Regenerative Agriculture Transition Plan

Introduction

Engaging young people in farming has been at the core of Jamie's Farm since the charity began. We have long been committed to producing high-quality food while caring for our land, livestock, and community. While our current farming practices aim to balance productivity with sustainability, we recognise the need to go further in response to environmental challenges and evolving expectations.

Our structural transition to a regenerative farming approach reflects a proactive commitment to improving soil health, enhancing biodiversity, reducing reliance on synthetic inputs, and building a more resilient farming system. We believe the true value lies not only in the outcomes but in the actions we take and the insights we gain along the way.

By trialling innovative practices on a dedicated 4-hectare site and gradually scaling successful strategies across our farms, we aim to lead by example—using measurable responses from the land and livestock to guide our decisions and share practical, evidence-based learnings more broadly.

Farm Overview:

- **Total Farm Size:** 120 Ha
- **Trial Site:** 4 Ha
- **Transition Duration:** 3-5 years

1. **Baseline Assessment (First 6 months)**

Actions:

- Identify trial site and sampling locations across the farm.
- Finalise transition plan (outcomes and metrics), confirming which metrics to apply to trial site vs whole farm.
- Conduct soil testing: organic matter, mineral and microbial analysis, infiltration rate, visual evaluation of soil structure (VESS) as well as plant tissue testing.
- Survey biodiversity: plants, insects, earthworms.

Baseline all other indicator metrics (once determined)

Outcomes:

- Comprehensive baseline of farm health / resilience / sustainability.
- Key areas for improvement and potential identified.

2. Implementation Phase (Years 1-3)

Main Farm Actions:

- Use of Soil Mentor soil health monitoring app extensively across the farm.
- Complete river protection by fencing off waterways.
- Implement grazing management that aims to reduce parasite burden, a 30-day rest period, a maximum of 4-day moves, and maintaining higher residual grass cover, all where possible. Priority is given to protecting 'clean' grazing areas for the most vulnerable classes of stock. Monitor anthelmintic use with a view to reducing usage where appropriate.
- Develop and follow a vaccination policy to reduce antibiotic use.
- Maintain high health status of cattle across defined metrics.
- Increase efficiency of overall farm energy use and commit to incorporating renewable energy sources
- Reducing usage of single use plastics where possible in farm processes

Trial Site Actions:

- Sow seed mix with as many species possible (minimum 16, max 30) and with as many functional groups as possible (root structures, forbs vs grasses etc).
- Treat seed with biological inoculant.
- Implement adaptive regenerative grazing management methods (such as high density rotational grazing) focused on building soil health as a priority, as well as plant and animal health
- Implement actions as suggested (and agreed upon) by soil health / agroecological consultant (as a result of analysis of baseline soil, plant and microbiology results)
- Use of mineral supplements and biological amendments as advised by soil health / agroecological consultant.

Outcomes:

- Healthier livestock, soils, and more resilient ecosystems.
- Comparative insights from trial vs. baseline.

3. Monitoring & Evaluation (Annual + End of Year 3)

Actions:

- Conduct annual progress review.
- Compare data from trial site and main farm sites.
- Adjust strategies accordingly.
- Invite external or peer evaluations – engaging soil health consultant and hosting farming groups.

4. Scaling & Embedding (Years 3-5)

Actions:

- Scale successful practices farm wide.
- Share knowledge with community or industry groups.

Outcomes:

- Functional regenerating system.
- Cost savings, resilience, ecosystem improvements.

Category	Metric	Unit	Frequency
Ecological	Infiltration rate	Minutes per inch	Autumn/Spring
	Earthworm count	Count per soil pit	Autumn/Spring
	Soil insect score	Visual score	Autumn/Spring
	Rooting depth (80%)	cm	Autumn/Spring
	Nodulation of legumes	Presence/quality score	Autumn/Spring
	Rhizosheaths	Presence/extent score	Autumn/Spring
	% Bare earth (basal cover)	%	Autumn/Spring
	Brix barometer	Brix %	Seasonally
	Carbon stocks (top 30cm)	%	Annually
	Slake test	Stability score	Autumn/Spring

Climatic	Anthelmintic/ antibiotic use	Treatment events per cow Treatment events per ewe	Annually
	Synthetic nitrogen use	Kg N/ha	Annually
	Pesticide/ herbicide use	Litres/ha	Annually
	Fossil fuel use	Litres/ha	Annually
Economic	Yield per hectare	Livestock Units per Ha	Annually
Social / Farmer-Led	Peer-to-peer knowledge exchange participation	Number of peer exchange events attended	Annually
	Community engagement and education	Number of visitors to farm	Annually