

2024 – 2027 Biodiversity Action Plan (BAP)

April 2024

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

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 May 2023.	Carbon reduction and 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 2023, no recommendations for biodiversity.	Carbon reduction and sustainability 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	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.	Project Officer	Director of capital developments and campus infrastructure	Ongoing

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
	new campus developments.				New Build schemes will account for ecological improvements and will include appointment of 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 possible.	Incorporation of biodiversity management objectives in Sustainability Strategy.	SBMG Chair	Nature Society students where possible	Ongoing
		Include regular agenda item at the SBMG	Ongoing	Agenda item and	Agenda item has been	SBMG	Director	Ongoing

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
		to develop biodiversity project ideas, agree projects and project ownership.		minutes including objective.	established.	Chair	of Sustainability	
		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.	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.	<p>Hazel coppicing has been undertaken at the St John's campus in two locations. On a three-year growth cycle.</p> <p>Tree Survey has been conducted to assess the safety of trees on campus.</p> <p>Briefing sessions arranged with grounds staff to ensure correct management of trees protected by TPOs.</p> <p>City council have recategorized the St Johns campus trees, that sit under a TPO, changes from February 2024.</p>	Grounds Manager	Assistant Director of Security & Operations	Ongoing

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
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.	Annually	Length and location of hedgerows that have been laid. Length and location of hedgerows where management practices have been reviewed/improved for biodiversity.	Hedge laying has been undertaken on some of the hedges at Battenhall. 75 metres of native hedging has been planted on inner side of Car park M.	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	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.	Lakeside Campus Manager	Grounds Manager	Ongoing
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	Annually	Area of formally planted areas that have incorporated wildlife gardening	Biodiversity is considered when new planting is undertaken. Native species list is used where possible but	Grounds Manager	SBMG Chair	March Annually

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
3.6	To manage and increase the biodiversity of conservation areas the St John's campus.	structurally diverse habitats.		principles, use of native species and structurally diverse habitats.	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.			
		To increase the species diversity of the St John's Campus conservation area to include additional wildflower establishment.	Ongoing	Number of habitats and species in the conservation area.	New bulbs species added, such as English bluebells.	Grounds Manager	SBMG Chair	Ongoing
		To increase the species diversity on the St John's Campus wildflower areas including supplementary seeding, plug planting and suitable mowing regime.	Ongoing	Number of species in the wildflower areas.	More perennial and annual wildflower areas established.	SBMG Chair	Alan Box	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	SBMG Chair	Annually
4.2	To create new	To identify new habitats that can be	Annually	Area of new habitats	New habitat provided in	Project	Grounds	Annually

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
	habitats alongside campus development plans.	created within any campus development plans, following BS 42020 – a code of practice for biodiversity in planning and development.		created.	compliance with PEA’s prepared by Worcestershire Wildlife Trust and Life Environmental Consultants for the Berrows House and Severn Campus infrastructure, respectively.	Officer	Manager; Campus Managers	
4.3	To establish high impact biodiversity creation projects at the Lakeside Campus.	To create project proposals for Estates approval and SBMG discussion.	Ongoing	Number of projects implemented	Area of winter bird food area established in Spring 2021 in association with the RSPB. New wildflower areas created.	Rob Delahay	Alan Box	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 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 Campus Manager has become a member of the SBMG.	Grounds Manager	Assistant Director of Security & Operations	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 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.	Annually	Length of new hedges that have been planted.	Young whip hedgerows established at multiple sites on Lakeside and St John’s	Grounds Manager	Assistant Director of Security &	Ongoing – annual updated

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
		Boundary hedges and hedging with design of new development to be a specific area of focus.			Campus.		Operations	
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 terrace 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 SBMG Chair	Project Officer Assistant Director of Security & Operations	Ongoing
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.	Annually in January	Number of bird boxes installed. Number of bird boxes utilised.	9 new bat boxes and 9 new bird boxes installed in February 2024 on St John's Campus.	Grounds Manager	Nature Society	Ongoing
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.	Deadwood left as woodpiles in some areas, for example near to Malvern Meadow. Conservation / Malvern Meadow Brash Piles & Lakeside log piles added. Deadwood retained on site whenever possible.	Grounds Manager	SBMG Chair, Assistant Director of Security & Operations	Ongoing
4.10	To create new areas for	To identify opportunities to enhance woodland and woodland-edge flora	Ongoing	New areas created or enhanced	100 native woodland bulbs planted in spring 2024 on St	Chair SBMG	Grounds Manager	Ongoing

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
	woodland flora.	around all of our campuses.			John's campus.			

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.	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.	Lakeside Campus Manager		March-August annually
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

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
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.	Chair SBMG	Nature Society and Students/s atff volunteers	Ongoing
6.2	To monitor habitats and species that occur on all campuses.	To work with student groups (where possible) to monitor habitats and species on all campuses. To review records from other recording systems e.g. eBird, iRecord, to create a larger dataset of biological records across campuses.	Annually, with surveys undertaken in key periods e.g. spring, summer	Number of habitat and species surveys undertaken.		Nature Society	Nature Society and Students/s taff volunteers	Spring 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 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. Recruitment drive September 2024	Chair SBMG	Nature Society & Student volunteers	Annual reports in June
7.3	To promote	Identify sites for interpretation boards to	September	Number of	6 new interpretation Boards	DoS		Ongoing

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
	awareness and education on biodiversity.	be installed and install boards.	annually	interpretation boards installed.	installed in previous period, new sites to be identified.			
		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	DoS	Digital Creative students	Ongoing
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.	Chair SBMG & 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	To report meeting outcomes at a Senior Level, linked to the University's Sustainable Development Goals – SDG	Annually in June			DoS	Sustainability Strategy Committee	Annually

Ref	Objective	Actions	Action Date	Measure of Success	Progress of Project	Lead Contact	Partners	Completion date
	improvement in biodiversity at the University	<p>Accord</p> <p>Schedule SBMG each semester with BAP version number and date to be updated after each review.</p>	Every semester	<p>Number of meetings held.</p> <p>Number of BAP reviews undertaken.</p>	The BAP is reviewed and updated at SBMG meetings.	Chair SBMG	Sustainability Strategy Committee	Annually
		To report on progress on improving biodiversity on campus as part of the annual sustainability report.	May annually	Number of reports produced		Chair SBMG		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	<p>Version 5 of the Strategy completed.</p> <p>Updated BAP produced.</p>	BAP updated, incorporating commitments from the revised strategy.	Chair SBMG & DoS		April 2024