

## ADMG Benchmark Assessment - Inveraray & Tyndrum DMG - 30th July 2014

# Part 1 - 2014

**Key:**

Delivery of objective is good, in line with benchmark

Delivery of objective is only partial/ variable in quality

Group is not delivering this element

Operation of Group	Notes	Actions required
<b>Area and boundaries</b>		
Identify the appropriate boundaries for the group to operate in.	Area has well defined group boundaries, using trunk roads apart from in the West, this is where main landuse falls into timber production only.	Keep under review
Define appropriate sub populations where applicable	not within DMG area, but recent discussions on areas adjacent to DMG - West Lomond Lomond, Kintyre, Cowal	continue to consider impact to DMG objectives from outwith DMG area
<b>Membership</b>		
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.	DMG membership is good, some gaps exist and work is ongoing to encourage full participation. Range of interests represented by attending estates/ forest companies	continue to maintain/ promote interest and attendance. Both private and public agencies (SNH area/ LLTNPA) attendance can be better.
<b>Meetings</b>		
DMGs should meet regularly. Two formal meetings per year is the norm but more frequent interaction between members, between meetings, should be encouraged.	2 meetings, 1 in spring, 1 in October after stag season complete. Other informal contact takes place throughout year.	Keep current level of meeting and communication within group.
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.	Meeting attendance has improved over recent years but more effort to attend is required by all estates. Meetings are organised well in advance (~6 months and at same time each year) so landowners/ managers/ representatives should be able to plan in advance	continue to promote attendance. Local NFU promotion of attendance/ representation at DMGs.
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.	SNH WOU staff, FE Staff in attendance. LLTNPA staff attended recent meeting. Police not been invited but potential to invite as required for public safety concerns.	potential to invite local police. SNH Area representative to be encouraged to attend/ clarify management role (Ben Lui NNR).
Meetings should operate to an agenda and be accurately minuted. Attendees should be encouraged to participate and agreed actions and decisions should be recorded.	open discussion at meetings and participation is encouraged. Meetings operate to agenda and minuted.	continue as at present, with open encouragement for adding other items to the agenda
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.	Chair/ Secretary are a point of contact for all members to assist with dealing with any local issues as required. Felt that neighbours discuss things between them regularly.	continue as at present
<b>Constitution &amp; Finances</b>		
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	constitution (draft) in place as of 2013 which DMG work towards.	Formalise constitution at next meeting. Promote individuals to follow constitution objectives.
Good management and budgeting of finances	On the whole good management of finances but continuing challenge of getting members to pay subscriptions and some left outstanding take considerable time and effort to chase up.	reduce time and effort by office bearers required for subscriptions.
<b>Deer Management Plans</b>		
All DMGs should have an up to date, effective and forward looking Deer Management Plan (DMP).	DMP in place and up to date with regards to current info. Refer to public interest section	update as required going forward
The DMP should record all the land management objectives within the DMG area.	correct and inclusive as of 30th July 2014	update as required. Possible review on whether objectives are being achieved. If not... why not?
Where applicable, the plan should include a rolling 5 year population model	Population Model is within the DMP. However, there is a difficulty with applying the model in this DMG due to area of forestry within the group. Count info is not available for forestry areas and therefore model is based on major assumptions. Forestry areas all carry out impact assessments (some dung assessments) to help inform management away from a population model.	continue to use relevant data to information management/ population dynamics.
Appropriate use of maps to illustrate relevant detail.	Maps created as part of DMP. Count maps produced.	continue to produce/ update maps as required and use to inform management.
The DMP should identify the public interest aspects of deer management	There is mention of 8 number of the public interests (as in part 2), but further information/ reference is required	update plan to reflect what the DMG members are delivering by way of the 14 public interests identified in Part 2.
DMP should make appropriate reference to other species of deer within the DMG area, and provide a level of detail proportionate to this interest.	Mainly economic interest in Red, which the DMP refers to. Roe mainly only seen within woodland areas (individual forest DMPs should make reference to this). Some sika within area, distribution monitored.	update plan as required
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	DMP identifies individual objectives and works towards delivering in a collaborative and respectable manner. DMP updated annually as required. Update DMP as required for Public Interest and take forward	Update plan for Public Interest Objectives and identify suitable actions.
It is important that all DMG Members should play a full part in the planning process and in the implementation of agreed actions	members involved in creation of DMP, but involvement going forward in day to day planning process is taken by those heavily interested in deer management.	promote involvement as and when members feel required in line with above
The DMP may identify potential conflicts and how they can be prevented or addressed to ensure an equitable approach to the shared deer population.	yes, plan identifies owner objectives both in written and map form and highlights where potential issues may arise	continue as at present but also promote early notification of change of landuse etc.
Relevant local interests should be consulted on new DMPs and advised of any changes as they come forward.	Current DMP was shared with members & SNH. There has been no local interests identified by either group members or have approached the group to date.	continue to revise possible local interests and engage with public safety concerns/ deer impacts as required

Operation of Group	Notes	Actions required
<b>Code of Practice on Deer Management</b>		
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.	not referenced within DMP or constitution, terms of the code being delivered	update as required going forward
<b>ADMG Principles of Collaboration</b>		
The Principles of Collaboration should be incorporated into all DMG Constitutions and Deer Management Plans.	ADMG principles are in place in ITDMG own wording.	ensure principles are relevant to group and update as required
<b>Best Practice</b>		
All deer management should be carried out in accordance with Best Practice.	Best Practice principles promoted and aspired too.	Continue to promote Best Practice across DMG area. Update plan to reflect this
All Deer Management Plans should reference and follow WDBP which will continue to evolve.	Larger DMP does not include specific mention that Best Practice to be followed but intention is there. Individual properties woodland DMPs should include this.	reference in DMG constitution and DMP.
<b>Data and Evidence gathering- Deer counts</b>		
Accurate deer counting forms the basis of population modelling. An ethos that reflects this should be in evidence	full DMG open hill counting is carried out in spring, some properties continually do not count so gaps in data. Areas of forestry make it difficult to estimate population within.	on the whole there is very good coverage for a ground count. DMG office bearers and members to continue to promote full participation in ground counting activities.
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.	annual ground count is carried out across most of the area. The area that is count is well co-ordinated and information gathered/ shared within groups.	DMG to continue with annual count planning and promoting all members to be involved. DMG would welcome a public funded deer count.
Recruitment and mortality counts are also essential for population modelling.	April/ May Recruitment counts carried out by individual estates. A further summer recruitment count is promoted across DMG area in 2014.	Continue to carry out counts to inform management as is felt relevant by DMG members.
Other census methods may be required in some circumstances, eg dung counting in woodland or other concealing habitats or on adjoining open ground.	Dung counting is carried out within forestry	alternative population assessment methods will be incorporated into population model as appropriate.
<b>Data and evidence gathering- Culls</b>		
All DMGs should agree a target deer population or density which meets the collective requirements of Members without detriment to the public interest.	Model used to illustrate a possible target population and maps informing density.	identify a aspirational population to deliver DMG sporting objectives and update within DMP
The cull should be discussed among Members to deliver the objectives of the DMP and individual management objectives while maintaining the agreed target population and favourable environmental condition.	culls identified by individual members but constructive discussion on sustainable cull target/ level taken.	continue to promote habitat monitoring to feed into cull planning
The Group cull target should be reviewed and, if necessary, adjusted annually.	yes this is carried out	continue as current
<b>Data and evidence gathering- Habitat Monitoring</b>		
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.	HIA within open range has been recently promoted within the DMG. Some individual members have started to carry out following on from a DMG training event. There is woodland monitoring carried out, both formal and informal, by land managers or SNH in the case of some SSSIs.	continue to promote and encourage HIA, especially across open range and agree/recognise habitat condition targets across group area. Update DMP as required
HIAs should be carried out on a systematic and regular basis. A three year cycle is the norm but many find annual monitoring useful.	DMG promoting HIA - at present encouraging people to carry out	Discuss and agree a systemic approach - i.e. monitoring intervals/ habitat types/ impact conditions. update plan as required.
Data is required on other herbivores present and their impact on the habitat.	information within DMP on sheep numbers across properties. In General no data gathered on impacts.	continue to update plan on changes to livestock. Promote monitoring to inform on impacts of herbivores.
DMPs should include a section on habitat monitoring methods and procedures and record annual results so as to measure change and record trends.	a monitoring protocol/ method is promoted but not referenced within DMP.	update plan as required to show agreed protocol/ methods and agree collection of data for sharing across group.
<b>Competence</b>		
It is recommended that in addition to DSC 1 deer managers should also attain DSC 2 or equivalent.	DSC level 1 thought to be high, but no collective information. Level 2 unsure.	promote high deer management standards to Level 1 minimum. Gather information on competence level within group. Update plan as required on agreed minimum level.
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.	Trained hunter status unknown, but assumed high as with Level 1. some members are SQV others aren't.	gather info as above
<b>Training</b>		
All DMGs should have a training policy and incorporate it in the DMP	No formal training policy, however collective training is promoted as and when required i.e. HIA training	update plan as required going forward
All DMG Members or those acting on their behalf should undergo the necessary training to demonstrate Competence.	no formal group policy on this, but individually thought to be done.	agree standard and update as required going forward
The training policy should promote and record continuing professional development through Best Practice Guidance.	no formal group policy on this, but individually thought to be done.	update as required going forward
<b>Venison Marketing</b>		
Membership of the Scottish Quality Wild Venison scheme is recommended by ADMG.	Promoted within plan, thought to be around 3 members at present	Continue to promote, but acceptance that not always possible for everyone due to financial restrictions.
There is evidence of collaborative venison production within the Group	No collaboration at present as several venison dealers within area or with easy access to group members.	review as required going forward
<b>Communications</b>		
DMGs should include a Communications Policy in their DMP. External communication should be directed at parties not 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.	external comms carried out with identified groups/ individuals. However group is open to others who are interested.	create a comms policy as required. Continue with identifying local interests that may be of interest to group or what the group does.
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.	requested to be on ADMG website. Awaiting response.	update as required going forward
A Deer Management Plan should be accessible and publicly available, and local consultation during its development is advised.	ongoing discussion as above. DMP has 'Priority Management Considerations' which is available to interested parties	Once plan updated, there will be plan summary/ maps (working plan) available via weblink.

# ADMG Re-Assessment of Public Interest Actions - Inveraray & Tyndrum DMG - 30th July 2014

## Part 2 - 2014

<b>Key:</b> Delivery of objective is good, in line with actions
Delivery of objective is only partial/ variable in quality
Group is not delivering this element

Actions 1 to 14	Delivering Public Interest	In DMP	What is DMG doing now?	What will DMG do in the future?
<b>1. ACTIONS to develop mechanisms to manage deer</b>	Carry out an assessment of effectiveness against the Benchmark	N	30/07/2014	To be reviewed 30/07/2016
	Develop a series of actions to be implemented and assign roles	N	meetings actions agreed and minuted	Notes and action points to be taken from assessment and considered by Chair/ Secretary. Assessment to be shared with wider group and actions to be taken forward after discussion with wider group.
	Produce and publish a forward-looking, effective deer management plan which includes public interest elements relevant to local circumstances. Plan should include an agreed action-plan to clarify roles and monitor progress against objectives. Minutes of DMG meetings should be publicly available.	N	DMP in place and will require updated with regards to public interest aspects.	plan to be developed, proposals for further development of public interest aspects and creation of action plans.
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>DMG in regular discussion and DMP in place but does not make reference to all public interests at present</b>	<b>develop and deliver on action points to assist with public interest objectives. Continue to update DMP to reflect actions required as a whole across DMG area.</b>
<b>2. ACTIONS for the delivery of designated features into Favourable Condition.</b>	Identify designated features, the reported condition and herbivore pressures affecting designated sites in the DMG area.	Y	aware of designations as all highlighted within DMP and that management is appropriate. Discussions to date have been between agencies and individual land managers	review DMP based on condition and change in herbivore management as required. Look to highlight individual site discussions at DMG meetings as required.
	Identify and agree actions to manage herbivore impacts affecting the favourable condition of designated features.	N	Individual discussion takes account of management to deliver FC - by use of fencing or culling actions. Actions not currently agreed/ highlighted within DMP	identify actions which lead to a proactive approach by DMG & individual members on designated site condition and update DMP as required
	Monitor progress and review actions to manage herbivore impacts affecting favourable condition.	N	HIA promoted to inform management. Individual members in discussion with SNH as required	update DMP, implement HIA, create action plan on the delivery and monitoring of designated site condition
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>Discussions on achieving favourable condition are taking place and actions agreed for several of the sites within the DMG area. Discussions ongoing for others i.e. Ben Vorlich</b>	<b>Identify actions that continue to progress towards favourable condition, through discussion within DMG and with relevant agencies. Update DMP as required.</b>
<b>3. ACTIONS to manage deer to retain existing native woodland cover and improve woodland condition in the medium to long term.</b>	Establish overall extent of woodland and determine what proportion is existing native woodland.	Y	total area of AW & ASNW identified in DMP as 3586ha.	other areas of woodland to be updated to maps and showing all native woodland if not already. update DMP as required
	Determine current condition of native woodland.	N	some Individual estates have taken this upon themselves as they recognise the value of these woodlands.	use FCS survey data to illustrate/ provide information on current condition and update DMP.
	Identify actions to retain and improve native woodland condition and deliver DMG woodland management objectives.	N	commercial woodlands should be covered by individual DMPs / LTFPs which should include actions for improving native woodland areas - broadleave or native pine planting et. Individual open range estates may be covered by LTFPs and have identified actions on when to assist management.	update plan to capture what currently occurs/ quantify areas under individual plans. Create action plan to identify when/ where/ why management will be changed to promote woodland condition.
	Monitor progress and review actions to manage herbivore impacts.	N	carried out at individual landholding level in quite a few cases, although maybe not in a formal and reported way.	update plan to capture required actions

Actions 1 to 14	Delivering Public Interest	In DMP	What is DMG doing now?	What will DMG do in the future?
	Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions		Individual estates recognise the importance of woodland/ native woodland to the area and benefit to deer that good woodland can have. Individual basis many of the estates are carrying out actions to improve condition and increase area of native woodland.	Update DMP to capture further information on condition of native woodlands within DMG area and management actions/ timescales that will be delivered for ensuring woodland continues to exist. request assistance from SNH & FCS to provide information/ mapping detail.
4. ACTIONS to demonstrate DMG contribution to the Scottish Government woodland expansion target of 25% woodland cover.	Identify and quantify extent of recent woodland establishment (through SRDP (last 20 years) and through other schemes).	Y	DMG have 45% woodland cover within group. New areas of native planting taking place.	quantify total area
	Identify and quantify opportunities and priorities for woodland expansion over the next 5-10 years.	N	not actively identified as part of DMG meeting, but information supplied through LTTPs etc. DMP suggests to quantify this potential	Continue to discuss woodland management objectives and try to collectively acknowledge the role that good woodland access can provide to deer
	Consider at a population level the implication of increased woodland on deer densities and distribution across the DMG.	N	taken into account and management discussion within the plan. Mainly done at individual property level	update plan to ensure early discussion of potential woodland schemes to ensure in line with DMG objectives.
	Implement actions to deliver the DMG woodland expansion proposals and review progress.	N	ongoing but not not captured collectively	to be discuss the long term nature of this which will identify any potential across the group area.
	Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions		good level of woodland cover across group, with estates continually adding smaller schemes. No collective discussion on potential across a wider area	DMG to identify current woodland areas, new schemes and how establishment is being achieved. From this mappign exercise aim to discuss whether there is further potential for woodland expansion and how this can be achieved with highlighting any issues
5. ACTIONS to monitor and manage deer impacts in the wider countryside.	Identify habitat resource by broad type.	N	some discussions at some individual estate basis, but overall not been carried out.	DMG to request mappign information from SNH/ FCS etc on habitats within group
	Identify required impact targets for habitat types.	N	no collective agreement, although some individual estates aware of targets they are looking for. Not captured in plan	discuss and agree potential targets for habitat types.
	identify a sustainable level of grazing and trampling for each of these habitat types.	N	no means of currently analyzing data (impacts against targets)	means of collating, analysing and presenting data is required. SNH/ FCS/ LLTNP to assist
	Identify where different levels of grazing may be required and prioritise accordingly.	N	carried out on some estates individually	DMG to carry out data gathering and identify areas where different impacts required and to hold the discussions at the DMG meetings.
	Conduct herbivore impact assessments , and assess these against acceptable impact ranges. Identify and implement actions to attain impacts within the range.	N	HIA promoted, training day organised and support requested. Estates still to carry out HIA	revise DMP to show HIA protocol and follow through
	Regularly review information to measure progress and adapt management when necessary.	N	currently not able to do this	DMG meetings to discuss overall impacts in the future, takign into account cull targets, changes to populations etc.
	Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions		Monitoring training carried out by some estates, but no formal monitoring carried out at present on open range - due to commence 2015.	agree, update and implement HIA protocol and discuss gathered information at DMG level
6. ACTIONS to improve Scotland's ability to store carbon by maintaining or	Quantify the extent of the carbon-sensitive habitats within the DMG range.	N	woodland planting etc, blanket bog management and some estates low carbon usage known within DMG, but info not gathered. Peat storing habitats not identified.	Quantify across group area
	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.	N	not currently carried out, but as above training given and estates agreed in principle	implement HIA protocol

Actions 1 to 14	Delivering Public Interest	In DMP	What is DMG doing now?	What will DMG do in the future?
improving ecosystem health.	Identify opportunities for the creation/restoration of peatlands	N	not aware of any current actions	Potential to apply for Peatland Action funding
	Contribute as appropriate to River Basin Management Planning	N	Unsure of current status	monitor and participate as necessary
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>some work carried out but information not gathered</b>	<b>quantify areas and opportunities for work to assist with carbon storage. Implement HIA protocol.</b>
7. ACTIONS to reduce or mitigate the risk of establishment of invasive non-native species	Manage invasive non-native species (e.g. muntjac) to prevent their establishment and spread e.g. report sightings of muntjac to SNH	N	No mention of Invasive non-native species within plan, however most estates actively aware of issue allowing species to establish	update plan to capture current national policy on invasive non natives and ensure members are aware of protocol
	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.	Y	currently not used as a sporting resource within area and a sika policy is adopted to minimise spread	update DMP to reflect DMG policies
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>ongoing work and agreement on policies, but not captured in DMP in all cases</b>	<b>update DMP to reflect DMG policies and ensure members aware of protocol</b>
8. ACTIONS to protect designated historic and cultural features from being damaged by deer e.g. by trampling.	Identify any historic or cultural features that may be impacted by deer and undertake deer management to retain these features	N	deer not considered to be a threat, but information not gathered as features not identified across area. IN general most individual estates aware of importance of these areas.	update plan to capture and reflect information and discussion/ policy
	Consider the implications of fencing on the landscape with due regard to the Joint Agency Guidance on Fencing.	Y	Deer fencing use and impacts highlighted with reference to JAGF	revise as required going forward. Potential to capture deer fence information across DMG area
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>implications taken into account but not captured in DMP</b>	<b>update DMP to reflect group discussion and policies. Identify features of main concern and promote importance in the cultural setting</b>
9. ACTIONS to contribute to delivering higher standards of competence in deer management.	Undertake a skills and training assessment to establish current skill levels applicable to deer management within the DMG	N	nothing formal, however discussion taken on possible training and then organised as per dogs for deer and HIA training	undertake a skills and training assessment and encourage participation.
	Identify training and development needs / requirements of DMG members including opportunities for Continuous Professional Development (i.e. in relation to Best Practice)	N	some work carried out as above	look to highlight further opportunities for ensuring training is inclusive and potentially cost saving
	Ensure all those who actively manage deer are "competent" according to current standard	N	DMQ 1 level or above thought to be high in group, but not captured	gather information on level of competency and continue to promote to minimum standard
	Promote and facilitate the uptake of formal and CPD training opportunities for those participating in deer management.	N	some training provided/ arranged as identified	agree a group protocol for sharing info on courses/ training being organised within group area.
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>some training arranged as being required, but opportunities for further training not identified</b>	<b>gather info on level of competency and whether group members require other training. Discuss potential training funding with NPA. Continue to circulate info on potential training opportunities across group area</b>
	Identify and quantify public safety issues associated with deer within the DMG area. e.g. DVCs, airports etc	Y	referenced in plan, action carried out at individual estate level in some cases.	capture information in map form within plan. Promote reporting to national projects <a href="http://www.deercollisions.co.uk">www.deercollisions.co.uk</a>
	Identify actions with landowners, Local Authority, DMG to reduce or mitigate public safety risk and monitor effectiveness of actions.	N	not captured in plan, but actions take place on some individual estates	update DMP as required to capture a protocol for providing information on local concerns, engaging with local Community Councils, Police, Council

Actions 1 to 14	Delivering Public Interest	In DMP	What is DMG doing now?	What will DMG do in the future?
<b>10. ACTIONS to Identify and promote opportunities contributing to public health and wellbeing.</b>	Identify means of ensuring food safety is maintained in carcass handling and venison processing and compliance with BPG in relation to meat hygiene	Y	being met with some estates SQVW level,	continue to promote and update plan as required
	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.	Y	Majority of individuals are DMQ1 assessed, therefore familiar with NDs & subsequent protocols.	continue to promote and update plan as required
	Ensure that appropriate bio security measures are enacted when visitors from areas where CWD is present are involved with deer management activities	N	individuals aware of risk from last DMG	continue to promote and update plan as required. Make reference to other concerns as required
	Identify opportunities to raise awareness of the risks associated with Lyme's Disease.	N	general awareness across group. Not captured formally	capture within plan and ongoing awareness of symptoms etc.
	Identify main access and recreational activity within the DMG area and assess how this fits with deer management activity.	N	ongoing access issues - both for higher routes and low ground routes i.e rough campers, reporting issues and general discussion at DMG meetings.	update DMP as required and identify means of promotion of land use and responsible access. Continually discussion with agencies/ council to identify means of improving access issues
	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 web sites	N	DMG promote responsible access, information/ signage used and encouraged. Some areas use hill phones, HFTSH website, DMG is investigation potential funding streams for such sights.	identify issues and ways to address concerns/ improve relationships/understanding between all involved - land managers/ agencies / public
	Facilitate public access and promote positive communication between visiting public and wildlife managers.	N	unsure on current status within group although known that some members promote access/ encourage certain routes	investigate potential funding for signage, capture info on any wildlife tours that occur in the area
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>promoting responsible access and enjoyment of area.</b>	<b>collectively discuss and manage access issues and report to agencies/ councils as required. Enquire about funding for potential signage as required.</b>
<b>11. ACTIONS to maximise economic benefits associated with deer</b>	Identify and quantify the main sources of revenue related to deer (sport, tourism etc).	Y	economic value of sporting revenue & venison of deer identified in plan	continually update plan to reflect. Aim to capture what other economic benefits that deer management provides to the area - direct tourism that the DMG wish to provide information on.
	Identify and quantify deer related employment. Identify opportunities to increase and improve prospects throughout the DMG;	Y	level of full time jobs identified and quantified in plan. Info not quantified on number of part time jobs or related employment through deer management activities	continually update plan to reflect. DMG discussion on what information to provide to show importance of deer management to area.
	Identify opportunities to add value to products from deer management (SQVW, venison branding)	N	some members SQVW, unsure level of membership though.	gather information from within DMG adding value - SQVW, branding, stalking experiences
	Explore options for larder sharing, infrastructure improvement and carcass collection to ensure maximum benefit from venison production whilst reducing carbon costs.	N	no information at present, but discussion has taken place between individual estates about using the same venison dealer.	gather information and highlight where possibilities on maximising benefit can be derived from.
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>some economic benefits captured but other elements not</b>	<b>continue to update on level of economic benefits that DMG delivers. Capture other information on venison selling/ marketing &amp; explore options for improving benefits. Possibility to take money from PACEC report.</b>
	Identify and quantify capital investment in deer management related infrastructure.	N	not currently captured	Gather data from PACEC survey? Discuss and agree with members what information is good to show that DMGs pay money towards delivering the DMG system.

Actions 1 to 14	Delivering Public Interest	In DMP	What is DMG doing now?	What will DMG do in the future?
12. ACTIONS to minimise the economic costs of deer, and ensure deer management is cost-effective	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)	N	There is reference to other landuses within the plan and potential for damage to interests but not quantified. Woodland damage main driver for some members.	promote discussion and gather data on impacts to assist with promoting sustainable management and the long term benefits of the deer herd.
	Where there are management changes, assess the likely economic impacts across the DMG	N	maps produced to capture objectives. Discussion taken on possible change of land use and what this may result in as required - but no mechanism formalised in plan	future changes to objectives to be discussed as early as possible and to cover deer population and economic impacts
	Formulate a strategy to minimise the negative economic impacts in an equitable way.	N	a potential forum does exist through DMG but no formal strategy	formulate a strategy to identify a fair spread of benefits/ impacts for those affected.
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>other landuses identified, but impacts not quantified in a formal way. Land uses map and potential to discuss how changes in landuse will impact on DMG objectives. Costs of managing deer within area not quantified.</b>	<b>gather information from PACEC report and complete blanks as required to provide data for highlighting any concerns. Ensure DMP and management takes account of understanding the impacts to other interests and ensure discussions going forward.</b>
13. ACTIONS to ensure effective communication on deer management issues.	Provide regular opportunity for wider community and public agency engagement in planning and communications.	Y	ongoing discussion as required, local contacts identified. No formal communications policy.	continue to promote DMG role, continue to encourage discussion on deer management outwith DMG format i.e. CC meetings etc and ensure actions from such meetings are followed up.
	Identify and implement actions to address community issues on deer or deer management activity.	Y	open to discussions/ engagement but no issues raised	as above
	Support and promote wider opportunities for further education on deer.	N	unaware at present of level of talks - need to quantify. Happy to promote	gather information or interest on further education. Possible promotion in line with NPA or Royal Highland Education Trust or just local school talks/ visits.
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>community representation through DMG, no comms policy but local contacts known and group open to approach from others.</b>	<b>discuss and draft comms policy to promote DMG role in local area. Encourage education opportunities both local and to wider audience.</b>
14. ACTIONS to ensure deer welfare is taken fully into account at individual animal and population level.	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	Y	some data gathered and reviewed - mortality, recruitment, larder weights - done individually but also encouraged in DMP. Discussion on recruitment, weights etc	look to gather and store data to assist with informing deer management. Look to take into account possible management changes and how this affects data
	Take reasonable actions to ensure that deer culling operations safeguard welfare; for culled and surviving animals (e.g. for example by following BPG)	N	promotion of Best Practice, but not captured in DMP	update DMP to reflect DMG status on Best Practice
	Take reasonable actions to ensure that the welfare of surviving populations is safeguarded (e.g. provision and access to food and shelter)	N	shelter available and woodland areas increasing partly for deer provision.	update DMP to reflect deer welfare discussions/ concerns. Look to highlight areas that provide supplementary feeding, gather mortality info and whether linked to habitat info
	Periodically review information on actions to safeguard welfare, identify and impliment changes as required.	Y	reference within plan	continue to gather information and provide analysis for group discussion
	<b>Summary : Agree a colour for current delivery of the Action (red, amber, green) and detail what is going to happen to deliver future actions</b>		<b>principles understood and within plan on the whole</b>	<b>agree data to be gathered and how information distributed for analysis</b>