

Definitions and descriptions of good practice – Biodiversity

	Policy and Strategy	Action Planning	Stakeholder Engagement	Measurement
Activity Area Description	The university's Biodiversity Action Plan is produced in support of local, state and national priorities. Activity is reviewed on a regular basis. There are clear reporting lines into formal university management structures.	Action Plans, which incorporate objectives and associated targets, drive the cycles of activity across the university in relation to biodiversity.	Key stakeholders (including staff, students, contractors and relevant neighbouring interests) actively inform the review of the Biodiversity Action Plan and shape its development.	The impacts and benefits of the Biodiversity Action Plan are routinely monitored and evaluated as part of existing university practice. There is evidence of continual improvement and feedback loops.
What does good practice look like?	<ul style="list-style-type: none"> A University Biodiversity Action Plan and associated delivery mechanism that contributes to local, state and national conservation efforts has been developed. The Action Plan is campus-specific, identifying key areas of habitat and species lists, as well detailing appropriate management of these. It is regularly reviewed to ensure it remains up-to-date and useful as a working document and informs the planning and development activities of the institution. The Action Plan is written and communicated in both plain English and technical terminology. The relationship between biodiversity and related campus services, such as landscaping, is established. 	<ul style="list-style-type: none"> There is a clearly defined cycle of activity that is linked to wider targets to deliver progress on this agenda. Activity spans all appropriate parts of the university and widespread engagement is evident. There are clear links between the promotion of biodiversity conservation and enhancement and wider business planning processes. Actions and targets are evident and the university can trace these through the relevant planning systems. Targets for biodiversity are explicitly linked to wider environmental management and health and wellbeing strategies. 	<ul style="list-style-type: none"> The individual and/or groups with responsibility for the Action Plan seek stakeholder involvement to scrutinise performance as part of the review process. The university leads local or regional groups or activity and contributes to the national or international biodiversity agendas. Collaboration with neighbouring interests and community groups is sought to cooperate in the sharing of information, information sources and best practice. 	<ul style="list-style-type: none"> The Biodiversity Action Plan and its associated initiatives are visible on campus and there are obvious signs of activity to promote biodiversity and encourage engagement. Reporting, audits and surveys are used in the wider context of providing a biodiversity evidence base for use for local authority planning and community purposes. Internal resources are dedicated to the research and reporting of the positive impact of biodiversity on staff and student recruitment, retention, health and well-being. The university can quantify the improvements to biodiversity through activities undertaken.
	Communications	Training and Support	Implementation	Links to curriculum
Activity Area Description	The Biodiversity Action Plan is in the public domain. There is a planned approach to communicating to relevant stakeholders the Action Plan, its associated activities and their implications. The Action Plan has clear, high-level support within the university.	Commitments and/or targets are linked to named individuals or teams within the university. Staff have either appropriate biodiversity skills and knowledge, or opportunities to develop them through access to specialist support.	There is evidence of staff and student-led biodiversity activity across the university and beyond via the Student Union, student societies, staff groups, trade unions or individual sustainability champions	Biodiversity practice links to and where appropriate is embedded into formal and informal curriculum activity.
What does good practice look like?	<ul style="list-style-type: none"> The Biodiversity Action Plan is in the public domain. A co-ordinated approach to communicating the Action Plan to appropriate audiences will be evident. The university will begin stewarding relationships with key biodiversity organisations and providers to foster cooperative working relationships in order to achieve long-term biodiversity goals. At a minimum, progress will be reported on an annual basis to ensure delivery against agreed targets and to also ensure the Action Plan still reflects best practice. 	<ul style="list-style-type: none"> Responsibility for delivering the Biodiversity Action Plan is clearly defined within the role specification of at least one individual on campus. Those with responsibility for delivery of the strategies (or associated elements) have this clearly defined within their performance objectives and review processes. Knowledge of and liaison with external interest and community groups is sought by the named individual(s) responsible for biodiversity on campus. 	<ul style="list-style-type: none"> The university has been externally recognised for biodiversity activity or has won relevant awards. Investment of time, finance and personnel reflects the university's commitment to completing all biodiversity activities. There are community links and initiatives to maximise awareness and engagement. Biodiversity management and biodiversity conservation are considered as appropriate induction training for all stakeholders on an annual basis. Regular feedback is sought from all stakeholders, which is fed into all review processes and considered for future planning. 	<ul style="list-style-type: none"> Teaching refers to the Action Plan where appropriate. Development of research projects around the agenda are supported and pursued. Funding is sought to further develop biodiversity best practice and process. The campus is used as a living laboratory, demonstrating real life examples for learning about biodiversity and biodiversity management.