

**Date: Wednesday 3<sup>rd</sup> September 2025**

**Attendees:** Amanda Porrit (Colas Rail), Amy Dickison (Egis Group), Ben Stone (Kier), Daisy-may Yeomans (Balfour Beatty), Don Holmes (Mitie), Emily Davies (Amey), Esther Taylor (United Utilities), Gaelle Bardsley (BAM), Grace O’Connell (Action Sustainability), James Russell (Cavendish Nuclear), Josh Steiner (Wates), Julie Swanepoel (Suez), Kate Swan (Mott Macdonald), Laurence Cummins (Wates), Lee Heykoop (Homes England), Mark Sargent (Murphy Group), Mark Turner (Action Sustainability), Phillip Carter (Action Sustainability), Ross Primmer (Action Sustainability), Russell Bromage (Sisk), Sarah Simons (Amey), Simon Garrett (Nature Positive), Toni Walters (Sublet Rentals), Vicki Betts (Environment Agency), Will Townsend (SRM).

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 attendees and introduced the team.
- First-time attendees introduced themselves (name, organisation, role, and reason for joining).
- Mark Turner outlined the agenda:
  - 1. Welcome & introductions**
  - 2. Recap of business plan 2025-26**
  - 3. Learning pathways update**
  - 4. ‘Back to basics’ resource – Where’s Wally?**
  - 5. School & Green Finance Institute (GFI) Working Group update**
  - 6. Nature and supply chain discussion (Ross Primmer)**
  - 7. Training programme**
  - 8. AOB and Date of Next Meeting**

#### **Explaining the Nature Recovery Group**

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.

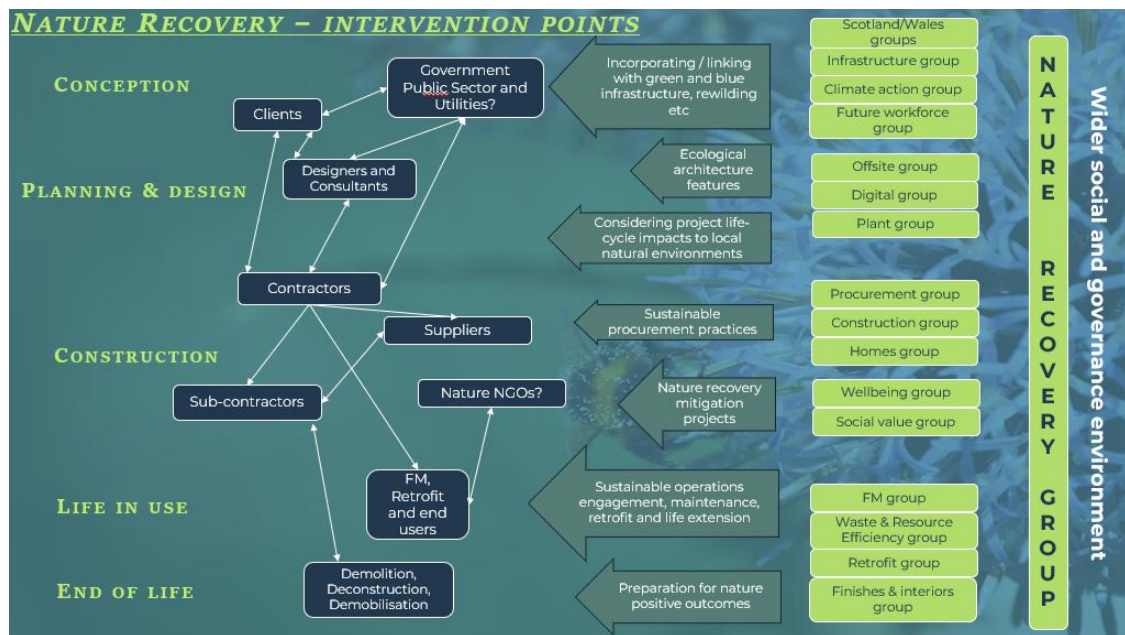
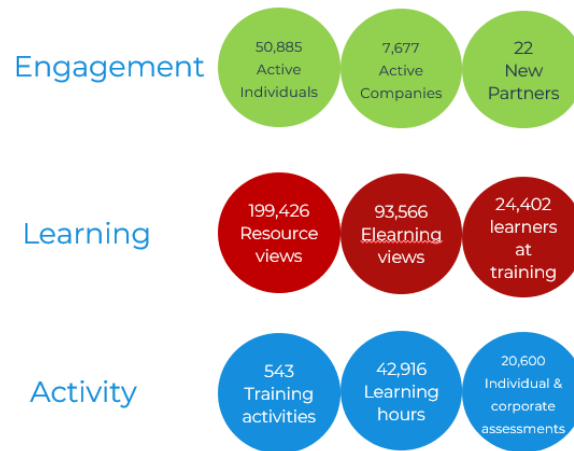
#### **Nature Recovery Group intervention points framework**

- 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. 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 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 – upcoming webinar based on soils on 19<sup>th</sup> November *(see section 7. Training programme)*
- Look at figures for interaction with modules on green infrastructure, introduction to biodiversity, introduction to water
- 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

- Full KPIs we have to hit this FY – see slides 10-14 in final slide deck for full detail.

#### **ACTIONS:**

##### **School to:**

- Grace to download report from the School and look at engagement stats for our nature related content and in particular e-learning modules, e.g. green infrastructure, introduction to biodiversity, introduction to water etc.

##### **Partners to:**

- Suggestions on suitable resources, experts, or organisations for collaboration are welcomed.

### **3. Learning pathways update**

With input from two Nature Group volunteers, the following **three competency-based pathways** have been agreed:

1. **Nature & Biodiversity – An Introduction**
  - Beginner fundamentals, providing accessible entry-level learning
2. **BNG Equivalents & Green Infrastructure**
  - Technical planning concepts, structured improvements (formal and informal).
3. **Nature Reporting & Disclosure**

- Advanced practice, aligned with industry frameworks and best practice.

**Key Recognition:**

- There is a significant **gap at entry level**, requiring more introductory resources for Pathway 1.

**Priority Fundamentals (Pathway 1):**

- What is “nature”?
- Nature in the UK – local biodiversity context
- Soils
- Pollinators
- Basic water cycle
- Nutrient cycles

**Next Steps:**

- **Source** recommended back-to-basics and accessible materials.
- **Develop in-house foundational content** to plug gaps
- Grace then opened up the meeting to begin discussions on what a ‘back to basics’ resource could look like

**4. ‘Back to basics’ resource – Where’s Wally?**

- **The Problem:**
  - There is a gap in the School’s resources on the ‘basics’ of nature and biodiversity
  - Often many subcontractors and SMEs lack a clear understanding of what biodiversity is, why it matters, and how it shows up in daily life
  - They are not given the chance to first engage with the fundamentals - such as pollinators, soil health, water, nutrient cycles, and the role biodiversity plays in food, medicine, climate and ecosystem stability
  - Many of our School resources assume a baseline knowledge of biodiversity and jump too quickly into technical planning concepts like Biodiversity Net Gain
  - We have therefore missed the opportunity to show members how to connect with biodiversity on a small, practical scale where they can make the most impact.
- **The Opportunity:**

- Build a ‘back to basics’ resource that gives members, especially subcontractors, the fundamental knowledge they need before tackling frameworks like BNG.
- A visual tool to help connect these concepts to small-scale actions on sites and workplaces.
- **The Brief:**
- The School wants to create an engaging “Where’s Wally?” – style activity to help learners spot biodiversity-friendly initiatives in real-world settings
- This should aim to equip contractors, subcontractors, and staff to recognise biodiversity initiatives they can support or replicate (even after the design and planning stages).
- Two versions –
  - Sites (construction, development)
  - Workplaces (offices, depots, yards)
- Grace then asked the Group to brainstorm ideas on a Mural board – using the two below illustrations as guidance/inspiration.

- **Sites e.g. – construction/development**
- [Click here to access the Mural](#)







### **Wildlife Protection & Habitat Support**

- Wildlife-friendly safety lights
- Noise fencing
- Dark corridors for animals
- Root and hedge protection
- Standing water
- Wildflower meadows
- Protected species signs (badgers, bats, birds)
- Cat/dog deterrents to protect smaller species
- Wildlife sighting boards and public engagement

### **Design/Infrastructure solutions**

- Reduce light pollution (directional lighting towers)
- Storage of materials to avoid wildlife inhabiting
- Modular/relocatable green infrastructure (green roofs, hoardings, meadows)
- Soil storage and seedling (avoid compaction)
- Fencing to prevent animals entering machinery areas.

### **Education/engagement/communication**

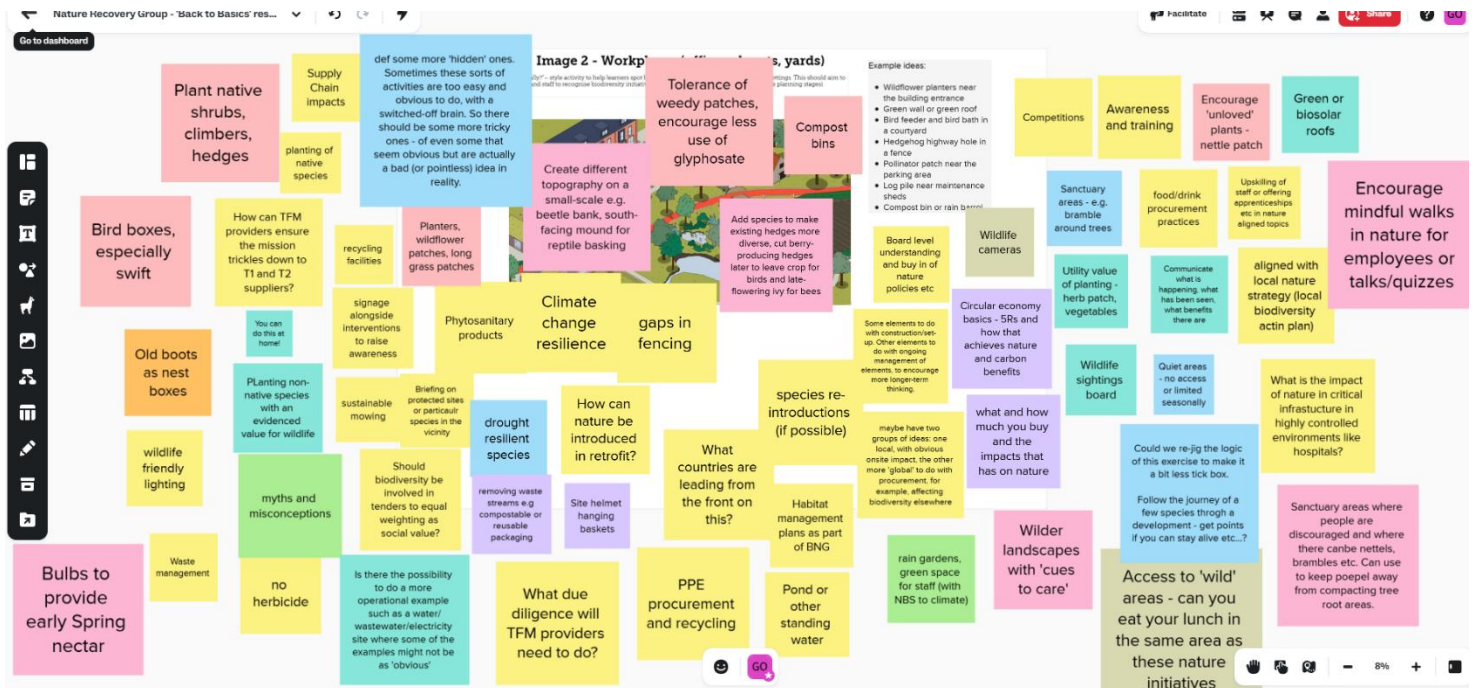
- Local nature boards and posters in site offices
- Information boards with species ID, habitats, indicators
- Clear site guidance – e.g. “Call your Nature Lead”
- Community boards and on-site posters – e.g. on invasive species
- Toolbox talks and checklists for teams
- Encouraging site operatives to spend time in nature
- Local competitions and awareness days
- Encouraging public to share wildlife sightings.

### **Wellbeing and human-nature connection**

- Green spaces for wellbeing
- Planters, insect feeders, bird feeders
- Nature-friendly seating areas
- Opportunities for allotments
- Modular wellbeing areas.

### **Connectivity/wider landscape**

- Linking to nearby reserves, SSSIs, protected areas
- Habitat connectivity and corridors
- Considering ecosystem services (nutrient cycles, water, carbon, pollinators)
- **Workplaces e.g. – offices/depots/yards**
- [Click here to access the Mural](#)



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### **Planting & habitat creation**

- Plant native shrubs, climbers, hedges
- Bird boxes (esp. swift), old boots as nest boxes
- Wildflower patches, long grass patches, bulbs for early nectar
- Compost bins, log piles, rain gardens, ponds/standing water
- Tolerance of “weedy” patches, encourage less herbicide/glyphosate use
- Gaps in fencing, hedgehog highways
- Species re-introductions (if possible).

### **Climate resilience & biodiversity integration**

- Climate change resilience in planting/landscapes
- Drought-resilient species
- Retrofitting biodiversity into existing sites
- Habitat management plans (aligned with biodiversity net gain – BNG)
- Green or biosolar roof
- Sustainable mowing.

### **Engagement, education & awareness**

- Encourage mindful walks in nature, staff talks/quizzes
- Awareness training, upskilling staff/apprenticeships in nature-aligned topics
- Myths and misconceptions around biodiversity
- Competitions, signage to raise awareness
- Quiet areas/seasonal restrictions
- Wildlife sightings boards.

### **Procurement**

- Food/drink procurement practices
- PPE procurement and recycling
- Circular economy basics
- Due diligence by providers

### **Workplace & community wellbeing**

- Green space for staff
- Utility planting (herb patches, vegetables)
- Access to “wild” areas for breaks/lunch
- “Cues to care” – ensuring landscapes look maintained and valued
- Board-level understanding and buy-in of nature policies.

### **Wider perspective & challenges**

- Inspiration from countries leading in biodiversity policy
- Considering nature in critical infrastructure (e.g., hospitals)
- Differentiating local vs global biodiversity impacts of procurement
- Questioning what and how much you buy, and its wider nature impact.

### **Wider discussions on ‘back to basics’ resource**

#### **Practical Guidance:**

- Recognition that nature is not always neat or manicured – examples such as bug hotels or wildflower patches can help normalise this.
- Compromises are sometimes required, e.g. tidying edges while retaining natural value.

#### **Nature Literacy & Communication:**

- The Environment Agency is developing a “nature literacy” course (similar to carbon literacy), covering natural capital, wellbeing, and key drivers such as land-use change – this could be used as a basis possibly for a School resource too
- Need a strong “why bother” narrative – explaining why actions matter and how to persuade clients (e.g. SuDS developments). Amy Dickinson (Egis Group) can supply case studies such as the “top 5 considerations” for projects like airports and roads.
- Potential to use engagement sessions with Tier 1 contractors to share “scare stats” on nature decline.

#### **Language & Framing:**

- Suggestion to simplify terminology: use “nature” instead of “biodiversity/ecology” to aid understanding
- Important to frame positively as opportunities, not just compliance.
- Focus on two main aspects:
  1. Opportunities – designing with nature.
  2. On-site protection – safeguarding and enhancing existing habitats and species.

#### **Audience & Engagement:**

- Must tailor resources to different audiences (e.g. subcontractors vs. designers)
- Consider surveying potential users and those accessing this resource – ask what motivates them, what they’d like to see, if any willing volunteers (e.g. Wates’ Nature Group staff engagement) to understand motivations, with anonymised quotes included
- Encourage participants to generate their own ideas rather than following a “tick-box” approach.
- Aim for resources that engage people’s thinking and principles, not just procedural compliance.
- Acknowledge this is very difficult to do as a resource as each site in the real-world is so different and these initiatives could be applied and others not.

#### **Methods & Tools:**

- Use science communication techniques: dilemma-based exercises, problem-solving scenarios, or activities framed from the perspective of a species (e.g. a bee or tree).
- Provide simple site-level tools, e.g. a checklist to track improvements (“done four things – here’s the benefit”).
- Balance giving answers with building understanding of the questions to ask in the first place.

#### **External Resources:**

- The GBNNSS has some useful resources on biosecurity and INNS, including a video for contractors - [Environmental professionals » NNSS](#)

#### **Facilities Management (FM) – Native vs Non-Native Planting**

- Growing conversation within FM around balancing aesthetic requirements with ecological value
- Approach emerging with some customers: rather than removing all non-native/low-value vegetation, take out around 30–40% low-value species and replace with higher-value native or ecologically beneficial vegetation
- This method retains visual appeal while increasing biodiversity value.

#### **ACTIONS:**



**Grace to:**

- Follow up with Mark Turner, Ben Stone and Ross Primmer on creation of the 'back to basics' resource taking on board comments/themes from the Mural board exercise above.

**Partners to:**

- Please do send any additional case studies/resources, 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
- 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 (*see slide 23 in full deck*):



## Our work with TNFD and the GFI Updated sector session strategy

- Set group aims, objectives and culture
  - Aim: Integrate nature across all business decision-making, using TNFD as a framework
  - Objective: Unify approach to two disclosure pillars: **Strategy and Risk & Impact Management**, updated first steps by sector case studies
  - Culture: Everyone speaks, non-competitive, build trust and community, time commitment, casual
- 1 week prior to session: speaker announced, 2 specific questions sent and 1 pre-read

### Session updates

Quarter	Date	Time	Sector session spotlight topic - Construction
1	26/11/2024	11:00-12:00	End to end process - Ruth Voigt, Laing O'Rourke and Ben Stone, Kier Group
2	24/04/2025	15:00-16:30	Data and metrics - Free tools, The Biodiversity Consultancy, Natrap
3	23/07/2025	12:00-13:30	In person: How TNFD can inform business activities - Diana Ferani, WBCSD and Gaëlle Bardsley, BAM
4	TBC	TBC	Peer alignment - Topic TBC

Green Finance  
Institute

Core topic (variation across sector)	Meeting
End to end process (presentation from adopter)	Q1
Data and metrics (presentation from data provider)	Q2
How TNFD can inform business activities (presentation from adopter)	Q3
Peer alignment (workshop style)	Q4

Let us know if you would like to be involved in this working group

It will require open dialogue (Chatham House Rules) on your organisation's intentions and progress.

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### Q3 update – example of how TNFD can inform business activities:

#### Gaëlle Bardsley, Biodiversity Lead for BAM UK & Ireland Division

- Gaëlle Bardsley presented the scope of work done within BAM UK & Ireland. BAM has been applying **IPPS 5 way risk-based assessments**, which consider land use change, overexploitation, climate change, pollution, and invasive species. These risks have been translated into corresponding opportunities such as habitat creation, natural resource conservation, biosecurity, pollution avoidance, and biological carbon sinks, alongside governance, wellbeing, and community engagement
- As part of this work, BAM has created the **BAM+ Biodiversity Assessment**, a tool that evaluates project sites against best practice in nature and biodiversity. The assessment is designed to show how projects are performing, where there is scope for improvement, and to allow filtering across projects, sectors, or clients in order to identify patterns and understand whether certain areas are more advanced in implementing biodiversity measures. The assessment also supports root-cause analysis to establish why measures have not been included. A maturity baseline has been established for BAM Biodiversity+, and this has been incorporated into the organisation's operating plan for the coming year

- The framework also draws on external standards and requirements including BREEAM, Highways Mammal passage requirements, biophilia principles, and Environment Agency biosecurity requirements. There is also consideration as to whether knowledge transfer should remain in-house or be brought in externally.

#### Proposed output for Q4 session: Peer alignment

- 3 suggestions for output >> **priority supply chain risks, supply chain engagement and metrics**

### Proposed output for Q4 session: Peer alignment

To be agreed by the group

- Topic
- Format of output – document?
- Internal or external?
- Timeline
- Partners? SCS, UKGBC, Bellway

Topic	Suggested output
Priority supply chain risks	Based on public tools, datasets and shared knowledge of UK built environment supply chain exposure, create a shared shortlist of prioritised regions and/or commodities and/or impacts and dependencies for the UK built environment supply chain
Supply chain engagement	Based on agreed priorities, create a list of common questions for suppliers that have high nature impacts, across specific commodities / regions TNFD supplier standard - Bellway
Metrics	Develop shared priority metric list (aligned with existing UK reporting norms) based on group alignment
Something else?	



#### Discussion:

- Metrics emphasised as particularly important for alignment, although the subject is complex
- Gateway into materiality assessments, making them more accessible by highlighting which issues are most significant at the project and portfolio levels
- Further research is needed into the genuine effects of biodiversity interventions that go beyond the Biodiversity Net Gain (BNG) metric, underpinned by evidence.
- 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. Nature and the supply chain – Ross Primmer**

- Organisations in the built environment are facing increasing risks, including statutory compliance failures, regulatory fines, and reputational exposure in the media
- Current discussions often focus on biodiversity and nature, but there is a broader need to address supply chain resilience and embodied ecological impacts.
- These issues cannot be looked at in isolation because there are overlapping and competing factors to consider
- Expectations vary across countries, so while we cannot prescribe actions, we can provide toolkits with the right questions and reference materials
- A collective approach with partners will create greater benefit for a wider group than isolated efforts
- This topic should be revisited during the November meeting
- Relevant context and resources are available from UKGBC on embodied ecological impacts: <https://ukgbc.org/our-work/topics/embodied-ecological-impacts/>


## 7. 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	77	<a href="#">Recording link</a>
Biodiversity Net Gain: One Year On - Virtual Conference Recording	22 <sup>nd</sup> May 2025 10:00am-11:30am	1.5 hour Virtual Conference	421	<a href="#">Recording link</a>

## Upcoming events:

### 1) Virtual Conference – COP 30 – Bridging Climate and Nature: Strategies for a resilient future




 **Wednesday 12 November 2025**

 **10:00–12:00 (BST)**

 **Online | Free Virtual Event**

As the world gathers for COP30, the urgency to address the twin crises of climate change and nature loss has never been greater. This virtual conference brings together industry leaders and sustainability experts to explore how organisations can take integrated action that strengthens both climate resilience and nature recovery. – [REGISTER HERE](#)

## 2) Soils Webinar

-  **Wednesday 19th November 2025**
  -  **10:00–11:00 (BST)**
  -  **Online | Free Virtual Event**

### **ACTIONS:**

#### **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.

## 8. **AOB**

#### **Nature Group and Scotland:**

- Possibility for the Nature Group to consider potential members in Scotland to collaborate on NBS and work with the School to produce a report on innovative approaches to Nature Restoration in the Built Environment, including video case studies.
- The focus should be on practical projects, which many partners may already be delivering (for example, Scottish Water’s work on peatland and biodiversity).
- The Nature Restoration Fund (NRF) from NatureScot provides relevant funding information for applicants. [Nature Restoration Fund \(NRF\) - Information for applicants | NatureScot](#)

#### **Wates Group – Nature Network Survey:**

- Wates Group is also establishing a nature network to enable colleagues across its businesses to engage with nature-positive topics in both personal and professional contexts.
- A recent survey provides insights into colleagues’ interests and potential involvement during the first stage of the network’s development.
- By 2026, once the Wates nature network has built momentum, there is an ambition to identify shared initiatives with other members of the School’s Nature Recovery Network.

#### **Site Visits:**

- Potential to arrange another site visit this year at the following options:

- Rotherham – Coal Authority: Thorpe Hesley – reedbed treatment of mine water for the former industry preventing pollution
- Mansfield – UK largest sustainable drainage scheme – just finished for Severn Trent
- Poole - Arne Moors: Salt Marsh compensation project for loss in Poole Harbour to protect communities
- All dependent on getting sign off – locations would need to be driven to

**ACTIONS:**

**Partners to:**

- Please look at the attached Wates staff Nature Network survey that has been distributed alongside these meeting notes. Wates are keen to share experiences if any other members have taken similar approaches and/or potentially looking to develop links between groups via the School's Nature Recovery network in due course.
- Please register your interest in attending another site visit this year – contact Grace

**The date of the next Group meeting is 13<sup>th</sup> November 2025, 10am-12pm.**

**END OF MEETING NOTES.**