

# Oxford Brookes

# Biodiversity Action Plan

Annual Report 2020/21

## 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. The UK National Ecosystem Assessment (NEA) published in June 2011 provides a comprehensive account of how the natural world, including its biodiversity, provides us with services that are critical to our wellbeing and economic prosperity. However, the NEA also showed that nature is consistently undervalued in decision-making and that many of the services we get from nature are in decline. Over 40% of priority habitats and 30% of priority species were declining in the most recent analysis. Natural England's Conservation Strategy for the 21st Century (October 2016) aims to halt overall biodiversity loss, support healthy well-functioning ecosystems, and establish coherent ecological networks, with more and better places for nature for the benefit of wildlife and people. The UK Government's new Environment Bill (2018) and summer policy statement (July 2019) commits to ensuring that targeted action not only preserves our natural environment for future generations, but helps reverse damage suffered in the past, specific statements outline the introduction of a mandatory approach to biodiversity net gain.

In line with the Government's strategy, Oxford Brookes University has a vision to preserve and enhance biodiversity across the University estate as part of our Social Responsibility Framework, Environmental and Sustainability goals. The University has completed many biodiversity projects and wishes to build on its existing work with a coordinated biodiversity approach. 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.

## National and Regional Framework

The [National Planning Policy Framework](#) (NPPF) was published on 27 March 2012 (revised 2018, updated February 2019). The NPPF must be taken into account in the preparation of local and neighbourhood plans, and is a material consideration in planning decisions. Planning policies and decisions must reflect and where appropriate promote relevant EU obligations and statutory requirements. The most recent England biodiversity strategy, [Conservation 21: Natural England's conservation strategy for the 21st century](#), was published on 14th October 2016. This strategy sets out Natural England's thinking about what needs to be done differently and how we need to work with others, to better deliver the ambition for England to be a great place to live, with a healthy natural environment on land and at sea that benefits people and the economy. It post-dates '[Biodiversity 2020: A strategy for England's wildlife and ecosystem services](#)' and is delivered in Oxfordshire through the work of the Oxfordshire Nature Partnership and [Wild Oxfordshire](#). Oxfordshire's '[Biodiversity Action Plan 2015 – 2020](#)' is largely delivered through a [Conservation Target Area](#) (CTA) approach. "CTAs identify the most important areas for wildlife where targeted conservation work will have the greatest benefits" *Wild Oxfordshire (2015)*. The Harcourt Hill Campus is part of the Oxford Heights West Conservation Target Area. The key Oxfordshire BAP habitats that the University supports and can expand are Native Woodland, Woodland Pasture, Parkland and Wildflower meadows. Over the last 4 months, Oxfordshire Environment Board, Oxfordshire Biodiverse Advisory Group and Oxfordshire Local Authorities have worked together to progress plans to establish a Local Nature Partnership (LNP) for Oxfordshire, Brookes are engaging as key stakeholders in this partnership.

The European Water Framework Directive: This Directive came into force in December 2000 and became part of UK law in 2003 (amended October 2014). It looks at the ecological health of surface waters and provides the opportunity to plan and deliver a better water environment, focusing on ecology.

The draft Environment Bill was published in December 2018 and sets out how the Government will maintain environmental standards and build on the 25 year strategic environment plan (this is an overview only i.e. the 'principles and governance' outline and is not legislative as yet). The Environment Bill will be introduced in the second Parliamentary Session and transposed into UK law, but no firm dates have been given at this stage. The Environmental Bill summer policy statement (July 2019) has been published after a period of several consultations. The EU Withdrawal Act (2018) has been set up as a functioning statute to ensure current EU legislation that we are working under remains after Brexit.

Public consultations have been conducted on biodiversity net gain, conservation covenants and the state of England's trees and woodlands. The summer policy statement commits to ensuring that targeted action not only preserves our natural environment for future generations, but helps reverse damage suffered in the past. Specific statements outline the introduction of a mandatory approach to biodiversity net gain. This will require developers to ensure habitats for wildlife are enhanced, with a 10% increase in habitat value for wildlife compared with the pre-development baseline. To help guide key policies like net gain, planning and the future Environmental Land Management system, they commit to introducing a new statutory requirement for Local Nature Recovery Strategies. They also aim to give communities a greater say in the protection of local trees.

### **Brookes Sustainable design criteria for new and refurbished building projects.**

It is now necessary for 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 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 5+% in-line with the Oxfordshire Local Plan Oxford City Council's Local Plan for 2036. The biodiversity net gain of 5% should be incorporated as a minimum standard. This should be measured through the use of a recognised biodiversity calculator. Offsetting 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.

Contractors will need to evaluate associated ongoing maintenance costs and operational requirements to ensure OBU's Grounds Team have the appropriate resource and training to manage these sites moving forward. Grounds site management plans should be completed for handover to ensure the long term benefits are realised. Ecological surveys will be required for some planning applications with mitigation measures determined from surveys.

## **Biodiversity at Brookes**

The Grounds team delivers a large proportion of our biodiversity aspirations through managed grounds practices under the advice of the Biodiversity Advisory Group and the Environmental Sustainability Team. The Biodiversity Advisory Group has the remit 'to ensure that the University manages its estates to benefit biodiversity and develop opportunities for staff and students and the local community to engage with biodiversity initiatives'. Our Grounds team uses the minimum amount of non-hazardous chemicals to control weed growth on paving areas and uses no artificial fertilisers, this is currently under review and we are currently trialling a non-glyphosate based weed suppressant. The team also uses the majority of the green waste as mulch in borders throughout the University. All waste exemptions are in place for this practice.

### **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

#### **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, this is under review with the Biodiversity Advisory Group and has been communicated to OCC. 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

### **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, plus 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 preserve and enhance biodiversity across the University estate as part of our Social Responsibility Framework, environmental and sustainability goals.

### **KEY DRIVERS**

1. Maintain our reputation as a sustainable and socially responsible organisation
2. Maintain legislative, regulatory and stakeholder compliance

### **OBJECTIVES**

- Ensure compliance with legislation, regulatory and stakeholder requirements.
- Conserve existing habitats whilst creating new ones.
- To establish (where relevant) species baselines and implement Biodiversity Surveys to track annual progress.
- Develop Biodiversity Action Plans (BAPs) with regards to campus specific habitats, species and resources.
- Consult with relevant departments as well as third parties to create partnerships and to adopt best practices.

- Engage students, staff, and the local community by providing education, training, and encouragement in local initiatives and biodiversity programmes.
- Annually review and monitor the biodiversity strategy in order to ensure continuous improvement.
- Continue to promote biodiversity locally, nationally and internationally through Oxford Brookes research and teaching programmes.

## **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 academic year there has been a really positive enhancement of biodiversity across the estate. With rewilding areas and verge no-mowing regimes extended across Harcourt Hill and wildflower planting in the inner quad by Buckley. After consultation with OCC, the mowing regime of the ancient meadowland at Marston was changed with an increase in declining orchid numbers from 50 to 470, which is really positive. Despite Covid restrictions 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 was minimal due to Covid restrictions, but we signed up to Hedgehog Friendly Campus Campaign, have established a working group with both students and staff, provided training for the grounds team and are actively progressing initiatives to achieve a 'Bronze Award' this academic year. 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 – **Partially Achieved**

For new development and refurbished buildings all designs have to follow the 'Sustainable Design Criteria' as set out by the Environmental Sustainability Team. Creation of ecologically viable (and where appropriate, valuable) habitats in line with Oxfordshires 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 5+% in-line with the Oxfordshire Local Plan [Oxford City Council's Local Plan for 2036](#). The biodiversity net gain of 5% should be incorporated as a minimum standard. This should be measured through the use of a recognised biodiversity calculator. Offsetting measures should be avoided through biodiversity net gain provision wherever possible.

Contractors will need to evaluate associated ongoing maintenance costs and operational requirements to ensure OBU's Grounds team have the appropriate resource and training to manage these sites moving forward. Ground's site management plans should be completed for handover to ensure the long term benefits are realised. Ecological surveys will be required for some planning applications with mitigation measures determined from surveys.

## Annex 1: Species-specific Action Plans

### Species Action Plan: Birds

A wide variety of bird species are present on Oxford Brookes University campuses. The SAP aims to identify if UK BAP priority species are present and promote general measures aimed to support birds.

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

2020&21 Actions / Targets	Timeframe	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
Expand 'wildflower' meadows / pollinator shrubs to increase biodiversity and minimise Ground's workload.	Ongoing	Grounds team	<b>Achieved:</b> Experimental beds in Headington Hill Hall, outside Clerici and the inner quad between Buckley and Abercrombie.	Same as 2020&21
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	<b>Achieved:</b> 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.	Same as 2020&21
Identify areas for planting fruit and nut bearing shrub and tree species as part of the annual tree surveys.	Ongoing	Grounds team	<b>Achieved:</b> Identified areas on completion of the tree survey 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.	Same as 2020&21

2020&21 Actions / Targets	Timeframe	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
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	<b>Achieved:</b> Currently no hedgerows cut until July to prevent disturbance to nesting birds. Hedge cutting scheduled in July of each year.	Same as 2020&21
Maintain bird boxes University wide	Aug 2021	Grounds team	<b>Achieved:</b> OBU have signed up to 'Oxford's Swift City' status and installed swift boxes at Headington, Clive Booth, Paul Kent and Crescent – these are being monitored by the Environmental Sustainability Team (EST).	Same as 2020&21
Monitor trees on annual basis as part of the on-going annual tree surveys.  Maintain existing management.	Ongoing	Grounds team	<b>Achieved:</b> Annual tree surveys completed November 2019. Existing management complete.	Same as 2020&21

### Species Action Plan: Amphibians and Reptiles

Oxford Brookes University supports UK BAP priority species the Great Crested Newt. The Amphibians and Reptile SAP aims to support this species and the likely Amphibian and Reptile species on our campuses.

2020&21 Actions / Targets	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
Continued management of the ponds for wildlife & create a wildlife pond at Headington Hill Hall to replace the ornamental pond.	Summer 2019	EST & Grounds team	<b>Partially Achieved:</b> Continued management of the ponds for wildlife, Clive Booth cleared in 2020, to promote biodiversity. New wildlife pond at HHH, drained but not completed due to COVID-19. New wildlife pond installed at Harcourt Hill for educational purposes.	Same as 2020&21
At Wheatley, maintain the current management of ponds and long grass areas for the Great Crested Newts. Existing management strategy of leaving the agreed area undisturbed to be continued.	Ongoing	Grounds team	<b>Achieved:</b> Existing management strategy of leaving the area undisturbed to be continued until the site is sold.	Same as 2020&21
Ensure that the ponds are maintained on an annual basis.	Ongoing	Grounds team	<b>Achieved:</b> 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.	Same as 2020&21
Relax the management of shrub, hedgerows and grass in key areas.	Ongoing	Grounds team	<b>Achieved:</b> 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.	Same as 2020&21
Identify areas of grounds where new hedgerows and other wildlife corridors can be put into place.	Ongoing	Grounds team	<b>Achieved:</b> New hedgerow has 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 'Onecampus' plan and Paul Kent Hall to enhance green spaces.	Same as 2020&21
Create piles in woodland areas where they are not already in place	Ongoing	Grounds team	<b>Achieved:</b> All dead leaves and soft vegetation collected are spread in the woodland areas across all sites.	Same as 2020&21

## Species Action Plan: Mammals

The SAP aims to identify if UK BAP priority species are present and promote general measures aimed to support mammals.

2020&21 Actions / Targets	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
Continued monitoring for priority species.	Ongoing	Environmental Sustainability team	<b>Achieved:</b> No BAP priority mammal species are present on our sites. Continued monitoring of badger setts completed.	Same as 2020&21
Relax the management of shrub, hedgerows and grass in key areas.	Ongoing	Grounds team	<b>Achieved:</b> 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.	Same as 2020&21
Identify areas for planting fruit and nut bearing shrub and tree species as part of the annual tree surveys.	Ongoing	Grounds team	<b>Achieved:</b> 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.	Same as 2020&21
Bat management across sites	Ongoing	Grounds team	<b>Achieved:</b> Bat surveys are completed with any new building projects. New habitat creation/nesting provision has not been completed due to resourcing & COVID-19 restrictions. These will be included as part of our site redevelopment plans.	Same as 2020&21
Monitor trees on an annual basis as part of the on-going annual tree surveys.  Maintain existing management.	Ongoing	Grounds team	<b>Achieved:</b> Annual tree surveys completed April 2021. Existing management complete.	Same as 2020&21
Create piles in woodland areas where they are not already in place.	Ongoing	Grounds team	<b>Achieved:</b> All dead leaves and soft vegetation collected are spread in the woodland areas across all sites.	Same as 2020&21

## Species Action Plan: Invertebrates

The SAP aims to identify if UK BAP priority species, pollinators and promote general measures aimed to support invertebrates.

2020&21 Actions / Targets	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
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	<b>Achieved:</b> Grounds Team working within guidelines. 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 an increase in orchid numbers from 51 in 2019 to 470, which is phenomenal. The new mowing regime will continue to be implemented.	Same as 2020&21
Expand 'wildflower' meadows / pollinator shrubs to increase biodiversity and minimise Ground's workload.	Ongoing	Grounds teams	<b>Achieved:</b> New 'experimental beds' in Headington Hill Hall, outside Clerici and the inner quad between Buckley and Abercrombie continue to be monitored and have and positive feedback from staff and students.	Same as 2020&21
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	<b>Achieved:</b> 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.	Same as 2020&21
<ul style="list-style-type: none"> <li>- Maintain the green roofs annually.</li> <li>- Complete an annual species surveys.</li> <li>- Review each new build or renovation project to assess suitability for green roof installation.</li> </ul>	Annually	Grounds team	<b>Achieved:</b> Annual maintenance is in place, survey completed with HLS. Follow up maintenance work completed summer 2021.	Same as 2020&21

Proposed Actions / Targets 2021&22	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
Continued monitoring, maintenance and communication of beehives and bees across the estate.	Summer 2021	Grounds team / EST	<b>Achieved:</b> Freedom beehives in place at Headington Hill site and Harcourt Hill. Continued monitoring and maintenance. Rare 'ivy bees' identified in HHH.	Same as 2020&21
Assess suitable areas and install bug hotels where they are identified.	Ongoing	Grounds team	<b>Achieved:</b> Bug hotels installed at Headington Hill and the inner quad area by Buckley. No new sites identified but 'rewilding' projects in place	Same as 2020&21
Create "hot spots" in flower beds for insects to sun themselves e.g. logs, stones or bare soil.	Ongoing	Grounds team	<b>Achieved:</b> Through ongoing management	Same as 2020&21
Assess potential locations to leave dead logs in situ and create log piles in suitable shady and sunny locations.	Ongoing	Grounds team	<b>Achieved:</b> When trees are reduced or felled, limbs are left in situ where possible	Same as 2020&21
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	<b>Achieved:</b> When trees are reduced or felled, limbs and tree stumps are left in situ where possible.	Same as 2020&21
Explore sign up to NUS Hedgehog friendly campus campaign.	Dec 2021	EST	<b>Achieved:</b> This has now been launched, a working group has been established with students and staff. A Grounds team member has completed training. We are aiming for a bronze award this academic year.	HFC Bronze award

**Annex 2 : Habitat Action Plans**  
**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 import habitat.

2020&21 Actions / Targets	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
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	<b>Achieved:</b> Currently no hedgerows cut until July to prevent disturbance to nesting birds. Hedge cutting scheduled in July of each year. Hedgerows are trimmed selectively over a period of time.	Same as 2020/21
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	<b>Achieved:</b> 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.	Same as 2020/21
Identify areas of grounds where new hedgerows and other wildlife corridors can be put into place.	Ongoing	Grounds team	<b>Achieved:</b> New hedgerow has 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' plan and Paul Kent Hall to enhance green spaces.	Same as 2020/21

**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 import habitat.

2020&21 Actions / Targets	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
<p>At Wheatley, maintain the current management of ponds and long grass areas for the Great Crested Newts</p> <p>Existing management strategy of leaving the area undisturbed to be continued.</p>	<p>Ongoing</p>	<p>Grounds team</p>	<p><b>Achieved:</b> Existing management strategy of leaving the area undisturbed to be continued. The site is due to be sold, a full EIA has been completed.</p>	<p>Same as 2020&amp;21</p>

### 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.

2020&21 Actions / Targets	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
Planting of native species where appropriate.	Ongoing	Grounds team	<b>Achieved:</b> Tree planting programme in place. Grounds team plant native species where appropriate.	Same as 2020/21
Improve the standing structure and age class of the trees on campus.	N/A	Grounds team	<b>Achieved:</b> On going tree management program in place with Bowoods	Same as 2020/21
Assess suitable areas for promoting native woodland species	Ongoing	Grounds team	<b>Achieved:</b> On going tree management program in place with Bowoods	Same as 2020/21
Monitor trees on annual basis as part of the on-going annual tree surveys.  Maintain existing management.	Ongoing	Grounds team	<b>Achieved:</b> Annual tree surveys completed April 2021. Existing management complete.	Same as 2020/21
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	<b>Achieved:</b> Ivy is removed across the sites on buildings. Some Ivy has been cut back to assess tree condition. Ongoing	Same as 2020/21

### 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.

2020&21 Actions / Targets	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
Relax the management of shrub, hedgerows and grass in key areas.	Ongoing	Grounds team	<b>Achieved:</b> 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.	Same as 2020/21
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	<b>Achieved :</b> Grounds Team working within guidelines. 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 an increase in orchid numbers from 51 in 2019 to 470, which is phenomenal. The new mowing regime will continue to be implemented.	Same as 2020/21
Manage, survey, report on new 'rewilding' project at Harcourt Hill & extend	Aug 21	Grounds team	<b>Achieved:</b> 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.	Same as 2020/21

**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.

2020&21 Actions / Targets	Time frame	Owner	Reporting on 2020&21 targets / actions	Proposed Actions / Targets 2021&22
Engage academic colleagues to integrate biodiversity at Brookes into a curriculum programme.	June 2021	Environmental Sustainability team	<b>Not Achieved:</b> No resources during this academic year. This will be addressed in the next academic year through the Sustainability Steering Group and the new 'Green Impact' program.	Same as 2020/21
Promote our biodiversity resources to staff and students on an annual basis. Create signage and resources. Resources required	June 2021	Environmental Sustainability team	<b>Partially Achieved.</b> Biodiversity signage around wildflower meadows only. Permanent signage required around wildflower meadows, rewilding project, freedom beehives, ivy bees, solitary bees, woodland walk etc. Onstream article around biodiversity day highlighting local biodiversity initiatives and ways to improve biodiversity in your garden.	Same as 2020/21