

Oxford Brookes Biodiversity Action Plan

Annual report 2022/23

Background:

Biodiversity is the variety of all life, it includes all species of animals and plants, it is important for its own sake, and human survival depends upon it. Nature is in serious decline globally and in the UK. Between 1932 and 1984, the UK lost 97% of our species-rich grassland and five species of butterfly have disappeared from England in the last 150 years, and indicators showing the state of birds dependent on farmland stand at less than half their value compared to 1970. The UK Governments Environment Plan and Bill have been developed to address some of these catastrophic losses and halt species decline in the UK.

National and Regional Framework

A core pledge of the UK Government's [25 Year Environment Plan](#) (2018) is to protect our natural world and leave it in a healthier state for the next generation. The [Environmental Improvement Plan \(EIP\) 2023](#) for England is the Governments first revision of the 25 Year Environment Plan (25YEP). It builds on the 25YEP vision to set out how we will deliver each of our environmental goals. The [Environment Act](#) was passed by parliament in the autumn of 2021 and sets out how the Government will maintain environmental standards and build on the 25 year strategic plan. The Environment Bill now requires a new, historic, legally binding target to be set to halt the decline in species abundance by 2030.

There are 10 main measures in the Bill, together these are designed to deliver long-lasting action for nature

1. Local Nature Recovery Strategies - Local Nature Recovery Strategies (LNRSs) are a new system of spatial strategies for nature, covering the whole of England. Each strategy will, for the area that it covers: map the most valuable existing habitat for nature; map specific proposals for creating or improving habitat for nature and wider environment goals; and agree priorities for nature's recovery. This new mandatory system of spatial strategies for nature, will cover the whole of England. Locally led by an appropriate 'responsible authority', these will identify the opportunities and priorities for enhancing biodiversity and supporting wider objectives such as mitigating or adapting to climate change in an area. The Bill will give the Secretary of State the power to determine what area each LNRS should cover and to appoint a 'responsible authority' to lead its production and publication. LNRSs will guide effective delivery of biodiversity net gain and other nature recovery measures by helping developers and planning authorities avoid the most valuable existing habitat and focus habitat creation or improvement where it will achieve the best outcomes.

2. Biodiversity net gain - The government announced in 2019 that it would mandate biodiversity net gain to ensure that new development enhances the environment, contributes to our ecological networks and conserves our precious landscapes. This followed a public consultation on net gain and clarification of planning policy on net gain in 2018. The Bill will make it mandatory for housing and development, subject to some narrow exemptions, to achieve at least a 10% net gain in value for biodiversity – a requirement that habitats for wildlife must be left in a measurably better state than before the development. Developers must submit a ‘biodiversity gain plan’ alongside usual planning application documents. The local authority must assess whether the 10% net gain requirement is met in order to approve the biodiversity gain plan. The biodiversity net gain requirement builds on existing good practice in industry and planning policy, including the mitigation hierarchy, and will include simplified processes for small developments.

3. Species Conservation and Protected Site Strategies - A Species Conservation Strategy is a new mechanism to safeguard the future of particular species at greatest risk. The strategies will find better ways to comply with existing legal obligations to protect species at risk and to improve their conservation status. It builds on the success of the district level licensing approach for great crested newts.

4. A strengthened biodiversity duty - The Natural Environment and Rural Communities (NERC) Act 2006 currently includes a duty on public authorities to have regard to the conservation of biodiversity. The Bill will amend this duty so that there is an expectation on public authorities to look strategically at their policies and operations from time to time (at least every 5 years) and assess what action they can take ‘to further’ the conservation and enhancement of biodiversity. They must also have regard to the relevant Local Nature Recovery Strategies, Species Conservation Strategies and Protected Sites Strategies, as part of the consideration

5. Wildlife licensing - The Bill is set to provide clarity and consistency in law for the licensing regimes for species that are protected by the Wildlife and Countryside Act 1981 and species that are protected by the Conservation of Habitats and Species Regulations 2017. This will further support Species Conservation Strategies by allowing for greater flexibility when deciding whether to grant a licence and extending the licensing period from two years to five years. These changes will not weaken the strict protections that are in place for our most vulnerable species

6. Duty to Consult - Trees - This clause introduces a duty on local highway authorities to consult with local communities before felling street trees, unless the trees qualify for certain exemptions. This will give communities an opportunity to understand why a tree is being felled in their local area. Separately, on 18 May 2021, the Government published the [England Trees Action Plan](#), which sets out their long-term vision for trees, woodlands and forests in England, and the actions we’ll take during this Parliament to achieve our ambition.

7. Conservation covenants - These are voluntary but legally binding agreements between a landowner and a designated ‘responsible body’ such as a conservation charity, public body or for-profit body to conserve the natural or heritage features of the land. Conservation covenants can

contain positive and restrictive obligations to fulfil conservation objectives for the public good. They are a flexible tool – the parties can negotiate the terms (including the duration) of a conservation covenant to suit their circumstances. Generally, they will bind subsequent landowners and therefore have the potential to deliver long-lasting conservation benefits. Conservation covenants can be used to secure the benefits delivered by biodiversity net gain and other measures for the long term.

8. Nature restoration - New provisions introduce a power to amend Regulation 9 of the Conservation of Habitats and Species Regulations 2017. This power will enable alignment of the Regulations with the Government's targets, particularly the 2030 species abundance target, and our binding international obligations. The provisions also introduce a power to amend Part 6 of the Regulations dealing with the Habitats Regulations Assessment (HRA) process. Where the evidence suggests that amending the Regulations can improve the natural environment, make the processes clearer and more legally certain to help recover the condition of our sites, we will have the means of doing so swiftly. Defra plans to publish a Nature Recovery Green Paper before the end of the year. The paper will set out our approach to driving nature recovery and provide the primary vehicle for developing and engaging on our future plans and proposals.

9. Strengthening forestry enforcement measures - The forestry enforcement measures will increase fines for illegal felling (to unlimited fines); introduce a court ordered Restocking Order to be made by the courts and allow for the Forestry Commission to list Restocking Notices and Enforcement Notices on the Local Land Charges register.

10. Due diligence - The Bill introduces measures to tackle illegal deforestation across the globe. This takes the form of three new requirements on regulated businesses. Firstly, regulated businesses are prohibited from using forest risk commodities that were unlawfully produced on deforested land. Secondly, businesses must establish a system of due diligence for each regulated commodity; finally, regulated businesses must report publicly each year on their due diligence exercise.

The first [Environmental Improvement Plan](#) (EIP) review was completed in February 2023. The EIP for England is the Government's first revision of the 25YEP. They also published [the Outcome Indicator Framework](#) which describes environmental change that relates to the 10 goals in the 25 Year Environment Plan, including biodiversity.

Brookes Sustainable design criteria for new and refurbished building projects.

It is a requirement for all capital works to buildings to comply with the requirements of [Oxford City Council's Local Plan for 2036](#). This now means that new-build, non-residential development for Oxford Brookes will require BREEAM 'Excellent' or 'Outstanding'. As per strategic policy RE1 in the Local Plan for 2036, Oxford Brookes does not require other new and refurbished buildings to be formally assessed against BREEAM, however, we would expect similar performance in certain areas which are referenced below from a biodiversity perspective:

Creation of ecologically viable (and where appropriate, valuable) habitats in line with Oxfordshire's Biodiversity Action Plan (BAP) and the 2017 State of Nature in Oxfordshire report. Special consideration should be given to all sites within Oxfordshire's Conservation Target Area and the local BAP habitat targets. There should be no net loss of habitats and a biodiversity net gain of 10+% in-line with the Oxfordshire Local Plan [Oxford City Council's Local Plan for 2036](#). The biodiversity net gain of 10% should be incorporated as a minimum standard. This should be measured through the use of a recognised biodiversity calculator. Off-setting measures should be avoided through biodiversity net gain provision wherever possible.

A qualified ecologist should be commissioned to provide advice on the appropriate habitats for the project based on local context and connectivity. The Environmental Sustainability Team should be fully engaged in the design process to ensure biodiversity and landscape proposals are integrated into the wider context of creating connectivity between OBU sites and our neighbours from a biodiversity perspective. The built landscape should be designed to integrate biodiversity into the building structure such as green roofs, living walls, swift and bat bricks, hedgehog friendly boundaries etc. The building design should incorporate visual connectivity with nature, access to views of trees and green spaces wherever possible. Where this is not feasible or possible, bring the outside inside with adequate provision for internal plants, screens, frames and room dividers.

Biodiversity at Brookes

In line with the Government's strategy, Oxford Brookes University has a vision to address the UK and global biodiversity crisis through the protection and enhancement of biodiversity across the university estate and wider global aspects through our teaching and research programs. In line with our environmental sustainability goals and the guiding principles of the emerging 2035 University Strategy.

A newly established [Biodiversity Advisory Group](#) will be a key forum whose purpose will be to inform and influence the development of the revised 'Biodiversity Strategy' and site specific biodiversity/landscape management plans. To address the global biodiversity crisis through the protection and enhancement of biodiversity across the university estate and wider global aspects through our teaching and research programs. In line with our environmental sustainability goals, the guiding principles of the emerging 2035 University Strategy and the emerging 'Oxford Campus Vision'. The Biodiversity Advisory Group will meet quarterly and will report directly to the Sustainability Steering Group and then the Vice-Chancellor's Group, which is the University's senior policy approval group.

The Brookes Biodiversity Action Plan (BAP) has been developed to meet the objectives of the Brookes Biodiversity Strategy and integrate into the University-wide Estate Strategy. However, in line with new requirements and strategy objectives the Biodiversity Action Plan will be updated over the coming months to reflect these changes. The Grounds team delivers a large proportion of

our biodiversity aspirations through managed grounds practices under the advice of a newly established Biodiversity Advisory Group and the Environmental Sustainability Team.

Headington Campus

The Headington campus is comprised of Gipsy Lane, Headington Hill, Marston Road and a number of student halls of residence. A map of the site is available [here](#).

Gipsy Lane Site (Headington Road Campus)

Hosts the John Henry Brookes building and a series of teaching, research and office buildings. A map of the site is available [here](#). The key biodiversity features of the sites include:

- Areas of grass and ornamental planting
- Numerous mature trees
- Green roofs that have been planted on new buildings.
- Experimental meadows to attract and provide habitats for native pollinators.

Headington Hill Site

Is host to the Headington Hill Hall, a 19th century Italianate mansion. A map of the site is available [here](#). The key biodiversity features of the sites include:

- Managed parkland
- Over-mature native and non-native trees
- Two small ponds
- A freedom beehive
- Experimental wildflower meadow

Marston Road Site

Is situated next to the Milham Ford Nature Park. A map of the site is available [here](#). The central quad is a Site of Importance for Nature Conservation (SINC). There are 72 species of flowering plant and 23 species of fungi in the quad. Breeding colonies of Common Blue, Ringlet, Skipper and Meadow Brown butterflies, Six-spot Burnett moths and a variety of grasshoppers inhabit the quad and the surrounding grounds. Of greatest note are rare species of wild orchids; the Bee Orchid and Pyramidal Orchid, which are found on the quad.

In order to maintain the biodiversity of this site, the quad receives 'hay meadow' management, so it is left long for Spring and Summer, cut and raked off in August and mown short all Autumn. The resulting 'Wild Flower Meadow' is a riot of flowers and different grasses during Spring and early Summer. This management is in compliance with the requirements of the relevant officers at Oxford City Council. This site is undergoing a slightly different mowing regime at present to halt grasses overtaking the meadow, which has resulted in a 14-fold increase in pyramidal and bee orchids since 2018. The site also hosts managed grass, ornamental planting and hedgerows.

Headington Campus Halls:

There are four halls in the Headington and Cowley areas of Oxford managed by Oxford Brookes University: Clive Booth, Warneford, Paul Kent and Crescent. The key biodiversity features of these halls are:

- Managed grass with mature and over-mature trees.
- Flower and shrub borders
- Ponds situated at Clive Booth Hall
- Green roofs situated at Clive Booth Hall

Wheatley Campus

Is situated to the east of Oxford on the A40. A map of the site is available [here](#). The key biodiversity features of the site are:

- Areas of parkland and playing fields
- A number of over-mature and mature trees
- Hedgerows
- An area of two ponds and grassland managed for Great Crested Newts
- Woodland, hedgerow, pond and grassland habitats

This site has been sold, but will be managed appropriately until handover.

Harcourt Hill Campus

Is situated to the West of Oxford above Rayleigh Park. The majority of the site is part of the [Oxford Heights West Conservation Target Area](#). A map of the site is available [here](#). The key biodiversity features of the site are:

- Deciduous woodland
- Ponds
- Hedgerows and field margins
- Gardens
- The arboretum
- A network of bat and bird boxes
- Mature and over-mature trees
- Playing field and a golf course

A 'rewilding project' was completed in 2019; the meadow grassland opposite Westminster Halls of Residence has been allowed to grow with the aim of increasing the biodiversity on the site. Rewilding projects are a great benefit to local wildlife and create a unique opportunity to experience more of the natural world, there is now compelling evidence to show that contact with nature and the outdoors improves physical health and mental wellbeing. A full survey of species was recorded with HLS support, recommendations on how this area is managed moving forward are in place.

Biodiversity Strategy:

VISION

To address the UK and global biodiversity crisis through the protection and enhancement of biodiversity across the university estate and wider global aspects through our teaching and research programmes. In line with our environmental sustainability goals and the guiding principles of the emerging 2035 University Strategy.

KEY DRIVERS

1. Maintain and enhance our reputation as a sustainable and socially responsible organisation.
2. Maintain legislative, regulatory and stakeholder compliance.
3. Address the biodiversity crisis by protecting and enhancing the natural environment.
4. Enhance student, staff and our community's experience.

OBJECTIVES

- Ensure compliance with legislation, regulatory and stakeholder requirements.
- Follow the 4R hierarchy:
 - REFRAIN, from activities which could harm species and ecosystems;
 - REDUCE harm by taking steps to mitigate negative impacts;
 - RESTORE species and ecosystems that have been harmed;
 - RENEW, strengthen and invigorate biodiversity via proactive effort.
- Deliver biodiversity net gain at a minimum of +10% across our redevelopment programmes.
- Develop 'landscape & ecology management plans' across all sites to be retained. These plans will include habitat baselines and the implementation of a robust monitoring regime.
- Create internal partnerships, adopt best practice and a 'Living Laboratory' approach to biodiversity across our estates.
- Create external partnerships and contribute to Oxford's biodiversity network, to enhance biodiversity across the city and our local community.
- Engage students, staff, and the local community by providing education, training, and encouragement in local initiatives and biodiversity enhancement programmes.
- Annually review and monitor the biodiversity strategy in order to ensure continuous improvement.
- Establish specific, time limited, measurable SMART targets and report at least annually.
- Continue to promote biodiversity locally, nationally and internationally through our research and teaching programmes.
- Benchmark and report our performance against the HE sector, explore collaborations and alignment with frameworks such as 'Nature Positive Universities'.

Aims of the Oxford Brookes University Biodiversity Action Plan (BAP)

This BAP is divided into species-specific Action Plans (Annex 1) promoting groups of specific species and Habitat Action Plans (Annex 2) promoting habitats present across the campuses.

In overview, as the management of sites has been relaxed over the last few academic years there has been a really positive enhancement of biodiversity across the estate. With rewilding areas and no-mowing regimes extended across Harcourt Hill and wildflower and flower meadow planting in the quads and outside the Clerici building. After consultation with OCC, the mowing regime of the ancient meadowland at Marston was changed with an impressive increase in declining orchid numbers which is really positive. We were able to survey the rewilding areas, Marston Road and a good proportion of the green roofs, demonstrating positive biodiversity 'net gain' in these habitats.

Student engagement needs improving, but will be addressed through the draft engagement strategy and the recruitment of a new 'sustainability engagement officer'. We were awarded 'silver' status in the Hedgehog Friendly Campus Campaign in 2023 and have an established working group with both students and staff, provided training for the grounds team. We don't have any swifts nesting in our new 'swift boxes', but many of our staff volunteer and are active members of the 'Oxford Swift City' campaign. The Grounds team are currently trialling an alternative to glyphosate for weed suppression across our sites, they deliver the majority of our biodiversity aspirations through managed grounds practices, it is therefore key that Ground's site management plans should be completed for handover of all new projects to ensure the long term benefits are realised in our biodiversity net gain requirements.

High Level Targets [KPIs]

1. Monitor, evaluate and report on the Biodiversity action plan annually - **Achieved**
2. Ongoing grounds management practices to enhance/maintain biodiversity - **Achieved**
3. Complete 'key species' surveys with staff/student engagement – **Achieved**
4. Deliver Biodiversity Net gain +10% on all new developments - **Achieved**

Please note: Proposed actions for this year will be established and agreed with the Biodiversity Advisory Group. Landscape and ecology management plans will be developed across all sites to be retained, the first of these plans' has been developed for our Headington Hill site, to complement the biodiversity enhancements being delivered with the new builds. These plans will include habitat baselines and the implementation of a robust monitoring regime.

This action plan will be reviewed annually by the Environmental Sustainability Team and signed off by the Estates and Campus Services senior leadership team.

ECS SLT sign off date: 12/10/2023

ANNEX 1 : Species-specific Action Plan

Species Action Plan: Birds

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Expand 'wildflower' meadows / pollinator shrubs to increase biodiversity and minimise Ground's workload.	Ongoing	Grounds team	Achieved: Experimental beds in Gipsy lane quad, Headington Hill Hall, outside Clerici and the inner quad between Buckley and Abercrombie. Working well, but the quad will require a change in management for spring 2024 to ensure longevity through the flowering season. A Public engagement 'Wilospace' project was delivered with the community, local school children and staff and students in the Headington Quad to increase enjoyment and engagement in these areas.
Management across sites (where practicable) to include a long grass border and relaxed management of shrubs. Relax the management of shrub, hedgerows and grass in key areas to provide food-sources.	Ongoing	Grounds team	Achieved: A two metre strip is left at the base for the majority of hedges across all main campuses. At present this includes all the areas where this is feasible. A 'rewilding' project is being delivered in Harcourt, further rewilding areas on the grass verges have been extended across Harcourt.

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Identify areas for planting fruit and nut bearing shrub and tree species as part of the annual tree surveys.	Ongoing	Grounds team	Achieved: Identified areas on completion of the tree surveys, Grounds Team have completed the planting. Currently identifying the shrub beds that need replacement (ongoing programme). Grounds Team replace like for like in some areas, team know to procure fruit bearing where possible.
During bird nesting seasons ensure that hedgerow and tree cutting activities do not take place and areas of long grass are left undisturbed	Ongoing	Grounds team	Achieved: Hedge cutting management delivered to avoid the nesting season.
Maintain bird boxes University wide	Aug 2021	Grounds team	Achieved: OBU have signed up to 'Oxford's Swift City' (OSC) status and installed swift boxes at Headington, Clive Booth, Paul Kent and Crescent – these are being monitored by the Environmental Sustainability Team (EST) and the OSC volunteers program.
Monitor trees on annual basis as part of the on-going annual tree surveys. Maintain existing management.	Ongoing	Grounds team	Achieved: Annual tree surveys completed November 2022, existing management regime completed.

Species Action Plan: Amphibians and Reptiles

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Continued management of the ponds for wildlife & create a wildlife pond at Headington Hill Hall to replace the ornamental pond.	Summer	EST & Grounds team	Partially Achieved: Continued management of the ponds for wildlife, Clive Booth pond cleared to promote biodiversity. New wildlife pond at HHH, drained but not completed, this has been scheduled as an engagement project with the Student Union for this academic year.
At Wheatley, maintain the current management of ponds and long grass areas for the Great Crested Newts.	Ongoing	Grounds team	Achieved: Existing management strategy of leaving the area undisturbed to be continued until the site is sold (due summer 2024)
Ensure that the ponds are maintained on an annual basis.	Ongoing	Grounds team	Achieved: Ongoing, Wheatley, Harcourt and Clive Booth are the only ponds that are actively managed (clearance of litter and replanting programme in place). No other sites require active management but are assessed on an ongoing basis. We now have a resident kingfisher at the CBSV pond.
Relax the management of shrub, hedgerows and grass in key areas.	Ongoing	Grounds team	Achieved: Present management on most sites includes a long grass border and relaxed management of shrubs. No new areas have been identified. Grass verges in Harcourt have been allowed to 'rewild', with a 1m mowed edge by the road for visibility.

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Identify areas of grounds where new hedgerows and other wildlife corridors can be put into place.	Ongoing	Grounds team	Achieved: New hedgerows have been put in Harcourt Hill site, no other new hedgerows proposed at present. Rewilding project at Harcourt delivered. No new wildlife corridors identified at present. Advice to Projects team on 'Oxford Campus Vision', CBSV and NHHB.
Create piles in woodland areas where they are not already in place	Ongoing	Grounds team	Achieved: All dead leaves and soft vegetation collected are spread in the woodland areas across all sites.

Species Action Plan: Mammals

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Continued monitoring for priority species.	Ongoing	Environmental Sustainability team	Achieved: No BAP priority mammal species are present on our sites. Continued monitoring of badger sets completed. A vaccination program has been delivered at Harcourt Hill by the Oxfordshire Badger Group Vaccination Project.
Relax the management of shrub, hedgerows and grass in key areas.	Ongoing	Grounds team	Achieved: Present management on most sites includes a long grass border and relaxed management of shrubs. No new areas have been identified. Grass verges in Harcourt have been allowed to 'rewild', with a 1m mowed edge by the road for visibility.
Identify areas for planting fruit and nut bearing shrub and tree species as part of the annual tree surveys.	Ongoing	Grounds team	Achieved: Identified areas on completion of the tree survey. Grounds team just completed the last of the planting. Currently identifying the shrub beds that need replacement (ongoing programme). Grounds Team replace like for like in some areas, team know to procure fruit bearing where possible.
Bat management across sites	Ongoing	Grounds team	Achieved: Bat surveys are completed with any new building projects. New habitat creation/nesting provision will be included as part of our site redevelopment plans.

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Monitor trees on an annual basis as part of the on-going annual tree surveys. Maintain existing management.	Ongoing	Grounds team	Achieved: Annual tree surveys completed November 2022. Existing management completed in line with policies.
Create piles in woodland areas where they are not already in place.	Ongoing	Grounds team	Achieved: All dead leaves and soft vegetation collected are spread in the woodland areas across all sites.
<p>Achieve NUS Hedgehog friendly campus Silver status.</p> <p>New Target: Targets for the 22/23 year will include:</p> <ul style="list-style-type: none"> - A review and new ‘action plan’ for rodenticides used by our pest control services - A review and new ‘action plan’ for pesticides used by our grounds team. - A review of the ponds to ensure escape routes. - Annual Hedgehog surveys in the spring and autumn. 	Aug 2022	EST	<p>Achieved: We were awarded ‘silver’ status in the Hedgehog Friendly Campus Campaign and have an established working group with both students and staff, provided training for the grounds team,</p> <p>The new rodenticide action plan as been delivered, baselines are currently being compiled by our contractors and targets will be set by Dec 2023.</p> <p>The new pesticide action plan as been delivered, baselines are currently being compiled by our contractors and targets will be set by Dec 2023.</p> <p>A review of the ponds to ensure escape routes has been completed and escape routes installed where appropriate. Annual Hedgehog surveys in the spring and autumn by the staff and student HFC volunteer group.</p>

Species Action Plan: Invertebrates

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Continue with existing measures, at Marston Road Site (an area of Special interest in Nature Conservation) to protect breeding colonies. Review the management plan with Oxford City Council & HLS.	Ongoing	Grounds team	Achieved : Grounds Team working within guidelines. An annual survey was completed this year. This site is undergoing a slightly different mowing regime at present to halt grasses overtaking the meadow. This has had a fantastic result this year with a large increase in orchid numbers. The new mowing regime will continue to be implemented.
Expand 'wildflower' meadows / pollinator shrubs to increase biodiversity and minimise Ground's workload.	Ongoing	Grounds teams	Achieved: Experimental beds in Gipsy lane quad, Headington Hill Hall, outside Clerici and the inner quad between Buckley and Abercrombie. Working well, but the quad will require a change in management for spring 2024 to ensure longevity through the flowering season. A Public engagement 'Wilospace' project was delivered with the community, local school children and staff and students in the Headington Quad to increase enjoyment and engagement in these areas.
Management across sites (where practicable) to include a long grass	Ongoing	Grounds team	Achieved:

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
border and relaxed management of shrubs. Relax the management of shrub, hedgerows and grass in key areas to provide food-sources.			A two metre strip is left at the base for the majority of hedges across all main campuses. At present this includes all the areas where this is feasible. The 'rewilding' project continues to be delivered in Harcourt, further rewilding areas on the grass verges have been extended across Harcourt.
<ul style="list-style-type: none"> - Maintain the green roofs annually. - Complete an annual species surveys. - Review each new build or renovation project to assess suitability for green roof installation. 	Annually	Grounds team	Achieved: Annual maintenance is in place, survey completed with HLS. Follow up maintenance work completed summer 2023.
Continued monitoring, maintenance and communication of beehives and bees across the estate.	Ongoing	Grounds team / EST	Achieved: Freedom beehives in place at Headington Hill site and Harcourt Hill. Continued monitoring and maintenance. Rare 'ivy bees' identified in HHH, mowing regime adopted to ensure habitat remains.
Assess suitable areas and install bug hotels where they are identified.	Ongoing	Grounds team	Achieved: Bug hotels installed at Headington Hill and the inner quad area by Buckley. No new sites identified but 'rewilding' projects in place
Create "hot spots" in flower beds for insects to sun themselves e.g. logs, stones or bare soil.	Ongoing	Grounds team	Achieved: Through ongoing management

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Assess potential locations to leave dead logs in situ and create log piles in suitable shady and sunny locations.	Ongoing	Grounds team	Achieved: When trees are reduced or felled, limbs are left in situ where possible
Leave standing dead wood e.g. tree stumps (where they do not pose a risk). Current practice is to assess on a case by case basis.	Ongoing	Grounds team	Achieved: When trees are reduced or felled, limbs and tree stumps are left in situ where possible.

ANNEX 2 : Habitat Action Plan

Habitat Action Plan: Hedgerows

Hedgerows are important sources of food and shelter for insects, mammals and birds. Hedgerows are key habitats; acting as wildlife corridors between otherwise isolated patches of other habitats. The Hedgerow Habitat Action Plan aims to promote hedgerow maintenance to promote biodiversity and expand this important habitat.

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
During bird nesting seasons ensure that hedgerow and tree cutting activities do not take place and areas of long grass are left undisturbed	Ongoing	Grounds team	Achieved: Hedge cutting management delivered to avoid the nesting season.
Management across sites (where practicable) to include a long grass border and relaxed management of shrubs. Relax the management of shrub, hedgerows and grass in key areas to provide food-sources.	Ongoing	Grounds team	Achieved: A two metre strip is left at the base for the majority of hedges across all main campuses. At present this includes all the areas where this is feasible. A 'rewilding' project is being delivered in Harcourt, further rewilding areas on the grass verges have been extended across Harcourt.
Identify areas of grounds where new hedgerows and other wildlife corridors can be put into place.	Ongoing	Grounds team	Achieved: New hedgerows have been put in Harcourt Hill site, no other new hedgerows proposed at present. Rewilding project at Harcourt delivered. No new wildlife corridors identified at present. Advice to Projects team on 'Oxford Campus Vision', CBSV and NHHB.

Habitat Action Plan: Wetlands

Wetlands habitats support aquatic species as well as providing important sources of drink water for many more. The Wetland Habitat Action Plan aims to promote wetland maintenance to promote biodiversity and expand this important habitat.

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
At Wheatley, maintain the current management of ponds and long grass areas for the Great Crested Newts Existing management strategy of leaving the area undisturbed to be continued.	Ongoing	Grounds team	Achieved: Existing management strategy of leaving the area undisturbed to be continued until the site is sold (due summer 2024)

Habitat Action Plan: Woodland and Trees

The UK has one of the smallest percentage cover of woodland of any European Country. Trees and woodland are important habitats for many species of animal, plant and fungi as well as being an important carbon sink. Brookes has the potential to add the Oxfordshire BAP aims of increasing the area of Native Woodland through planting trees on campus. The Woodland and Trees Habitat Action Plan aims to promote woodland and tree maintenance to increase biodiversity and expand this important habitat.

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Planting of native species where appropriate.	Ongoing	Grounds team	Achieved: Tree planting programme in place. Grounds team plant native species where appropriate.
Improve the standing structure and age class of the trees on campus	N/A	Grounds team	Achieved: On going tree management program in place with Bowoods
Assess suitable areas for promoting native woodland species	Ongoing	Grounds team	Achieved: On going tree management program in place with Bowoods
Monitor trees on annual basis as part of the on-going annual tree surveys. Maintain existing management.	Ongoing	Grounds team	Achieved: Annual tree surveys completed November 2022. Existing management complete.
Leave areas of ivy and other climbing species on trees where this does not pose significant risk of damage to the trees.	N/A	Grounds team	Achieved: Ivy is removed across the sites on buildings. Some Ivy has been cut back to assess tree condition. Ongoing

Habitat Action Plan: Grassland

Grasslands habitats throughout the UK support more priority species (20%) than any other UK habitat type. The Grassland Habitat Action Plan aims to promote grassland maintenance to promote biodiversity and expand this important habitat.

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Relax the management of shrub, hedgerows and grass in key areas.	Ongoing	Grounds team	Achieved: Present management on most sites includes a long grass border and relaxed management of shrubs. No new areas have been identified. Grass verges in Harcourt have been allowed to 'rewild', with a 1m mowed edge by the road for visibility.
Continue with existing measures, at Marston Road Site (an area of Special interest in Nature Conservation) to protect breeding colonies. Review the management plan with Oxford City Council & HLS.	Ongoing	Grounds team	Achieved : Grounds Team working within guidelines. An annual survey was completed this year. This site is undergoing a slightly different mowing regime at present to halt grasses overtaking the meadow. This has had a fantastic result this year with a large increase in orchid numbers. The new mowing regime will continue to be implemented.
Manage, survey, report on new 'rewilding' project at Harcourt Hill & extend	Ongoing	Grounds team	Achieved: A two metre strip is left at the base for the majority of hedges across all main campuses. At present this includes all the areas where this is feasible. A 'rewilding' project is being delivered in Harcourt, further rewilding areas on the grass verges have been extended across Harcourt.
Address which grassland areas would be appropriate for no mow May & communicate	Ongoing	Grounds team & EST	Partially Achieved Specific areas across the sites were identified and not mown in May, communication should be improved

Other Actions: Education and Engagement Opportunities.

Engaging students and staff in Biodiversity is vital in promoting the importance of biodiversity and ensuring that students and staff have an opportunity to enjoy the campuses.

Key – Target ■ = Achieved. ■ = Partially Achieved / in progress. ■ = Not Achieved

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
Engage academic colleagues to integrate biodiversity at Brookes into a curriculum programme.	Aug 2023	Environmental Sustainability team	Partially Achieved. The new Biodiversity Advisory Group has now been established. Academics from each faculty are represented. A pilot Landscape and Ecology Management Plan has been completed (in draft) for the Headington Hill site, feedback on a how to deliver a 'living lab' approach is being developed. This will be addressed in the next academic year and will extend to the CBSV site.
Promote our biodiversity resources to staff and students on an annual basis. Create signage and resources.	Aug 2023	Environmental Sustainability team	Partially Achieved. Biodiversity signage around wildflower meadows only. Permanent signage required around wildflower meadows, rewilding projects, freedom beehives, ivy bees, solitary bees, woodland walk etc. Some engagement has been delivered through the Green Impact Program, this needs addressing through the new engagement strategy on recruitment of the new engagement officer.
Deliver 'engagement' projects for students and staff		Environmental Sustainability & grounds team	Achieved: We have delivered numerous interactive projects this year that have been well received by students and staff, as well as our local community, these include:

2022/23 Actions / Targets	Timeframe	Owner	Reporting on 2022/23 targets / actions
			<ul style="list-style-type: none"> - The delivery of a new 'Willow-space' sculpture at our Gipsy lane site, enabling education, interaction and enjoyment of our pollinator meadows. - Development and delivery of the new 'Peace garden' in the Buckley quad. With a new wildlife pond, wildflower meadows and seating areas. <p>New projects such as the delivery of a wildlife pond at Headington Hill are already under discussion with the SU and HLS.</p>