


Environmental Management System – Biodiversity Targets

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Biodiversity Targets

Aim of the target	EMS Biodiversity Target	Approved? (Yes / No)
Maintain or reduce use of chemicals across all three areas of campus (amenities, sports fields and other) using 2024 as baseline.	<p>BIO01: Develop and implement a Chemical Use Management Plan for Landscaping by November 2025.</p> <p>Additional actions required to complete this target:</p> <ul style="list-style-type: none"> Quantify the use of pesticides, herbicides, and fertilisers on a monthly basis. Identify actions that required the use of chemicals. Create a schedule of activities using chemicals. <p>Records will be collated in a document, including actions and areas on campus that required the use of chemicals. Grounds will then review these actions to develop a management plan for chemicals.</p> <p>Use 2024 purchasing documents as assumed usage. From 1 July 2025 use actual consumption using stock take and purchases</p>	YES
Engage with student and staff in biodiversity-related events or initiatives.	<p>BIO02: Deliver 15 in biodiversity-related events by December 2025 (such as volunteer sessions and participation in Environmental Events)</p> <p>Additional actions required to complete this target:</p> <ul style="list-style-type: none"> Track participation/assistance data in events. Create a schedule of engagement events. Defined annual budget. Vegetation structure and species monitoring 	YES
Increase the area of wildlife-friendly habitats on campus.	<p>BIO03: Complete baseline condition assessments of 7 habitat zones on campus by Dec 2025</p> <p>Additional actions required to complete this target:</p> <ul style="list-style-type: none"> Align with Ian's Audit and Condition Assessment 	YES

	<ul style="list-style-type: none"> Log of Floristic Diversity in Woodland area (bluebells, fungi, etc.) 	
Create pollinator-friendly zones across the built-up area of the campus.	<p>BIO04: Increase the surface area of 'no-mow' areas by 20%, using 2024 as baseline, by Dec 2026,</p> <p>Additional actions required to complete this target:</p> <ul style="list-style-type: none"> Identify pollinator friendly zone (map/log). Monitoring Procedure / Actions. <p>Work with in house horticulturist to create a map for 'no mow' areas summer 2025 and develop pollinator-friendly planted beds. Create plant lists of pollinator zones.</p>	YES

Archive – Review of Proposed Targets

Proposal - Description	UEA Biodiversity Target	Comments
Reduce the use of chemical pesticides and fertilizers in campus landscaping.	<p>Amended Target: Reduce the use of chemical fertilizers (including herbicides) in campus landscaping by 20% over the next 3 years.</p> <p><i>Previous target: Reduce the use of chemical fertilizers in campus landscaping by 50% over the next 3 years.</i></p>	<p>Danny</p> <ul style="list-style-type: none"> • EMS Specific, not GIS • Previous target is too ambitious. <p>Armando</p> <ul style="list-style-type: none"> • Create an action plan of how to measure the use of pesticides, fertilisers and herbicides.
Engage with student and staff in biodiversity-related events or initiatives.	<p>Amended Target: Increase student and staff engagement by 50% (baseline 2023-24) in biodiversity-related events or initiatives by 2026.</p> <p><i>Previous target: Increase student and staff engagement by 60% (baseline 2023-24) in biodiversity-related events or initiatives by 2026.</i></p>	<p>Danny:</p> <ul style="list-style-type: none"> • EMS Specific, not GIS • Reduced from 60% to 50% as this seems less random. <p>Nadia:</p> <ul style="list-style-type: none"> • What is the current baseline and how is it measured? <p>Armando:</p> <ul style="list-style-type: none"> • Types of events • Stakeholder Engagement Strategy • Track participation on EST Grounds events. • What about 20 events per year (including volunteering?) or 14 events by Dec 2025
Increase campus species diversity.	<p>Amended Target: Increase or avoid extinction of campus species diversity (baseline 2024-25) by 1% within the next 3 years.</p> <p><i>Previous target: Increase campus species diversity (baseline 2023-24) by 20% within the next 3 years.</i></p>	<p>Danny:</p> <ul style="list-style-type: none"> • Related to GIS • This is too ambitious as we have 1000s of species already. I prefer 20 species or 1% <p>Tom:</p> <ul style="list-style-type: none"> • 1% is realistic, not sure on (temporary species data) from a grounds perspective new species are linked to climate change, how well do they overwinter? <p>Nadia:</p> <ul style="list-style-type: none"> • I don't think we have a baseline for species diversity, so I don't know how appropriate this 1% is. Species diversity is measured using metrics that capture the richness (number of species) and/or evenness (relative abundance of each species) in a community. Since diversity is quite complicated, ecological indicators are usually used to measure performance of management actions. I think if we're going to set a measurable target about species we should consult with the experts in

		<p>ENV/BIO and/or wait for the Biodiversity Audit?</p> <p>Armando:</p> <ul style="list-style-type: none"> • Pending for approval – waiting for the Biodiversity Survey
<p>Increase the area of wildlife-friendly habitats on campus.</p>	<p>Amended Target: Enhance or maintain the condition of 7 campus habitats to achieve or maintain "good condition" status (baseline 2023-24) by June 2027.</p> <p>Previous target: Increase or significantly improve the area of wildlife-friendly habitats on campus (baseline 2023-24) by 0.5% (or 1.6 acres) by 2027.</p> <p><i>Previous target: Increase the area of wildlife-friendly habitats on campus (baseline 2023-24) by 20% by 2027.</i></p>	<p>Danny:</p> <ul style="list-style-type: none"> • There are 12 references to habitat improvement in the GIS • Other than the build-up areas we are very wildlife friendly, and an increase of 20% on 300 acres of nature is unrealistic. • 0.5 % of 360 acres is 1.8 acres or 2½ football pitches <p>Nadia:</p> <ul style="list-style-type: none"> • 'Wildlife-friendly' is ambiguous. How about focusing on improving the condition of habitats on campus to 'good'? We have a condition assessment from the GIS December 2023 of each of the green spaces - they were described as 'poor, moderate, good' with a trend of 'declining, stable, moderate'. But if we are using Iain's ecological assessment then we would have to check these against his audit and/or ask him to include a condition assessment within the audit. • Perhaps the new target could include something along the lines of 'protect, enhance and extend' rather than 'increase the area' which implies increasing the area of land. • Out of the 20 areas assessed ;5 areas, or 25%, are in a poor condition. 9 areas, or 45% of the total, are in a moderate condition. Similarly, 5 areas, or 25%, are in a good condition. • Regarding trends: 10 out of 20, or 50% of the areas are declining. 6 areas, or 30% are stable. And, 3 areas, or 15%, are improving. <p>Tom:</p> <ul style="list-style-type: none"> • support DB figure of .5 %. it has been proven that areas of ecological conservation can soon diminish due to lack of resource (water solidier pond) and/or to much remorse to one area (butterfly meadow).

Increase native trees on campus.	<p>Amended Target: Replace 100 lost trees with native trees on campus by 2027.</p> <p><i>Previous target: Replace 100 lost trees with native trees on campus by 2027.</i></p> <p>REMOVED IN JUNE 2025</p>	<p>Danny:</p> <ul style="list-style-type: none"> There are 7 references to amenity trees improvement in the GIS Replace instead of plant <p>Notes from meeting on 6 June:</p> <ul style="list-style-type: none"> Remove this target as it conflicts with the previous target of adding drought-tolerant trees and non-native species have been used for such a long time there is not necessarily an advantage or appropriate to use native species
Improve current campus tree stock with more draught tolerate spices.	<p>New Target: Add 100 drought-tolerant trees in favour of native species by 2027</p> <p>REMOVED IN JUNE 2025</p>	<p>Danny:</p> <ul style="list-style-type: none"> There are 7 references to amenity trees improvement in the GIS New <p>Notes from meeting on 6 June:</p> <ul style="list-style-type: none"> Remove this target as not necessarily an advantage from a biodiversity perspective and likely to include non-native species
Create pollinator-friendly zones across campus.	<p>Amended Target: Create or improve 10 pollinator-friendly zones across campus by 2026.</p> <p><i>Previous target: Create 10 pollinator-friendly zones across campus by 2026.</i></p>	<ul style="list-style-type: none"> EMS Specific, not GIS Added 'or improve'
EMP13 Target	<p>Reduce nutrient levels in the Water Soldier Pond to those beneficial for nutrient poor plants by 90% (2030) - baseline 2020.</p>	<ul style="list-style-type: none"> There are 8 references to the Water Soldier Pond in the GIS Do we have the baseline figure? <p>Armando:</p> <ul style="list-style-type: none"> REMOVE
EMP39 Target	<p>Amended Target: No loss of, or significant reduction in, the populations of protected species on UEA grounds by 2027 - baseline 2017.</p> <p><i>Previous target: No loss of, or significant reduction in, the populations of protected species on UEA grounds by 2027 - baseline 2020.</i></p>	<ul style="list-style-type: none"> Last survey was 2017, next survey outcome expected 2025. Requires a dedicated survey to species which were highlighted in the 2025 survey I think we should bear in mind that species populations are always going to be contextual within regional and national trends so this might be partly beyond our control. <p>Armando:</p> <ul style="list-style-type: none"> REMOVE