

A Vision for Nature and Wellbeing in Sussex

A summary report

a place for wildlife and people to thrive

May 2017



Bringing nature's benefits to people



Linking people and wildlife



Putting the wild into wildlife









Creating a living landscape and living seas



Reducing threats to nature

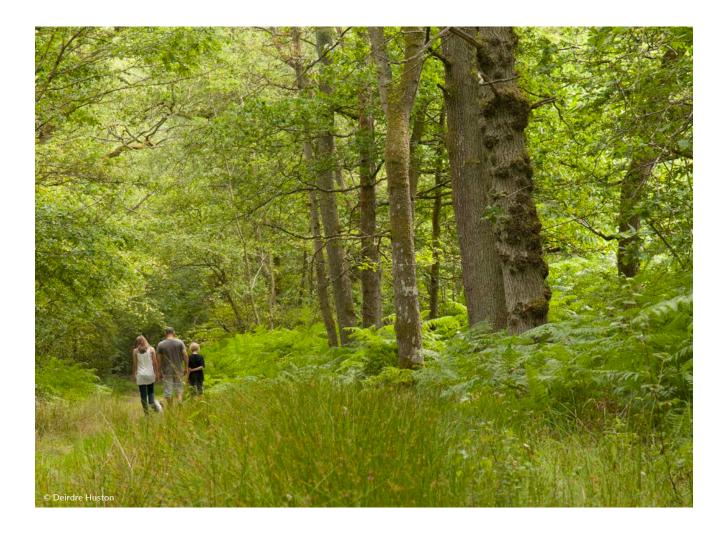
Making Sussex a place where wildlife and people can thrive

Decades of conservation action, protective policies, government commitments and unarguable scientific justifications for nature conservation have failed to turn the tide of wildlife loss. There are positive conservation success stories, but these are small and isolated.

Whilst there is an inescapable case for nature being at the root of health, wealth and wellbeing, modern society has separated people from their natural world. The benefits from nature are unseen, unvalued and in decline.

This document aims to share a vision with our partners. It is a vision of how we - all of us, not just Sussex Wildlife Trust - want to be remembered:

Today wildlife might thrive in small, isolated areas but these, together, do not add up to a healthy wildlife-rich environment.



Imagine...



...Being able to walk from your front door, maybe in a town or city, through attractive urban greenspace that stretches out to a thriving countryside extending for miles.



...Huge and exciting new wetlands, alive with wild birds, providing drinking water and holding back water which might otherwise flood our homes.



...Nature areas with flower-rich meadows, buzzing with insects that also pollinate our crops, and shady, inviting woodlands stretching to the horizon.



...Recharging your batteries, away from the hustle and bustle of cities and towns. in vast areas of quiet countryside teaming with wildlife.



...An environment that is wildlife-rich in every corner which is maintaining our climate, producing our food, providing vital services to us and replenishing our spirits.



...Being in large, apparently wild areas; uninterrupted expanses of forests, glades and wetlands managed by natural processes rather than human intervention, where you can experience the full grandeur of nature.

This is not a luxury or a dream - but a necessity. An economic recession that lasted for decades would not be tolerated, yet we are in an environmental recession that has lasted far longer and has been far deeper. If our vision for nature and wellbeing in Sussex comes true, the time of ignoring environmental recession will have ended.

Our Vision for Sussex

We want Sussex to be a home for nature's recovery. Where people and wildlife can thrive together and where people have access to the natural world and to the benefits of nature. This will be achieved through:

Living Landscape / Living Seas

A coherent and resilient ecological network to underpin the good ecological status of Sussex.

Living lightly

Sustainable development - our vision can only be achieved if all sectors of society work together to reduce our ecological footprint. Nature and the benefits from nature must be central considerations in all decision-making, with commitment, at all levels, to restore nature within a generation.

Living a Wild Life

Access for all to wildlife and to the benefits from the natural world - re-establishing the link between people and their Wild Life. The majority of people in Sussex will understand nature, our place within nature, and taking action for nature.

The natural world will no longer be seen as something somewhere else - it will be seen as a birthright for children to be able to play outside in a wildlife-rich environment, local to their homes.

In Our Vision



Nature and the benefits from nature will have become central considerations in all decision making across Sussex.



2 We will have rebuilt the vital connection between people and the natural world: everyone will have connections with nature at whatever level captivates them.



3 The ecological footprint of our population will have been reduced to a level that does not create ecological debt to other places and does not cause the continual erosion of nature in Sussex.



4 A coherent and resilient ecological network will have been established, underpinning good ecological status of species and habitats in the county.



5 There will be parts of Sussex where we can experience something close to the full grandeur of nature.

The size of the challenge

There is now wide awareness and strong evidence of our environmental challenges, yet, as a society, our achievements so far have simply not been up to the task.

We do not have a coherent ecological network that can survive in the long term whilst adapting to climate change and other demands on our

environment. Our wildlife sites are too small and too isolated to provide a healthy natural environment.

This conclusion is a reflection of environmental trends both here in Sussex and throughout the world. There are many good stories, but successes represent minor skirmishes in a war being lost on almost all fronts.

What is happening in Sussex?

Examining trends in Sussex indicates how general trends at a national and international level can be given a note of reality by what is hapening in Sussex. A good example is Heathland, which has declined significantly in Sussex over the past 100 years, reflecting the general trend in the rest of the country. For example, the total extent of heathland has decreased by approximately 70% and the average size of heathland patches - a proxy measure to indicate habitat fragmentation - has declined from 11.07ha to 2.44ha. Heathland is disappearing and being broken into smaller pieces. The heathland ecological network is effectively becoming more fragmented and less coherent.



Dark green fritillary © Sue MacCallum-Stewart

How do we value nature?

We value the natural world for many reasons, from the simple enjoyment of being outdoors through to the practical benefits it gives us:



Its intrinsic value appeals to people's sense of moral rightness and the sense that nature has value in and of itself, which human

beings have a duty to recognise and champion. We may appreciate nature functioning for itself, perhaps the highest form of value as this recognises that nature can exist without us but we cannot exist without it. An appreciation of nature as being above the human sets the context for the more practical values.



Nature has a huge emotional value. Stunning views of blooming heather on a heath, expanses of bluebells in an ancient wood

or the pleasure of hearing a nightingale singing stir great emotions in most of us. A child's wonder at first seeing a butterfly or holding a frog is not something that should be denied to anyone. These wonders are reflected in culture and literature - think of 'The Wind in The Willows' or the poems of Wordsworth.



Societal value encompasses all the practical benefit that nature brings to people in their daily lives. Contact with nature improves

our health and wellbeing, we feel better when we are out in nature. We also receive direct benefits from nature, like an equitable climate, fresh air to breathe and clean water to drink. This represents the utilitarian value of nature to people, ultimately providing the necessities for human life.



Nature can also provide financial value resulting from goods (such as food and timber) and services (such as protection

from flood, natural reduction of pollution and avoidance of drought). Some of these things can be bought and sold, though not all. For example, nature provides health benefits to people and this could be given a financial value. Nevertheless, health is not something that can be bought or sold!

These values are additive. For example, a Sussex ancient woodland has a rich, irreplaceable community of plants and animals and is of huge intrinsic value. This value is enhanced by its historical meaning and the way it contributes to sense of place. Views of bluebells and the sound of nightingales stir positive emotions in us. In addition, woods save us large amounts of money by storing carbon and slowing down flood waters (and timber also has value as a crop). Its financial value does nothing to detract from its value as a spiritually and emotionally refreshing natural place.

Different people may emphasise one form of value over another. Some people may emphasise the moral rightness of nature conservation. Others may focus on the financial return from investment in nature. However, economic value is a marginal part of the true value of nature. Nature is multi-purpose and multi-layered; all the different ways we value nature can be applied to the same place.

Nature really can provide a whole that is greater than the sum of the parts.

The need

We believe that progress towards our Vision will be achieved if, working in partnership across all sectors of society, we address key, high-level ambitions for Sussex. These are presented in the following 5 sections:



Bringing nature's benefits to people

We rely on the natural world. Most of the benefits that make life both possible and worthwhile come from nature yet this is rarely recognised in economics or decision-making. This needs to be reversed so that the value of nature becomes central in all decision-making.

Ambition 1

In our vision, nature and the benefits from nature will have become central considerations in all decision-making across Sussex. All economic activity will be accounting for its environmental costs and nature will be fully considered in terms of the benefits it provides. A natural capital investment strategy will have been developed for the county underpinning the implementation of a natural capital growth plan.

Our stock of natural assets - including geology, soil, air, water and all living things can be defined as Natural capital. It is from this that we as humans derive a wide range of services - ecosystem services - which make human life possible. These concepts are useful because they help frame our thinking about our connections with and reliance upon nature.

An ecosystem is a dynamic complex of plants, animals and micro-organisms, and their non-living environment of soil, air and water, all interacting as a functional unit. Ecosystem Services are the benefits that people obtain from ecosystems. These benefits from nature can be described in four groups:

The non-material benefits we get like inspiration, tranquillity, cultural heritage, recreation and tourism are called Cultural Services.

Regulating Services are natural processes like water purification, air quality, pollination, erosion control and flood regulation.

The products of ecosystems such as water, food and raw materials are referred to as Provisioning Services. The outputs of farming and forestry, for example, fall within this category although the activities of farming and forestry impact (both positively and negatively) on all ecosystem services.

All of these depend on the Supporting Services the attributes of well-functioning ecosystems such as soil formation, nutrient cycling, water cycling and biodiversity.



Kingfisher © Simon Booth



Linking people and wildlife

One of the key problems of our times is that people have lost their links with the natural world. We must rebuild this connection.

Ambition 2

In our vision we will have rebuilt the vital connection between people and the natural world across Sussex; everyone will have connections with nature at whatever level captivates them.

Our species has existed for about 200,000 years; during most of this time as hunter-gatherers and for all but the last 100 years most people lived a predominantly rural, agricultural existence. Thus around 99.9% of our evolutionary existence required us to be competent naturalists. Indeed there would probably have been a strong evolutionary pressure to take an interest in, and take pleasure from. the natural world. Our current disconnection is a temporary aberration. We have changed from a situation in which we were active, existing in groups and fully integrated with nature, to one where we are inactive, often alone and disconnected from nature. It should not be surprising that this divergence from our evolutionary background has a significant impact on our physical and mental wellbeing.

Rebuilding the link between people and the natural world is one of the greatest requirements of our times. People have a right to connect with nature everywhere, from just outside their door, through urban greenspaces to managed countryside and ultimately to places they can go to appreciate the full grandeur of nature. This is not something that should be considered a luxury, a privilege or an activity reserved only for special places. It should be a right that people expect from a Living Landscape - an entire landscape providing for all people's needs.



In our Vision all organisations and groups will be working together to reveal the value of nature to people. People everywhere will be involved in caring for and rebuilding nature in their communities.



Reducing threats to nature

Our way of life is eroding the natural world and reducing the benefits we get from nature. Reducing the ability of nature to support us is an unsustainable trend which we need to reverse.

Ambition 3

In our vision the ecological footprint of the population of Sussex will have been reduced to a level that does not create ecological debt to other places and does not cause the continual erosion of wildlife in Sussex.

The population of Sussex requires an area of over 9.6 million hectares to support it – an area nearly 25 times the size of Sussex. This, of course, is not possible and only achieved for two reasons:

First we export many of our ecological problems

Second we utilise land in Sussex in an unsustainable way

We are eroding wildlife and disrupting natural processes in Sussex to temporarily support our current life styles. Furthermore, loss of wildlife is a helpful indicator for wider issues.

"Successive 'natural capital deficits' have built up a large natural capital debt and this is proving costly to our wellbeing and economy. If economic growth is to be sustained, natural capital has to be safeguarded."

(Helm, 2015)

Our impact on wildlife from our way of life is a far broader issue than can be addressed by nature conservation organisations alone. All sectors of society, from businesses, to public bodies to individuals to the campaigning environmental NGOs should all be active in reversing this trend.



White tailed bumblebee © Mike Read



Creating a Living Landscape and Living Seas

A thriving wildlife, the chance for people to connect with nature and enjoy the benefits of nature require a coherent and resilient ecological network in Sussex.

Ambition 4

A coherent and resilient ecological network will have been established across Sussex, underpinning good ecological status of species and habitats in the county.

There have been successes over recent decades. Restoration of nature - growth in our natural capital - is certainly possible and there are many examples to illustrate the art of the possible.

A well-functioning Living Landscape and Living Seas supporting a thriving wildlife and underpinning the services that we need is within our grasp. And we need to achieve this at a time when climate change is imposing unpredictable changes on the environment. This is having unknown effects on plants and animals, their distribution and the way they group together to form communities or habitats.

The natural world can, however, adapt to an unknowable future if it is maintained in a healthy, resilient condition. Achieving this is, effectively, already within the central principles of nature conservation: conserve existing biodiversity, develop robust and varied landscapes, restore and create new habitat areas and improve connectivity and linkages for wildlife throughout the landscape. Essentially - a coherent ecological network underpinning the favourable conservation status of species and habitats in Sussex.

For habitats this means:

- Its natural range and area are increasing
- Its species structure and functions necessary for its long term maintenance exist and will continue to exist for the foreseeable future, and

The conservation status of its typical species is favourable

For species this means:

- It is at least maintaining itself in the long-term as a viable component of its natural habitats
- The natural range of the species is stable and preferably increasing for the foreseeable future
- There is, and will continue to be, enough habitat to maintain and increase populations in the long term

A coherent ecological network must therefore provide the conditions needed for the conservation of our characteristic species at a landscape scale, support habitat continuity, support the ecological functioning of the whole landscape and deliver the ecosystem services on which we all depend. This is as relevant at a local, urban scale with familiar, common species as it is in large scale more natural areas deep in the countryside.

In summary; in rural, urban and marine areas alike, we need better, bigger, more and joined space for nature:

Better core areas: maintaining and improving the quality of current wildlife areas is the first priority - sites with viable species populations, with high quality habitats and with better ecosystem functionality

- Bigger individual sites: greater habitat extent generally supports more species and is better able to support ecological and hydrological processes
- More places for nature: increasing quantity, the number of habitat patches, provides stepping stones to improve connectivity for dispersing species
- Joined up with stepping stones, corridors and a permeable landscape: increasing connectedness improves the general attractiveness of the landscape to wildlife reducing risks of local extinction and improving the functioning of natural ecological processes

By supporting ecosystem function, a coherent ecological network should provide a wide range of intrinsic value and ecosystem service benefits to people. A coherent ecological network is therefore fundamentally about providing the conditions in which people can thrive, as well as wildlife. Space for nature will also provide space for people.

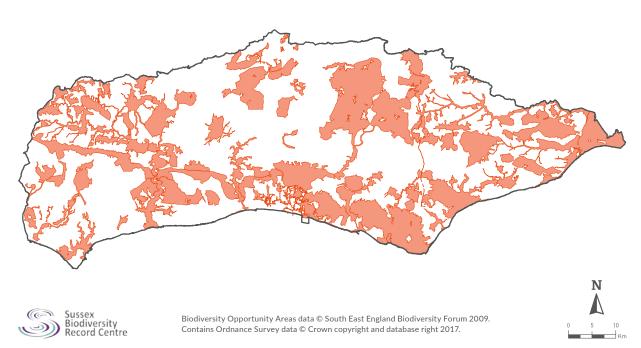
Doing this will ensure that the species and habitats of Sussex achieve good ecological status.

What would a coherent ecological network look like in Sussex?

Biodiversity Opportunity Areas in Sussex

These essentially form the framework of a countylevel ecological network. Superimposed on this should be some consideration of connectivity between these large areas and landscape-scale initiatives (such as river catchment projects) that work at a still larger scale. The resulting map represents the most costeffective broad areas, on a Sussex scale, in which to deliver major ecosystem restoration. An ecological network, however, is a concept rather than a single map, and can be applied at all scales: at county, river catchment, district, neighbourhood and individual landowner levels.

Sussex Biodiversity Opportunity Areas (BOA)





Putting the 'Wild' back into Wildlife

No part of Sussex can truly be described as wild. This has been the case for many centuries. There should, however, be special places where we can go to experience at least some small taste of wild nature.

Ambition 5

There will be parts of Sussex where we can experience something close to the full grandeur of nature:

- At least one significant block of near-naturally functioning wild forest will have been developed in the Weald of Sussex
- Natural processes will have been restored to all river catchments in Sussex, with all catchments containing at least one large near-naturally functioning wetland
- 'Keystone' species those that do a significant ecological job in the environment will have been returned to Sussex

All areas have been modified by the actions of people - habitats are best described as "seminatural" not natural. However, nowhere can be described as "artificial" either. Natural processes also impact on the whole Sussex landscape. The water cycle, mineral cycling, the growth of plants and animals and interactions between species and habitats are all natural processes taking place alongside management by people. The idea that we have total control of the natural world is an illusion - but so is wilderness.

We may need to control nature for our own purposes, such as in farming and forestry. However, this must be counterbalanced by an approach that aims to understand nature and work with it. Leaving nature alone is abandonment, but restoring natural processes is re-naturalisation - a return of some elements of the wild.

Twenty years ago there was nowhere in Sussex where we could go to experience the full grandeur of nature. This is still the case but our nature reserves at The Mens and Ebernoe Common function more through natural processes than they do through human intervention and the Knepp estate is going through a process of deliberate re-wilding. Large areas where we can experience something close to

the full grandeur of nature may sound something of a stretch, but these examples give a taste of the possible.

The Sussex landscape will remain a predominantly managed landscape. Modifying management, rather than re-wilding, will therefore be the normal route to nature conservation in Sussex. But an alternative could be to restore the whole picture alongside the traditional approach of protecting the fragments. In these areas, natural processes like flooding, natural disturbance and naturalistic grazing alongside the regeneration and growth of trees may be allowed to take their own course; dynamic nature conservation possible in low-risk areas where there is sufficient scale and diversity to give nature more free reign.

There may even be arguments for the reintroduction of lost species. Most important are the "keystone species"; species that do an important ecological job. Beavers are a good example - they are nature's engineers, reshaping river valleys and restoring hydrological systems. Evidence indicates that this would drive ecosystem function and be a major contributor to ecosystem services: water quality, flood risk, erosion control, even fish populations are all positively impacted by the return of the beaver.

Sussex Wildlife Trust Strategy: How we will contribute to reversing the decline in wildlife

What works for Sussex wildlife?

With a few notable exceptions, nature continues to be in significant decline. Society attaches little or no value to nature and people are disconnected from nature. Nature is barely considered in decision-making.

But a general decline in nature and people's connection with nature is counteracted by good specific examples that buck the trend. In these cases we have worked with partners to focus resources to improve the landscape and marine environment for wildlife and people. This is what Living Landscapes means: working together to create landscapes where wildlife is thriving and where people value nature.

What we will do - more of what works. Working in partnership, we will commit to the Living Landscape and Living Seas approach. We will focus resources across all areas of delivery on specific areas, (in the country-side, urban areas and sea) where we see opportunities for making the greatest difference to wildlife and people's connectedness with nature.

We will know that we have succeeded when, in a Living landscape area:

- our reserves team has expertly managed our nature reserves, inspiring others and helping others with conservation delivery services (such as grazing)
- our landowner advisors achieve nature-positive management across the wider landscape
- our education team is working with all the local schools
- the community team have established groups of local people to take action for wildlife
- our membership and communications team is raising awareness of wildlife and the Trust
- the advocacy team is the outstanding voice for wildlife in the area
- decisions based on state of the art ecological information from the Sussex Biodiversity Record Centre and our ecological knowledge base
- we will be recognised for the provision of the highest quality experience to our members, supporters, volunteers and our different external relationships

As a result good practice will spread out from our Living Landscape and Living Seas areas and, across Sussex, nature shifts from decline to recovery and more people are inspired by nature, act for nature and are involved with the Sussex Wildlife Trust.

Context

The Sussex Wildlife Trust strategy is impacted by a wider social and political context that will affect our work on a foreseeable timescale of approximately 5 years.

Threats

We are in a period of poor political recognition of nature, reducing investment in nature, and threats of reducing environmental regulation. The economic climate is often damaging to nature whilst controls to reduce this impact are weak. Reduced funding can mean reducing environmental delivery by others with increased expectations on charities. Furthermore, charity funding is reducing and competition is increasing, putting pressure on partnership working, with charities at risk of becoming insular in response to resourcing stress.

Opportunities

Countering these problems is an increasing recognition of the value of nature through ecosystem service assessment and natural capital evaluation, and this is increasingly appearing in policy and in some business decisions. Sussex Wildlife Trust is in a good position to respond to these opportunities. We have quite a large membership, a history of partnership working and an increasing influence in wider agendas. We may be able to increase engagement through people and wildlife projects and our nature reserves, policy influence and scientific evidence base enable us to build a strong case for nature.

Response

Caring for wildlife, promoting the benefits of nature and reconnecting people to nature remain central to our philosophy. Dwindling resources redoubles our commitment to work alongside diverse partners. At one end of the spectrum are the campaigning, perhaps outspoken, NGOs; at the other are government agencies who are more constrained. Some partners focus on science and biological

recording, others on practical conservation activities. Some local groups focus on specific wildlife sites; others on social goals and community activity.

Each organisation has its own niche and we will recognise our own particular niche in the context of our partners. Our niche is often in the middle ground between many of our partners. We are local, but tuned to national issues. We carry out direct conservation action and also engage people with nature. We are strongly scientific, but also inspire with stories. We make a strong nature conservation case but are not as outspoken as the campaigning NGOs or as constrained as government bodies.

Nevertheless, whilst maintaining the overarching need to be vital allies in the conservation of nature. we do need to recognise that partners might be competitors in some areas. We will not allow this to diminish our relationships.



Common frog © Dave Kilbey

Our delivery principles: Focusing resources on specific areas

Better, Bigger, More and Joined

For wildlife this means:

- Better core areas: maintaining and improving the quality of wildlife areas, as the first priority
- Bigger individual sites: increasing habitat extent supporting more species
- More places for nature: increasing the number of habitat patches for wildlife
- Joined up with stepping stones and corridors

Creating a coherent ecological network in which wildlife thrives.

For people connecting to and valuing nature this means:

- Better core areas: improving the quality of experience and deepening engagement
- Bigger individual sites: enabling better delivery of the benefits of nature
- More places for nature: increasing the ability to connect with and experience nature
- Joined up with stepping stones and corridors: so connectivity with wildlife extends throughout the landscape, making wildlife part of people's everyday lives

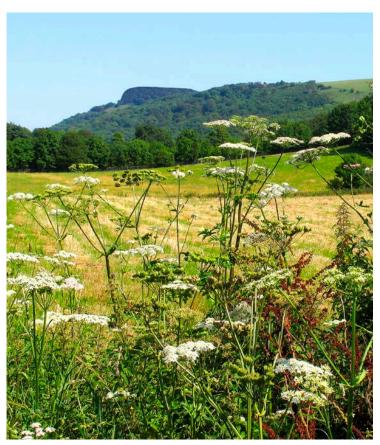
Creating a coherent ecological network that provides the ecosystem services on which we depend.

Focus areas:

Sussex Wildlife Trust activity will be focused at three levels:

- Sussex-wide We will act throughout Sussex on county-wide challenges
- Living Landscape areas Where we focus some of our activity
- Target areas Where we will integrate all areas of our delivery

Selection of focus areas will be informed by a range of criteria including opportunity for biodiversity, considerations of practical conservation activity, community action, engagement opportunities and land management engagement. Focused activity could also help improve membership recruitment.



© Roger Wilmshurst

Our ambitions and how we will organise our work

Themes

Advocacy – persuasion and influence

Working alongside other organisations and individuals to act as a voice for nature, arguing for nature-positive change at a political, organisational, societal and individual level.

Direct impact

Delivering nature-positive change in projects (such as education) and areas (such as nature reserves) over which we have direct control.

Facilitating change

Working alongside others (such as landowners), forming projects (such as in education and community work) and forging partnerships to enable nature-positive change on land and sea.

Information, knowledge and evidence

Gaining information, building knowledge and amassing evidence to support the care of nature and the building of natural capital.



The Mens © Nigel Symington

Outcome (Groups)

People inspired by, connected to, and valuing nature

A leading wildlife organisation in Sussex

20 year Outcomes / Ambitions for the Sussex Wildlife Trust (SWT):

Proxy measures that we believe will give an indication of progress towards the achievement of our key Outcome Groups.

15% of Sussex is 'designated' for nature conservation

We will ensure our ecological network plans are embedded into all 14 Sussex local plans and all neighbourhood plans in SWT Living Landscape areas

10 Living Landscape projects covering approx. 30% of Sussex in which we will be working towards an evidence-based ecological network

All SWT nature reserves to meet good ecological status

Land actively managed by SWT will increase from about 2,000 ha to 8,000 ha

We will engage landowners in nature sensitive land management on 70,000 ha

All Sussex Marine Conservation Zones (MCZ) will be in positive management

We will produce 5-yearly 'State of Nature in Sussex' assessments to detect change and inform future actions and priorities

We will develop, test and promote more effective mitigation and compensation for wildlife damage linked to strategic developments in Sussex

We will develop / implement plans to reintroduce species and control non-native invasive species, particularly in Nature Hubs

We will facilitate contact with nature for over 100,000 school children annually (increasing from around 20,000 in 2015)

Local communities (and in particular schools) will have an active relationship with each of our nature reserves

60% of schools within our Living Landscape project areas will have repeat engagement with SWT

A community nature reserve will be set up for every town / city with a population of 20,000 or more

We will have 5 'rural' visitor centres that will engage with over 750,000 visitors every year

We will manage and support 2000 active volunteers for SWT and have links with an environmental volunteering network of over 10,000 people / 100 community conservation groups

5% of the population of Sussex will be members of SWT (currently 1.7%)

An additional 5% of the population of Sussex will be affiliated supporters of SWT

SxBRC will hold over 10m species records

We will have 2 urban visitor centres (in areas with over 100,000 population)

We will ensure we are a leading influence within every relevant strategic forum in Sussex

SWT is seen and recognised by 50% of the population of Sussex annually (800,000 people)

We will develop a robust people strategy to ensure that everybody involved with the Trust understands how their contribution supports the delivery of the Vision



© Miles Davies

Outcome (Groups)

People inspired by, connected to, and valuing nature

A leading wildlife organisation in Sussex

Over the next 5 years the Sussex Wildlife Trust will deliver progress towards these outcomes:

Prioritise and work in 4 hub areas

All SWT nature reserves to meet good ecological status

Actively manage 3,000 ha of land

Engage landowners in targeted areas over 20,000 ha

6 Sussex MCZs will have adopted management plans

Ecological network plans are embedded in all Sussex Local and Neighbourhood plans in SWT Living Landscape areas

A 20 year plan for the development of the Sussex Ecological network

Prepare first quinquennial State of Nature review

Train 100 teachers p.a. in Forest School, Wild Beach, Outdoor Practitioner courses

Educational activity with 20 local schools on SWT reserves

Work with 70 schools a year through outreach programme, targeting Living Landscape areas

SWT will have 3 community nature reserves

2 'rural' visitor centres

750 active volunteers and network of 50 associated groups

Delivering wellbeing programs in 5 locations across Sussex

Membership of SWT will rise from 1.7% to 3% of the Sussex population

1% additional affiliated supporters of SWT (15,000 people)

Biological records in the SxBRC will rise from 4m to 7m

1 urban visitor centre

We will be active members within every relevant strategic forum in Sussex

•••••

25% of Sussex population see and recognise SWT annually

We will maintain high-quality recruitment and development opportunities to ensure that we attract and retain the right staff and volunteers across all areas of our activity



Grey seal © Paul Naylor







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