability and prosperity across sectors.

Fishing is one of the oldest industries. As an island nation, our heritage, culture and history are intimately connected to the fluctuating fortunes of our fisheries. Reconnecting with this heritage, demonstrating the value of fisheries and establishing new markets for UK-caught seafood will help to underpin the long-term sustainability, prosperity and viability of the UK fishing industry.





CONSUMER CONNECTION

Consumer Connection will share knowledge and understanding about the markets into which UK-caught seafood is sold, the developing consumer preferences and how to connect to the consumer end of the supply chain. **Goals:** Provide insight and overview of supply chains, requirements of businesses between primary production and consumers and how to connect more directly with consumers.

Key Interventions

- Develop and improve curriculum content to educate and inspire catching sector people about the range of routes to different markets, and the business requirements and implications of choosing different routes to the final consumer.
- Offer a convening service to support fisheries science, management and supply chain processes.
- Use our alumni network to build new connections within the UK seafood sector that could foster innovative approaches to bringing UK-caught seafood to UK consumers.



We were built as a partnership between three forward-thinking organisations:

- Seafish
- The Princes' Charities' International Sustainability Unit
- The Gulf of Maine Research Institute

With their support — and direct personal involvement from HRH the Prince of Wales — we have grown to become an ambitious charity with a clear role to play in preparing people to participate confidently and effectively in sustainable management of commercial fishing.

We will build on our success and establish Fishing into the Future as a key partner for cultural change and improved fisheries practice over the next three years.

If you would like to know more about us and our work, please visit our website or contact Emma Plotnek, Programme Manager:

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www.fishingintothefuture.co.uk

