

**Date:** Tuesday 20<sup>th</sup> May 2025

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**

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

Every first time attendee then introduced themselves to the Group, including their name, organisation, job role and why they have joined the Nature Recovery Group (see attendee list above).

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

1. **Welcome & introductions**
2. **Site Visit – Eden Dock, CWG London**
3. **Recap of business plan 2025-26**
4. **Resource review plans 2025-26**
5. **Update – School and Green Finance Institute Working Group**
6. **Training Programme**
7. **AOB and DONM**

**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** – call out to our Partners to inform the Group about any other legislation and policy that may fall through the net or any policy on a smaller scale that is still important for the Group to be aware of
  - **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 a number of successful webinars so far – find them [here](#).

- **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 and land asset 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 and nature positive outcomes elsewhere in the world.

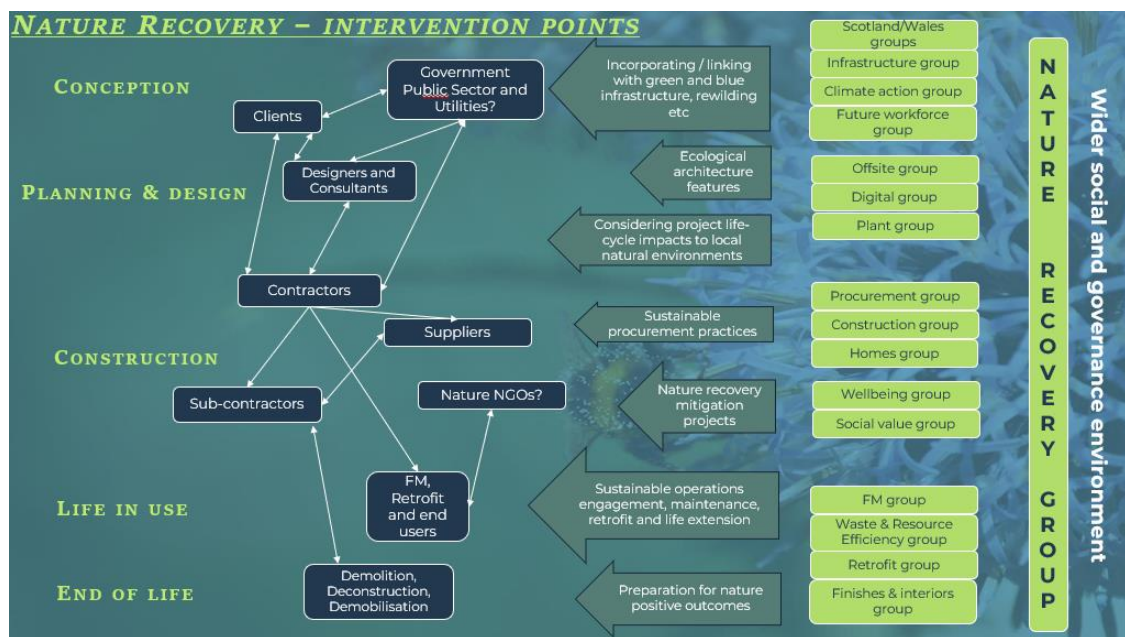
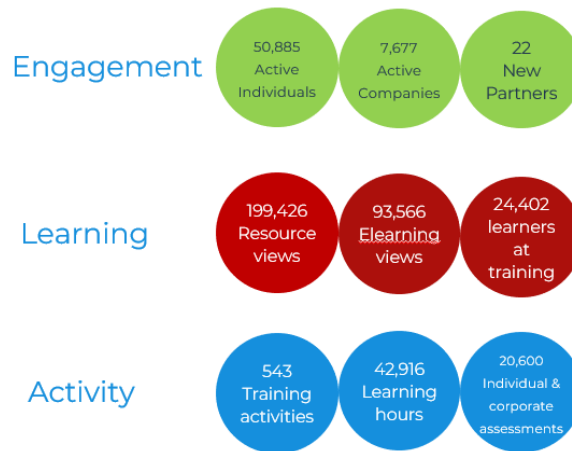
#### **Nature Recovery Group intervention points framework**

- 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.

#### **School Performance to end of 2025 FY**

- As the School is growing it is becoming more efficient as cost per learner and value of training increases
- Numbers are growing in terms of engagement – especially with the Nature Recovery Group - in that time become 2<sup>nd</sup> largest group (after climate) with number of people viewing material on nature.

## SCHOOL PERFORMANCE TO END OF 2025 FINANCIAL YEAR



## 2. Site Visit – Eden Dock, CWG London

- On 23<sup>rd</sup> April Canary Wharf Group kindly took us on a guided nature walk down at a few of their sites including:
  - Crossrail place garden
  - Harbord Quay
  - Jubilee Garden
  - Eden Dock <https://canarywharf.com/eden-dock/>
- The overall purpose of the visit was to demonstrate an example of how CWG are incorporating nature into an urban environment – and a chance for the Group to ask

questions interested in the process including design, concept, choosing contractors etc

- Thanks to Olivia and her team for a great morning!

### 3. Recap of business plan 2025-26

## Focus 2025

Key focus for 25/26

To grow the collaborative influence and impact of the group in fundamentals, understanding of materials related risks, and reporting and disclosure

- **Focus on Fundamentals**

- Produce accessible learning on basics for key audiences including groundworkers, procurement teams, those responsible for aspects of Biodiversity Net Gain and equivalents, curating accessible range of materials including development and recordings of webinars, fact sheets, links to existing resources etc
- Develop relevant entry level learning pathway
- Run at least one webinar devoted to these topics - to include context addressing mutuality in dealing with climate change driven risks

- **Guidance for Reporting and Disclosure**

- Prepare partners and members for the impacts and practicalities of voluntary and mandatory reporting on Nature
- Emphasise and promote nature-based solutions to climate change challenges and opportunity for integrated reporting
- Collaborate with the GFI (Green Finance Institute) and TNFD hosting peer to peer group sessions and reporting to wider group and School
- Host webinar or VC addressing aspects of integrated reporting, BNG one year on, benefits and examples of voluntary reporting initiatives

- **Addressing Materials related Risks**

- Materials are likely to be a major focus in formalised mandatory reporting
- Enhance knowledge and competence of designers, clients, procurement and site managers etc
- Curate additional learning resources and add to enhanced School resource "widget"
- Develop webinar on key risk materials (timber, HVO, Soils etc)

- **Practical Collaboration and Engagement**

- Achieve cross industry and discipline collaboration including supply chain, procurement and the waste / climate groups (HVO, soils, timber etc) to promote practical learning
- Arrange two site visits to relevant projects in collaboration with partner organisations.

- Mark Turner and Ben Stone discussed the upcoming financial year's (2025-2026) business plan
- Mark informed the Group of the business plan for the FY and context behind the School and its 7 key action focus to drive impact – through more partners, more suppliers, multipliers, staff learning, improved customer journey, marketing, recommendations – all culminating together to achieve more active companies, more active individuals and people doing more learning.

### Nature Group Priorities 2025/26 include:

**Focus on Fundamentals** – providing more basic environmental management skills that perhaps have been pushed aside recently in the push for more carbon/strategic skills

- The Virtual Conference in development for this November as a centrepiece of the School's programme for COP week is focused jointly on climate adaptation and disclosure and reporting
- This is a great opportunity to promote nature.

**Guidance for Reporting and Disclosure** – continued commitment to our GFI and TNFD Peer to Peer Sub-Group

**Addressing materials related risks** – in reporting and disclosure, significant part on most ‘material’ materials:

- Collaborative opportunity which the Group needs to drive particularly around soils and link to waste/circularity – develop webinar on this topic and other key risk materials such as timber, HVO etc
- Have we narrowed attention to soils in terms of materials or doing wider approach – e.g. how they are treated on site, soil structure etc?
- Event on soils – DEFRA currently revamping much awaited code of conduct for sustainable use of soils on site (been delayed by several years) Sam Bower – sitting on technical group for it – useful to coincide with launch and get person from DEFRA
- Areas where we can leave soil untouched like trees
- Link to Infrastructure Group, construction, needs of waste and resource use, carbon
- Also reshaping the view and perception of the importance of soils, soils are a finite resource, not just a material
- Water also a key topic – and again key linkages
- Do we change focus from material ‘risk’ to ‘resource’
- Language of ‘risk’ – should we include something more pertinent on risk and threat that depletion of nature presents – whether its soil, materials, disclosure?
- Requirements > understanding web of impacts and interconnectivity and how all is about risk as disruption to flows is going to ultimately lead to collapse/delays etc
- Value chains > Value webs?

**Practical collaboration and engagement** - e.g. procurement side – not just construction and existing built environment

- Developing link with the Wildlife Trusts
- Full KPIs we have to hit this FY – see slides 11-15 in final slide deck for full detail.

#### **4. Resource review plans 2025-26**

**Learning Pathways:**

- The topic of learning pathways was discussed, emphasising the need to develop the first learning pathway on the topic of nature and biodiversity in the School
- This first pathway should start with introductory resources to establish a foundational understanding
- Potential topics for the biodiversity (‘introduction to nature and biodiversity’) pathway could include:
  - Introduction to biodiversity and its importance
  - Site practice
  - Biodiversity Net Gain

- Species diversity and conservation
- Case Studies.

### **ACTIONS:**

#### **School to:**

- Grace to pull together a first draft of resources deemed relevant and suitable for the first learning pathway and share this with Ben, Mark and the team.

#### **Partners to:**

- Any willing and kind volunteers who would like to help with the resource review for the learning pathway, please get in touch with Grace!
- Suggestions on suitable resources, experts, or organisations for collaboration are also welcomed.

#### **Update and refresh e-learning modules:**

- There are plans to update two e-learning modules that overlap and interlink with the topic of nature including:
- [Sustainable Drainage Systems](#) - This 30 minute module will explain what SuDS are, how they are executed, and what legal and planning requirements you need to know about
- [Introduction to Sustainable Homes](#) - This 30 minute module will discuss the key sustainability issues facing the home building sector, and how best to tackle them in a way that's good for the environment and your business. **There is significant potential here to incorporate aspects for nature within homebuilding.** A recent video case study by Stark UK featuring Mark Turner provides an excellent example and valuable resource to include in the module. [Click here to watch.](#)

#### **Refresh and update the School's Sustainability Shorts:**

- [Introduction to Water](#) - In this short, animated video, we will discuss why water is a significant issue for the construction sector and the impacts it can have on our work and lives.
- [Introduction to Biodiversity](#) - In this animated video, we will review what biodiversity is, why we need to be aware of it in the built environment sector, and key species to be aware of if we find them on site.
- Both Shorts are going through a review by Mark Turner, who also reviewed the corresponding e-learning modules to these topics last year. Particular focus will be spent on shortening down the current versions so they provide an effective bitesize introduction to these important topics.

#### **Call out for case studies:**

- Although the case study library is growing, we are always looking for more quality case studies to be added
- Utilising case studies in multiple formats (video, report, animation, short summary etc) makes for interesting resources showcasing real life application and examples
- Extra case studies are needed for the School – e.g. on nature based solutions, BNG gone well/challenges, blue infrastructure projects, deeper supply chain impacts.

### **ACTIONS:**

#### **Partners to:**

- Please do send any additional case studies, relevant to the School's library, to Grace O'Connell.

#### **5. Update – School and Green Finance Institute Working Group**

- Ben Stone then gave an update on the collaborative work done so far with the School and GFI (Green Finance Institute)
- Last Summer, the School started working with the GFI (Green Finance Institute) - implementation partners of TNFD, to begin to attempt to unravel and demystify nature reporting and disclosure for the built environment sector
- The TNFD in particular focuses not just on the impacts of climate change to a business but impacts and dependencies. The TCFD (Task force for Climate related financial disclosures) report on strategy, governance, risks, opportunities and metrics and the TNFD align the same way – the only difference is the TNFD looks a lot more at dependencies and impacts due to the complexity of the topic matter
- There are also links to [Defra's Nature Positive Pathway](#) and [IEMA's Nature Positive Business Pledge](#)
- The School offers a great opportunity here due to the scale of its membership and partnership and reach into the supply chain
- There are plans to hold a session every quarter with a focus on unpacking different aspects on TNFD and what it looks like for a business in the built environment, this will look like:
  1. **Q1 meeting (end to end process)** – presentation from a TNFD adopter and experiences right from the beginning, how did they begin the conversations in their business from the very early stages?
  2. **Q2 meeting (data and metrics)** - data providers presented on what different people are using in the market, what do you do with all the data and metrics and what are the decisions and how can it lead to action
    - This was the latest meeting in Q2 to take place



- There were some very good insights and overview of types of data services available
  - Spotlight speakers included Ben Stone on free tools and AI possibilities, Siobhan Stewart from Natcap and Lauren Weatherdon at The Biodiversity Consultancy
  - Plans to invite these speakers back and open this out to a wider event later this year
- 3. Q3 meeting (inform business activities)** - bringing the group together – joint outcome and what does that look like?
- 4. Q4 meeting (peer alignment)** - how to create a consistent built environment UK sector approach – creating comfort for orgs that everyone is moving in the same direction.
- Throughout these quarterly meetings – there is an expectation that everyone in the group contributes openly to discussion and sticks with the process if on attendance at their first meeting, they find it useful
  - Requires an open dialogue but with rules around disclosure outside the meeting – Chatham House Rules
  - Will aim to have one meeting in person – remaining three to be virtual
  - Duration around 90 minutes per session.

**ACTIONS:**

**Partners to:**

- Discuss internally if you would like your organisation to be involved within the Group
- It will require discussion, mutual honesty and learning for all
- Please reach out to Ben, Mark or Grace if anyone is interested in joining
- We really encourage organisations no matter where you are on your TNFD or nature disclosure journey
- **Please note: Joining the Group does not require you as a business to become a TNFD adopter**

**6. Training programme – since launch**



- The Group has delivered a range of successful webinars this FY:

Title	Date/Time	Type of event	Number of attendees	Recording link
An Introduction to Biodiversity Net Gain and the TNFD with Mott MacDonald	January 23 <sup>rd</sup> 2024 13:00-14:00pm	Public 1 hour Webinar	236	<a href="#">Recording link</a>
Biodiversity enhancement policies across the UK: similarities and differences with Mott MacDonald	February 22 <sup>nd</sup> 2024 12:00-13:00pm	Public 1 hour Webinar	120	<a href="#">Recording link</a>
Biodiversity Net Gain: Beyond Legal Compliance – Virtual Conference	May 22 <sup>nd</sup> 2024 14:00-16:00pm	2-hour Virtual Conference	550	<a href="#">Recording link</a>
Speedy Hire: Nature Positive Roadmap	12 <sup>th</sup> September 2024 14:00-15:00pm	Public 1 hour webinar	91	<a href="#">Recording link</a>
Nature Positive: Reporting & Disclosure on Nature-Related Impacts	4 <sup>th</sup> December 2024 10:00am-11:30am	1.5 hour Virtual Conference	406	<a href="#">Recording link</a>
Protecting Peatland: A key habitat with NatureScot and SEPA (Scottish Environment Protection Agency)	10 <sup>th</sup> April 2025 11:00am-12:00pm	Public 1 hour webinar		<a href="#">Recording link</a>

### Reminder: Upcoming Virtual Conference – BNG: One Year On

22<sup>nd</sup> May 2025 10am – 12pm – [REGISTER HERE](#)

## Upcoming virtual conference – BNG: One Year On



**Biodiversity Net Gain: One Year On - Virtual Conference**  
May 22: 10:00 - 12:00

Book now for this free virtual conference - limited places available!

It's been a year since Biodiversity Net Gain became mandatory in England. What's working? What's not? And how are different sectors adapting?

**Thursday 22 May 2025**  
**10:00-12:00 (BST)**  
**Online | Free Virtual Event**

Join us for this engaging 2-hour conference where we bring together voices from across the industry—clients, contractors, facilities managers, and sustainability leaders—to share on-the-ground experiences, real case studies, and strategic insights into BNG delivery and its equivalents across the UK.

**Speakers include:**

- Phillipa Chappell Bray, Deputy Director of Innovation & Enterprise- Derbyshire Wildlife Trust
- Hannah Murray, Analyst- Green Finance Institute
- Charlotte Gray, Ecology Business Partner - Keepmoat
- Ben Stone, Group Head of Environmental Sustainability- Kier
- Julia Baker, Technical Director, Nature- Mott MacDonald
- Kate Swan, Environmental & Sustainability Consultant- Mott MacDonald

**REGISTER HERE**



Conference was successfully delivered with 400 plus people involved on the day and good feedback.

**Training and Virtual Conference programme 2025-2026:**

- Within the upcoming financial year, the Group has a minimum of 2 webinars to deliver plus the virtual conference on the 22<sup>nd</sup> May (to coincide with the International Day for Biological Diversity)
- Mark Turner then opened out the Group for discussions on...
- What would you like to see delivered?
- Would you like to contribute?

Feedback included:

- Data/metrics for integrated reporting (speakers from NatCap and The Biodiversity Consultancy)
- Schemes such as:
  - Projects for nature
  - Rebuilding nature
  - WWF nature pathways
  - Nature positive
- Targeting different audiences – certain function and disciplines that would appeal to these ‘building blocks’ and fundamentals focused type sessions – tailor it to certain audiences, design managers for example
- Showcasing examples of how organisations are implementing initiatives, small or large scale – partners and/or suppliers to come forward with things that have worked well, overcoming challenges
- Soils - worth speaking to a company called AMET re. soils.

**ACTIONS:**

**The proposed webinar focusing on soils is being taken forward for delivery in the Autumn, with Ross Primmer from Action Sustainability and Sam Bower from Balfour Beatty presenting.**

**Partners to:**

- Feedback any more ideas to Mark Turner and Grace O’Connell on training programme content for the next FY and if you would like to be involved in the production of any webinars.

**The date of the next Group meeting is 3<sup>rd</sup> September 2025, 10am-12pm.**

**END OF MEETING NOTES.**