

NORTH ROSS DEER MANAGEMENT GROUP

CONSTITUTION

Name

The Group name shall be the North Ross Deer Management Group (the Group).

Objectives

The Group's primary objective is to promote, along with other interested parties, sustainable land management in the public interest with a particular focus on the management and welfare of wild deer. Detailed objectives and strategies in support of the above form part of a Land and Deer Management Plan (LDMP) which will be updated regularly and published on the Group's website.

Group Area

The geographic area covered by the Group is as depicted on the attached map (Appendix 1). The external boundary may be open to amendment should the Group and its neighbours so agree.

Affiliation

The Group will be an active member of the Association of Deer Management Groups (ADMG).

Membership

Members of the Group are owners of land within the Group area. For the avoidance of doubt private, public sector, voluntary body or corporate land-owners are entitled to be Members of the Group. A Member may be represented by an Authorised Representative at Group meetings in the absence of the Member. Ideally, at each Group meeting each Member should be present and accompanied by their senior land manager/stalker or equivalent.

A person will be accepted as an Authorised Representative if he/she is appointed as such by the Member, and the Secretary to the Group is notified in writing in advance.

Scottish National Heritage will be invited to participate in meetings of the Group. Representatives from other relevant public bodies, NGOs and local bodies may be invited to attend meetings as and when appropriate..

Members Obligations

Members agree to support the effective running of the Group by:

- Supporting the objectives and strategy of the Group
- Attending or being represented at all Group meetings.
- Supplying information required for the administration of the Group
- Supplying information required for the writing and review of the Group LDMP and for the other purposes of the Group.
- Paying an annual subscription to the Group at such rates as may be agreed.
- Collaborating with other Members and other relevant interests as set out in the ADMG Principles of Collaboration (Appendix 2).
- Advising the Group of any relevant changes in terms of ownership or land management in respect of the Members and holdings
- Carrying out deer management in accordance with all relevant legislation, the SNH Code of Practice for Deer Management and Wild Deer BestPractice.

The Group and Sub-Groups

As the Group covers a large number of Members and a large geographic area, with differing landscapes and management issues, day-to-day management is delegated to more homogenous Sub-Groups. The current Sub-Groups are set out at Appendix 3 and may be varied from time to time by agreement of the Group.

The Group is responsible for setting and monitoring the overall strategy of the Group, documented in the LDMP, and for

managing relationships with key external bodies, such as ADMG and SNH.

The Sub-Groups are responsible for delivering the LDMP and the Group's objectives, resolving operational issues on the ground and reporting progress to the Group.

Office Bearers

A Group Chair will be appointed by the Group and may be one of the Sub-Group Chairs (see below). The Chair is appointed for a three-year term and may be re-appointed for one further term only. The Chair will typically be a member of the Group but the Group may appoint an external Chair. An individual may be proposed for Chair by any two members of the Group (a proposer and seconder). If more than one individual is proposed, the Chair will be selected by a secret ballot amongst Group members.

The Group Chair may nominate an individual to act as Vice-Chair in their absence. The Vice-Chair may be one of the Sub-Group Chairs.

Each Sub-Group will appoint a Chair who will chair Sub-Group meetings and report Sub-Group progress at Group meetings. The terms and arrangements for the appointment of Sub-Group Chairs will mirror those of the Group Chair.

The roles of Chair and Sub-Chair are unpaid, and no expenses are paid in the normal course of business.

Appointments

The Group will appoint an individual or individuals to specific roles, including Director and Secretary, which facilitate the management of the Group. The roles currently required by the Group are described at Appendix 4. All such appointments will be made for a fixed term, through a process of competition and the terms of such appointments must be approved by the Group.

Meetings

- The Group will meet at least annually or more frequently as may be necessary.
- Each Sub-Group will meet at least twice annually or more frequently as may be necessary.
- The Secretary will take a Minute of all Group and Sub-Group meetings and circulate copies to all Members.
- An Annual General (AGM) meeting of the Group shall be held at such a place, date and hour as the Group shall decide. Advance notice will be given to Members not less than 21 days in advance of the AGM.
- A voting majority shall be defined as a simple majority of Members and their Authorised Representatives in attendance at the meeting at which the vote takes place noting that a Member may mandate, in writing, the Chair, Director or Secretary to cast the vote of the Member as directed. In the event of a tied vote, the Chair holds an additional deciding vote.

Funding and Financial Arrangements

The Group will be self-financing and the subscription will be set annually at the AGM. The basis of subscription calculation shall be agreed and approved by members at an AGM. The basis of subscription calculation shall be the Annual Budget approved by Members at the AGM.. Subscriptions will be payable at a date to be determined by the Group. Notwithstanding the above the Group may apply for public grants, subsidies or other funds in order to meet the objectives of the Group.

The Director and/or Secretary will operate a Bank Account for the Group and all financial transactions will be made on this account. Approval of the Chair will be required on all cheques or debits drawn on the account in excess of an amount agreed by the Group.

A financial Statement will be prepared by the Treasurer (or external Auditor appointed by the Group if required) and presented at the AGM for approval by Members. In the event of funds being left upon the winding up of the Group the disbursement of these funds will be determined by the Members.

Conflict Resolution

It shall be the duty of all Members to seek agreement in respect of Group objectives and, where a dispute arises between Members, to resolve such dispute by negotiation and compromise. Where agreement cannot be reached it shall be at the option of the Chair to refer the matter to arbitration by the Chair of the Association of Deer Management Groups or such other independent expert as the parties may agree.

Membership information, records and data

Storage of membership information will be the responsibility of the Secretary, such information to be used solely for the administration of the Group and stored in accordance with the law.

The Group shall determine such deer management and related data as will be required to fulfil the objectives of the Group. Such data will be collected by all Members and submitted to the Secretary for analysis and storage and shall be regarded as the property of the Group.

Equality and Diversity

The Group is committed to equal opportunity and to being open to and supportive of Members, Members representatives, observers and other stakeholders whatever their gender, ethnicity or sexual orientation.

APPENDIX 1

North Ross Deer Management Group (Group) Area Plan



APPENDIX 2

ADMG Principles of Collaboration

As members of the Group, we:

- acknowledge what we have in common - namely a shared commitment to a sustainable and economically viable Scottish countryside;
- make a commitment to work together to achieve that;
- accept that we have a diversity of management objectives and that we respect each other's objectives;
- undertake to communicate openly with all relevant parties;
- commit to negotiate and, where necessary, to compromise in order to accommodate the reasonable land management requirements of our neighbours;
- undertake that where there are areas of disagreement, we will work to resolve these.

Collaboration is essential to meet the standards set by the Code of Practice for Deer Management.

APPENDIX 3

The Sub-Groups of the Group

APPENDIX 4

Role Descriptions of Director and Secretary

Director

Role Description

- Advising the Chair and Members on objectives and strategy for the Group
- Maintaining a Land and Deer Management Plan (LDMP) that reflects the agreed objectives and strategy
- Organising and overseeing Group or Sub-Group activities such as deer counts or habitat impact assessments
- Liaising with ADMG, SNH and other external stakeholders to ensure that stakeholders understand the objectives and work of the Group, and the Group understands the views of those stakeholders
- Liaising with and supporting Members, stalkers and other relevant parties to ensure they understand the objectives and strategy of the Group, and are able to deliver their obligations under those objectives
- Maintaining and updating effective population models across the sub-groups and the Group
- Preparing papers as required for meetings of the Sub-Groups and the Group
- Overseeing and supporting the work of the Secretary

Personal Capabilities and Qualities

- A self-starter able to set their own agenda and work effectively with limited supervision
- Practical knowledge of deer management in upland Scotland and of the issues currently facing deer managers. Empathy with the objectives of deer management groups.
- Practical knowledge of land management, including habitat impact assessment and peatland restoration
- Effective communicator able to deal effectively with Members, stakeholders, stalkers and other interested parties
- Previous experience of supporting DMGs and working with SNH and ADMG

Secretary

Role Description

- Organising meetings and providing secretarial support and minutes to Group and Sub-Group meetings
- Collating and circulating information such as count figures and cull returns across the Group
- Maintaining the financial records and bank account of the Group, including sending out subscription invoices and collecting receipts
- Maintaining and developing the Group's website and developing an active social media presence

Personal Capabilities and Qualities

- Experienced administrator with experience of financial and administrative management
- Effective communicator able to work with Members, stalkers and stakeholders to collect and circulate information
- Some knowledge and experience of deer management and the issues facing deer management groups
- Able to support and occasionally deputise for the Director when required