

2019-2023 Biodiversity Action Plan (BAP)

October 2020

Overview of key biodiversity management objectives.

The following list is a summary of key objectives for implementation from 2019-2023. It is intended to be used as a quick reference tool for key projects and does not include many of the ongoing management objectives that are outlined in the full BAP.

- To ensure that existing biodiversity features are protected on all campuses wherever possible (Objective 2.1)
- To manage and increase the biodiversity of conservation areas the St John's campus (Objective 3.6)
- To leverage funds to create new habitats through the Natural Networks Programme (Objective 4.1)
- To establish high impact biodiversity creation projects at the Lakeside campus (Objective 4.3)
- To create a new conservation area on Severn Campus, in the area of the badger sett as part of the new development (Objective 4.4)
- To establish new wildflower areas - Specific areas to be considered are the St John Campus, University Court terraces (Objective 4.7)
- To establish a central monitoring database for biodiversity at all University campuses and sites (Objective 6.1)
- To maintain and develop regional partnerships for biodiversity (Objective 7.6)
- To ensure that the SBMG drives continuous improvement in biodiversity at the University – Access additional secretarial support for taking meeting minutes, establishing meeting actions and their accountability (Objective 8.1)

Management objectives, targets and progress updates

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
1. Legal Compliance								
1.1	To ensure that the University complies with all legislation relating to biodiversity and grounds management.	Review legislation and regulation relating to biodiversity and grounds and undertake any updates required to the sustainability legal register.	Sept 2020	Legal register is updated with requirements of legislation and regulation.	Legal and other requirements are identified as part of the University's ISO14001 EMS. Last reviewed Sept 2020.	Matt Smith	Eco-Campus	Ongoing
		Ensure that appropriate measures are in place to ensure legal compliance and that performance audited regularly.	Sept 2020	Number of operational controls in place. Number of audits undertaken.	Audits are undertaken as part of the University's ISO14001 EMS. Last audit undertaken Sept 2020, no recommendations for biodiversity.	Matt Smith	Eco-Campus	Ongoing
2. Protecting Biodiversity								
2.1	To ensure that existing biodiversity features are protected on all campuses wherever possible.	To identify biodiversity features that may be affected by development plans on all campuses as part of any development plans.	Sept 2020 with annual review	List of potential biodiversity features that could be affected by development plans created.	Construction and refurbishment strategy being reviewed Nov 2020	David Norman	Mark Evans	Annually
		To protect existing biodiversity features on all campuses during development, in line with BS 42020 – a code of practice for biodiversity in planning and development and BS 5837:2012 – Trees	Ongoing	Biodiversity features are protected in line with BS 42020.	David Norman from Estates projects is now member of SBMG. This assists with protection of biodiversity within campus	David Norman	Tom Taylor	Ongoing

		in relation to design, demolition and construction.			developments. Contractors are advised they must get permission before undertaking any tree work.			
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3. Managing Biodiversity

3.1	To establish and regularly review biodiversity management objectives.	To produce and disseminate an overview of biodiversity management objectives.	Oct 2020 with annual update	Number of staff members provided with overview of biodiversity management objectives.	Students added to group their views will be considered	Lorraine Weaver	Students Megan, Aadil, Anna	March 2021 with annual update
		Include regular agenda item at the SBMG to develop biodiversity project ideas, agree projects and project ownership.	Ongoing	Agenda item and minutes including objective.	Agenda item has been established.	Lorraine Weaver	Katy Boom	Ongoing
		Put in place management objectives and actions for the Lakeside Campus, informed by Campus Development Plans.	March 2020	Management objectives agreed and recorded as a supplement to the BAP.	A management plan has been produced for the Lake and Woodland.	Rob Delahay	David Norman	May 2021
3.2	To manage existing trees to maintain and improve biodiversity.	To identify and undertake management requirements to maintain and improve trees for biodiversity such as coppicing.	Oct 2020 and then annually	Number of projects/trees that have been managed for biodiversity.	Hazel coppicing has been undertaken at the St John's campus in two locations. On a three year growth cycle. Tree Survey has been conducted to assess the safety of trees on campus. Briefing sessions arranged with grounds staff to ensure	Alan Box	Tom Taylor	Ongoing

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3.3	To manage and improve the biodiversity of hedgerows.	To agree hedgerow management activities for biodiversity on an annual basis. St John's conservation area and campus boundary hedges, including alongside Car park M to be prioritised.	Dec 2019 and then annually	Length and location of hedgerows that have been laid. Length and location of hedgerows where management practices have been reviewed/improved for biodiversity.	correct management of trees protected by TPOs. Hedge laying has been undertaken on some of the hedges at Battenhall.	Alan Box	Tom Taylor	Annually in February
3.4	To manage and improve the biodiversity of lakes, ponds and waterbodies.	To implement the pond management activities as part of the Management Plan on the St John's Campus including the consideration of activities such as installing new planting, rock piles, corrugated sheeting, pond ledges and leaf piles.	Sept annually	Number of management activities that have been undertaken to improve and manage the biodiversity of ponds.	Seasonal pond management activities are undertaken.	Tracey Richards	SBMG	October annually
		To manage the water lake on the Lakeside Campus according to a Management Plan that includes pollution and nutrient level management.	Ongoing	Number of management objectives achieved from Management Plan.	Management activities have been undertaken to reduce nutrient levels including addition of organic digester, coir rolls and planting to deter over population by Canadian Geese.	Rob Delahay	Alan Box	
3.5	To increase the biodiversity of	Review the management of formally planted areas with a view to increasing	February 2020 and	Area of formally planted areas that	Biodiversity is considered when new planting is	Alan Box	Duncan Westbury	March Annually

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	formally planted areas.	the application of wildlife gardening principles, use of native species and structurally diverse habitats.	then annually.	have incorporated wildlife gardening principles, use of native species and structurally diverse habitats.	undertaken. Native species list is used where possible but native species are not always incorporated for visual, availability and financial reasons. An area near the main reception has been planted for wildlife. Biodiversity has been a key consideration in planting at the Hive.			
3.6	To manage and increase the biodiversity of conservation areas the St John's campus.	To increase the species diversity of the St Johns conservation area to include additional wildflower establishment.	Oct 2020	Number of habitats and species in the conservation area.		Alan Box,	Tracey Richards	Summer 2021
		To increase the species diversity on the second St John's wildflower area including supplementary seeding, plug planting and suitable mowing regime.	March 2021	Number of habitats and species in the conservation area.		Alan Box, Duncan Westbury	Tracey Richards	April 2020

4. Creating New Habitats

4.1	To leverage funds to create new habitats through the Natural Networks Programme.	To discuss potential project ideas and submit applications in either of following rounds: <ul style="list-style-type: none"> • 18th September 2019 • 13th November 2019 A Biodiversity Enhancement Assessment	Sept 2019	Item discussed in SBMG meeting. Applications submitted.	Natural Networks phase one and review for additional investment opportunities.	Alan Box Duncan Westbury	Lorraine Weaver	Summer 2021
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4.2	To create new habitats alongside campus development plans.	<p>report must have been completed before a Full Application can be made.</p> <p>Full details can be found at http://www.worcestershire.gov.uk/naturalnetworks</p> <p>To identify new habitats that can be created within any campus development plans, following BS 42020 – a code of practice for biodiversity in planning and development.</p>	Dec 2019 and then annually.	Area of new habitats created.		Estates Project Manager David Norman	Alan Box, Rob Delahay, Tom Taylor	Dec 2019 and then annually.
4.3	To establish high impact biodiversity creation projects at the lakeside campus.	<p>To create project proposals for Estates approval and SBMG discussion for the following projects:</p> <ul style="list-style-type: none"> Planting bird friendly crops with supplementary feeding for overwintering birds with potential bird hides - RSPB funded, Extending and enhancing the current woodland to include mature trees and ground flora – potential Natural Networks funded To create new wildflower areas as part of the Busy Bees project – potential Natural Networks funded To create wild pond areas. 	July 2019	Number of projects implemented	Project ideas are already well developed by Rob Delahay. RSPB have committed to funding the planting for overwintering birds. Rob has looked into the Natural Networks funding and considered projects would be applicable if site access could be managed with health and safety considerations included as part of the project proposal and plan. reviewing further Green Impact projects	Rob Delahay/ Francesca	Alan Box,	omgoing
		Project implementation	Spring-Autumn					Summer 2021

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4.4	To create a new conservation area on Severn Campus, in the area of the badger sett as part of the new development.	Identify native plants and trees best suited to the site and produce proposal for Estates approval, incorporating project funding through Natural Networks Project implementation and ongoing management.	2020 July 2019	Number of trees, area of wildflowers planted	Dave Norman has already developed plans for discussion.	Dave Norman	Katy Boom, Tom Taylor	Dec 2020
4.5	To plant native trees.	To identify opportunities to plant new trees on all campuses and to undertake tree planting.	January 2020 and then annually	Area of and location of land identified as suitable for tree planting. Number of trees that have been planted.	Lakeside Campus has had 420 trees planted to create a Bushcraft area in 2018. Rob Delahay, Lakeside representative has become a member of the SBMG	Alan Box	Tom Taylor	Ongoing – annual updated
		To ensure new trees are planted and maintained when any tree removal is required for health and safety reasons.	Ongoing		The area of trees on the Malvern entrance has been identified for tree works. A planting programme needs to supplement this.	Alan Box	Tom Taylor	Ongoing
4.6	To create new hedgerows.	To identify hedges that could be connected through planting whips and to undertake planting. Boundary hedges and hedging with design of new development to be a specific area of focus.	January 2020 and then annually	Length of new hedges that have been planted.	Young whip hedgerows have been put in across multiple sites. Lakeside garage hedge and hedge rear of Woodbury has been established.	Alan Box	Tom Taylor	Ongoing – annual updated

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4.7	To establish new wildflower areas	To establish new wildflower areas and reduced intensity mowing regimes. These areas can include 'transient' wildflower areas with short lived plants where there may be future development plans for the land. Specific areas to be considered are the St John Campus, University Court terraces.	Sept 2019 and then annually.	New wildflower areas created. Area of grassland areas where mowing regime has been adapted for biodiversity.	Alan Box has agreed to propose new areas for discussion at the SBMG meetings in 2019/20. Mowing exclusion zones are in place.	Alan Box Duncan Westbury	Dave Norman Tom Taylor	November annually
4.8	To increase the amount of artificial habitat, nesting and roosting opportunities.	To identify and install the number of new bird and bat boxes that would be beneficial install bird boxes, repairing those in place where possible.	Sept 2019	Number of bird boxes installed. Number of bird boxes utilised.	35 bird boxes are in place on St Johns campus as of May 2017. A survey is needed to identify if number of boxes is now at capacity on the campus.	Duncan Westbury, Rob Delahay	Nature society	Sept 2020
		To assess opportunities to install new bat boxes at all campuses and install bat boxes according to assessment findings.	Oct 2019	Number of bat boxes installed at all campuses. Number of bat boxes utilised.	7 bat boxes are in place on the St John's campus as of May 2016. An original target of 20 was set. 20 locations have been found but it was not permitted to install them. New locations to be identified.	Duncan Westbury	Nature society	Jan 2020
4.9	To create new deadwood habitats.	To retain wood from tree works to create deadwood habitat piles in conservations areas within vegetation patches under trees.	Ongoing	Number of habitat piles created.	Deadwood is already left as woodpiles in some area, for example, Malvern Meadow. Conservation / Malvern Meadow Brash Piles & Lakeside log piles added	Alan Box	Duncan Westbury, Tom Taylor	Ongoing

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					2016/17 Currently deadwood is being removed from site that could be used to create habitat piles, particularly in the conservations areas.			

5. Managing Invasive Species

5.1	To manage invasive species according to UK law and best practice guidance.	To monitor any potential regrowth of Japanese Knotweed on the Severn campus and to ensure required management in line with guidance and legislation,	Ongoing	The spread of Knotweed has been prevented through controls in accordance with best practice guidance.	Japanese Knotweed is present was fully removed from Severn Campus 2017.	Alan Box		Ongoing
5.2		To maintain controls on Elodea at lakeside campus as outlined in the Biodiversity Strategy.	Ongoing	The spread of Elodea has been prevented through controls in accordance with best practice guidance.	Elodea is present at Lakeside Campus. There is no effective control for invasive Elodea available in the UK at the present time which is compatible with maintaining the condition of existing aquatic floras of nature conservation value. Physical control of Elodea by harvesting is well-used as a control method, and many machines are commercially available. An annual contract is in place.	Alan Box	Rob Delahay	March-August annually
5.3	To eradicate Spanish bluebells	Monitor and new occurrence of Spanish bluebells and destroy either by lifting	Ongoing	Absence of Spanish bluebells on campus	Removal has been undertaken.	Alan Box	Duncan Westbury	

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	(<i>Hyacinthoides hispanica</i>) from St John's Campus	bulbs and sending to landfill, or by using an appropriate herbicide.						

6. Monitoring and Data Management

6.1	To establish a central monitoring database for biodiversity at all University campuses and sites.	Establish a simple SharePoint system with files for each species and habitat where monitoring records can be filed.	ongoing	Database established	The data sharing system with Worcestershire Biological Records Centre was found to be complex and not user friendly. Currently there is no central system for monitoring records which at risk of being lost. A simple SharePoint that can be used by all could address this.	Lorraine Weaver	Duncan Westbury	ongoing
6.2	To monitor habitats and species that occur on all campuses.	To work with student groups to monitor habitats and species on all campuses, ensuring data is collated on the SharePoint system.	March annually	Number of habitat and species surveys undertaken.	Phase 1 habitat surveys have been completed for St John's campus. Moth surveys have been undertaken.	Nature Society	Duncan Westbury Katy Boom	July Annually

7. Training, Communication and Partnerships

7.1	To ensure that staff are effectively trained to manage biodiversity.	Regularly identify and schedule relevant biodiversity training courses and events for grounds maintenance staff.	September annually	Number of training courses or events attended.	Hedge laying and management training undertaken. Some of the Ground's Team staff attended the Biodiversity Conference in April 2016.	Tom Taylor	Alan Box, Katy Boom.	Annual reports in June
7.2	To train new students to	To implement a training scheme to enlist new students to monitoring programs on	Annual program	Number of new students trained.		Nature Society	Duncan Westbury	Annual reports in

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	undertake species and habitat surveys.	an annual basis.	me	Number of new students undertaking species and habitat surveys.				June
7.3	To promote awareness and education on biodiversity.	Identify sites for interpretation boards to be installed and install boards.	September annually	Number of interpretation boards installed.	Malvern Meadow sign very successful. The St John's meadow could would also benefit from an interpretation board.	Katy Boom	Katy Boom Duncan Westbury	
7.5		Publish information about projects on the Sustainability Department's website and at www.susthingsout.com	Quarterly	Number of posts.	Biodiversity Strategy and BAP is published online with articles also published on www.susthingsout.com	Katy Boom		Quarterly
7.6	To maintain and develop regional partnerships for biodiversity.	To represent the University within the Worcestershire Biodiversity Partnership in order to assist with the implementation of the 2018-2027 Worcestershire Biodiversity Action Plan (BAP).	Ongoing	Meetings attended. Number of projects focussing on the Worcestershire Biodiversity Action Plan priority habitats.	Meetings attended and partnership well established.	Katy Boom	Katy Boom	Ongoing
		To progress relationships with RSPB and Worcester Wildlife Trusts.	Ongoing	Meetings attended. Number of partnership projects.	Rob Delahay is in contact with the RSPB for Lakeside projects. Dave Norman is consulting with WWT	Rob Delahay, Dave Norman	Katy Boom	Ongoing

8. Governance, Review and Reporting

8.1	To ensure that the SBMG drives continuous improvement in	To establish a role for taking meeting minutes, establishing meeting actions and their accountability.	Oct 2019			Katy Boom	Lorraine Weaver	Ongoing
		To report meeting outcomes at a Senior	Five time			Katy Boom	UW	Ongoing

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	biodiversity at the University	Level, linked to the University's Sustainable Development Goals	per year				Sustainability Committee	
		Schedule SBMG each semester with BAP version number and date to be updated after each review.	Every semester	Number of meetings held. Number of BAP reviews undertaken.	The BAP has been reviewed and updated at each SBMG meeting 2016-2019.	Lorraine Weaver	UW Sustainability Committee	Quarterly
		To report on progress on improving biodiversity on campus as part of the annual sustainability report.	May annually	Number of reports produced		Katy Boom		August annually
8.2	To fully review and update the Biodiversity Strategy and Action Plan every 3 years.	Full revision to be undertaken with assistance of external consultant.	June 2019 June 2023	Version 4 of the Strategy completed. Updated BAP produced.	Draft of v5 and new version of BAP, incorporating commitments from the strategy has been completed in June 2019.	Katy Boom	SBMG	July 2019 July 2023