

Nature Recovery – Leadership Group Meeting
Wednesday 21st February 2024 10-12pm (GMT)

Date: Wednesday 21st February 2024

Attendees: Alex Smith (Suez), Alex Spragg (Skewb), Chris Bawtree (Ground Control), Emma Thompson (Taziker), Eoin Bailey (Celsa UK), Grace O’Connell (Action Sustainability), Julia Baker (Mott MacDonald), Lauren Peters (Dŵr Cymru Welsh Water), Laurence Cummins (Wates), Lynne Good (Supply Chain School), ark Turner (Action Sustainability), Harry McDonnell (Morgan Sindall), Michael McDermott (AmcoGiffen), Mikaela Weyer (Costain), Niall Conroy (Wolffkran), Patrick McKeown (MWH Treatment), Sophie Pinnington (Cadent Gas), Rosie Barnett (Graham), Ross Primmer (Action Sustainability), Sam Bower (Balfour Beatty), Sophie Mansell (Canary Wharf), Terry Wilkinson (ACO).

[Please note these meeting notes are to be read in conjunction with the final slide deck as circulated to all.](#)

[Meeting Notes:](#)

1. Welcome & introductions

Mark Turner welcomed all attendees to the third meeting of the ‘Nature Recovery’ Group and introduced himself as the Group Lead and Grace O’Connell as the Group’s support.

Mark Turner then covered the Agenda for the meeting which included:

- 1. Welcome & introductions**
- 2. Recap of work programme**
- 3. Resource update**
- 4. Training programme – Virtual conference**
- 5. Business Planning**
- 6. AOB and DONM**

Every attendee then introduced themselves to the Group, including their name, organisation, and job role (see attendee list above).

2. Recap of work programme

a) Explaining the Nature Recovery Group to interested parties

- Mark Turner demonstrated activities the Group intends to do to help maintain School membership and partnership. These include:
 - **Legislation and policy updates**

- **Updating resources** – i.e. maintaining the School library and all resources that range through five stages – beginner/ intermediate /expert/ advanced /leader - and making sure the School’s resource bank is as rich and up to date as possible
- **Events** – The Group has run two very successful webinars so far with support from Julia Baker at Mott MacDonald. Please find both linked below
- **Collecting case studies** – e.g. As Biodiversity Net Gain (BNG) in England for certain projects is now a legal requirement, the School would massively appreciate any case studies that showcase examples of Biodiversity Net Gain done well and the art of the possible
- **Topics promotion** - (e.g. Green/Blue Infrastructure)
- **Intervention points framework** – The School Group is very diverse in its approach and how it splits down markets/topics across the built environment and value chain from design through to build/operation, in-use, deconstruction etc.
- **Whole built environment life cycle** - We have to consider the whole built environment life cycle through our approach including over time, impacts from supply chain, materials and product choices etc. We want this to be a key area of focus in the Nature Recovery Group to help ensure that we do good things here but also positively influence nature recovery elsewhere in the World (also see c. below)

ACTIONS:

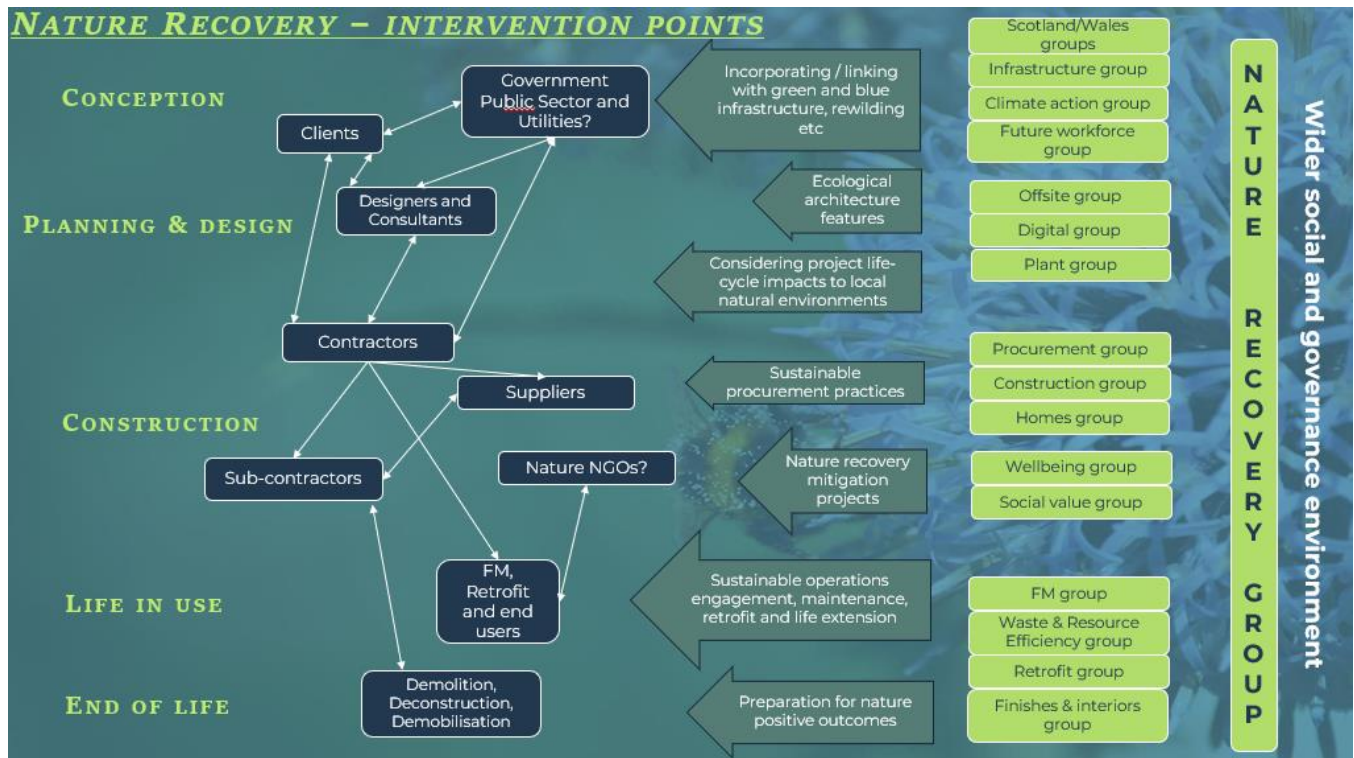
Partners to:

- Supply any case studies they have of BNG gone well –resources are greatly appreciated in the School
- Promote our two recent webinar recordings with Julia Baker – see linked here:
 - [An Introduction to BNG and TNFD with Mott MacDonald: Webinar Recording](#)
 - [Biodiversity enhancement policies across the UK similarities and differences with Mott MacDonald: Webinar Recording](#)

b) Nature Recovery Group intervention points framework

- Mark Turner showcased the Nature Group’s intervention points framework (see below) and other various interconnected leadership groups within the School
- All Leadership Groups in the School **should** have an interest in the nature recovery agenda and maintain links and build these up over time
- Mark Turner then asked attendees if there was anything missing in the framework and to offer back any ideas.

Nature Recovery – Leadership Group Meeting
Wednesday 21st February 2024 10-12pm (GMT)



ACTIONS:

Partners to:

- Supply any additional feedback to either Mark or Grace on the intervention framework above – what is missing? How can we improve this?

c) Recap of work programme – initial priorities

- Mark Turner summarised the overall work programme of the Group so far. This included:
 - Setting up the group** – Including creating a title, drafting a terms of reference document. **The Group still requires a chair**
 - Confirm cross sector approach** – This relates back to the intervention framework. The Group should refer to all sectors, tiers and the whole value chain. There is a crucial requirement to influence supply chains and associated impacts on local areas, communities and ecosystems
 - Agree scope and work of partnership** – The Group will encompass all aspects of the built environment including planning, design, construction, management & maintenance

- **Initial resource review** – A sub-group has started an initial review, but the majority of the library still needs development. See **3. Resource update** below
- **Events for BNG** – See and please share with colleagues recordings of both events delivered through the Group so far below:
- [An Introduction to BNG and TNFD with Mott MacDonald: Webinar Recording](#)
- [Biodiversity enhancement policies across the UK similarities and differences with Mott MacDonald: Webinar Recording](#)
- **Raising any future sub groups** – e.g. resource review, events (webinars, workshops), virtual conference (VC) planning.

ACTIONS:

School to:

- Receive any expressions of interest for becoming Chair in the Group.

Partners to:

- Get in contact with either Grace or Mark if they are interested in becoming or nominating a Chair for the Group. If there is more than one expression of interest a process will be enacted to choose the successful candidate.

3. Resource update

- Grace explained since the last Group meeting in November, we have added some new resources to the School library. These included:
 - [UKGBC Embodied Ecological Impacts](#)
 - [Case Study: Guiding the way at Ashridge Farm](#)
 - [An Introduction to BNG and TNFD with Mott MacDonald: Webinar Recording](#)
 - [Accountability for Nature: Comparison of Nature-related Assessment and Disclosure Frameworks and Standards](#)
 - [From Net Zero to Nature Positive: What's the Difference?](#)
 - [State of Nature Report 2023](#)
 - [Why biodiversity is about to go mainstream in ESG investing](#)
- Grace also reminded attendees of the dedicated School website for the Nature Recovery Group - please find [here](#). This details important information about the group including group activities, contacts, upcoming meeting dates and meeting notes.

a) Resource review

- Grace explained to the group the progress so far on the resource review of all pre-existing 'biodiversity and ecology' resources in the School library
- There are **around 152 resources to review in total**
- **Around 20% of all CURRENT resources so far have been reviewed**
- Grace asked for any extra volunteers who have time and capacity to help with the resource review to get in contact with her and can set up a call to explain the process
- This review work will run into the next financial year and forms part of the Group's business planning priorities.

ACTIONS:

Partners to:

- Any partners who have time and resource to kindly volunteer and help with the resource review, please contact Grace O'Connell
- Any partners who also have any known resources they think could usefully be added to the School library, please contact Grace O'Connell
- Case studies and short videos etc (for e.g. on Biodiversity Net Gain done well, consideration of supply chain impacts etc) are especially welcome.

b) Learning Pathways

- Grace explained the feature of learning pathways in the School. See detail below:
- Learning Pathways are an exciting feature in the School which allow you to allocate specific resources to a specific audience and track their progress through the awarding of badges and downloadable reports
- The School's learning pathways are a tool to embed sustainability learning within an organisation and down the supply chain
- Grace then explained that currently no 'nature' related learning pathways exists in the School
- An opportunity exists for the Group to help upskill users of the School in this related area and for Partners to develop these for their supply chain and anyone new or beginner who wants to start learning about this subject
- Michael McDermott raised the point regarding the 'Waste, Resource Efficiency & Circular Economy in Scotland' learning pathways that waste regulation in Scotland is changing and suggested this recommended resource to read further. Link to SEPA's consultation document on Environmental Authorisations (Scotland) regulations 2018 - affects CAR, Waste and PPC, links at bottom of page to online information webinars [Environmental Authorisations \(Scotland\) Regulations 2018: Proposed types of](#)

Nature Recovery – Leadership Group Meeting
Wednesday 21st February 2024 10-12pm (GMT)

[authorisation for Waste, Water and Industrial activities - Scottish Environment Protection Agency - Citizen Space \(sepa.org.uk\).](#)

(NB This has now been referred to the School's Waste and Resource Use Group for action)

- Mark then introduced a starting Jamboard exercise to ask the attendees all about learning pathways

[Please find the Jamboard link here.](#) This Jamboard link remains active to all Partners.

Jamboard results:

Learning Pathways?

- Do you think creating a dedicated pathway on nature recovery is beneficial for the Group/School?
 - Yes!
 - Definitely!
 - Yes
 - yes!
- How many pathways should we create?
 - More detailed/specialist pathways, limited number:
 - BNG for water courses - covered in a recent CIEEM webinar, but mostly missing from other BNG webinars and resources
 - Tie in with GNC Co-ordinating Group?
 - Learn from local communities and indigenous people's across supply chain, and their millennia of knowledge on nature stewardship, & circular approaches (Lynne)
 - Overview of companies' impacts on nature by their whole supply chain and life cycle (Lynne)
- Which/how many resources should we have for each pathway?
 - Ecology awareness - e.g. what to look for on site - should be covered in PEAs, but some sites might not get these - reactive emergency works.
 - A general Pathway for broader Nature Recovery, Nature Positive.
 - Detailed pathways include : BNG, TNFD,
 - what biodiversity resources are most popular in the school and develop pathways around these?
 - I think breaking the pathways down into the different means of generating nature recovery (e.g. through planning & design, offsite engagement, etc.)
 - Yes a dedicated pathway would be great! It should be tiered to cater for different levels of understanding
 - brilliant that it can be bespoke to each organisation and meet them where they are at.
 - Map out all the content first, then establish how many resources/pathways this needs
 - What local nature recovery strategies will look like
 - Cross discipline collaboration and perspectives. How ecology and engineering can work together.
 - Practical delivery of BNG onsite and offsite. Delivery of BNG 30 yr management and monitoring
 - ESG data requests
- What topics/scale/regions should the pathway focus on?
 - How suppliers can support the nature recovery and BNG efforts of their customers
 - Ecology (general); BNG (specifically); embodied ecological impacts
 - Biodiversity enhancement policies across the UK
 - Nature Positive and TNFD
 - Concept design and cost estimation for BNG
 - Biodiversity net gain - how to get there from a "standing start" e.g. people new to the business and/or topic
 - Security constraints/common challenges
 - Defra Metrics 4.0 methodology
 - Different perspectives - "on site", "in the supply chain", "with clients" etc..
 - Habitat Units + Conditions
- Could we create a tiered pathway?
 - TNFD covering LEAP framework and the various tools and how to actually use them. i.e. encore tool, SBTN materiality assessment tool, WWF Risk filter, IBAT tool.
 - Interaction with LPAs and Local Nature Recovery Strategies
 - paths for different industries?
 - yes - different pathways for different audiences. One from a commercial viewpoint would be useful to get them on board.
 - yes if not too complicated
 - Yes! Level 1 baseline scores/surveys etc, Level 4 resurveying
 - Would it be more logical to name a pathway BNG or TNFD or would it make more sense to a layperson to say "on site" in the supply chain" etc...?
 - SuDS and Schedule 3 in England (if it ever gets here!)

- Niall Conroy made the point that learning pathways could be created based on nature recovery/biodiversity through generating means, including planning, design, offsite engagement
- Sophie Pinnington also explained the potential tie with the Green Northern Connections (GNC) Co-ordinating Group.

ACTIONS:

School to:

- Collate the ideas from the Jamboard to begin development of a new nature based pathway. Feedback ideas of potential resources to include a pathway in next Group meeting (May)
- Contact Sophie Pinnington about Green Northern Connections and any potential contacts for collaboration
- Grace to follow up with the author of the waste in Scotland pathways for review of resources and potential update to pathways.

Partners to:

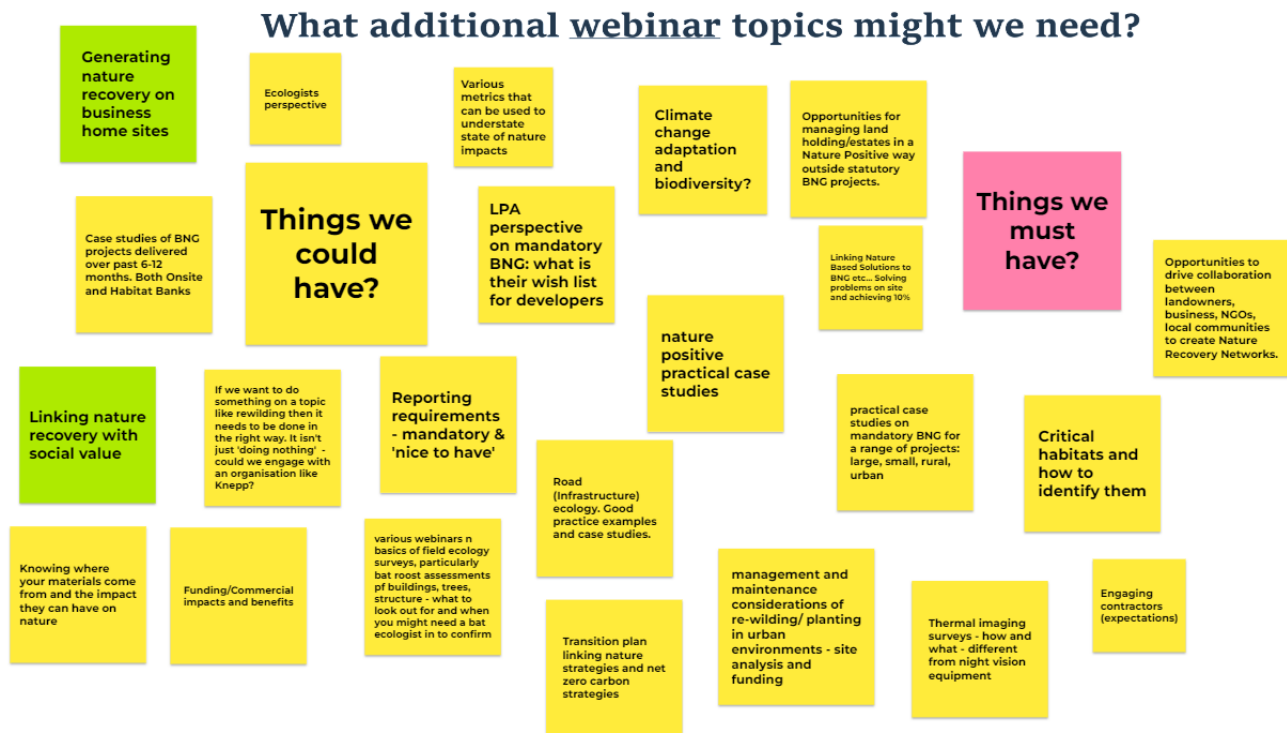
- Feedback any more ideas to Mark Turner and Grace O’Connell on learning pathways and relevant resources
- The [Jamboard link](#) remains active to all Partners.

4) Training Programme – this FY 23/24

- Mark presented a table of all previous webinars and workshops hosted in the last financial year (since April 2023) related to the topic of nature (see full slide deck for details)
- The Group has delivered two successful webinars so far with support from Julia Baker. Both are hosted on the School’s library here:
 - [An Introduction to BNG and TNFD with Mott MacDonald: Webinar Recording](#)
 - [Biodiversity enhancement policies across the UK similarities and differences with Mott MacDonald: Webinar Recording](#)
- Mark then explained the Group would like to run approximately one event every two months for the next financial year (2024-2025)
- Ross Primmer, a colleague within Action Sustainability also helps the School out with delivering Introduction to Biodiversity webinars as part of the event programme each year
- The Group is planning on delivering a **virtual conference (VC) on the 22nd May** to coincide with International Biological Diversity Day
- Mark presented one suggestion for the virtual conference to be a reflection piece on mandatory BNG at the end of summer - it is key the Group and all our Partners remain active voices on this topic
- Mark then introduced the next Jamboard exercise to ask the attendees what they would like to see in terms of the wider training programme for the next year and what they would like to contribute.

[Please find the Jamboard link here.](#) This Jamboard link remains active to all Partners.

Jamboard results:



- Ross Primmer – Including webinar content on understanding global impacts of decisions and supply chain is vital
- Emma Thompson – from a Taziker perspective it would be useful to collaborate with Network Rail/National Highways to get their perspective on delivery for suppliers and especially for Network Rail impacts on restricted land (de-vegetation). It could be useful for a webinar that gives insight into whether they have dealt with these sort of challenges before and any successful projects as case studies?

Jamboard exercise – Virtual Conference

- Ross Primmer explained that the Group is running a virtual conference on the **22nd May** to coincide with International Biological Diversity Day
- The VC is intended to be 2 hours and expected 1000 attendee registration and 500 total attendees
- Attendees were asked to think about what the virtual conference should focus on and what topics are of strategic importance e.g. BNG/equivalents, case studies of

Nature Recovery – Leadership Group Meeting
Wednesday 21st February 2024 10-12pm (GMT)

BNG gone well, what happens when it goes badly, deeper supply chain impacts?
Rewilding? What are NGOs saying?

Jamboard results:

What should the Virtual Conference in May focus on?

What topic/topics are of strategic importance?



Ideas so far:

- Have a discussion around BNG three months after it has become law in England – successes but also pitfalls – does the process work? Is it effective?
- UK impact or global impact
- Habitat connectivity

ACTIONS:

School to:

- Collate the ideas from the Jamboard's to begin development of a training programme for the next FY

Partners to:

- Feedback any more ideas to Mark Turner, Ross Primmer (for virtual conference) and Grace O’Connell on training programme content and if you would like to be involved in the production of any webinars or the virtual conference
- Any Partner with a contact in the Biodiversity team at DEFRA/Natural England to also contact Ross Primmer

5) Business Planning

- The final section to the meeting focus on the Group’s business planning outputs for the next year
- The last time the Group met, we conducted a comprehensive exercise [using Mural](#) during the meeting and reviewed the findings from the recent partner impact survey and begin to determine our preferred workplan for 2024/2025.
- **From the results of the impact survey, biodiversity and nature recovery was highlighted as a content priority #2 issue** (just below energy and carbon)
- Mark reminded the group of the business planning agenda including the main focus, which is suggested to be:
“To educate and upskill more people about biodiversity, nature positive solutions and their role in nature recovery”
- **See the full slide deck from slides 19-26**
- Mark asked the Group how they felt about the business planning agenda for the next year

How does Group feel about it?

- Michael McDermott - Perhaps add element of carbon, costs, processes etc
- Ross – Include carbon and climate adaptation systems (natural systems)

ACTIONS:

Partners to:

- Partners to review the focus areas of the business planning and feedback additional suggestions for improvements or comments to Mark Turner
- Mark to build Michael and Ross’s suggestions into documentation

8. AOB and DONM

The date of the next Group meeting is 21st May 2024, 11am-1pm.

END OF MEETING NOTES.