

2024 – 2027 Biodiversity Action Plan (BAP)

July 2025

Overview of Key Biodiversity Management Objectives

The following list is a summary of key objectives for implementation from 2024 – 2027. 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 on the following pages:

- 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 - November 2024

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.	Annually in Spring	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 April 2024.	Carbon Reduction & Sustainability Manager	Eco-Campus	Annually
		Ensure that appropriate measures are in place to ensure legal compliance and that performance audited regularly.	Annually in November	Number of operational controls in place. Number of audits undertaken.	Audits are undertaken as part of the University’s ISO14001 EMS. Last audit undertaken in November 2024, no recommendations for biodiversity.	Carbon Reduction & Sustain-ability Manager	Eco-Campus	Annually
2. Protecting Biodiversity								
2.1	To ensure that existing biodiversity features are protected on all campuses and Biodiversity Net Gain of at least 10% is part of all new campus developments.	To identify biodiversity features that may be affected by development plans and BNG is added to the project.	When new projects are identified	List of potential biodiversity features that could be affected by development plans created.	Construction and refurbishment strategy reviewed February 2022. Capital Project major refurbishment schemes are to be SKA compliant, which has Ecology targets. New Build schemes will account for ecological improvements and will include appointment of	Project Officer	Director of capital developm ents and campus infrastruc ture	Ongoing

					specialist ecology consultants as part of the design process and planning application submission documentation.			
		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 in relation to design, demolition and construction.	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 developments. Contractors are advised they must get permission before undertaking any tree work.	Project Officer	Assistant Director security and operations	Ongoing

3. Managing Biodiversity

3.1	To establish and regularly review biodiversity management objectives.	To produce and disseminate an overview of biodiversity management objectives.	Annual update in October	Staff members informed of overview of SBMG agreed biodiversity management objectives. This may be in consultation with Nature Society students, where	Incorporation of biodiversity management objectives in Sustainability Strategy. Updates to Sustainable Development Committee.	BSG Chair	Campus Conservation Crew/Nature Society students where possible	Ongoing
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		Include regular agenda item at the SBMG to develop biodiversity project ideas, agree projects and project ownership.	Ongoing	possible. Agenda item and minutes including objective.	Agenda item has been established.	BSG Chair	Director of Sustainability	Ongoing
		Review and maintain management objectives and actions for the Lakeside Campus, informed by Campus Development Plans.	Ongoing	Management objectives agreed and recorded as a supplement to the BAP.	A management plan has been produced for the Lake and Woodland. Now enlisted Field Studies Council (FSC) based as Bishops Wood - as technical advisors for the delivery of woodland-based activity. This will include advice and expertise in the management of our woodland area.	Lakeside campus manager	Project Officer	Ongoing
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.	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 correct management of trees protected by TPOs.	Grounds Manager	Assistant Director of Security & Operations	Ongoing

					City council have recategorized the St Johns campus trees, that sit under a TPO, changes from February 2024. This has now been fully signed off by the City council			
3.3	To manage and improve the biodiversity of hedgerows.	<p>To agree hedgerow management activities for biodiversity on an annual basis.</p> <p>St John's conservation area and campus boundary hedges, including alongside Car park M to be prioritised.</p>	Annually	<p>Length & location of hedgerows that have been laid.</p> <p>Length & location of hedgerows where mgt practices have been reviewed/improved for biodiversity.</p>	<p>Hedge laying has been undertaken on some of the hedges at Battenhall. We no longer own the Battenhall site.</p> <p>75 metres of native hedging has been planted on inner side of Car park M.</p>	Grounds Manager	Assistant Director of Security & Operations	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.	SSE Technical Team	SBG Chair	October annually
		To manage the water lake on the Lakeside Campus according to a Management Plan that includes pollution	Ongoing	Number of management objectives achieved from	Management activities have been undertaken to reduce nutrient levels including	Lakeside Campus Manager	Grounds Manager	Ongoing

		and nutrient level management.		Management Plan.	<p>addition of organic digester, coir rolls and planting to deter over population by Canadian Geese.</p> <p>Control of fish population to reduce sediment stir/nutrient loading. Annually netting by licensed contractor.</p> <p>Microchalk dosing during winter periods to improve water quality in lakes by breaking down organic silt and detritus.</p> <p>Swarm (organic product) used throughout season as preventative measure for the control of cyanobacteria.</p> <p>Actively reducing ecological decline seen since lakes were made.</p>			
3.5	To increase the biodiversity of formally planted areas.	Review the management of formally planted areas with a view to increasing the application of wildlife gardening principles, use of native species and structurally diverse habitats.	Annually	Area of formally planted areas that have incorporated wildlife gardening principles, use of native species and structurally diverse habitats.	Biodiversity is considered when new planting is undertaken. Native species list is used where possible but native species are not always incorporated for visual, availability and	Grounds Manager	BSG Chair	March Annually

3.6	To manage and increase the biodiversity of conservation areas the St John's campus.	<p>To increase the species diversity of the St John's Campus conservation area to include additional wildflower establishment.</p> <p>To increase the species diversity on the St John's Campus wildflower areas including supplementary seeding, plug planting and suitable mowing regime.</p>	Ongoing	Number of habitats and species in the conservation area.	<p>financial reasons.</p> <p>An area near the main reception has been planted for wildlife.</p> <p>Biodiversity has been a key consideration in planting at the Hive.</p> <p>New bulbs species added, such as English bluebells.</p>	Grounds Manager	BSG Chair	Ongoing
			Ongoing	Number of species in the wildflower areas.	More perennial and annual wildflower areas established.	BSG Chair	Grounds Manager	Ongoing

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 upcoming rounds. Full details can be found at http://www.worcestershire.gov.uk/naturalnetworks	Annually or when funding applications are being received	Application Submitted. Funding awarded.	Funding awarded and new area created (500 m ²) on St John's Campus in Spring 2022.	Grounds Manager	BSG Chair	Annually
4.2	To create new habitats alongside	To identify new habitats that can be created within any campus development plans, following BS 42020 – a code of	Annually	Area of new habitats created.	New habitat provided in compliance with PEA's prepared by Worcestershire	Project Officer	Grounds Manager;	Annually

	campus development plans.	practice for biodiversity in planning and development.			Wildlife Trust and Life Environmental Consultants for the Berrows House and Severn Campus infrastructure, respectively.		Campus Managers	
4.3	To establish high impact biodiversity creation projects at the Lakeside Campus.	To create project proposals for Estates approval and BSG discussion.	Ongoing	Number of projects implemented	<p>Area of winter bird food area established in Spring 2021 in association with the RSPB.</p> <p>New wildflower areas created.</p> <p>Enhancements with c. 450m of hedgerow planting on East boundary line and bottom fields boundary (ongoing).</p> <p>No mow areas</p> <p>Severn Treescapes (Worcestershire Wildlife Trust) performed a review of Lakeside Campus (Nov 2024); recommended that we access Rural Payments system for funding to carry out recommended work (in progress)</p>	Lakeside Manager	Grounds Manager	Ongoing
4.5	To plant native trees.	To identify opportunities to plant new trees on all campuses and to undertake tree planting.	Annually	Area of and location of land identified as suitable for tree	Lakeside Campus has had 420 trees planted to create a Bushcraft area in 2018.	Grounds Manager	Assistant Director of Security &	Ongoing – annual updated

				planting. Number of trees that have been planted.	Rob Delahay, Lakeside Campus Manager has become a member of the SBMG.		Operations	
		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 to St John's Campus has been identified for tree works. A planting programme needs to supplement this.	Grounds Manager	Assistant Director of Security & Operations	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.	Annually	Length of new hedges that have been planted.	Young whip hedgerows established at multiple sites on Lakeside and St John's Campus. Over 240m at Lakeside	Grounds Manager	Assistant Director of Security & Operations	Ongoing – annual updated
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, City Campus and Lakeside Campus.	Annually	New wildflower areas created. Area of grassland areas where mowing regime has been adapted for biodiversity.	New wildflower areas created in multiple locations, including most recently a 25 m ² wildflower area seeded in spring 2024.	Grounds Manager BSG Chair	Project Officer Assistant Director of Security & Operations	Ongoing
4.8	To increase the amount of artificial habitat,	To identify and install the number of new bird and bat boxes that would be beneficial install bird boxes, repairing	Annually in January	Number of bird boxes installed.	9 new bat boxes and 9 new bird boxes installed in February 2024 on St John's	Grounds Manager/B SG Chair	Campus Conservation	Ongoing

	nesting and roosting opportunities.	those in place where possible.		Number of bird boxes utilised.	<p>Campus.</p> <p>12 new Swift boxes made from recycled timber to be installed on City Campus (Jan 2025).</p> <p>BSG Chair submitted grant application on behalf of Worcester Swift Recovery Action Group for 150 Swift boxes and wildflower seed (1 ha) in collaboration with other Worcester organisations e.g. county and city councils.</p>		Crew/Nature Society	
4.9	To create new deadwood habitats.	To retain wood from tree works to create deadwood habitat piles in conservation areas within vegetation patches under trees.	Ongoing	Number of habitat piles created.	<p>Deadwood left as woodpiles in some areas, for example near to Malvern Meadow.</p> <p>Conservation / Malvern Meadow Brash Piles & Lakeside log piles added.</p> <p>Deadwood retained on site whenever possible.</p>	Grounds Manager	BSG Chair, Assistant Director of Security & Operations	Ongoing
4.10	To create new areas for woodland flora.	To identify opportunities to enhance woodland and woodland-edge flora around all of our campuses.	Ongoing	New areas created or enhanced	100 native woodland bulbs planted in spring 2024 on St John's campus.	BSG Chair	Grounds Manager	Ongoing

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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. Japanese knotweed present at Lakeside in woodland area since 2016. Currently fenced off and on top of a live badger set.	Grounds Manager		Ongoing
5.2		To maintain controls on <i>Elodea</i> species at lakeside campus as outlined in the Biodiversity Strategy.	Ongoing	The spread of <i>Elodea</i> has been prevented through controls in accordance with best practice guidance.	<i>Elodea</i> species are present at Lakeside Campus. There is no effective control for invasive <i>Elodea</i> 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 <i>Elodea</i> by harvesting is well-used as a control method, and many machines are commercially available. An annual contract is in place. Moved away from harvesting Elodea as	Lakeside Campus Manager		March-August annually

					expensive contract. We purchase a Neptune rake and now winch/drag the lakebed each winter to pull the Elodea out from the roots – longer term it is hoped that Elodea will not grow anyway because of this activity. Once on the bank grounds team take Elodea off and compost at location on campus.			
5.3	To eradicate Spanish bluebells (<i>Hyacinthoides hispanica</i>) from St John's Campus	Monitor and new occurrence of Spanish bluebells and destroy either by lifting bulbs and sending to landfill, or by using an appropriate herbicide.	Ongoing	Absence of Spanish bluebells on campus	Removal has been undertaken, but some patches still present.	Grounds Manager		Ongoing

6. Monitoring and Data Management

6.1	To establish a campus biodiversity monitoring project for all University campuses.	Launch of biodiversity monitoring project using iNaturalist and collation of records on iNaturalist	June 2024, with review of records annually.	Number of biological records gained across all campuses.	University of Worcester Biodiversity Project created on iNaturalist (April 2024). Nearly 400 observations made via iNaturalist system (Jan 2025) of 247 species across all campuses. Several small workshops delivered following launch.	BSG Chair	Campus Conservation Crew/Nature Society and Students/staff volunteers	Ongoing
6.2	To monitor habitats and	To work with student groups (where possible) to monitor habitats and species	Annually, with	Number of habitat and species surveys	Re-establishment of the Nature Society (Nov 2024).	BSG Chair	Nature Society	Spring Annually

	species that occur on all campuses.	on all campuses. To review records from other recording systems e.g. eBird, iRecord, to create a larger dataset of biological records across campuses.	surveys undertaken in key periods e.g. spring, summer	undertaken.			and Students/s taff volunteers	
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 and students.	September annually	Number of training courses or events attended.	Hedge laying and management training undertaken.	Grounds Manager		Annual audit Nov
7.2	To train new students to undertake species and habitat surveys.	To implement a training scheme to enlist new students to monitoring programs on an annual basis.	Annual programme	Number of new students trained. Number of new students undertaking species and habitat surveys.	The Nature Society low level of members/activity. Re-establishment of society (Nov 2024).	BSG Chair	Nature Society, Campus Conservation Crew & Student volunteers	Annual reports in 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.	6 new interpretation Boards installed in previous period, new sites to be identified.	DoS		Ongoing
		Publish information about projects on the Sustainability Department's website and at	Quarterly	Number of posts.	Biodiversity Strategy and BAP is published online with	DoS	Digital Creative	Ongoing

		www.susthingsout.com			articles also published on www.susthingsout.com		students	
7.4	To maintain and develop regional partnerships for biodiversity.	To represent the University within the Worcestershire County Council to assist with the implementation of the 2018-2027 Worcestershire Biodiversity Action Plan (BAP) and Local Nature Recovery Strategy.	Ongoing	Meetings attended. Number of projects focussing on the Worcestershire Biodiversity Action Plan priority habitats.	Meetings attended and partnership well established. DoS and Chair SBMG regularly represent the University.	DoS	Nature Positive Universities	Annually
		To progress relationships.	Ongoing	Meetings attended. Number of partnership projects.	Chair SBMG regularly represent the University.	BSG Chair & DoS	RSPB, Worcester Wildlife Trust, Malvern Hill Conservation Trust, Biological records Centre, Worcester Recorders	Ongoing

8. Governance, Review and Reporting

8.1	To ensure that the SBMG drives continuous improvement in biodiversity at the University	To report meeting outcomes at a Senior Level, linked to the University's Sustainable Development Goals – SDG Accord	Annually in June			DoS	Sustainable Development Committee	Annually
		Schedule SBMG each semester with BAP version number and date to be updated after each review.	Every semester	Number of meetings held.	The BAP is reviewed and updated at SBMG meetings.	BSG Chair	Sustainable Development Committee	Annually

		To report on progress on improving biodiversity on campus as part of the annual sustainability report.	May annually	Number of BAP reviews undertaken. Number of reports produced		BSG Chair	Sustainable Development Committee	June 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 consultants in 2019, and internally in 2024.	June 2019 April 2024	Version 5 of the Strategy completed. Updated BAP produced.		BSG Chair		BAP at least annually, Strategy due 2027