

Applicant: **de Greling, Stefan**
Organisation: **Panthera**
Funding Sought: **£800,000.00**

DIR31S2\1027

Wildlife Values: a conservation performance payments model for human-wildlife coexistence

Conservation Performance Payments (CPPs) can potentially balance environmental and development goals, but evidence of their effectiveness, particularly in developing countries and for conflict-prone species, remains limited. Our project develops and rigorously evaluates a CPP scheme to foster human-wildlife coexistence in Zambia's Greater Kafue Ecosystem. By facilitating the recovery of several critically important carnivore populations, safeguarding the integrity of two key Game Management Areas, and enhancing local livelihoods and wellbeing, we provide a scalable model for global replication.

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Wildlife Values: a conservation performance payments model for human-wildlife coexistence

Section 1 - Contact Details

PRIMARY APPLICANT DETAILS

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GMS ORGANISATION

Type	Organisation
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Section 2 - Title, Ecosystems, Approaches & Summary

Q3. Project title

Wildlife Values: a conservation performance payments model for human-wildlife coexistence

Please upload a cover letter as a PDF document.

 [Cover Letter Panthera 120224](#)

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What was your Stage 1 reference number? e.g. DIR31S1\1123

DIR31S1\1674

Q4. Response to Stage 1 feedback

You must explicitly set out how and where you have addressed all the comments/feedback in the application form: briefly restating the feedback point, then clearly setting out how you have responded to it in the application.

Issue: Please clarify how it is effective to use lions as an indicator species when human hunting is the driver of degradation and the landscape is part of a corridor ecosystem - As outlined in Q13, lions and other large carnivores are well-suited as indicator species. Answer: Their acute sensitivity to ecosystem changes – such as prey depletion and habitat degradation – makes them effective barometers of broader environmental health. This sensitivity is particularly valuable for monitoring the integrity of corridor systems. Moreover, lions have notable economic impacts, both positive and negative, underscoring their importance to local communities. Finally, the availability of established methodologies ensures reliable and systematic monitoring of large carnivore populations.

Issue: The institutional set-up is confusing and the acronyms are poorly explained. What exists, what doesn't, and how are the latter being developed and over what timeframe? Answer: This has been detailed more in Q15 and also detailed in the supplementary material.

Issue: Conservation Performance Payments (CPP): explain how they will be achieved, any contractual implications and what the financial/ benefits flow to the communities and landscape are. Answer: We have included a new output and a number of new indicators in the logframe that detail that expected benefits for poverty reduction. Q18 has had information on social benefits added.

Issue: The poverty reduction element needs to be much clearer, and if possible quantified, with explanation of how incentives will be provided to communities to avoid hunting;

Issue: Expand on how the project will have a sustained impact on livelihoods, including the long-term funding for conservation payments Answer: As outlined in Q20, many of the social benefits paid for by the scheme – such as improvements to infrastructure, the provision of solar power to schools, and communal grain mills – will endure beyond the project’s duration, leaving a lasting legacy for communities. Importantly, Wildlife Values will also serve as a precursor for exploring diversified financing mechanisms (including tourism levies and access to carbon and biodiversity credit markets) that generate continuous revenue streams to sustain conservation and social outcomes.

Issue: It is unclear if Darwin Initiative funding will cover the whole project, or if this is a partial contribution to a larger TNC/KAZA initiative. Answer: This is a contribution to a larger initiative to enhance the management of the GMAs. The budget shown here (including the matched funding) only applies to the Wildlife Values component of the overall effort.

Issue: Please clearly show what matched funding is secured and what is still to be identified. Answer: All matched funding shown in the budget has been secured for the first two years.

Issue: Provide more detail on how this research fills a critical research gap, including wider demand for this evidence, with specific examples. It would also be useful to see a research dissemination plan, with specific target audiences. Answer: The project addresses two critical gaps in conservation science. First, it evaluates whether Conservation Performance Payments (CPPs) can effectively promote human-wildlife coexistence as standalone interventions or require integration with complementary conservation tools. Second, it assesses whether participatory monitoring, a cornerstone of CPP schemes, is sufficient to verify progress toward biological and livelihood goals. These are dealt with in detail in Q13 and Q24, and our research dissemination plan expanded upon in Q20 and Q15 and the logframe.

Issue: The logframe has many complex indicators - a robust data collection plan is required to ensure it is a practical monitoring tool. Answer: We have expanded on data collection in Q15 and Q20.

Issue: In the logframe, absolute numbers should be included to put % change targets into context (where baselines are still to be established, provide comment on why you think these estimates are realistic) and consider the feasibility of measuring and reporting on proposed indicators. Answer: The absolute numbers will not be determined until the first year measurements. Percentages provide the best indicator of change available at this stage.

Q5. Key Ecosystems, Approaches and Threats

Select up to 3 biomes that are of focus, up to 3 conservation actions that characterise your approach, and up to 3 threats to biodiversity you intend to address, from dropdown lists.

Biome 1

Shrublands & shrubby woodlands

Biome 2

Savannas and grasslands

Biome 3

No Response

Conservation Action 1

Livelihood, Economic & Moral Incentives

Conservation Action2

Species Management

Conservation Action 3

Land / Water Management

Threat 1

Biological resource use (hunting, gathering, logging, fishing)

Threat 2

Agriculture & aquaculture (incl. plantations)

Threat 3

Natural system modifications (fires, dams)

Q6. Summary of project

Please provide a brief non-technical summary of your project: the problem/need it is trying to address, its aims, and the key activities you plan on undertaking.

Conservation Performance Payments (CPPs) can potentially balance environmental and development goals, but evidence of their effectiveness, particularly in developing countries and for conflict-prone species, remains limited. Our project develops and rigorously evaluates a CPP scheme to foster human-wildlife coexistence in Zambia's Greater Kafue Ecosystem. By facilitating the recovery of several critically important carnivore populations, safeguarding the integrity of two key Game Management Areas, and enhancing local livelihoods and wellbeing, we provide a scalable model for global replication.

Section 3 - Countries, Dates & Budget Summary

Q7. Country(ies)

Which eligible host country(ies) will your project be working in?

Country 1	Zambia	Country 2	No Response
Country 3	No Response	Country 4	No Response

Do you require more fields?

☒ No

If you are proposing to work in an Upper Middle Income Country (see Annex A), please demonstrate your case for support with reference to one or more of the criteria in Section 2.8.

N/A

Q8. Project dates

Start date:

01 April 2025

End date:

31 March 2029

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

4 years

Q9. Budget summary

Year:	2025/26	2026/27	2027/28	2028/29	2029/30	Total request £
Amount:	£249,412.00	£183,529.00	£183,529.00	£183,530.00	£0.00	£ 800,000.00

Q10. Do you have matched funding arrangements?

☒ Yes

Please ensure you clearly outline your matched funding arrangement in the budget.

Q11. If you have a significant amount of unconfirmed matched funding, please clarify how you will deliver the project if you don't manage to secure this?

N/A

Q12. Have you received, applied for, or plan to apply for any other UK Government funding for your proposed project or similar project?

☒ Yes

Please provide details.

If you have received, applied for or plan to apply with similar projects, explain how your activities are distinct and complementary.

We applied unsuccessfully for [REDACTED] from the Biodiverse Landscapes Fund for a seven-year project titled "Beyond Coexistence – Thriving Wildlife, Thriving Communities in the Kavango-Zambezi Transfrontier Conservation Area (KAZA)," which was to begin in January 2023. Panthera led a consortium of over 14 partners across KAZA. The proposal aimed to address the needs of both people and wildlife in three critical connectivity areas by implementing sustainable nature-based solutions to build resilient communities and ecosystems.

Our current proposal focuses on one of these connectivity areas, linking Zambia's Greater Kafue Ecosystem with the core of KAZA. However, it develops and tests an intervention that has applicability throughout the landscape and beyond. By directly incentivizing communities to adopt conservation-friendly practices, it supports wildlife recovery while improving local livelihoods and wellbeing. This project therefore builds upon and enhances the original conceptual framework.

Section 4 - Problem statement

Q13. Problem the project is trying to address

Please describe the problem your project is trying to address in terms of biodiversity and its relationship with multi-dimensional poverty.

Conservation Performance Payments (CPPs) have emerged as a promising approach to balance environmental and development goals (1-3). By directly incentivizing local communities and other resource stewards to adopt conservation-friendly practices, CPPs have the potential to improve biodiversity outcomes while also contributing to poverty alleviation. However, despite their growing popularity, empirical evidence of their effectiveness remains limited, especially in developing countries and for conflict-prone species such as large carnivores (4-5).

One strength of CPPs is their results-oriented design. However, uncertainties can exist in measuring desired biodiversity and wellbeing outcomes reliably. Distortions occur if the changes in monitored metrics do not accurately reflect changes in the actual targets. Even if this can be overcome, the associated costs may render schemes unfeasible (3,6).

Another challenge is determining whether CPPs can be effective on their own or must be part of a broader instrument mix that includes cost reduction measures alongside incentives. Given the limited resources available for conservation, finding the most cost-effective solution is essential (4-5).

To address these challenges, we will employ a quasi-experimental approach to evaluate a CPP scheme's effectiveness in promoting human-carnivore coexistence in Zambia's Greater Kafue Ecosystem (GKE). By comparing treatment and control sites across three Game Management Areas (GMAs) – Mulobezi, Mufunta, and Sichifulo – our project will isolate the effects of CPPs on conservation outcomes in a way that has not been rigorously tested before.

Our focus on large carnivores is informed by both their ecological and socio-economic significance. As apex predators, they are acutely sensitive to ecosystem changes, such as prey depletion and habitat degradation, making them reliable indicators of broader environmental health. They may also have substantial economic impacts, both positive, through ecotourism, and negative, due to livestock losses. Finally, established methodologies enable accurate and systematic monitoring of carnivore populations.

The GKE, one of Africa's largest contiguous conservation landscapes, provides critical habitat for globally important but severely imperilled populations of lions, leopards, cheetahs, and African wild dogs, alongside a host of other species. However, decades of neglect, under-investment, and in-migration are driving rapid deforestation and encroachment within its surrounding GMAs (7-9). This degradation, coupled with widespread illegal hunting, not only jeopardises the survival of wildlife populations in these essential buffer zones but also risks fragmenting the GKE from the core of the Kavango Zambezi Transfrontier Conservation Area (KAZA) (10-12)

While governance structures exist for local communities in the GMAs to manage and benefit from wildlife, these benefits are rarely realised (7,13). Only a small portion of earnings from ecotourism activities (photo-tourism and trophy hunting) reach communities, with payments often delayed and distributed without a clear link to conservation. Consequently, tolerance for carnivores is low, and resentment is heightened by livestock depredation, which, though infrequent, has a high localized impact (7).

Section 5 - Darwin Objectives and Conventions

Q14. Biodiversity Conventions, Treaties and Agreements

Q14a. Your project must support the commitments of one or more of the agreements listed below. Please indicate which agreement(s) will be supported.

- ☒ Convention on Biological Diversity (CBD)
- ☒ Nagoya Protocol on Access and Benefit Sharing (ABS)
- ☒ Convention on International Trade in Endangered Species (CITES)
- ☒ Convention on the Conservation of Migratory Species of Wild Animals (CMS)
- ☒ United Nations Framework Convention on Climate Change (UNFCCC)
- ☒ Global Goals for Sustainable Development (SDGs)

Q14b. National and International Policy Alignment

Using evidence where available, please detail how your project will contribute to national policy (including NBSAPs, NDCs, NAP etc.) and in turn international biodiversity and development conventions, treaties and agreements that the country is a signatory of.

The primary ecological and social outcomes of our project include securing and recovering key wildlife populations, reducing deforestation and encroachment, and enhancing community livelihoods and well-being through strengthened stewardship and the realization of benefits derived from wildlife. Consequently, our efforts make significant contributions to several local and international agreements.

At a local scale, each Game Management Area (GMA) has a General Management Plan (GMP) developed and agreed upon between local communities and government. Our project's conservation and development outcomes play a critical role in advancing these GMPs. Zambia's National Policy on Community-Based Natural Resource Management (17), recently updated in 2023, underscores enhanced community capacity and decentralized resource management, both central to our project. Securing the integrity of the GMAs aligns closely with many of the objectives (1–9) included under Zambia's National Parks and Wildlife Policy (18) and supports several targets (1, 3, 7, 11, 17, and 18) outlined in Zambia's National Biodiversity Strategy and Action Plan (19).

At the international policy level, our project has been listed as a priority within the KAZA Carnivore Conservation Strategy (20), which is designed to implement components of the KAZA Integrated Development Plan (21). Other important global treaties and agreements that our project contributes towards include the CBD by securing critical habitats and populations of threatened species, CITES by reducing poaching and illegal trade, UNFCCC by reducing deforestation, and the Sustainable Development Goals by providing sustainable, nature-based income streams for local communities and enhancing their stewardship of natural resources. While Zambia is not a party to CMS, our goal of enhancing connectivity and recovering key wildlife populations aligns closely with its objectives.

Section 6 - Method, Change Expected, GESI & Exit Strategy

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 similar 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.
- how you will manage the work (governance, roles and responsibilities, project management tools, risks etc.).

The proposed work will make a key contribution as part of a broader initiative by Panthera, The Nature Conservancy (TNC), the Zambian Department of National Parks and Wildlife (DNPW), and the Community Resource Boards (CRBs) to improve the management, strengthen community stewardship and secure the ecological integrity of the Game Management Areas (GMAs) of the Greater Kafue Ecosystem (GKE) in Zambia. The GMAs are managed by the communities via Community Resources Boards (CRBs) which together with DNPW manage the GMAs, supported by TNC, Panthera and other partners. Each CRB is composed of about five to ten Village Action Groups (VAGs) which are the local village area level governance structures that are elected by and represent the local communities living in and around the GMAs. Long-term collaborative relationships already exist between Panthera and the CRBs in these GMAs. The CRBs and VAGs provide the formal governance structures required to implement Wildlife Values – both critical enabling conditions for CPPs (14, 15). See the supplementary information for further background on the ecosystem and institutional arrangements.

Local ownership is the foundation of any successful community conservation initiative (22). Accordingly, the terms-of-reference for Wildlife Values will be genuinely co-developed, respecting cultural norms and structures. We will work closely with VAGs to ensure they have the necessary capabilities to manage payments. Mechanisms to ensure transparency and prevent elite capture, a common CPP challenge (16), will also be included.

Performance indicators will be clear and linked to conservation goals, with community members directly involved in their verification (23). Regular opportunities for feedback and evaluation throughout the project cycle will allow for adjustments and ensure ongoing community buy-in.

We will adopt a Before-After-Control-Intervention (BACI) experimental approach to assess the effectiveness and scalability of Wildlife Values. Mulobezi and Mufunta will serve as treatment sites, with Sichifulo as the control. In Mulobezi, Wildlife Values will be rolled out alongside conflict mitigation techniques, while Mufunta will only have Wildlife Values, and Sichifulo will only undergo monitoring.

We will engage six VAGs (ca. 1100 households) in Mulobezi and nine VAGs (ca. 2900 households) in Mufunta. Payments will be based on credits amassed through proof of wildlife presence and nature-positive actions (compliance with land-use zoning and wildfire management, verified through satellite imagery), with credits lost for harmful behaviours (illegal hunting and snaring, reported in SMART by resource protection teams). The final design of the program will be jointly agreed upon during open meetings. A customized mobile app that can work offline in areas of poor connectivity will be developed to provide community members with real-time access to records showing credits accrued and income distributed.

Payments will be disbursed quarterly, following an initial pilot in each village. Comprehensive capacity-building will be provided to VAGs through workshops, mentorship programs, and on-the-job training in financial management, governance, means of verification, transparency, legal compliance, and sustainability planning.

These payments then provide an income to the VAGs by which their communities can choose development and livelihood projects to implement. This process empowers the communities to have agency and ownership of the development process with this project and other partners in a supporting (lead from behind) role. To facilitate gender and age equality and engagement, we will implement minimum levels of female representation on the VAG committees and supplement the community-led initiatives by targeted programs for women (sewing groups) and youths (environmental education in schools).

Pre- and post-intervention surveys will be conducted across all three GMAs to evaluate impact and inform scalability. Changes in large carnivore and prey populations will be assessed using camera-trap surveys combined with spatial capture-recapture and occupancy models. Deforestation and encroachment rates will be quantified through remote sensing. Socio-economic surveys will measure impacts on livelihoods, wellbeing, and attitudes towards conservation. Monitoring activities will be embedded within participatory processes, ensuring the free, prior, and informed consent of project-affected individuals.

We will explore financing mechanisms (such as tourism levies and access to carbon and biodiversity credit markets) to generate continuous revenue streams for sustaining conservation and social outcomes. Wildlife Values serves as a precursor for these mechanisms.

Lessons learned will be consolidated to create a framework for designing similar CPP schemes fostering human-wildlife coexistence. Early on in the program links will be made with key forums and initiatives such as the recently formed CPP forum and the IAPB. Findings will be disseminated through presentations, published research, policy briefs, and guidance documents shared with the conservation, donor, and international development communities, and through formation of a Zambia Peer-learning group for wildlife, biodiversity and Carbon credits in Zambia.

Q16. Capability and Capacity

How will the project support the strengthening of capability and capacity of identified local and national partners, and stakeholders during its lifetime at organisational or individual levels? Please provide details of what form this will take, who will benefit (noting GESI considerations), and the post-project value to the country.

Our project will significantly strengthen the capability and capacity of local and national partners, ensuring long-term conservation and socio-economic benefits for Zambia. Village Action Groups (VAGs) in all 14 targeted communities (6 in Mulobezi and 9 in Mufunta) will receive comprehensive training in financial governance, programme management, and administering Conservation Performance Payments (CPPs). Community Conservation Officers (CCOs) will also be employed and trained in biodiversity monitoring techniques, including the use of camera traps and SMART, as well as socio-economic data collection, improving local technical expertise and their ability to engage effectively with communities.

Department of National Parks and Wildlife (DNPW) staff will benefit from structured training in monitoring methodologies, including data analysis, which will improve their technical and operational capacity to manage biodiversity. Our project also emphasises sustainability by institutionalising governance structures within VAGs and Community Resource Boards (CRBs), giving them increased agency to manage and benefit from their natural resources beyond the project's lifespan.

To address gender equity and inclusion, at least 50% of employment and training opportunities will be reserved for women, and decision-making structures will aim for 40% female representation. This approach ensures that systemic barriers to participation are addressed, fostering greater inclusivity.

By embedding these capacity-building efforts throughout the project, we ensure that the knowledge and skills acquired during its implementation are retained within communities and national institutions. These strengthened capabilities will enable continued management of CPPs, biodiversity monitoring, and resource conservation, creating lasting benefits for Zambia's Greater Kafue Ecosystem and its communities.

Q17. Gender Equality and Social Inclusion (GESI)

All applicants must consider whether and how their project will contribute to promoting equality between persons of different gender and social characteristics. Please include reference to the GESI context in which your project seeks to work. Explain your understanding of how individuals may be disadvantaged or excluded from equal participation within the context of your project, and how you seek to address this. You should consider how your project will proactively contribute to ensuring individuals achieve equitable outcomes and how you will ensure meaningful participation for all those engaged.

Local communities in Zambia have long been excluded from resource management, often leaving them with no choice but to engage in illegal activities to benefit from wildlife. This creates a destructive cycle, degrading wildlife and habitats while trapping communities in pervasive poverty. In contrast, our project empowers communities to become true stewards of their environment, providing incentives and assisting them to

effectively manage natural resources and generate nature-based income streams.

Various socio-cultural norms in rural Zambian communities pose challenges to gender equality. While addressing these norms will take time, our project aims to support greater participation by women in decision-making and resource management. We will do this sensitively to prevent potential backlash. Villages participating in Wildlife Values commit to at least 40% representation of women on VAGs by the end of the project. This will be facilitated by ensuring that capacity-building efforts include equal numbers of women and men. Additionally, we will ensure gender parity in employment opportunities, with at least 50% of Community Conservation Officers being women. Finally, although VAGs decide on the use of payments from Wildlife Values, we will advocate for women to have equal access to benefits, be these through direct payments or social development initiatives.

Q18. Change expected

Detail the expected changes and benefits to both biodiversity and multi-dimensional poverty reduction, and links between them, that this work will deliver. You should identify what will change and who exactly will benefit a) in the short-term (i.e. during the life of the project) and b) in the long-term (after the project has ended).

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.

In the short term, we anticipate that benefits derived from Wildlife Values will lead to quantifiable improvements in material (income, food security, education, healthcare, veterinary services) and subjective wellbeing for more than 4000 households in Mulobezi and Mufunta. This, in turn, will foster less adversarial attitudes towards wildlife, reflected by a reduction in key threats to large carnivores. Specifically, snaring rates and the illegal killing of carnivores are expected to decrease by at least 70%, while rates of wildfires are predicted to decline by 40% and human encroachment by 70%. Although the timeframe may be too brief for the full recovery of all large carnivore populations, we expect them to be trending upwards by the end of the project. Our experimental approach will also demonstrate the effectiveness of Wildlife Values as a scalable model for fostering human-wildlife coexistence, while addressing considerations related to design and monitoring.

Many of the benefits derived by communities from Wildlife Values will endure beyond the project. These include improvements to infrastructure, the provision of solar power to schools, communal grain mills, and the establishment of micro-loan schemes. Large carnivore populations within the GMAs are expected to recover to their ecological capacity, helping to maintain connectivity between the GKE and the rest of KAZA. This will create additional opportunities for local communities to benefit from wildlife, particularly as they gain increased agency to manage natural resources. Importantly, Wildlife Values can serve as a precursor to more sophisticated nature-based financing schemes, providing diversified income streams that will bolster the overall resilience of communities.

The program design elements (such as letting the communities choose and implement their own projects with Wildlife Value money) enhance agency and capacity within the communities and empowers them to manage their own natural resources and use income from wildlife and other natural resources for development and livelihood projects. Together with the reversal of long-standing centralization of wildlife management by central government to enhance the role of communities in managing their GMAs, these design elements bring important benefits for social equity and justice in addition to purely material and monetary gains.

Lessons learned from our project can guide and promote the implementation of similar CPP schemes globally. This will help address the classic market failure in conservation, where globally valued resources are depleted due to a lack of local economic incentives for their preservation.

Q19. Pathway to change

Please outline your project's expected pathway to change.

By meaningfully engaging communities in the co-design, verification, and administration of Wildlife Values, we foster local ownership. This will be further enhanced by tailored training and our custom-built app, which builds capacity and ensures inclusivity and transparency.

A deep understanding of the key threats to carnivores in the region enables us to implement targeted interventions that address the primary levers for change. More specifically, by directly linking benefits to desired conservation outcomes, we incentivize communities to stop behaviours harmful to carnivores (e.g. illegal hunting and habitat degradation), supporting population recovery while also improving livelihoods and wellbeing.

Our BACI design allows us to rigorously evaluate the efficacy of Wildlife Values and assess the need for complementary cost-reduction interventions. Additionally, we will determine whether the internal verification processes built into Wildlife Values reliably assess biodiversity outcomes, potentially eliminating the need for independent monitoring and enhancing cost-effectiveness.

To facilitate broader adoption, we will showcase the achievement of both environmental and social goals to the conservation, donor, and international development communities. This will also hopefully unlock sustainable funding opportunities, including access to biodiversity and carbon credit markets, which we will actively explore and pursue.

Q20. Sustainable benefits and scaling potential

Q20a. How will the project reach a point where benefits can be sustained post-funding? How will the required knowledge and skills remain available to sustain the benefits? How will you ensure your data and evidence will be accessible to others?

The project will ensure sustainability by embedding Wildlife Values within existing governance structures (VABs and CRBs) and building their capacity to manage it independently. Many of the social benefits paid for by the scheme – such as improvements to infrastructure, provision of solar power to schools, and communal grain mills – will endure beyond the project's duration.

Importantly, Wildlife Values serves as a precursor for exploring diversified financing mechanisms (including tourism levies and access to carbon and biodiversity credit markets) that generate continuous revenue streams to sustain conservation and social outcomes. These mechanisms will provide scalable, long-term funding while reinforcing local benefits.

Knowledge and skills will remain available through trained local trainers and ongoing collaboration with conservation partners like the DNPW. Data, unless deemed sensitive, will be openly accessible via an online repository, evidence summarised in best-practice guidelines, and scientific outputs published in an open-access journal to promote replication and scalability.

Q20b. If your approach works, what potential is there for scaling the approach further? Refer to Scalable Approaches (Landscape, Replication, System Change, Capacitation) in the guidance. What might prevent scaling, and how could this be addressed?

Wildlife Values offers substantial potential for scaling through replication in other landscapes, beginning with additional GMAs in the GKE and Zambia and other countries. The model is designed to be flexible, leveraging existing local governance structures such as Village Action Groups (VAGs), and thus can be easily adapted to local contexts.

By prioritising capacitation – training local leaders, deploying accessible digital tools, and fostering community

engagement – our project establishes a strong foundation for sustainable replication. Integrating financing mechanisms, like tourism levies and biodiversity or carbon credit markets, will further support systemic change by aligning conservation with economic development.

Scaling challenges include limited local governance capacity and restricted access to diversified funding. These barriers will be addressed through targeted training, strategic partnerships, and demonstrable outcomes to attract investment. Documenting lessons and sharing open-access resources will ensure adaptability and broader adoption across diverse socio-ecological settings.

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

 [Supplementary Information - Panthera](#)

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Section 7 - Risk Management

Q21. Risk Management

Please outline the 7 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, two Safeguarding, and one Delivery Chain Risk.

Risk Description	Impact	Prob.	Gross Risk	Mitigation Header	Residual Risk
Fiduciary (financial): funds not used for intended purposes or not accounted for (fraud, corruption, mishandling or misappropriated). Staff misrepresent expenses or misappropriate materials.	Medium	Low	Low	Clear communication to staff of expectations and robust systems for accounting and review of expenditure	Low
Safeguarding: risk of sexual exploitation abuse and harassment (SEAH), or unintended harm to beneficiaries, the public, implementing partners, and staff. Sexual harassment of staff or community members	High	Low	Medium	Training and systems to avoid behavior and safe (and optionally anonymous) reporting avenues for victims or observers.	Low

Safeguarding: risks to health, safety and security (HSS) of beneficiaries, the public. Implementing partners, and staff. Injuries from driving long distances in remote areas	Medium	Low	Medium	Vehicle driving training and good vehicle maintenance, combined with designing work programs to allow sufficient rest.	Low
Delivery Chain: the overall risk associated with your delivery model The delivery of livelihood projects through the VAGs does pose delivery risks due to lack of capacity in some VAGs	Medium	Medium	Medium	While this is a risk, the benefits of having communities gain ownership and agency from implementing development projects outweighs the cost of delayed or even failed livelihood projects. The project will support the VAGs to implement the projects where needed.	Low
Risk 5 Working in wildlife areas carries risks of injuries due to wildlife	Medium	Low	Low	Panthera has well designed field protocol for keeping staff safe in the field and travel with DNPW scouts for safety.	Low
Risk 6 The project area is a malaria zone	Medium	Low	Low	Vigilance to avoid being bitten by mosquitos plus carrying malaria medication and seeking medical help if needed	Low
Risk 7 VAG committee members may misappropriate funds	Low	Medium	Low	Careful systems for accounting and payments and clear guidance and repercussions for fraud. Again the benefits of empowering communities outweigh the costs of some low level corruption which does happen from time to time.	Low

Q22. Project sensitivities

Please indicate whether there are sensitivities associated with this project that need to be considered if details are published (detailed species location data that would increase threats, political sensitivities, prosecutions for illegal activities, security of staff etc.).

☒ Yes

Please provide brief details.

For operational and safety reasons, DNPW treats all operational information as sensitive by default all disclosures need to be cleared with them. Including Sichifulo as a control may risk feelings of exclusion, but we have engaged the relevant community leaders to emphasise this is a first step toward refining a model intended for broader rollout. Importantly, information on illegal activities will be anonymised to protect individuals. Location data for at-risk species will be limited to the village scale to reduce the threat of poaching.

Section 8 - Workplan

Q23. Workplan

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

 [bcf-workplan-template-2024-25-final CPPv2](#)

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Section 9 - Monitoring and Evaluation

Q24. Monitoring and evaluation (M&E)

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

Darwin Initiative 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.

Our project will be managed using the Conservation Standards, a globally recognised framework that emphasises adaptive management through continuous feedback loops. This approach allows for ongoing adjustments and improvements throughout the project cycle, ensuring that challenges are addressed proactively and opportunities are leveraged effectively. Oversight of planning and evaluation will be led by Panthera's Impact Assessment Coordinator, ensuring cohesive, strategic implementation. The in-country project team, including local community members, will conduct biological and stakeholder monitoring, fostering local ownership and participation while ensuring that data collection is grounded in the realities of the project site. Survey design and data analysis will be supported by Panthera's Applied Science team, leveraging their expertise to deliver robust and scientifically credible results.

Two critical research questions will guide the evaluation of Conservation Performance Payments (CPPs). The first examines whether CPPs effectively promote human-wildlife coexistence and whether they can function as standalone interventions or require integration into a broader mix of conservation tools for optimal impact. To address this, we employ a rigorous Before-After-Control-Intervention (BACI) design, comparing two intervention sites (Mulobezi and Mufunta) with a control site (Sichifulo). This experimental framework isolates the effects of CPPs from other external factors, providing robust, evidence-based insights into their efficacy, scalability, and context-specific needs.

The second research question evaluates whether participatory monitoring, a cornerstone of the CPP scheme, is sufficient to verify progress toward biological and livelihood goals. Participatory monitoring engages local community members in documenting wildlife presence and adherence to conservation practices, forming the basis for earning Wildlife Values points. Data will be collected through community-operated camera traps and SMART patrols conducted by Resource Protection Teams.

To validate this participatory monitoring, independent pre- and post-intervention surveys will be conducted across all three GMAs. These will assess carnivore and prey population status using camera-trap surveys combined with spatial capture-recapture and occupancy models, evaluate ecosystem health through remote sensing of deforestation and encroachment, and measure socio-economic impacts through surveys on livelihoods, wellbeing, and attitudes toward conservation. Governance training outcomes will also be assessed

using SAGE evaluations.

Potential negative impacts, such as intra-community conflicts, elite capture, or unintended ecological consequences, will be actively monitored and mitigated through grievance mechanisms, stakeholder consultations, and anonymous feedback platforms. These systems promote transparency, equitable benefit distribution, and the timely resolution of issues, ensuring sustained community trust and project credibility.

Regular reviews of monitoring data, supplemented by quarterly stakeholder meetings, will facilitate ongoing adaptation of project activities. These iterative adjustments, informed by real-time insights, will enhance the effectiveness of Wildlife Values and refine the model for broader application. By embedding flexibility and evidence-based decision-making into the project's core, this adaptive management approach ensures robust outcomes, setting a precedent for the scalable, sustainable implementation of Wildlife Values globally.

Total project budget for M&E (£)	
(this may include Staff and Travel and Subsistence Costs)	
Total project budget for M&E (%)	
(this may include Staff and Travel and Subsistence Costs)	
Number of days planned for M&E	

Section 10 - Logical Framework & Standard Indicators

Q25a. Logical Framework (logframe)

Darwin Initiative projects will be required to monitor and report against their progress towards their Outputs and Outcome. This section sets out the expected Outputs and Outcome of your project, how you will measure progress against these and how we can verify this.

 [Darwin Main Stage 2 logframe Zambia CPP v2n](#)

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Impact:

Human-wildlife coexistence is enabled through a scalable, conservation performance payments model that provides tangible benefits to local communities, supporting the recovery and persistence of large carnivores and their ecosystems.

Outcome:

Effectiveness and scalability of Wildlife Values is demonstrated by reduced threats to large carnivores and improved livelihoods, wellbeing, and tolerance of local communities in Zambia’s Greater Kafue Ecosystem.

Project Outputs

Output 1:

Six VAGs in Mulobezi and 9 VAGs in Mufunta have subscribed to Wildlife Values, after co-developing and mutually agreeing upon the terms-of-reference (shared goals, performance indicators, pricing allocations, means of verification, benefit types, and disbursement mechanisms).

Output 2:

Employ and train community monitors, capacitate VAGs to manage and administer payments, and make any adjustments to the ToR, Wildlife Values is implemented in all subscribed villages in Mulobezi and Mufunta.

Output 3:

Pre- and post-intervention surveys are conducted in Mulobezi, Mufunta, and Sichifulo to evaluate the effectiveness and scalability of Wildlife Values in achieving biodiversity and social outcomes, thereby fostering human-wildlife coexistence.

Output 4:

Broader adoption of Wildlife Values is facilitated through targeted public promotion aimed at the conservation, donor, and international development communities.

Output 5:

Communities use income streams from wildlife and other natural resources (initially mainly income from Wildlife Values program) to enhance local livelihoods for IPLC communities by implementing community-agreed and community-led development or livelihood projects. These are supplemented with targeted programs for women and youths.

Do you require more Output fields?

☒ No

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.

- 1.1 - Hold co-development workshops with VAGs, CRBs and partners to adapt and develop the Wildlife Values framework
- 1.2 - VAGS take proposed Wildlife Values program back to their members (community members) for consultation, for review, revision and possible validation and acceptance
- 1.3 - Mobile App development and pilot
- 1.4 - Mobile App maintenance
- 2.1 - Where needed, revitalize VAGs with active committees and bank accounts
- 2.2 - Recruit at least one Community Conservation Officer (CCO) per VAG
- 2.3 - CCOs act as community liaisons and wildlife guardians recording wildlife and HWC and mitigating HWC.
- 2.4 - Training workshops for VAGs in Community Based Natural Resource Management (CBNRM) governance and financial management
- 2.5 - Review of wildlife sightings and other conservation performance criteria and finalizing of wildlife credits for each VAG
- 2.6 - Payments to VAG bank accounts (quarterly)
- 2.7 - Annual review of Wildlife Values program to assess and adapt program and implementation.
- 3.1 - Design Socioeconomic survey including ethics clearance
- 3.2 - Implement pre and post socioeconomic surveys and analyse results
- 3.3 - Camera trap surveys of wildlife in three GMAs
- 3.4 - Analysis of socioeconomic survey and camera trap survey data to establish Y1 baselines and review survey

design and power and Y4 results and effects of intervention

3.5 - Combine quantitative data with feedback from community reviews to assess effectiveness and lessons learned.

4.1 - Connect and align with related work and concepts including the CPP forum, biodiversity credits (IAPB) and Carbon financing and initiate a peer-learning group for Zambia.

4.2 - Develop and publish best practice guides

4.3 - Make and publish media including articles and videos

4.4 - Prepare and submit peer-reviewed journal articles

5.1 - VAG community members develop proposals for allocation of budget (including Wildlife values payments and other income) to development projects or other agreed expenditure and community members approve annual budgets and expenditure at annual AGM

5.2 - VAGs implement development projects and other livelihood measures using Wildlife Values and other income

5.3 - Women's sewing groups established in each VAG and Sewing leader hired for each GMA.

5.4 - Run and maintain sewing groups

5.5 - Environmental educational programs developed in at least one school per VAG and Educational coordinator hired for GMAs.

5.6 - Run and support school environmental education program.

Q25b. Standard Indicators

Standard Indicator Ref & Wording	Project Output or Outcome this links to	Target number by project end	Provide disaggregated targets here
DI-D03: Number of people with enhanced livelihoods	Outcomes 0.7	4,000	1 country, 3 experimental sites, 4000 IPLC, 2000 male, 2000 female
DI-D04: Number of people with enhanced wellbeing	Outcome 0.8	19,200	1 country, 3 experimental sites, 9600 indigenous men, 9600 indigenous women
DI-B05: Number of people with increased participation in governance	Output 1.1	500	1 country, 2 experimental sites, 14 VAGs, 200 indigenous women, 300 indigenous men
DI-B03: Number of new or improved community management plans available and endorsed	Output 1.2	14	1 country, 2 experimental sites, 14 VAGs, 1 new plan type (similar template but each custom-developed per VAG)
DI-A01: Number of people in eligible countries who have completed structured and relevant training	Outputs 2.1, 2.2	250	1 country, 2 experimental sites, 14 VAGs, 125 indigenous women, 125 indigenous men

DI-A02: Number of people in eligible countries who have completed secondments or placements	Output 2.3	14	1 country, 2 experimental sites, 14 VAGs, 7 indigenous women, 7 indigenous men
DI-A03: Number of local or national organisations with enhanced capability and capacity	Output 2.5	14	1 country, 2 experimental sites, 14 VAGs
DI-C02: Number of new conservation or species stock assessments published	Output 3.1	6	1 country, 3 experimental sites, 10 species
DI-C04: New assessments of community use of biodiversity resources published	Output 3.2	6	1 country, 3 experimental sites
DI-C01: Number of best practice guides and knowledge products published and endorsed	Output 4.2	1	1 country, 2 languages (English, Lozi)
DI-C10: Number of decision-makers attending briefing events	Output 4.3	28	1 country, 3 roles (CRB official, government official, donor representative)
No Response	No Response	No Response	No Response
No Response	No Response	No Response	No Response
No Response	No Response	No Response	No Response

If you cannot identify three Standard Indicators you can report against, please justify this here.

N/A

Section 11 - Budget and Funding

Q26. Budget

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

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Q27. Alignment with other funding and activities

This question aims to help us understand how familiar you are with other work in the geographic/thematic area, and how this proposed project will build on or align with this to avoid any risks of duplicating or conflicting activities.

Q27a. Is this new work or does it build on existing/past activities (delivered by anyone and funded through any source)?

- ☒ Development of existing/past activities

Please provide details:

Our project builds on existing collaborations between Panthera, The Nature Conservancy (TNC), the Zambian Department of National Parks and Wildlife (DNPW), and Community Resource Boards (CRBs) in Zambia's Greater Kafue Ecosystem (GKE). These partnerships have focused on enhancing community stewardship and addressing key threats to wildlife and habitat integrity across the Game Management Areas (GMAs). Formal governance structures, including Village Action Groups (VAGs), are already established in the target GMAs and will provide the institutional framework for implementing Wildlife Values.

While informed by lessons learned from global Conservation Performance Payment (CPP) initiatives, Wildlife Values represents a novel approach in this geographic and thematic context. The project innovates by co-designing CPP mechanisms with local communities to ensure transparency, cultural relevance, and inclusivity, particularly through gender-responsive measures. The project also integrates modern technologies, such as satellite imagery and a customized app, to verify conservation outcomes and enhance community engagement.

Although Panthera and partners have previously supported governance and anti-poaching efforts in the region, Wildlife Values is the first initiative to directly link community payments to evidence of wildlife presence and conservation behaviours, providing an innovative and scalable model for human-wildlife coexistence.

Q27b. Are you aware of any current or future plans for work in the geographic/thematic area to the proposed project that may duplicate or cut across this proposed project?

- ☒ Yes

Please give details explaining similarities and differences, and explaining how your work will be additional, avoiding duplicating and conflicting activities and what attempts have been/will be made to co-operate with and share lessons learnt for mutual benefit.

Yes, other initiatives in Zambia's Greater Kafue Ecosystem (GKE) address conservation and community livelihoods, such as anti-poaching efforts led by DNPW and African Parks, as well as ecotourism projects supported by NGOs and private operators. However, these primarily focus on enforcement and revenue sharing from wildlife-related activities, with limited direct incentives for communities to adopt conservation-friendly behaviours. Wildlife Values complements these efforts by filling a critical gap: directly linking financial benefits to conservation outcomes through a transparent, co-designed CPP scheme.

No current initiatives employ a rigorous quasi-experimental design like Wildlife Values to evaluate CPP schemes in the region. This evidence-based approach ensures that lessons learned can inform both local adaptive management and global replication. Additionally, Wildlife Values introduces unique features, including a mobile app for transparency, and prioritises addressing socio-cultural barriers to gender inclusion.

To avoid duplication, the project aligns with existing governance structures (e.g., VAGs) and actively engages stakeholders, including DNPW, TNC, and CRBs. Regular stakeholder consultations ensure complementarity, while shared capacity-building activities foster mutual benefits. Lessons will be disseminated through workshops,

policy briefs, and publications, ensuring alignment with broader conservation strategies and enabling other organisations to replicate and scale our approach.

Q28. Value for Money

Please demonstrate why your project is good value for money in terms of impact and cost-effectiveness of each pound spend (economy, efficiency, effectiveness and equity). Why is it the best feasible project for the amount of money to be spent?

Our project delivers exceptional value for money, with over 80% of the budget allocated in-country to directly benefit local communities and stakeholders. This approach maximises economic impact while ensuring that investments are effectively aligned with our conservation and socio-economic objectives.

Economy: The project leverages existing governance structures, such as Village Action Groups (VAGs) and Community Resource Boards (CRBs), and builds on established partnerships, reducing setup and administrative costs. By employing locally recruited Community Conservation Officers (CCOs) and using cost-effective tools, like our own custom-built camera traps and mobile app, operational expenses are minimised.

Efficiency: Direct cash transfers to communities affected by wildlife have proven to be highly efficient compared to indirect incentives. Payments are tied to measurable conservation outcomes, reducing waste and ensuring funds are allocated effectively.

Effectiveness: By understanding and targeting the main threats to carnivores, we can address the key barriers to population recovery. Furthermore, our approach directly links financial incentives to biodiversity conservation and socio-economic improvements, demonstrating clear conservation outcomes per dollar spent. Metrics such as reductions in snaring, illegal killings, and habitat degradation provide tangible evidence of impact, ensuring that funds translate into measurable biodiversity gains and improved livelihoods.

Equity: Our project prioritises inclusive participation by ensuring 40% female representation in governance structures and reserving 50% of Community Conservation Officer (CCO) positions and training opportunities for women. Benefits are distributed equitably across households, guaranteeing that marginalised groups have equal access to the incentives.

Q29. Capital items

If you plan to purchase capital items with Darwin Initiative 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.

The main capital expenditure is for two used 4WD vehicles for field transport. This will add to the two existing vehicles remaining from previous funding for work in the area.

This project is part of an ongoing support of the management of the local communities and their management of the three Game Management Areas (GMAs). After this project the vehicles, laptops and GPS units will remain to support the will remain with the ongoing project to continue to support the communities and management of these GMAs.

Section 12 - Safeguarding and Ethics

Q30. Safeguarding

All projects funded under the Biodiversity Challenge Funds must ensure proactive action is taken to promote the welfare and protect all individuals involved in the project (staff, implementing partners, the public and beneficiaries) from harm. In order to provide assurance of this, projects are required to have specific procedures and policies in operation.

Please outline how your project will ensure:

- (a) beneficiaries, the public, implementing partners, and staff are made aware of your safeguarding commitment and how they can confidentially raise a concern,**
- (b) safeguarding issues are investigated, recorded and what disciplinary procedures are in place when allegations and complaints are upheld,**
- (c) you will ensure project partners also meet these standards and policies.**

Indicate which minimum standard protocol your project follows and how you meet those minimum standards, i.e. CAPSEAH, CHS, IASC MOS-PSEA. If your approach is currently limited or in the early stages of development, please clearly set out your plans to address this.

Throughout project implementation, efforts to ensure compliance with Panthera's various documents will be promoted. These apply to all Panthera employees and are articulated in our Employee Handbook, which includes social safeguards such as:

- Equal Employment,
- Anti-Discrimination,
- Anti-Harassment, and
- Employee Protection policies and procedures.

Since 2021, Panthera has been working with Global Rights Compliance to evaluate risk and minimize or avoid adverse impacts on people and communities from our conservation activities. This includes developing policies and guidelines under international human rights law for:

- Free, Prior and Informed Consent (FPIC)
- Community Engagement, and Partnerships,
- an operational grievance mechanism, and
- a risk register.

Panthera expects to complete and roll these out in 2024, including training for all employees.

Additionally, community engagement follows the SADC guidelines, and the protocols used within the KAZA TFCA and respective partner states. The Panthera team follows international best practice (CAPSEAH and CHS) regarding engagement between communities and field implementation staff, with a strong emphasis on socially acceptable, community endorsed methodologies implemented at a pace set by the community and their structures.

FPIC is fundamental to the participative and inclusive approach, particularly to gain the trust of local inhabitants and their community leaders.

Defra recommend you appoint a safeguarding focal point to ensure the project's PSEAH work is taken forward. This can be a separate member of staff or a current member of staff who spends a proportionate amount of time for safeguarding and PSEAH activities. Please name this individual here - this person should also be included in your overall staff list at Q33 and in your budget.

[REDACTED]

Q31. Ethics

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

We will ensure that project activities comply with all legal and ethical obligations, including access and benefit-sharing (ABS) legislation. Wildlife Values is designed to deliver tangible benefits to both conservation and local communities, ensuring a fair distribution of opportunities. We are committed to promoting gender equality and social inclusion by providing equal opportunities for women and marginalised groups to participate in and benefit from training, employment, and incentives.

We prioritise informed consent and respect for participants' autonomy. All individuals involved – including the VAGs and their participating communities, DNPW officials, and survey respondents – will be fully informed about the project's goals, processes, and potential impacts. Participation will be entirely voluntary, with the option to withdraw at any time without consequences. A grievance mechanism will be in place to allow participants to confidentially raise concerns and receive timely responses.

Stringent data protection measures will be implemented, including secure storage, controlled access, and training on ethical data handling. Survey participants' personal data will be anonymized and managed in full compliance with relevant laws and ethical standards.

By adhering to the principles of Free, Prior, and Informed Consent (FPIC), we will ensure that the project is ethically sound, respects all stakeholders.

Section 13 - British Embassy or High Commission Engagement

Q32. British embassy or high commission engagement

It is important for UK Government representatives to understand if UK funding might be spent in the project country/ies.

Please indicate if you have contacted the relevant British embassy or high commission to discuss the project and attach details of any advice you have received from them. Please note that some embassies or high commissions may not be able to respond to you but your project will not be penalised for a lack of response.

☒ Yes

Please attach evidence of request or advice if received.

 [Email contact British HC Zambia](#)

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Section 14 - Project Staff

Q33. 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.

Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
Jake Overton	Project Leader	50	Checked

Evans Nsende	Zambia Project Coordinator	50	Checked
Clement Soonga	HWC coordinator	50	Checked
Thadziripa Mashoko	Environmental Education Coordinator	50	Checked

Do you require more fields?

☒ Yes

Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
Sarah Williams	Data Analyst	10	Checked
Caitlin Melidonis	M&E Coordinator	10	Checked
Melvin Ollewagen	Software Developer	30	Checked
No Response	No Response	No Response	Unchecked
No Response	No Response	No Response	Unchecked
No Response	No Response	No Response	Unchecked
No Response	No Response	No Response	Unchecked
No Response	No Response	No Response	Unchecked

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

 [Panthera Wildlife Values personnel CVs 2024](#)

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Have you attached all project staff CVs?

☒ Yes

Section 15 - Project Partners

Q34. Project Partners

Please list all the Project Partners (including the Lead Organisation who will administer the grant and coordinate delivery of the project), clearly setting out their roles and responsibilities in the project including the extent of their engagement so far.

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 order of the letters must be the same as the order they are presented in below.

Lead Organisation name:	Panthera
Website address:	https://panthera.org/
Why is this organisation the Lead Organisation, and what value to they bring to the project? (including roles, responsibilities and capabilities and capacity):	For this application, Panthera is the sole and lead applicant. This proposed project contributes to a larger effort, primarily by TNC and Panthera, to support the communities and DNPW in managing the GMAs. Panthera works to protect large cats, their ecosystems and help the people living with them in numerous countries and situations. The Panthera Zambia program has strong capacity in community conservation and has developed the people and expertise to develop the Wildlife Values program in other communities, preparing the way for this project to rigorously test the approach in the GMAs. Panthera has strong relationships with the communities of the GMAs since 2019 and a strong partnership with DNPW, providing an excellent foundation for this project.
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 the Lead Organisation?	☒ Yes

Do you have partners involved in the Project?

☒ No

Please provide a combined PDF of all letters of support.

 [Letters of Support - Panthera Wildlife Values Zambia 2024](#)

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Section 16 - Lead Partner Capability and Capacity

Q35. Lead Organisation Capability and Capacity

Has your organisation been awarded Biodiversity Challenge Funds (Darwin Initiative, Darwin Plus or Illegal Wildlife Trade Challenge Fund) 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
IWT037	Thomas McCarthy	Conservation and community resilience: IWT alternatives in Snow Leopard range.
IWT122	Tristan Dickerson	Furs for Life – Preserving Culture, Protecting Nature (2023-2026)
No Response	No Response	No Response
No Response	No Response	No Response
No Response	No Response	No Response
No Response	No Response	No Response

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

☒ Yes

Section 17 - Certification

Certification

If this section is incomplete the entire application will be rejected.

Please note if you do not upload the relevant materials below your application may be made ineligible.

On behalf of the

Trustees

of

Panthera

I apply for a grant of

£800,000.00

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, cover letter, letters of support, a budget, logframe, Safeguarding and associated policies, and project workplan.
- Our last two sets of signed audited/independently verified accounts and annual report (covering three years) are also enclosed.

Checked

Name Fred Launay

Position in the organisation CEO

Signature (please upload e-signature)	 Fred-Sig-Blue
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Date	02 December 2024

Please attach the requested signed audited/independently examined accounts.

 [Panthera AnnualReport 2022](#)

 02/12/2024

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 [Panthera AnnualReport 2023](#)

 02/12/2024

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 pdf 5.55 MB

 [Panthera AuditedFinancialStatement 2022](#)

 02/12/2024

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 [Panthera AuditedFinancialStatement 2023](#)

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Please upload the Lead Partner's Safeguarding Policy, Whistleblowing Policy and Code of Conduct as a PDF. Optionally you can also upload your Health, Safety and/or Security policy or Security Plan here.

 [Combined Panthera COC, Safeguarding, Whistleblowing Policy Excerpts 2024](#)

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Section 18 - Submission Checklist

Checklist for submission

	Check
I have read the Guidance, including the "Darwin Initiative Guidance", "Monitoring Evaluation and Learning Guidance", "Standard Indicator Guidance", "Risk Guidance", and "Finance 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 the 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 the below documents to my application:	
• a cover letter from the Lead Organisation	Checked
• a completed logframe as a PDF using the template provided and using "Monitoring Evaluation and Learning Guidance" and "Standard Indicator Guidance".	Checked
• a budget (which meets the requirements above) using the template provided.	Checked
• a signed copy of the last 2 annual report and accounts (covering three years) for the Lead Organisation, or provided an explanation if not.	Checked
• a completed workplan as a PDF using the template provided.	Checked
• a copy of the Lead Organisation's Safeguarding Policy, Whistleblowing Policy and Code of Conduct (Question 30).	Checked
• a copy of the Lead Organisation's Health, Safety and/or Security policy or Security Plan (Question 30)	Unchecked
• 1 page CV or job description for all the Project Staff identified at Question 33, including the Project Leader, or provided an explanation of why not, combined into a single PDF.	Checked
• a letter of support from the Lead Organisation and partner(s) identified at Question 34, or an explanation of why not, as a single PDF.	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
The additional supporting evidence is in line with the requested evidence, amounts to a maximum of 5 sides of A4, and is combined as a single PDF.	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 checked the Darwin Initiative website immediately prior to submission to ensure there are no late updates.	Checked
I have read and understood the Privacy Notice on the Darwin Initiative 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 Biodiversity Challenge Funds. We also provide occasional updates on other UK Government activities related to biodiversity conservation and share our regular 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 organisation, project leader, location, and total grant value).

Project Title: Wildlife Values: A Conservation Performance Payments Model for Human-Wildlife Coexistence

Project Summary	SMART Indicators (including disaggregated targets)	Means of Verification	Important Assumptions
Impact: Human-wildlife coexistence is enabled through a scalable, conservation performance payments model that provides tangible benefits to local communities, supporting the recovery and persistence of large carnivores and their ecosystems			
Outcome: Effectiveness and scalability of Wildlife Values is demonstrated by reduced threats to large carnivores and improved livelihoods, wellbeing, and tolerance of local communities in Zambia's Greater Kafue Ecosystem	0.1 <i>Number of snares detected per unit effort:</i> By Y4, 70% reduction in the number of active snares found per km patrolled in Mulobezi and Mufunta relative to baseline established in Y1 (milestones – Y2 = 30%, Y3 = 50%); little or no change detected in Sichifulo from Y1-Y4 [PAN-O-1] 0.2 <i>Number of large carnivores killed illegally:</i> By Y4, no large carnivores (disaggregated by species) reported to have been killed illegally in Mulobezi and Mufunta (milestones – Y2 = 4 animals/year, Y3 = 2 animals/yr); illegal offtake rates show little or no change in Sichifulo [PAN-O-2] 0.3 <i>Ecosystem degradation avoided:</i> By Y4, 70% reduction in encroachment rates (ha/yr) in Mulobezi and Mufunta relative to baseline established in Y1 (milestones – Y2 = 30%, Y3 = 50%); little or no change detected in	0.1 Data on the number of active snares detected and patrol effort captured in SMART by Resource Protection Teams in all 3 GMAs 0.2a Reports from Resource Protection Teams and VAGs on the numbers of large carnivores killed illegally in all 3 GMAs 0.2b Results from questionnaire surveys designed to elicit honest responses regarding the illicit hunting of carnivores (and their prey) in all 3 GMAs 0.3 Remotely sensed data extracted from Google Earth Engine quantifying the extent (ha) of human encroachment within each GMA per year 0.4 Results from systematic camera-trap surveys, coupled with spatial capture-recapture models, estimating lion and leopard population densities in all 3 GMAs in Y1 and Y4 0.5 Results from systematic	The benefits derived from Wildlife Values are sufficient to improve tolerance towards carnivores and promote nature-positive behaviours. The main drivers of carnivore population declines have been identified correctly. The proposed scale of reduction in threats (e.g., snaring and encroachment rates) is sufficient to enable carnivore population recovery The program design features that are designed to prevent elite capture are successful, ensuring material and social benefits are realised at the household level Other important drivers such as drought or social unrest or pandemics are stable during the project period and do not overwhelm the effects of the project interventions.

Project Title: Wildlife Values: A Conservation Performance Payments Model for Human-Wildlife Coexistence

	Sichifulo from Y1-Y4 [DI-D02] 0.4 <i>Stabilised/improved species population within the project area</i>: By Y4, lion and leopard population densities (no. individuals/100km²) in Mulobezi and Mufunta trending upwards relative to baselines established in Y1; population densities in Sichifulo show little or no change [DI-D07] 0.5 <i>Stabilised/improved species population within the project area</i>: By Y4, 30% increase in occupancy (proportion of habitat used) of focal carnivore species (lion, leopard, African wild dog, cheetah) and select prey species (buffalo, puku, sable, impala, warthog) in Mulobezi and Mufunta relative to baselines established in Y1; species occupancy in Sichifulo show little or no change from Y1-Y4 [DI-D07] 0.6 <i>Number of households reporting improved livelihoods</i>: By Y4, 50% of households (disaggregated by household type) from targeted villages in Mulobezi	camera-trap surveys, coupled with occupancy models, estimating the proportion of each GMA utilised by focal carnivore and prey species in Y1 and Y4 0.6-0.7 Inventory of community-led projects and estimated beneficiaries as reported by VAGs combined with results from socio-economic surveys undertaken among communities in all 3 GMAs, initially in Y1 and repeated in Y4, assessing longitudinal changes in multiple dimensions of material and social wellbeing and changes in attitudes towards wildlife, the project, and conservation in genera 0.8-0.9 Results from socio-economic surveys undertaken among communities in all 3 GMAs, initially in Y1 and repeated in Y4, assessing longitudinal changes in multiple dimensions of material and social wellbeing and changes in attitudes towards wildlife, the project, and conservation in genera	
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	and Mufunta (representing ca. 4000 households) report improved income, food security, and/or education relative to baselines established in Y1; households from Sichifulo report little or no change from Y1-Y4 [DI-D03] 0.7 <i>Number of people with improved access to services or infrastructure:</i> By Y4, 50% of individuals (disaggregated by gender and age) from targeted villages in Mulobezi and Mufunta (representing ca. 19,200 people) report increased access to health and/or veterinary care relative to baselines established in Y1; individuals from Sichifulo report little or no change from Y1-Y4 [DI-D04] 0.8 <i>Number of people reporting improved social wellbeing:</i> By Y4, 50% of individuals (disaggregated by gender and age) within targeted villages in Mulobezi and Mufunta (representing ca. 19,200 people) report increased life satisfaction and social cohesion relative to baselines established in Y1;		
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	individuals from Sichifulo report little or no change from Y1-Y4 [DI-D04] 0.9 <i>Number of people with improved attitudes towards wildlife</i>; By Y4, 50% of individuals (disaggregated by gender and age) from targeted villages in Mulobezi and Mufunta (representing ca. 19,200 people) report improved attitudes towards, and tolerance of, large carnivores relative to baselines established in Y1; attitudes of individuals from Sichifulo show little or no change from Y1-Y4 [PAN-O-3]		
Outputs: 1. 6 VAGs in Mulobezi and 9 VAGs in Mufunta have subscribed to Wildlife Values, after co-developing and mutually agreeing upon the terms-of-reference (shared goals, performance indicators, pricing allocations, means of verification, benefit types, and disbursement mechanisms)	1.1 <i>Number of people with increased participation in local communities/local management organisations</i>; By Y1, at least 500 people (disaggregated by gender, age, and stakeholder group) in Mulobezi and Mufunta actively participate in discussing and co-developing the ToR for village-specific Wildlife Values agreements [D1-B05] 1.2 <i>Number of new/improved community management</i>	1.1 Minutes and attendance records from 5 community general assemblies and 15 focused-group meetings undertaken in Mulobezi and Mufunta 1.2 Signed MoAs (Wildlife Values agreements) from all 15 VAGs in Mulobezi and Mufunta, specifying co-developed village-specific ToR; agreements published in Silozi, Nkoya, and English	Communities within Mulobezi and Mufunta are willing to participate in the Wildlife Values scheme. VAGs and other key stakeholders are able to agree upon the terms of reference for village-specific Wildlife Values agreements. The geographic remit of VAGs (i.e. village boundaries) are clearly delineated. CRBs agree to 40% representation of women on

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	<i>plans available and endorsed; By Y1, 15 village-specific Wildlife Values agreements adopted by VAGs (comprising at least 40% women) in Mulobezi and Mufunta [DI-B03]</i>		VAGs.
2. Employ and train community monitors, capacitate VAGs to manage and administer payments, and make any adjustments to the ToR, Wildlife Values is implemented in all subscribed villages in Mulobezi and Mufunta	2.1 <i>Number of people from key national and local stakeholders completing structured and relevant training; By Y2, 28 VAG members (disaggregated by gender and age; minimum 50% women) from subscribed villages in Mulobezi and Mufunta undergo in-depth training in financial management and administration; the remaining VAG members (ca. 110 individuals) will receive comprehensive training in programme management to oversee implementation of Wildlife Values [DI-A01]</i> 2.2 <i>Number of people from key national and local stakeholders completing structured and relevant training; By Y2, 42 people (disaggregated by gender and age; minimum 50% women) from subscribed villages in Mulobezi and</i>	2.1a Participation records and pre and post assessments from training events (number of participants and aggregated number of training days per training type) 2.1b Certificates awarded to participants successfully completing structured finance training 2.2 Participation records from training events (number of participants and aggregated number of training days per training type) 2.3 Employment contracts and payroll records provided by Panthera Zambia 2.4 Results from structured pre- and post-training assessments undertaken with participants in Y1 and Y4 2.5 Scores from SAGE	Stakeholders are willing to participate in capacity building and training events. Training and ongoing project support are adequate to upskill and capacitate VAGs to manage and administer payments, and CCOs to conduct community monitoring. Sufficient community members are aware of the Wildlife Values scheme and have mobile devices compatible with the app.

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	Mufunta, along with DPNW representatives, receive intensive training in camera trapping; VAG members (ca. 140 individuals) will also receive training on the monitoring approaches integrated within Wildlife Values [DI-A01] 2.3 <i>Number of secondments or placements completed by individuals of key local and national stakeholders; By Y2, 15 people (disaggregated by gender and age; minimum 50% women) from targeted villages in Mulobezi and Mufunta employed as Community Conservation Officers to undertake Wildlife Values monitoring and assist with pre- and post-intervention surveys [DI-A02]</i> 2.4 <i>Number of people reporting that they are applying new capabilities (skills and knowledge) 6 (or more) months after training; By Y4, ca. 200 people (disaggregated by gender, age, and training typology) report improved capabilities following structured training [DI-A04]</i> 2.5 <i>Number of local/national</i>	assessments undertaken with all 14 VAGS in Mulobezi and Mufunta in Y1 and repeated in Y4 2.6a Results from questionnaire survey using stratified random sampling to gauge familiarity of and support for Wildlife Values among communities in Mulobezi and Mufunta in Y4 2.6b Records of points accumulated by villages, payments made to VAGs, and benefits disbursed by VAGs (e.g., infrastructure financed, services provided), all presented on the Wildlife Values mobile app 2.6c Wildlife Values app download and engagement metrics 2.6d Anonymous records of feedback received through the project's complaints and grievance platforms (Wildlife Values app and Wildlife Values Hotline)	
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	<i>organisations with improved capability and capacity as a result of project; By Y4, governance scores of 14 VAGs from Mulobezi and Mufunta have improved by 75% relative to baseline scores established in Y1 [DI-A03]</i> 2.6 <i>Number of people participating in community-based management groups and/or Payment for Ecosystem Service schemes; By Y4, ca. 4000 people (4000 IPLC, 2000 women, 2000 men) in Mulobezi and Mufunta aware of and benefiting from (either directly or indirectly) Wildlife Values [PAN-2-1]</i>		
3. Pre- and post-intervention surveys are conducted in Mulobezi, Mufunta, and Sichifulo to evaluate the effectiveness and scalability of Wildlife Values in achieving biodiversity and social outcomes, thereby fostering human-wildlife coexistence	3.1 <i>Number of new conservation or species stock assessments published; By Y4, 6 assessments of focal carnivore and prey species status (disaggregated by species, year, and GMA) completed for Mulobezi, Mufunta, and Sichifulo (two assessments per GMA, one in Y1 and one in Y4) [DI-C02]</i> 3.2 <i>New assessments of</i>	3.1a Classified camera-trap records captured and stored on secure online database (PantheraIDS) 3.1b Technical report per assessment 3.2a Data on snaring rates, illegal killing of wildlife, and other illicit behaviours captured in SMART by Resource Protection Teams and stored on secure online	Communities agree to participate with both the wildlife (by not disturbing cameras) and social surveys. Data are of sufficient quality and quantity to allow robust analyses.

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	<i>community use of biodiversity resources published; By Y4, 6 assessments undertaken on the legal and illegal use of wildlife and habitat (disaggregated by utilisation/degradation type, species affected, year, and GMA) by communities in Mulobezi, Mufunta, and Sichifulo (two assessments per GMA, one in Y1 and one in Y4) [DI-C04]</i> 3.3 <i>New assessments of community livelihoods, wellbeing, and attitudes published; By Y4, 6 assessments of the material and social wellbeing of communities, and their attitudes towards wildlife and conservation, (disaggregated by gender, age, year, and GMA) in Mulobezi, Mufunta, and Sichifulo (two assessments per GMA, one in Y1 and one in Y4) [PAN-3-1]</i> 3.4 <i>Drivers of biodiversity loss assessed to have been reduced or removed; By Y4, overall assessment published showing key threats to large carnivores in Mulobezi and Mufunta have been reduced</i>	server 3.2b Technical report per assessment 3.3a Data from questionnaire surveys anonymized and captured in Microsoft Excel and stored on secure online server 3.3b Technical report per assessment 3.4 Final project report integrating findings from 3.1-3.3	
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	and wellbeing of communities has improved [PAN-3-2]		
4. Broader adoption of Wildlife Values is facilitated through targeted public promotion aimed at the conservation, donor, and international development communities	4.1 <i>Number of unique papers submitted to peer reviewed journals</i>; By Y4, two papers will be submitted to peer-reviewed journals; one detailing our project findings, and a second review paper synthesizing lessons from other projects and evaluating best practices for conservation performance payment schemes across developing countries [PAN-4-1] 4.2 <i>Number of best practice guides and knowledge products published and endorsed</i>; By Y4, a guidance document will be developed, offering detailed instructions for designing and implementing cost-effective conservation performance payment schemes in developing countries; assistance will be sought from the recently formed CPP Coalition and endorsement from the IUCN Human-Wildlife Conflict and Coexistence Specialist Group and the CITES-CMS African Carnivores Initiative [DI-C01]	4.1 Journal submission confirmation emails 4.2 Best-practice guide, with endorsement confirmed by email from HWCCSG and ACI 4.3 Meeting minutes and attendance records 4.4. Meeting minutes and attendance records 4.5. Pdf copies and/or website links for media articles 4.6 Video download and engagement metrics	Review paper and guidance document is made possible by collaboration and sharing of lessons learned with other projects implementing similar CPP schemes. Endorsement from the HWCCSG and ACI is feasible. Meetings can be secured with senior decision-makers and representatives from other CRBs. The project is of sufficient interest to the interest press to warrant media coverage.

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	4.3 <i>Number of decision-makers attending briefing events; By Y4, at least 20 senior decision-makers from the Zambian government, the KAZA Secretariat, and 3 international development agencies briefed on project findings [DI-C10]</i> 4.4 <i>Number of decision-makers attending briefing events; By Y4, at least 8 CRBs from GMAs elsewhere in Zambia (4 within the GKE and 4 outside) briefed on project findings [DI-C10]</i> 4.5 <i>Number of media related activities; By Y4, at least 3 articles published in the international press featuring the project [DI-C08]</i> 4.6 <i>Number of other publications produced; By Y4, a short video will be created and cleared with key stakeholders particularly DNPW and made available on the Panthera website, as well as shared with targeted donors [D1-C08]</i>		
5. Communities use income streams from wildlife and other natural resources (initially mainly income from Wildlife Values	5.1 <i>Number of IPLC community-led livelihood or development projects funded by Wildlife Values money; Starting Year</i>	5.1 and 5.2 Inventory of community projects and beneficiaries	Communities successfully implement programs (with support from program)

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program) to enhance local livelihoods for IPLC communities by implementing community-agreed and community-led development or livelihood projects. These are supplemented with targeted programs for women and youths.	2 at least 15 projects per year underway or completed. [PAN-5-1] <i>5.2 Number of IPLC people benefitting from community-led livelihood projects; By Year 4 at least 4000 people benefitting from projects (4000 IPLC, 2000 male, 2000 female) [DI-D03]</i> <i>5.3 Number of IPLC women in sewing group; By Year 2 at least 120 women with ongoing participation) [PAN-5-2]</i> <i>5.4 Number of local schools with environmental education programs and Number of students in programs; By end of Year 2 at least 15 schools have active programs with at least 70 active girls and 70 active boys [PAN-5-3]</i>	5.3 and 5.4 Inventory of sewing groups and environmental education programs and participants.	Women in the IPLC communities associated with the VAGs are eager to join sewing groups and learn new skills and income. Students are available and willing to participate in environmental education programs.
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