

Applicant: **Lanchbury, Kate**
Organisation: **WWF-UK**
Funding Sought: **£99,970.00**

IWTEVR9S2\1003

Closing the evidence gap on the role of Community Rangers

Several studies have been conducted on the challenges faced by government rangers, however, there is little information about the informal community ranger sector. This study seeks to build on contributions made by community rangers to highlight their experiences and challenges, including how gender may play a role in the challenges faced. It will also examine their crucial role as environmental human rights defenders (EHRDs) in deterring illegal wildlife trade and help to design strengthened community-centred IWT interventions across East Africa.

PRIMARY APPLICANT DETAILS

Title Mrs
Name Kate
Surname Lanchbury
Organisation WWF-UK

Website (Work) [REDACTED]
Tel (Work) [REDACTED]
Email (Work) [REDACTED]
Address [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

CONTACT DETAILS

Title Ms
Name Dervla
Surname Dowd
Organisation WWF-UK

Website (Work) [REDACTED]
Tel (Work) [REDACTED]
Email (Work) [REDACTED]
Address [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

CONTACT DETAILS

Title Mr
Name Drew
Surname McVey

Website (Work) [Redacted]

Tel (Work) [Redacted]

Email (Work) [Redacted]

Address [Redacted]

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Section 1 - Contact Details

PRIMARY APPLICANT DETAILS

Title Mrs
Name Kate
Surname Lanchbury
Organisation WWF-UK
Website (Work) [REDACTED]
Tel (Work) [REDACTED]
Email (Work) [REDACTED]
Address [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

CONTACT DETAILS

Title Mr
Name Drew
Surname McVey
Website (Work) [REDACTED]
Tel (Work) [REDACTED]
Email (Work) [REDACTED]
Address [REDACTED]

GMS ORGANISATION

Type	Organisation
Name	WWF-UK
Phone (Work)	[REDACTED]
Email (Work)	[REDACTED]
Website (Work)	[REDACTED]
Address	[REDACTED]

Section 2 - Objectives, Species & Summary

Q3. Title:

Closing the evidence gap on the role of Community Rangers

What was your Stage 1 reference number? e.g. IWTEVR9S1\1001

IWTEVR9S1\1043

Q4. Which of the four key IWT Challenge Fund objectives will your project address?

Please tick all that apply. Note that projects supporting more than one will not achieve a higher score, and ticking objectives that your project does not address may negatively affect project scores.

- Ensuring effective legal frameworks and deterrents
- Strengthening law enforcement
- Developing sustainable livelihoods to benefit people directly affected by IWT

Q5. Species project is focusing on

Please include both the common name and scientific name.

African Elephant (*Loxodonta africana*)

Hippopotamus (*Hippopotamus amphibious*)

Buffalo (*Syncerus caffer*)

No Response

Do you require more fields?

No

Q6. Summary of project

Please provide a brief summary of your project, its aims, and the key activities you plan on undertaking. Please note that if you are successful, this wording may be used by Defra in communications e.g. as a short description of the project on the website.

Please write this summary for a non-technical audience.

Several studies have been conducted on the challenges faced by government rangers, however, there is little information about the informal community ranger sector. This study seeks to build on contributions made by community rangers to highlight their experiences and challenges, including how gender may play a role in the challenges faced. It will also examine their crucial role as environmental human rights defenders (EHRDs) in deterring illegal wildlife trade and help to design strengthened community-centred IWT interventions across East Africa.

Section 3 - Title, Dates & Budget Summary

Q7. Country(ies)

Which eligible host country(ies) will your project be working in? Where there are more than four countries that your project will be working in, please add more boxes using the selection option below.

Country 1 Kenya

Country 2 Tanzania

Country 3 *No Response*

Country 4 *No Response*

Do you require more fields?

No

Q8. Project dates

Start date:

01 April 2023

End date:

30 June 2024

Duration (e.g. 2 years, 3 months):

14 months (1 year, 3 months)

Q9. Budget summary

Year:	2023/2024	2024/25	Total Request
Amount:	██████████	██████████	██████████

Q10. Proportion of IWT Challenge Fund budget expected to be expended in eligible countries: % █████

Q11a. Do you have matched funding arrangements?

Yes

What matched funding arrangements are proposed?

Match funding is secured from the Ministry of Foreign Affairs in Finland. The funding will be used to support stakeholder engagement in reviewing the findings of the study and support for the development of policy briefs. WWF UK will also provide match funding for staff costs, as well as to support the development of the policy briefs.

Q11b. Total confirmed & unconfirmed matched funding (£) ██████████

Q11c. If you have a significant amount of unconfirmed matched funding, please clarify how you fund the project if you don't manage to secure this?

N/A

Section 4 - Problem statement & Gap in existing approaches

Q12. Problem the project is trying to address

Please describe the problem your project is trying to address in terms of illegal wildlife trade and its relationship with poverty. What is the need, challenge or opportunity?

Please describe the level of threat to the species concerned. You should also explain which communities are affected by this issue, and how this aspect of the illegal trade in wildlife relates to poverty or efforts of people and/or states to reduce poverty.

Please cite the evidence you are using to support your assessment of the problem (references can be listed in your additional attached PDF document) and outline whether there have been any specific requests for this work.

While progress has been made towards understanding the challenges faced by government rangers, little is understood about those faced by community rangers acting as EHRDs. Across Kenya and Tanzania, Community Ranger employers and associations differ greatly both in employment and operational

approaches and in income levels. In turn, this impacts the welfare standards and available professional development support (training) of EHRDs. Moreover, gender issues among EHRDs is also understudied and less understood, but is likely to have an impact on the welfare and respect of the rights of EHRDs. While some individual organisations have addressed such issues in isolation at the project-site level, national level approaches are still only in early development stages.

Community rangers are often undervalued and take risks every day protecting wildlife and their communities' human rights relating to the environment. The international conservation community, through the Universal Ranger Support Alliance (URSA) has shown increased interest in gaining a better understanding of the impact of their work and the challenges they face and perceive, while also ensuring they are better considered as key workers for conservation and development. In doing so, stakeholders can then work towards improving their welfare, ensuring that their rights are respected and their work is valued. In turn, much needed efforts to improve wildlife protection and the respect of local communities rights will also be enhanced.

This project builds on a global survey of government rangers(1), which provides insights into the challenges they face, from poor remuneration to lack of health insurance and proper equipment. This has led to tailored support and welfare packages for government rangers and subsequent improvements in the effectiveness of IWT interventions. However, while roughly 40% of rangers in Kenya and Tanzania are community rangers, their input was not taken into account for the global study. Therefore, it is important that a similar survey is conducted to: (i) understand the community ranger perspective and challenges they face, (ii) examine if/how gender plays a role; (iii) understand legal barriers and implications for their work and (iv) ensure respect for their rights.

By closing this evidence gap, we hope to better ensure future increased effectiveness of other effective area based conservation measures (OECMs) in preventing IWT regionally. The information will be valuable to other practitioners working on IWT globally by acknowledging the important role played by community rangers. Understanding the key challenges for community rangers is the first step towards being able to address them and support their crucial contribution to wildlife protection. The results will be shared with wildlife protection agencies including relevant national governments to subsequently identify future work areas that support community rangers, resulting in more effective IWT action across the region.

We hope to submit an IWT Main/Extra Proposal following the completion of this work to support the implementation of the recommended actions, resulting in the development of a more effective ranger force in community protected areas, reducing IWT and increasing community benefits.

Q13. Gap in existing approaches

What gap does your project fill in existing approaches? Evidence projects should describe how the improved evidence base will be used to design an intervention and the gap the intervention will fill.

Multiple demographic factors can affect ranger experiences and perceptions of their work, including gender, age, income, and if they are local to the area. New research(2) based on the 2019 Ranger Survey(1) highlighted gaps in understanding the perceptions and needs of community rangers, and proposed that community surveys need to be delivered in more countries. This premise has received limited attention thus far(3). Subsequently, little coordinated effort has been made to ensure their welfare needs are met and capacity building support is being provided.

While governments are acting on the findings of the surveys for government rangers (by improving welfare standards and increasing awareness of human resources policy), this has not been applied to community rangers.

We will adapt and tailor the survey conducted between 2016 and 2019 on rangers, but focus on community rangers in Tanzania and Kenya. This will be used to design more effective future initiatives in the communities we work with, going forward. Sharing results with governmental and private wildlife agencies, both regionally and globally, will provide insight into future project design to benefit both wildlife and ranger welfare, with the potential of reducing human-wildlife conflict, and improving relationships and buy-in from communities.

Section 5 - Objectives & Commitments

Q14. Which national and international objectives and commitments does this project contribute towards?

Consider national plans such as NBSAPs and commitments such as London Conference Declarations and the Kasane and Hanoi Statements. Please provide the number(s) of the relevant commitments and some brief information on how your project will contribute to them. There is no need to include the text from the relevant commitment.

This project will support delivery of commitments made under the London Declaration on IWT and the Kasane Statement around supporting sustainable livelihoods/incentives for communities affected by IWT and strengthened law enforcement; for example through: (i) improving participation of local rangers and communities at risk of engaging in IWT; (ii) helping communities acknowledge the benefits and value of protected species/habitats; and (iii) supporting community rangers to strengthen systems for effective law enforcement and, cross-border collaboration to deter poaching and IWT. It will also contribute to the Chitwan Declaration by developing recommendations to improve community ranger welfare, and to recognize their role in wildlife protection.

The project will support the CBD commitments of Governments by identifying approaches to foster relevant capacity-building for Indigenous People and Local Communities (XI/24) and strengthen protected area management effectiveness through enhanced the coverage and quality (X/31).

Additionally, while the project will support the delivery of multiple Sustainable Development Goals (eg. Goal 15), it will also support efforts towards achieving Goal 5 by ensuring a comprehensive understanding of any potential gender imbalance among EHRDs. The project will also identify ways to strengthen gender representation in community rangers associations by better understanding constraints faced by female community rangers and identify future approaches to address them, thereby contributing to the resolution newly adopted in COP 19 (Resolution Com. II. 3).

Section 6 - Method, Change Expected, Gender & Post Project Sustainability

Q15. Methodology

Describe the methods and approach you will use to achieve your intended Outcome and contribute towards your Impact. Provide information on:

- How you have reflected on and incorporated evidence and lessons learnt from past and present activities and projects in the design of this project.

- The specific approach you are using, supported by evidence that it will be effective and justifying why you expect it will be successful in this context.
- How you will undertake the work (activities, materials and methods).
- What will be the main activities and where will these take place?
- The specific approach you are using, supported by evidence that it will be effective and justifying why you expect it will be successful in this context.
- How you will manage the work (governance, roles and responsibilities, project management tools, risks etc.).

Data collection will be similar to that used for the Life On The Frontline 2019: A Global Survey of the Working Conditions of Rangers study (1). The survey was designed to be as comprehensive as possible and gathered a wide range of information, including data on working conditions, community relations, corruption, and facilitation, amongst other topics.

The survey, however, largely centred on the experiences of government rangers and heavily focused on the law enforcement capabilities of rangers. Research has shown that rangers engage in a variety of activities, and in some cases, have minimal law enforcement responsibilities. Law enforcement, on its own, is unlikely to fully address IWT given the various factors that impact and influence IWT involvement. As such, examining the experiences of community rangers to better understand working conditions, as well as identifying approaches that can be used in conjunction with traditional law enforcement strategies, is needed.

The data are meant to be actionable and used to guide employers, wildlife managers, and policymakers to better identify occupational and organisational factors that warrant review and consideration to improve management, planning, and the working conditions and experiences of community rangers. The data will be used to develop policy briefs for each country, which can then be used to develop regional and national action plans and identify how to strengthen support organisations to support community rangers. The results of this study will be used to develop a full proposal aimed at strengthening the institutional capacity of umbrella organisations.

1. Conduct a survey on community rangers in Kenya and Tanzania to provide an evaluation of their well-being, level of welfare, motivation and attitudes towards their conservation efforts:

-At least 1,000 community rangers in East Africa (Kenya and Tanzania) will be surveyed to understand perceptions of their working conditions, including the challenges they face. Sites for surveys will be identified with national wildlife authorities (Kenya Wildlife Service - KWS and Tanzania Wildlife Management Authority - TAWA) and national umbrella organisations (e.g. Kenya Wildlife Conservancies Association - KWCA, Community Wildlife Management Areas of Tanzania - CWMA and national ranger associations). The project will work with local Civil Society Organisations (CSOs) and umbrella organisations such as the Northern Rangelands Trust, Big Life Foundation in Kenya and Pams Foundations and Honeyguide Foundation in Tanzania to learn from their existing best practice and experiences and share key findings. Prior to data collection, definitions/classifications of community rangers as EHRDs will be agreed upon with the above stakeholders. Rangers will be surveyed anonymously, and results will be shared with associated ranger employers, government agencies, and national associations. The aim of the survey is not to highlight organisational failing or successes, but to help improve national standards. Therefore no comparisons will be provided.

-Surveys will be conducted at ranger field stations during the middle of the day when rangers are most likely to be there. This limits the impact of the study on their personal and professional duties. Surveys will be conducted in local languages and completed on tablets through guided questioning to ensure participants understand the survey.

-Given that the survey will be delivered in multiple sites in different countries, a pilot of the survey will be conducted to ensure that the survey is appropriately contextualised to bolster the validity and reliability of the data and subsequent analyses.

2. Conduct a review of the laws defining community rangers in each country and the legal status in which they operate:

-We will undertake a legal review of the rights and legal mandates of community rangers in each country to understand the enabling framework in which they work and the laws which protect them as EHRDs.

3. Conduct consultations on the barriers faced by female community rangers:

-We will hold a series of consultations to identify the barriers faced by women working as community rangers. The workshops will draw on female community and government rangers as focus groups to understand challenges and identify a series of interventions to promote the value of applying a gender lens in the ranger workforce.

4. Develop a policy brief to be provided for each country and the East African Community region, with provision of the key findings and suggested future actions:

-The survey will result in briefings shared with ranger employers, national associations and wildlife authorities. Data will not be shared at a site level to protect the anonymity of rangers at the site, encouraging participation and alleviating concerns of retribution. However, national and regional summaries will be provided for national and regional associations.

Q16. Capability and Capacity

How will you support the strengthening of capability and capacity in the project countries at organisational or individual levels, please provide details of what form this will take and the post-project value to the country.

The project aims to deepen national and regional understanding of the perceived challenges faced by community rangers, and highlight the importance of work done by these non-government rangers. The survey will provide a common understanding within target countries of the challenges, rights and responsibilities of community rangers, their employers and ranger associations in order to consider how to manage challenges and help increase capacity. This will enhance the self-legitimacy of the community rangers, resulting in the improved management of OECMs.

The original survey was designed to be as comprehensive as possible, and introduce large amounts of actionable data in a field that is currently poorly understood. The first section deals with community rangers' perceptions of their work, and is meant to be useful to ranger employers and support organisations who want to instil changes targeting ranger motivation. The second section deals with more specific factors relating to their employment and work in the field; this section is designed to allow employers to pinpoint the exact elements of their programs that might be modified in future planning. It should increase the safety of these community rangers, as well as their effectiveness in ensuring the safety of people and wildlife. The surveys will focus on EHRDs, who are active in field duty, and trained enumerators will be on site to distribute and collect surveys, and answer any questions survey-takers may have. The survey will be conducted by local trained enumerators to ensure local languages are used to maximise participation, and collected through tablets to assist with anonymity.

The data will be used to inform development of the regional wildlife strategy currently by the East African Commission, National Wildlife Authorities and to inform how to support community rangers in Kenya and Tanzania. As well as informing Uganda who are exploring developing community rangers.

Q17. Gender equality

All applicants must consider whether and how their project will contribute to reducing inequality between persons of different gender. Explain how your understanding of gender equality within the context your project, and how is it reflected in your plans.

The ranger profession around the world is predominantly male driven (3). This survey's methodology will ensure that analyses are disaggregated by gender to understand the particular challenges faced by female community rangers.

Research increasingly shows that ranger work including women tends to be more effective - there is evidence that women bring skill-sets and strengths to the workforce, different from those of men (4). Bringing gender equality can improve conservation, relationships with communities, and park and wildlife management.

However, female representation is generally low (9% amongst government rangers). A recent report on gender equality highlighted key issues (4), such as (i) more female rangers pay for equipment out of their own pocket than men; (ii) female rangers are less aware of worker's rights than male counterparts; and (iii) female rangers experience more sexual harassment and (iv) gender norms of appropriate behaviour for women.

The survey will ensure that at least 10% of participants are women. The sampling strategy will be largely based on convenience due to the difficulty in implementing a randomised study design. Women rangers will be over-sampled to ensure representation in data and sufficiently account for female perspectives.

The survey team will include female enumerators. Consultations will be arranged to discuss barriers to women in conservation. Meeting venues and timings will be arranged with participants to maximise participation.

The project aims to help actors within the EHRD sector promote the value of applying a gendered lens to ranger work and develop an action plan which ensures more women are able to become, and thrive as, community rangers. Developing strategies to address gender stereotypes, creating an enabling environment for women, and building understanding of the value of the women in the ranger force will be a goal of the study.

Q18. Change expected

Detail the expected changes to both illegal wildlife trade and poverty reduction this work will deliver. You should identify what evidence will be gathered and how it might be used to inform future interventions. Please include who will benefit from these interventions, considering both people and species of focus a) in the short-term (i.e. during the life of the project) and b) in the long-term (after the project has ended) and the potential scalability of the approach.

When talking about how people will benefit, please remember to give details of who will benefit, differences in benefits by gender or other layers of diversity within stakeholders, and the number of beneficiaries expected. The number of communities is insufficient detail - number of households should be the largest unit used. Demand reduction projects should demonstrate their indirect links to poverty reduction.

The data from the survey and the subsequent national stakeholder consultations will provide a clear insight into the perceptions of community rangers and the threats they face. Based on similar surveys in

Asia, it is assumed that these will be different to the perceptions of government rangers and rangers who are not local to the area they work(2). This will enable umbrella organisations, national governments and other stakeholders to have empirical evidence of the challenges and opportunities for community rangers and inform the development of national and regional action plans to improve conditions and ensure they are able to effectively address the challenges they face.

The policy review will highlight gaps in the legal framework for community rangers. These are likely to include: clarifying their role in community policing, understanding the function of community rangers working with government authorities and identifying conflicting policies or policies to be strengthened. This will guide the development plans of national ranger associations, employers and supporters resulting in improved consideration for the rights of community rangers.

The improved understanding of barriers to female representation as community rangers will provide clearer insight for ranger associations and umbrella employer organisations (KWCA and CWCA) and their supporters, into how to address these barriers and identify key policy gaps and develop recommendations of how to ensure the sector is more representative of the local population. Consultations will also help to understand gender blindness, gender data gaps and prejudice and identify key tangible steps to address this.

In the short term, the project will provide empirical evidence on the perceptions of community rangers. This evidence will be used to provide employers with short term strategies to address concerns of these EHRDs such as medical aid provisions as well as longer term strategies such as improving wider welfare and training standards.

The data provided from these elements will be used to develop wider national and regional proposals to the IWT Challenge Fund and other potential donors, to implement the key findings to strengthen the sector as a whole.

In the longer term, strengthening the community ranger sector will further strengthen the effective management of community conservancies and OECMs. Improving the effectiveness of OECMs and strengthening governance will help to improve the well-being of OECM members and improve conservation delivery.

Q19. Pathway to change

Please outline your project's expected pathway to change. This should be an overview of the overall project logic and outline why and how you expect your Outputs to contribute towards your overall Outcome and, longer term, your expected Impact.

While there are many assumptions on the challenges faced by community rangers, there is little evidence to support these. Interventions are therefore often based on inaccurate assumptions or trying to apply lessons from government rangers which have, in most cases, a different mandate and legal framework.

The project will strengthen evidence-based knowledge of challenges faced by community rangers through providing empirical information based on surveys. This, combined with a legal review and increased understanding of gender data gaps and barriers, will provide evidence to better design interventions that strengthen institutions employing and representing community rangers, ensuring they can develop national strategies to address these challenges. Implementation of these will improve welfare and safety and create the enabling conditions for more professional and effective community rangers who are better able to engage with stakeholders and support local communities to reduce the threat of IWT.

Working with national umbrella organisations, policy briefs and key findings will be shared with ranger

employers and forces. Ranger representatives will be invited to attend validation and feedback sessions.

Longer term impacts include strengthening the effectiveness of community conservancies and OECMs helping to contribute towards better conservation and development outcomes.

Q20. Post project sustainability

How will the project reach a sustainable point and continue to deliver benefits post-funding? How will the required knowledge and skills remain available to sustain the benefits? How will your approach, if proven, be scaled?

The project will improve understanding of the issues faced by community rangers and identify out how best to address the challenges raised. The research will create improved understanding of the sector and lead to improved recognition of its importance and contribution within governments and other key sectors.


By engaging umbrella organisations, ranger associations and ranger employers, the project aims to ensure that key lessons will be shared with a wide range of stakeholders to ensure these are available beyond the end of the project. The project will also identify sectoral issues and opportunities which will be translated into national and regional action plans to help organisations incorporate opportunities into their current planned activities while identifying priority actions for future fundraising.

Policy briefs will be provided to the wider donor community to improve awareness of the key challenges and influence future funding. Helping ensure that evidence gained during this survey informs future actions to improve conditions for community rangers in the region with the potential to scale up this approach to further regions, including Uganda who have shown an interest in developing a community ranger workforce.


Action plans to address the key findings will be developed through a participatory approach with multiple stakeholders, ensuring buy-in, robust design and aim to identify initial low cost quick win short-term measures alongside longer term actions which will require additional funding. WWF and partners will develop a larger project proposal to the IWT Challenge Fund and other potential donors as well as incorporate key lessons into existing projects.

If necessary, please provide supporting documentation e.g. maps, diagrams, references etc., as a PDF using the File Upload below:

 [Supporting docs](#)

 19/12/2022

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 pdf 11.19 KB

Section 7 - Implementation Timetable

Q21. Provide a project implementation timetable that shows the key milestones in project activities

Provide a project implementation timetable that shows the key milestones in project activities. Complete the Word template as appropriate to describe the intended workplan for your project.

Please add/remove columns to reflect the length of your project. For each activity (add/remove rows as appropriate) indicate the number of months it will last, and fill/shade only the quarters in which an activity will be carried out. The workplan can span multiple pages if necessary.

 [BCF-Implementation-Timetable-Template-2022-23-Kenya Evidence](#)
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Section 8 - Monitoring and Evaluation

Q22. Monitoring and evaluation (M&E)

Describe how the progress of the project will be monitored and evaluated, making reference to who is responsible for the project's M&E.

IWT Challenge Fund projects are expected to be adaptive and you should detail how the monitoring and evaluation will feed into the delivery of the project including its management. M&E is expected to be built into the project and not an 'add' on. It is as important to measure for negative impacts as it is for positive impact. Additionally, please indicate an approximate budget and level of effort (person days) to be spent on M&E (see [Finance Guidance](#)).

M&E has been an integral part of the overall project design and undertaken in partnership with key stakeholders to ensure that project plans, targets and how they will be measured are well understood and shared. The project will integrate monitoring, evaluation and learning (MEL) throughout the project cycle. Indicators for results and targets have been well defined and agreed upon - summarised in the project MEL plan below - and are an integral component of project delivery. The MEL plan includes methodologies for data collection against a suite of indicators and outlines responsibilities for tracking these.

An inception meeting with stakeholders will provide an opportunity to review and revise the MEL plan. MEL costs and activities have been fully included in the budget. WWF Kenya will assign a MEL Officer to support the project and they will coordinate MEL processes and lead on building the capacity of the project team to institutionalise MEL across the project and support MEL throughout the life of the project. The MEL Officer will work closely with, and be supported by, a M&E specialist at WWF-UK.

The project will focus on data collection and analysis of the perceptions of community rangers in Kenya and Tanzania. Thus data collection and analysis is central to project delivery and to shaping future interventions with community rangers in Kenya, Tanzania and potentially beyond.

Therefore we plan a "stop-check-go" approach to ensure the right people have been engaged at the right time and have shaped the design of data collection and analysis. For each selected indicator, MEL tools (means of verification) have been defined including semi-structured interviews, focus group discussions, surveys and questionnaires, regular stakeholder workshops, field monitoring visits, testimonials and scorecards. The frequency and responsibilities for applying the tools, for analysing relevant information and for reviewing this information has also been specified.

Total project budget for M&E in GBP (this may include Staff, Travel and Subsistence costs)	██████████
Percentage of total project budget set aside for M&E (%)	█
Number of days planned for M&E	24

Section 9 - Indicators of success

Q23. Indicators of success

Please outline the Outcome and Outputs of the project and how will you show that they have been achieved by using SMART indicators and milestones.

See the Monitoring, Evaluation and Learning Guidance for advice on selecting SMART indicators and milestones.

Please note that the number of participants in training is not an output, please consider how to measure the success of the training rather than participation in training.

In the table below please outline your Outcome and between 1-4 Outputs. Each statement should have between 2-3 SMART indicators and end target (figure/state/quality) including how you would evidence achievement – i.e. “Means of Verification”.

	SMART Indicator	Means of Verification
Outcome Closure of the evidence gap on barriers, perceptions, attitudes and roles of community rangers in East Africa is used to deliver recommendations for strengthened national and regional strategy plans.	Survey findings and recommendations developed into 2 reports and 3 policy briefs by Feb 2024	Community Ranger Survey Report
	Findings shared with at least 10 organisations in Kenya, Tanzania and supporting future planning for IWT	Legal Review Report Policy Briefs
	Information used for adaptive management of at least 2 national / regional plans	Workshop proceedings

Output 1

A survey designed to gather findings on the views and experiences of male and female community ranger respondents across 2 countries.

1 Survey questionnaire and protocol designed by the University of Central Florida in partnership with WWF by end 2023

Survey handbook

Survey 'app' developed to support field data collection

2 Survey questionnaire and protocol reviewed for gender sensitivity by Dec 2023.

Enumerators trained in survey method

At least 1000 community rangers surveyed by mid 2024 (approx. 90% male / at least 10% female) which reflects the current proportion of male/female community rangers.

Output 2

1,000 community rangers in Kenya and Tanzania are surveyed, providing an evaluation of their well-being, level of welfare, motivation and attitudes towards their conservation efforts.

Data collected is recorded digitally on SMART phone or tablet and incorporated into a secure, database of ranger data (held by National Ranger associations) by December 2023.

Survey database

Gender consultations report

1 gender workshop per country held with at least 20 attendees including community rangers (80% female, 20% male) to explore the experiences of female community rangers.

3 reports accepted and published by end 2024

	1 Procurement completed and selection of expertise to undertake legal review by September 2023.	
	1 Desk-based legal review undertaken and report submitted to WWF team for review by January 2024	TOR and contract
Output 3		
Legal review of legislation pertaining to community rangers in Kenya, Tanzania and Uganda is undertaken and published.	1 Report completed by March 2024	Legal review report
	3 Policy briefs (2 national briefs and 1 regional brief) shared and signed off by national umbrella organisations and national wildlife authorities by end 2024	Workshop report. 3 Policy Briefs Presentations
	2 National data and powerpoint presentations developed with and provided to national umbrella organisations by end 2024	

Output 4

Survey and legislation review presented to 10 organisations in Kenya, Tanzania and Uganda - future planning for IWT community ranger engagement (6 national organisations, 3 WWF offices, and other partners)	At least 10 national and regional organisations participate in the workshop by December 2024. Resulting in the development of two national action plans.	Workshop proceedings and attendance list National action plans; WWF and partner action plans
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Activities

Each activity is numbered according to the Output that it will contribute towards, for example, 1.1, 1.2, 1.3 are contributing to Output 1.

Each activity should start on a new line and be no more than approximately 25 words.

- 1.1 Review survey and data collection tools.
- 1.2 Develop agenda and key questions for focal group activities on gender review.
- 1.3 Pilot tools at 1 site

- 2.1 Recruit survey leads to undertake surveys in two countries
- 2.2 Conduct surveys on at least 1,000 community rangers
- 2.3 Hold consultations on barriers to female community ranger participation.
- 2.4 Conduct data analysis on survey data
- 2.5 Prepare and write full report on survey completed

- 3.1 Develop TORs for consultants for legal review
- 3.2 Recruit consultant to conduct legal review
- 3.3 Undertake desktop study on legal review
- 3.4 Develop legal review report

- 4.1 Project inception workshop
- 4.2 Hold validation workshops and action plan development in two countries
- 4.3 Development of policy briefs

Important Assumptions

Please describe up to 6 key assumptions that, if held true, will enable you to deliver your Outputs and Outcome.

1. Local community rangers will feel confident to complete the survey openly and honestly
2. Survey data on community rangers will be different to data already collected on government rangers
3. Results will be useful to protected area managers and at least two associations to improve law enforcement effectiveness.
4. COVID or other diseases will not prevent surveys from being conducted.
5. Number of female community rangers in conservancies is similar to the proportion of women in government ranger forces.

Section 10 - Budget and Funding

Q24. Budget

Please complete the appropriate Excel spreadsheet, which provides the Budget for this application. Some of the questions earlier and below refer to the information in this spreadsheet.

[Budget spreadsheet](#)





Note that there are different templates for projects requesting under £100,000 and over £100,000 but all Evidence projects should use the under £100,000 form. Please refer to the Finance Guidance for more information.

Please ensure you include any co-financing figures in the Budget spreadsheet to clarify the full budget required to deliver this project.

N.B.: Please state all costs by financial year (1 April to 31 March) and in GBP. The IWT Challenge Fund cannot agree any increase in grants once awarded.

Please upload evidence of the Lead Partner's financial capacity at the certification page at the end of

the application form.

-
-  [FINAL for submission -BCF-Budget-under-£10 OK-MASTER-Apr22](#)
 -  19/12/2022
 -  15:07:44
 -  xlsx 151.41 KB

Q25. Funding

Q25a. Is this a new initiative or does it build on existing work (delivered by anyone and funded through any source)?

- Development of existing work

Please provide details:

This project builds on the work done for the 'Life On The Frontline 2019: A Global Survey of the Working Conditions of Rangers study' on government rangers. The survey responds to the key recommendation that:

The community surveys need to be delivered in more countries: New partners will likely be needed in order to quickly expand the global coverage of this survey addressing community perception of rangers and protected area managers. Doing so for the first time in countries outside of Southeast Asia should be the immediate priority.

Moreover, the proposed study will help to strengthen current efforts in Kenya and Tanzania focused on community rangers. For example, the Community Rangers Association of Kenya, developed by Kenyan Wildlife Conservancies Association with support from WWF, have attempted to provide standardised approaches at the national level for community rangers. Similar efforts are underway in Tanzania. However these approaches are still in early development and results from the survey will better inform next steps.

Q25b. Are you aware of any current or future plans for similar work to the proposed project?

- Yes

Please give details explaining similarities and differences, and explaining how your work will be additional and what attempts have been/will be made to co-operate with and learn lessons from such work for mutual benefits.

WWF-Kenya and the Kenyan Wildlife Service (KWS) are already exploring ways to implement key findings and repeat the survey for government rangers and have secured some funding for this and submitted an additional proposal for further funding. However, this will not include community rangers.

Q26. Capital items

If you plan to purchase capital items with IWTCF funding, please indicate what you anticipate will happen to the items following project end. If you are requesting more than 10% capital costs, please provide your justification here.

10 tablets for data collection - to be used by WWF-Kenya and WWF-Tanzania for data collection beyond

the end of the project.

Q27. Value for Money

Please describe why you consider your application to be good value for money including justification of why the measures you will adopt will secure value for money.

Value for money (VfM) in WWF is based on the 4-E's principles of economy, efficiency, effectiveness and equity:

- Economy and efficiency: ensured through WWF's Finance and Operations Standards and programme management systems.
- Effectiveness: demonstrated through project design based on (i) learning from pilots and partner knowledge; (ii) application of good monitoring systems to evidence results and guide adaptive management.
- Equity: ensuring (i) interventions are community owned, through collaborative design and delivery approaches; (ii) resources are managed for future generations. Equity is put into practice in embedding WWF's social, gender & indigenous peoples policies.

Section 11 - Risk Management

Q28. Risk Management

Please outline the 6 key risks to achievement of your Project Outcome and how these risks will be managed and mitigated, referring to the Risk Guidance. This should include at least one Fiduciary, one Safeguarding Risk, and one Delivery Chain Risk.

Projects should also draft their initial risk register, using the [Risk Assessment template](#), and be prepared to submit this when requested if they are recommended for funding. Do not attach this to your application.

Risk Description	Impact	Prob.	Gross Risk	Mitigation	Residual Risk
------------------	--------	-------	------------	------------	---------------

Fiduciary	Funds not accounted for through mishandling or fraud, or not spent as per agreed budget. Multiple partner organisations receiving funds adds to the complexity of financial management. Any fraud or misuse of money could lead to failure to complete agreed project activities, reputational risk and donor withdrawal.	Major	Unlikely	Major	WWF has robust procurement, sub-granting and financial management processes across all of its offices and zero tolerance on fraud and corruption. WWF-country offices conduct proper due diligence of partners. There will be quarterly financial reporting in place for all partners with evidence of procurement and transaction lists, and annual audits.	Minor
Safeguarding	Participants completing the survey may be subject to harassment for providing information and expressing their views.	Minor	Possible	Moderate	Data is collected anonymously to protect individuals. Summary data will also not be disaggregated beyond regional summaries to avoid OECM managers persecuting participants or protected areas being ranked.	Minor
Delivery Chain	The survey will interfere with existing activities or personal activities in the field therefore will limit participation.	Minor	Unlikely	Minor	The focal group exercises aimed at understanding the impact of gender will be held at a suitable time agreed with participants to maximise participation. Surveys will be conducted at midday to minimise disturbance with daily activities.	Minor
Risk 4	Partners will view the survey results with criticism and will not act as on the findings.	Moderate	Unlikely	Moderate	Pre-survey and post-survey workshops will ensure that partners recognise the value of the survey and are brought into the project. Transparency will be ensured throughout the process. Partners will also have the opportunity to review outputs and co-design the action plan to identify how best to respond to the findings.	Moderate

Risk 5 Enumerators operating in remote areas - risk of personal harm.	Major	Possible	Major	Clear logistical plans will be developed and enumerators will have mobile phones or radios to be able to connect in. Enumerators will travel in pairs to improve safety.	Minor
Risk 6 Survey data bias due to enumerators not following methodology	Minor	Unlikely	Minor	Enumerators trained in the methodology and pilot study conducted to ensure data collection and methodology is appropriately applied.	Minor

Section 12 - Safeguarding and Ethics

Q29. Safeguarding

Projects funded through the IWT Challenge Fund must fully protect vulnerable people all of the time, wherever they work.

In order to provide assurance of this, projects are required to have appropriate safeguarding policies in place for all people impacted by the project.

Please confirm the Lead Partner has the following policies in place and that these can be available on request:

We have a safeguarding policy, which includes a statement of our commitment to safeguarding and a zero tolerance statement on human rights abuses, bullying, harassment and sexual exploitation.	Checked
We have attached a copy of our safeguarding policy to this application (file upload on certification page)	Checked
We keep a detailed register of safeguarding issues raised and how they were dealt with	Checked
We have clear investigation and disciplinary procedures to use when allegations and complaints are made, and have clear processes in place for when a disclosure is made	Checked
We share our safeguarding policy with all partners	Checked
We have a whistle-blowing policy which protects whistle blowers from reprisals and includes clear processes for dealing with concerns raised	Checked

We have a Code of Conduct for staff and volunteers that sets out clear expectations of behaviours - inside and outside the work place - and make clear what will happen in the event of non-compliance or breach of these standards Checked

Please outline how you will implement your safeguarding policies in practice and ensure that all partners apply the same standards as the Lead Partner.

If your project involves data collection and/or analysis which identifies individuals (e.g. biometric data, intelligence data), please explain the measures which are in place and/or will be taken to ensure the proper control and use of the data. Please explain the experience of the organisations involved in managing this information in your project.

Project implementation will be guided by WWF's Environmental and Social Safeguard Framework (ESSF). We identify, mitigate and avoid any negative social or environmental impact by screening all activities for risks, and develop mitigation plans should any risks be identified. WWF has social policies on bullying and harassment, child safeguarding, vulnerable adults, Code of Conduct, whistle-blowing. Study participants will be informed of the voluntary nature of the study and all survey responses will be anonymously collected. Data will be safely secured on an encrypted external hard drive held at the University of Central Florida.

Q30. Ethics

Outline your approach to meeting the key ethical principles, as outlined in the guidance.

WWF's Environmental and Social Safeguards Framework mandates the following:

Access and benefit sharing: Through inclusive planning processes involving local communities, any change to access rights will be negotiated with rights-holders.

Participation: WWF has met with stakeholder representatives for initial planning; this will continue for project planning, with an emphasis on women, rights-holders and vulnerable groups. Locally appropriate grievance mechanisms will be in place.

Consent: The rights of community members to be consulted, photographed, quoted or to participate in monitoring are part of WWF's guidance documents. FPIC is one of our mandatory Standards, underpinning all our stakeholder engagement.

WWF Code of Ethics: Our staff, partners and consultants are bound by this.

Human Rights: WWF is a founding member of the Conservation Initiative on Human Rights and is active in updating the framework. Any potential human rights risks are mitigated through proper analysis with stake/rights-holders and vulnerabilities, ensuring meaningful and inclusive engagement and project co-development, and by ensuring support for capacity assessments, appropriate training and explicit conditionalities on respect for human rights and dignity.

The project will also be reviewed by the University of Central Florida's Institutional Review Board to ensure that the study adheres to sound scientific and ethical practice.

Section 13 - FCDO Notifications

Q31. FCDO Notifications

Please state whether there are sensitivities that the Foreign Commonwealth and Development Office will need to be aware of should they want to publicise the project's success in the IWT Challenge Fund in any country.

No

Please indicate whether you have contacted FCDO Embassy or High Commission to discuss the project and attach details of any advice you have received from them.

Yes

Please attach evidence of request or advice if received.

No Response

Section 14 - Project Staff

Q32. Project staff

Please identify the core staff (identified in the budget), their role and what % of their time they will be working on the project.

Please provide 1-page CVs or job description, further information on who is considered core staff can be found in the Finance Guidance.

Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
Dervla Dowd	Project Leader	5	Checked
Drew McVey	Implementing Project Lead	10	Checked
Faria Tarus	KWCA project Lead	10	Checked
Tamara Ledger	Consultant: Gender and Human rights advisor	5	Checked

Do you require more fields?

Yes


Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
----------------------------	------	-------------------	--


Noah Sitati	Project lead - Tanzania	5	Checked
No Response	No Response	0	Unchecked
No Response	No Response	0	Unchecked
No Response	No Response	0	Unchecked
No Response	No Response	0	Unchecked
No Response	No Response	0	Unchecked
No Response	No Response	0	Unchecked
No Response	No Response	0	Unchecked


Please provide 1 page CVs (or job description if yet to be recruited) for the project staff listed above as a combined PDF.

Ensure the file is named clearly, consistent with the named individual and role above.

 [Combined CVs](#)

 19/12/2022

 13:40:41

 pdf 165.2 KB

Have you attached all project staff CVs?

Yes

Section 15 - Project Partners

Q33. Project partners

Please list all the Project Partners (including the Lead Partner), clearly setting out their roles and responsibilities in the project including the extent of their engagement so far and planned.

This section should demonstrate the capability and capacity of the Project Partners to successfully deliver the project. Please provide Letters of Support for all project partners or explain why this has not been included.

The partners listed here should correspond to the Delivery Chain Risk Map (within the Risk Register template) which you will be asked to submit if your project is recommended for funding.

Lead partner name: WWF-UK

Website address: www.wwf.org.uk

Why is this organisation the Lead Partner, and what value to they bring to the project? (including roles, responsibilities and capabilities and capacity):

In 2019, WWF-UK made a commitment to the UK Government that it will be the lead organisation for all grant proposals from the global WWF Network, taking on the responsibility for overall programme oversight, financial and quality assurance, monitoring and evaluation, and safeguarding. WWF-UK has worked in close collaboration with WWF-Kenya to co-develop this proposal and will continue to provide support throughout implementation. It will be responsible for overall programme, financial and quality assurance management for the project; ensuring that financial, monitoring, evaluation, accountability, learning, safeguarding, and project outcomes are achieved. Supporting WWF-Kenya, who will be leading the project implementation in the region, WWF-UK will be responsible for supporting strong working & collaborative relationships, organising monthly calls, grant payments, and where required, contracts with consultants.

Key roles include a project lead, responsible for overall programme management and coordination at 5% time, an M&E specialist at 5% and a finance officer at 5%.

International/ In-country Partner

International

Allocated budget (proportion or value):



Representation on the Project Board (or other management structure):

Yes

Have you included a Letter of Support from this organisation?

Yes

Have you provided a cover letter to address your Stage 1 feedback?

Yes

Do you have partners involved in the Project?

Yes

1. Partner Name: WWF-Kenya

Website address: <https://www.wwfkenya.org/>

WWF-Kenya is a locally registered non-governmental conservation organisation. WWF has been working in Kenya since 1962 alongside the government, civil society, private sector organisations and local communities to contribute towards providing an enabling environment for sustainable natural resource management.

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

WWF-Kenya will lead national level coordination to ensure high quality project delivery. WWF-Kenya will provide technical oversight of the project, guiding field partners in data collection and analysis. WWF-Kenya will develop policy briefs and support national and regional action plan development.

WWF-Kenya also hosts the East Africa Wildlife Crime Hub (EAWCH) which acts as a support hub to country level programmes in East Africa. For this project, the EAWCH will provide technical support and advice to WWF-Kenya and WWF-Tanzania.

WWF-Kenya will provide key staff for the project including: a project manager, technical advisor and Monitoring and Evaluation support. Support will also be provided from the finance, administration, and communications teams. WWF-Kenya will also manage all the procurement in this project.

**International/
In-country Partner**

In-country

**Allocated budget
(proportion or
value):**

██████████

**Representation on
the Project Board
(or other
management
structure):**

Yes

**Have you included
a Letter of Support
from this
organisation?**

Yes

2. Partner Name: WWF-Tanzania

Website address: <https://www.wwf.or.tz/>

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

WWF has worked in Tanzania since 1962 and has since opened a Country Office, with programmes guided and based on its 2030 Vision, and WWF Global Conservation Strategies.

WWF-Tanzania will be subcontracted by WWF-Kenya to lead the work in Tanzania, working with local partners. They will provide technical oversight of the project in Tanzania, guiding partners in data collection and analysis. WWF-Tanzania will develop policy briefs and support national and regional action plan development.

WWF-Tanzania will provide an in-country project lead for the project.

**International/
In-country Partner**

In-country

Allocated budget (proportion or value):



Representation on the Project Board (or other management structure):

Yes

Have you included a Letter of Support from this organisation?

Yes

3. Partner Name: Kenya Wildlife Conservancies Association (KWCA)

Website address: <https://kwcakenya.com/>

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

KWCA is the national representative body and voice for conservancies in Kenya, whose role is to connect, inform, convene, and represent conservancies in a shared effort to make wildlife conservancies thrive in Kenya. KWCA has supported community rangers over the years through;

- Advocating for the recognition of community rangers as Wildlife Security Officers under the Wildlife Conservation Management Act of 2013,
- Advocating for the payment of salaries for 3,500 community rangers for the period of 2020-2021 under the government COVID-19 Economic Stimulus program (ESP)
- Developing the standard operating procedures (SOPs) for community rangers. A document that provides a framework for the standardisation of operations and enhancement of service delivery for rangers within conservancies.
- Establishment of The Association of Wildlife Conservancies rangers in Kenya (AWCRK) that links community rangers with their peers, builds their capacity and supports their participation in the continental and global Rangers Congress.

KWCA will support in coordinating community rangers to participate in the survey, identification of project sites, data collection, dissemination of survey results to conservancies, community rangers, and other key stakeholders, and developing a policy brief based on key findings from Kenya.

International/ In-country Partner

In-country

Allocated budget (proportion or value):

██████

Representation on the Project Board (or other management structure):

Yes

Have you included a Letter of Support from this organisation?

Yes

4. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

No Response

**International/
In-country Partner** *No Response*

**Allocated budget
(proportion or
value):** £0.00

**Representation on
the Project Board
(or other
management
structure):** Yes
 No

**Have you included
a Letter of Support
from this
organisation?** Yes
 No

5. Partner Name: *No Response*

Website address: *No Response*

**What value does
this Partner bring
to the project?
(including roles,
responsibilities
and capabilities
and capacity):** *No Response*

**International/
In-country Partner** *No Response*

**Allocated budget
(proportion or
value):** £0.00

**Representation on
the Project Board
(or other
management
structure):** Yes
 No

**Have you included
a Letter of Support
from this
organisation?** Yes
 No

6. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity): *No Response*

International/ In-country Partner *No Response*

Allocated budget (proportion or value): £0.00





Representation on the Project Board (or other management structure): Yes No





Have you included a Letter of Support from this organisation? Yes No

If you require more space to enter details regarding Partners involved in the project, please use the text field below.

No Response

Please provide a cover letter responding to feedback received at Stage 1 if applicable and a combined PDF of all letters of support.

 [IWT Evidence Stage 2 Cover Letter](#)
 19/12/2022
 14:08:53
 pdf 171.69 KB

 [Combined Letters of Support](#)
 19/12/2022
 14:07:26
 pdf 1.25 MB

Section 16 - Lead Partner Capability and Capacity

Q34. Lead Partner Capability and Capacity

Has your organisation been awarded IWT Challenge Fund, Darwin Initiative, or Darwin Plus funding before (for the purposes of this question, being a partner does not count)?

Yes

If yes, please provide details of the most recent awards (up to 6 examples).

Reference No	Project Leader	Title
IWT106	WWF-UK	IWT-CF: Reducing IWT through community-led conservation in a transboundary landscape
29-0 22	WWF-UK	Darwin Initiative:Community-led fisheries management in the Mara Wetlands, Tanzania
DARNV008	WWF-UK	Sound Of Safety: Testing Pingers for River Dolphins and Fishers
Darwin - 14013	WWF-UK	Community Management of NTFPs in Kangchenjunga Conservation Area, Nepal
No Response	No Response	No Response
No Response	No Response	No Response

Have you provided the requested signed audited/independently examined accounts?

If yes, please upload these on the certification page. Note that this is not required from Government Agencies.

Yes

Section 17 - Certification

Certification

On behalf of the

Trustees

of

WWF-UK

I apply for a grant of

██████████





I certify that, to the best of our knowledge and belief, the statements made by us in this application are true and the information provided is correct. I am aware that this application form will form the basis of the project schedule should this application be successful.

(This form should be signed by an individual authorised by the applicant institution to submit applications and sign contracts on their behalf.)









- I have enclosed CVs for key project personnel, a cover letter, letters of support, a budget, logframe, safeguarding policy and project implementation timetable

- Evidence of our financial capacity (see Finance Guidance) is also enclosed.









Checked

Name	Kate Akhtar
Position in the organisation	Director of Public Sector Partnerships, WWF-UK
Signature (please upload e-signature)	 Kate's e-sig  19/12/2022  11:45:12  jpg 18.43 KB
Date	19 December 2022

Please attach the requested signed audited/independently examined accounts.

 WWF-UK Annual Report and Financial Statements 2020-21_web  19/12/2022  11:45:43  pdf 2 MB	 WWF-UK Annual Report and Financial Statements 2019-20  19/12/2022  11:45:37  pdf 1.55 MB
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Please upload the Lead Partner's Safeguarding Policy as a PDF

 WWF UK Safeguarding Policy September 2022 - internal  19/12/2022  11:45:55  pdf 223.57 KB	 WWF UK Safeguarding Code of Conduct - September 2022  19/12/2022  11:45:50  pdf 110.03 KB
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Section 18 - Submission Checklist

Checklist for submission

	Check
I have read the Guidance, including the "IWT Challenge Fund Guidance", "Monitoring Evaluation and Learning Guidance", "Risk Guidance" and "Financial Guidance".	Checked
I have read, and can meet, the current Terms and Conditions for this fund.	Checked
I have provided actual start and end dates for the project.	Checked
I have provided my budget based on UK government financial years i.e. 1 April – 31 March and in GBP.	Checked
I have checked that our budget is complete, correctly adds up and I have included the correct final total at the start of the application.	Checked

The application been signed by a suitably authorised individual (clear electronic or scanned signatures are acceptable).	Checked
I have attached my completed logframe as a PDF using the template provided	Checked
(If copying and pasting into Flexi-Grant) I have checked that all my responses have been successfully copied into the online application form.	Checked
I have included a 1 page CV or job description for all the Project Staff identified at Question 32, including the Project Leader, or provided an explanation of why not.	Checked
I have included a letter of support from the Lead Partner and partner(s) identified at Question 33, or an explanation of why not.	Checked
I have included a cover letter from the Lead Partner, outlining how any feedback received at Stage 1 has been addressed where relevant.	Checked
I have included a copy of the Lead Partner's safeguarding policy, which covers the criteria listed in Question 29.	Checked
I have been in contact with the FCDO in the project country/ies and have included any evidence of this. If not, I have provided an explanation of why not.	Checked
I have included a signed copy of the last 2 annual report and accounts for the Lead Partner, or other evidence of financial capacity as set out in the Financial Guidance, or provided an explanation if not.	Checked
I have checked the IWT Challenge Fund website immediately prior to submission to ensure there are no late updates.	Checked
I have read and understood the Privacy Notice on the IWT Challenge Fund website.	Checked

We would like to keep in touch!

Please check this box if you would be happy for the lead applicant (Flexi-Grant Account Holder) and project leader (if different) to be added to our mailing list. Through our mailing list we share updates on upcoming and current application rounds under the IWT Challenge Fund and our sister grant scheme, the Darwin Initiative. We also provide occasional updates on other UK Government activities related to biodiversity conservation and share our quarterly project newsletter. You are free to unsubscribe at any time.

Checked

Data protection and use of personal data

Information supplied in the application form, including personal data, will be used by Defra as set out in the **Privacy Notice**, available from the [Forms and Guidance Portal](#).

This **Privacy Notice must be provided to all individuals** whose personal data is supplied in the application form. Some information may be used when publicising the Darwin Initiative including project details (usually title, lead partner, project leader, location, and total grant value).

Project Title: Closing the evidence gap on the role of Community Rangers

	Activity	No. of months	Year 1 (23/24)				Year 2 (24/25)			
			Q 1	Q 2	Q 3	Q 1	Q 1	Q 2	Q 3	Q 4
Output 1	A survey designed to gather findings on the views and experiences of male and female community ranger respondents across 2 countries .									
1.1	Review survey and data collection tools.		x							
1.2	<i>Develop agenda and key questions ofr focal group activities on Gender review</i>		x							
1.3	pilot survey tools		x							
Output 2	1,000 community rangers in 3 East African countries are surveyed, providing an evaluation of their well-being, level of welfare, motivation and attitudes towards their conservation efforts									
2.1	<i>Recruit survey leads to undertake surveys in two countries</i>		x	x						
2.2	Conduct surveys on at least 1,000 community rangers			x	x					
2.3	Hold consultations on barriers to female participation.				x					
2.4	Conduct data analysis on survey data				x	x				

Project Title: Closing the evidence gap on the role of Community Rangers

	Activity	No. of months	Year 1 (23/24)				Year 2 (24/25)			
			Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
2.5	Prepare and write full report on survey completed					x	x			
Output 3	Legal review of Kenyan, Tanzanian and Ugandan legislation pertaining to community rangers is undertaken and published									
3.1	Develop TORs for consultants for legal review			x						
3.2	Recruit consultants			x						
3.3	Conduct desktop study				x					
3.4	Develop a full report				x					
Output 4	Survey and Legislation review findings shared and presented back to at least 10 organisations in Kenya, Tanzania and Uganda supporting future planning for IWT (including 6 national organisations and 3 WWF offices, and other partners)									
4.1	Inception meeting (1 workshop)	1	x							
4.2	Review of key findings (2 workshops)							x		
4.3	Development of Policy briefs.							x		