

Business Nature Action Plan (BNAP)



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1. Introduction

Functioning economies rely on the services natural ecosystems provide, and these rely on healthy bio-diverse environments. The purpose of this document is to ensure that our local business community has the support and guidance needed to act on the ecological crisis the world is facing.

This is a step-by-step practical guide to help businesses develop and deliver their own Business Nature Action Plan (BNAP) on their own land and buildings. The BNAP is not designed to affect the operation of a business such as logistics, sales, procurement etc, but to help businesses manage their building and grounds more appropriately for nature interests.

The South Gloucestershire Council Climate Emergency Declaration recognises that we all need to take urgent steps to address the climate emergency and that along with other factors, climate change is having a significant impact on nature and its ability to sustain healthy populations. This is why nature recovery forms a central part of our Climate Emergency Action Plan and Greener Places Strategy.

South Gloucestershire Council is working to address the ecological crisis on a strategic scale through our various partnerships and we want to ensure our business community is suitably supported to join us on this journey to nature recovery.

Protecting the biodiversity of our county needs a truly partnership effort to ensure we maintain South Gloucestershire as a great place to live and work and visit. Nature needs you to take action now.

Why take action for nature?

- supporting Nature Recovery is good for business
- customer demand for businesses with strong environmental credentials is sky rocketing
- staff retention and recruitment – people want to work for businesses that act on their values
- all businesses are reliant on nature in some form (essential resources)
- feel good – taking action for nature is good for mental health and well-being

2. Biodiversity

Biodiversity is the whole variety of life on Earth, all species of plants and animals, their genetic variation and the habitats and ecosystems they are part of.

It includes not just the rare or the threatened but also the wildlife that is familiar to us in the places where we live and work. Biodiversity is important for its own sake, along with the many benefits we derive from the natural environment – products like food, fibre, wood and water; services like pollination, nutrient cycling, soil formation, water purification, flood defence and opportunities for reflection and recreation – all are critical for our wellbeing and survival.

The intention of this document is to ensure an integrated approach to the planning for and undertaking of nature's restoration across South Gloucestershire by supporting the

business community with examples of practical actions; thereby contributing to the council's commitment to achieving sustainable communities and quality of life for all.

Nature fact

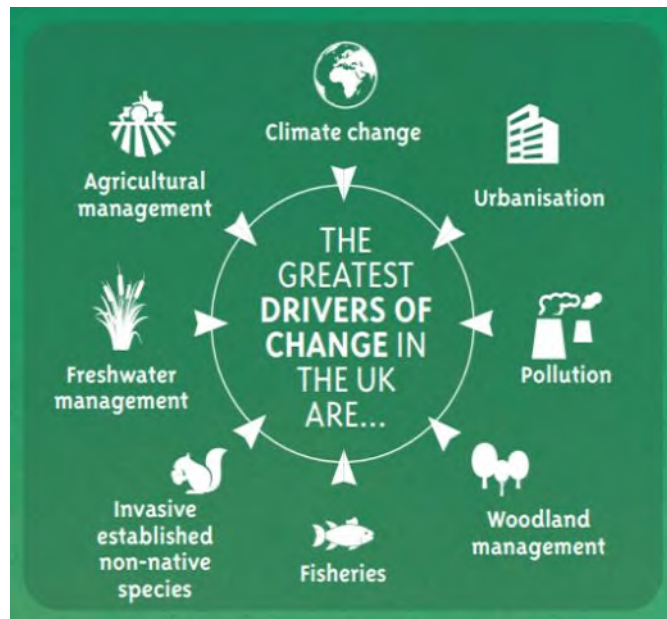
Over half of the world's GDP is highly dependent on nature and its services, estimated at over \$44 trillion.

[WEF New Nature Economy Report 2020](#)

3. Biodiversity decline

The abundance and distribution of the UK's species has, on average, declined since 1970 and many metrics suggest this decline has continued in the most recent decade (State of Nature Report 2019).

The destruction of habitat across the UK is having a massive impact on biodiversity. Human activity has destroyed 97% of wildflower rich meadows since the end of World War 2 and over half our ancient woodland has been destroyed since the 1950s.



Source: State of Nature 2019 Infographics - National Biodiversity Network (nbn.org.uk)

Nature fact

75% of the land-based environment and 66% of the marine based environment have been significantly altered by human activities (IPBES).

[Key findings to know from the IPBES Report on Biodiversity | unfoundation.org](#)

4. What is a Business Nature Action Plan (BNAP)?

A Business Nature Action Plan (BNAP) is your plan to declare what you will do to help nature's recovery on your doorstep.

We have provided a step-by-step guide to help your business to recognise and improve its biodiversity assets. You can use this information to produce a BNAP to complement any existing biodiversity initiatives your business may have.

You do not need to follow every step and each plan will be different, depending on your resource availability and situation. We have supplied a list of great project ideas to help you get started (see appendix 1). This list is by no means exhaustive but will give you a feel for what is possible at your business location(s).

An example BNAP is included (see appendix 2). This is not a full version but should be enough to give you an idea of what to aim for. This is not your public facing document, we will leave that for you to design.

We have also included some ideas and links to further information (see appendix 2) to complement your projects.

Nature fact

One third or all human grown crops rely on pollination by insects.

[Suffolk Wildlife Trust - Insect declines \(2019\)](#)

5. Building your plan

Nature needs space. Wildlife needs to move around freely, to find food, water and shelter, mate and raise their young.

5.1 Access

Human infrastructure like roads, pavements and fences can prevent wildlife from moving and accessing the resources needed to survive. There may be ways to help wildlife move through your site without impacting the functionality of site infrastructure. Even if your site doesn't provide any basic needs for wildlife, allowing wildlife to cross safely will help them find food or shelter more quickly and provide a road free crossing through the landscape.

Look at your site from the air using an online map provider. Is it connected to any green corridors such as hedgerows, streams, rivers, road verges, railway verges, gardens, parks, woodland etc.? Consider improving access to these connecting green corridors.

- If you were small and shy, can you get in and out of the site easily?
- Are there ramps/grass slopes for smaller mammals next to steps or locations where your site is terraced?
- Do ponds or water bodies have shallow areas that wildlife can walk in and out of?
- Do your gates and fences have small spaces underneath for wildlife to pass through?
- Can you protect wildlife access points from obstructions?

- Do you know your neighbours? Speak with them and explain what you are trying to do. Are they happy to help by having holes for wildlife made in adjoining fence lines helping to secure even better access for wildlife across the area?
- Could you get a whole industrial or commercial estate to create a wildlife highway from one end to the other? This is a great challenge to set yourselves which could generate great publicity and awareness

Nature fact

Hedgehogs are known to need to travel up to 2 miles a night to find food, mates and shelter. 13cm holes are perfect for hedgehogs.

[The British Hedgehog Preservation Society - britishhedgehogs.org.uk](http://britishhedgehogs.org.uk)

5.2 Food

Like humans, wildlife needs good access to a variety of food sources such as meadows, woodland, and hedgerows. Unfortunately, 97% of all the wildflower meadows across the UK and 50% of ancient woodland has been destroyed by human activity in the last 30 years. This has dramatically reduced feeding opportunities for wildlife, but it is easy to bring in a range of food sources across your site, some could even feed your colleagues.

- Are there any locations to plant fruit trees? They provide perching space for birds, food for insects and any fruit not eaten by people will provide food for other insects and mammals. There are varieties that can survive in large planters.
- Are there grassed areas within your grounds? Do people sit on them, use them for any recreational purposes? If not, try to avoid having them mowed so often or even turn them into meadows with wildflower plug plants or seeds. Mow paths and edges to show the area is being maintained, put a small sign out to promote and explain your actions to staff and customers.
- If you have flat roof areas, you could install green roofs. Sedum trays come ready planted to place on your roof. They provide a great source of shelter and food for insects, are very low maintenance and help reduce building cooling/heating costs. You do need to check structural integrity of your buildings first.
- Do you have a staff room, canteen or office windows next to green space? You could put up some bird feeders to attract and feed lots of bird life. This is not recommended on food production sites as the food could attract rats, but birds can have a very calming effect and help boost staff mental wellbeing.
- Do you have shrub beds on your site? Replace or add to existing planting with pollinator friendly plants to generate more food and shelter for insects.

Nature fact

One bat can eat up to 1,200 mosquito sized insects every hour. That's nearly 6,000 to 8,000 insects needed every night to sustain one bat.

[About bats - Flight, food and echolocation Bat Conservation Trust](http://www.batconservationtrust.org.uk/about-bats)

5.4 Water

Wildlife needs good access to clean water for bathing and drinking. This will become even more important as summers become longer and hotter due to the local impacts of the changing climate. Adding water, even small amounts will help wildlife and biodiversity on your site.

- Is there anywhere suitable for a bird bath? Maybe in front of the canteen, office or staff room window.
- Do you have space for a pond? You can tuck them into unused corners or make a grand feature of it at your entrance.
- Make sure any water is easy to get out of with ramps or pebbles.
- Is there a ditch running through your site, does the vegetation need cutting back? Maybe do a third each year, try to keep the vegetation on site, piled in a corner for other wildlife to use.
- Don't pipe in or cover over ditches or other water courses, leave them open to the air for wildlife access.
- Ensure your site is not allowing the use of any chemicals (such as cleaning products or spilt fuel), to get into drains or nearby waterbodies, which will pollute water and kill wildlife. Polluted water entering road gullies could end up in nearby rivers and streams.

Nature fact

40% of the worlds plants and animals depend on wetlands.

[Why wetlands | WWT](#)

5.5 Shelter

We all like to keep warm or stay out of the rain, not surprisingly so does much of our wildlife. Humans have cleared land of old growth trees, scrub, thousands of miles of hedgerow and nearly all our wildflower meadows. This has greatly reduced the opportunities for wildlife to seek shelter from the weather, for hibernating and to nest, contributing to the massive decline of nature.

- Do you have any hedgerows on your site? Can they be left to grow taller, or could you lay them and gap them up with fruiting plant species like crab apples, blackthorn, dog roses, elderberries, hazel, damsons, wild pears and blackberries?
- Are there areas that can be left to go wild by leaving the grass and brambles to grow and leave the leaf fall on the ground?
- Log piles are great for insects, amphibians, and hedgehogs. Are there any places you could put log piles at various locations? They can be tucked out of sight or in view on the edge of planting beds.
- Are there any buildings or structures that you could attach bird boxes to? Put up a variety of bird boxes for different species or try to target specific species like swifts which have suffered a 97% decline in the South Gloucestershire area.
- Can grass clippings, tree branches and piles of leaves be kept on site by reducing or stopping the use of leaf blowers? Piles of vegetation provide great shelter for all

types of wildlife. They don't need to be in view, tuck them away in quiet corners, under hedgerows or beneath scrub.

- Are there any suitable locations for bat boxes? If you are worried about having protected species nest on your buildings you could consider installing a free standing structure designed to provide homes for bats and birds or put bat boxes on mature trees. This way you can provide great nest sites but not affect the maintenance/management of your building assets.

Nature fact

A staggering 97% of wildflower meadows have been destroyed since the 1930s.

[Plantlife - Devastation of meadows endangers flower favourites](#)

5.6 Light pollution

We use Artificial Light at Night (ALaN) for security, safety and to continue working into the evening. But nature can be very badly affected by 'light pollution' or ALaN. The planet goes through a night and day cycle which our natural world has evolved to survive in, so when we start lighting up more of the environment, we impact on nature's ability to function. Light pollution can affect plant growth, kill insects, expose some wildlife to predators, confuse and disorientate wildlife leading to premature death.

- Walk around your site at night, see where the light pollution is landing, what habitat it is lighting up?
- Can your lighting be changed to motion sensor? This way it will activate if intruders enter but quickly turn off when no movement is detected, reducing the amount of light as well as cutting down on energy use.
- Is light spilling onto your ponds or drainage ditches? This light will reflect off the water causing even more light pollution above.
- Does your business operate at night? Is the light spilling outside through open windows? Consider installing curtains or blinds to reduce light spill into the outside environment at night.
- If you need exterior lighting on, can it be aimed away from natural areas and have guards installed?

Nature fact

Internationally 41% of insect species are facing extinction.

[Suffolk Wildlife Trust - Insect declines \(2019\)](#)

5.7 Noise pollution

Humanity is quite a noisy species, we have mostly learned to live with it, but noise can affect wildlife health, how birds, animals and insects move around an area and how they communicate with each other. Bird song can easily be drowned out by our noisy

environment making it harder for birds find a mate, find food or signal danger to each other.

- Can you shield noisy equipment such as generators or exterior fans?
- Can nature areas be made away from noisy work locations?
- Thick planting of a variety of trees and shrubs can help shield nature from noise.
- Live plant fence panels can be used to create a small oasis for staff and protect nature areas. They can generate more interest/shelter and food for wildlife whilst reducing noise and air pollution.
- Can you direct noisy activities away from areas set aside for nature or reduce the noisy activities occurrence?

5.8 Pesticides, insecticides and poisons

Chemical pesticides and poisons are designed for one purpose only and that is to kill. Whilst not intended to be indiscriminate, their impacts often go beyond the intended targets. Imagine if someone spread poison on you or your food just before you ate it. This is what we do to vast areas of the natural environment from highways, pavements, gardens, and farmland.

- Can you reduce or completely stop pesticide use on your site?
- Maybe weeds could be removed mechanically or by hand?
- Get rid of weeds completely by labelling them wildflowers, problem solved!

Nature facts

A survey of barn owls found that 8 out of 10 had rat poison in their blood stream.

[Barn Owl Trust launches rat poison petition - BBC News](#)

A survey of honey samples from around the world revealed that 75% contain neonicotinoid insecticides.

[Suffolk Wildlife Trust - Insect declines \(2019\)](#)

5.9 Litter

Many people don't realise the harm that litter poses to wildlife. A stranger to our world could almost imagine we celebrate litter, given how much of it is blowing around our streets and countryside. Preventing waste from escaping from your site is a legal requirement and helps to protect wildlife as well as keeping the local area cleaner.

- Is waste being stored securely, or is it getting blown around on windy days?
- How often do you walk your whole site and clear any litter?
- Do you need to provide a bin outside for staff to use? Are your bins secure?
- Consider doing a thorough litter pick, targeting areas where litter gathers, around fences, shrub beds and ponds, or streams.

Nature fact

Plastics are the most common, human-made objects sighted at sea, with 18,000 pieces of plastic litter floating on every square kilometre of the world's oceans.

[Facts about marine litter - Perseus perseus-net.eu](https://www.perseus-net.eu/facts-about-marine-litter)

5.10 Mapping

If you don't have access to mapping software through your business, you can use a free mapping service like [Google My Maps](https://www.google.com/maps). You can identify land ownership, input photos of key features such as trees or benches, input data about how land is managed or will be managed. The map can be freely shared with staff and other stakeholders to investigate and send you comments/feedback.

Other free online resources that will help with mapping are:

[Swift Mapper](https://www.swiftmapper.com)

[BIG Hedgehog Map](https://www.big-hedgehog.com)

[MAGIC maps - DEFRA](https://www.magicmaps.gov.uk)

5.11 Management and maintenance

Take note of how the land is currently used to help you make the most effective nature plan for your site. It would be pointless trying to change an area of grass into a wildflower meadow if it is regularly used to store supplies or machinery. However, there may be opportunities for nature within the same parcel of land that will not conflict with this use such as planting a hedgerow or improving the poor condition of hedgerows on its border.

Answering these questions will help:

- How is the land you would like to improve for nature currently being managed?
- How will this management need to change to support the biodiversity options you decide to take forward?
- What management is currently done at different times of the year?
- Who is currently maintaining the land? Can they accommodate the required changes in management? Do they have the correct equipment? Will there be an increased cost?

5.12 Services and utilities

It is important to consider all the utilities services that may run under or over any land you want to improve for nature. Check your services records, particularly before digging any ponds or planting trees.

5.13 Information sources

There are many sources of information to call upon when building your BNAP, some are free, and some may charge. Some of these organisations offer conservation management services, carry out habitat surveys and produce site management plans.

[Prof Dave Goulson, Insect Report](#)

[Making Space for Nature](#)

[The Conservation Volunteers](#)

[Avon Wildlife Trust](#)

[Gloucestershire Wildlife Trust](#)

[Groundwork](#)

[State of Nature Report](#)

[Buglife](#)

6. Submitting your Business Nature Action Plan

Once you have completed your draft BNAP, you can submit it to the Commons and Biodiversity Team at nature@southglos.gov.uk who will review it for you and send any feedback. Depending on workload feedback may take up to four weeks.

Once your BNAP is underway we would like an update every six months or at least once a year. Sharing your plan will help us to understand how Nature Action Plans are being developed and improving biodiversity in South Gloucestershire.

This document is not a statutory document, it is a guide to help you and your business take action for nature if you choose to.

Top tips

- Even the best laid plans may need to change – take a flexible approach
- Don't be overly ambitious – make an achievable plan and start with small steps which you can learn from and build on
- Not everything has to happen in the first year, take a staged approach and spread the change over several years
- Clear communication to staff and visitors/users is essential so that everyone understands what you are doing and why – your efforts on site and building can inspire your workforce and users to take action for nature at home and in the wider community

7. Contact

Biodiversity Team - nature@southglos.gov.uk

We are here to help you achieve your vision for nature where you are. Our resources are limited but we will try to respond to all queries as fast as possible.

Appendix 1 – Projects to get you started

When mapping your opportunities for nature, consider if any of the below suggestions are suitable for your Work Location(s). This list is not exhaustive, there are many ways to help nature recover. More information is included in appendix 3.

Project	Methods	Benefits
Communications	<p>Be honest about the nature crisis and acknowledge it as an organisation</p> <p>Organise talks and raise awareness with staff</p> <p>Organise talks and raise awareness for partner organisations, suppliers, purchasers, customers etc</p> <p>Generate awareness through your business online presence</p> <p>Signage at nature improvement areas</p>	<p>Better business reputation</p> <p>Low cost</p> <p>Good awareness raising</p>
Hedgehog Recovery Program	<p>Share the link to Hedgehog Highways with your staff</p> <p>Put key information on your website</p> <p>Put up a notice about their decline and action that can be taken on your grounds</p> <p>Survey your boundary fences, cut minimum 13cm gaps for hedgehogs to get through. If you find existing suitable gaps, label them, and keep them clear. One gap every 10 to 20m is ideal</p> <p>Arrange for hedgehog highway signs to be installed on hedgehog holes to protect them against blockages or removal.</p> <p>Purchase hedgehog homes for staff to install at home - you buy several and sell at reduced rate to staff</p> <p>Contribute to citizen science project like Hedgehog Way</p> <p>Stop use of any pesticides on your land</p> <p>Make space and food for hedgehogs by installing log piles, areas of rough grass and safe access to water</p>	<p>Increased biodiversity</p> <p>Help prevent a species from going extinct</p> <p>Family friendly species, great one to engage your staff and the public with</p> <p>Low cost</p> <p>Mental health benefits</p> <p>Improved resilience of nature locally</p> <p>Better business reputation</p>

Project	Methods	Benefits
Tree planting	<p>Identify tree planting locations on your land, map them and plant them.</p> <p>Offer a voucher scheme to part buy trees with staff that they can plant on their land, in their gardens – you save all the maintenance and planting costs, but you and your staff community still benefit from increased biodiversity and canopy cover.</p> <p>Contact your town or parish council and offer to purchase trees for their Local Nature Action Plan</p> <p>Consider planting some fruit trees on your land, great for wildlife but also a great FREE food source for staff</p>	<p>Increased biodiversity</p> <p>Reduce air pollution</p> <p>Sequester carbon</p> <p>Reduce noise pollution</p> <p>Increased nesting habitat</p> <p>Can be a source of free food for people</p> <p>Mental health benefits</p> <p>Low to high costs</p> <p>Increased flood resilience</p> <p>Increased climate change resilience</p> <p>Improved resilience of nature</p> <p>Better business reputation</p>
Hedgerows	<p>Identify any hedgerows on your site</p> <p>Survey them, we suggest using the Healthy Hedgerows Survey by PTES Healthy Hedgerows (ptes.org)</p> <p>Shield your hedgerow from any artificial light spill.</p> <p>Protect the hedgerow from any disturbance by vehicular movements, ie don't let drivers reverse into them especially during nesting season.</p> <p>Consider how you manage your hedgerows; can they be left to grow wider? Can you cut a portion each year instead of the whole hedgerow? Does your hedgerow have gaps – plant it up with native hedging species.</p> <p>Consider better management techniques like Hedgelaying.</p>	<p>Increased biodiversity</p> <p>Reduce air pollution</p> <p>Sequester carbon</p> <p>Reduce noise pollution</p> <p>Increased nesting habitat</p> <p>A</p> <p>source of free food for people</p> <p>Mental health benefits</p> <p>Low to high costs</p> <p>Increased flood resilience</p> <p>Increased climate change resilience</p> <p>Improved resilience of nature</p> <p>Better business reputation</p>

Project	Methods	Benefits
Nesting birds	<p>Install nest boxes on buildings where suitable.</p> <p>Install fauna towers where suitable or if there are concerns about nesting on buildings.</p> <p>Offer a voucher scheme to part buy nest boxes with staff to install at home. You could build a list of people interested and engage a contractor to install them.</p> <p>Purchase nest boxes to go on third party properties like schools.</p> <p>Contact your town or parish council and offer to purchase nest boxes for their Local Nature Action Plan.</p> <p>Remember the nesting season changes depending on the weather and food availability. It's a safe bet that birds will be nesting from February to September, so avoid any scrub clearance works during this time frame or check thoroughly before starting any such works if they can't wait.</p> <p>Encourage natural nest sites where possible through tree planting, allowing scrub and bramble to develop or planting hedgerows.</p>	<p>Increased biodiversity</p> <p>Mental health benefits</p> <p>Low cost</p> <p>Improved resilience of nature</p> <p>Great engagement for staff and public with nature</p> <p>Better business reputation</p> <p>Improved resilience of nature</p> <p>Help prevent species from going extinct</p>
Green screens	<p>Install on boundaries of your properties where suitable.</p> <p>Install nest boxes onto your fencing when installing green screens.</p> <p>These are useful in areas that are tight for space but where you could suitably increase biodiversity interest.</p> <p>Create an outdoor seating area for staff using green screens to reduce noise, improve the quality of an outdoor space and reduce air pollution.</p>	<p>Increased biodiversity – new habitat for insects</p> <p>Increased privacy</p> <p>Reduce air pollution</p> <p>Food source for insects and birds</p> <p>Greens up the urban landscape</p> <p>Low maintenance</p> <p>Better business reputation</p> <p>Reduces noise from traffic</p> <p>Increased climate change resilience</p> <p>Medium cost</p> <p>Improved resilience of nature</p> <p>Mental health benefits</p>

Project	Methods	Benefits
Grass management	<p>Change some of the amenity mown grass to longer grass, only cut once a year.</p> <p>Plant up areas with wildflowers and cut and collect once a year.</p> <p>Plant flowering lawns where grass needs to remain short for amenity use.</p>	<p>Increased biodiversity</p> <p>Carbon sequestration</p> <p>New habitat for insects</p> <p>Better business reputation</p> <p>Food source for insects and birds</p> <p>Shelter and food source for mammals</p> <p>Mental health benefits</p> <p>Increased climate change resilience</p> <p>Increased flood resilience</p> <p>Medium cost or reduced cost through reduced mowing</p> <p>Improved resilience of nature</p>
Go pesticide free	<p>Make your site(s) a pesticide free zone.</p> <p>Encourage staff to stop all use of pesticides in their gardens – set up a pledge system.</p> <p>Utilise and share information from Pesticide-Free Towns - Pesticide Action Network UK</p>	<p>Increased biodiversity</p> <p>Low cost</p> <p>Improved resilience of nature</p> <p>Increased insects = increased food for insect eating mammals</p> <p>Better business reputation</p>
Log Piles	<p>Install log piles across your grounds, they are great under hedgerows, in amongst shrubs or make a feature of them.</p> <p>Encourage staff to install them in their gardens.</p> <p>Utilise any timber from tree felling on site.</p> <p>Make stag horn beetle pyramids - How to build a log pyramid for stag beetles - PTES</p> <p>If suitable compost green waste generated by your land management discreetly around your site(s).</p>	<p>Increased biodiversity</p> <p>New habitat for insects</p> <p>Food source for insects and birds</p> <p>Shelter and food source for mammals and amphibians</p> <p>Low cost</p> <p>Improved resilience of nature</p> <p>Mental health benefits</p>

Project	Methods	Benefits
Litter picking	<p>Regularly litter pick your site(s). Identify litter hot spots and provide more bins (smoking areas & storage yards). Ensure any materials stored outside are tied down and don't produce wind-blown litter.</p>	<p>Low cost Improved habitat condition for wildlife Less wildlife deaths from litter Improved mental health Improved resilience of nature</p>
Conservation grazing	<p>Is your business land holding big enough to consider small-scale grazing opportunities? Work with grazing organisations like Streetgoat, smallholders or young farmers.</p>	<p>Increased biodiversity New habitat and food for insects Food source for birds Carbon sequestration Increase climate change resilience Low food miles Mental health benefits Natural land management Medium to high cost for set up Low running cost Improved resilience for nature</p>
Shrub / flower beds	<p>Make sure you are using pollinator friendly plants. Ensure any plants you purchase are grown pesticide free. Increase use of pollinator friendly perennials. Heavily mulch your beds and pots to reduce need for watering and maintenance. Wood chip mulch is also great for insects. Consider planting for climate change, using more drought tolerant species.</p>	<p>Increased biodiversity New habitat for insects Food source for insects and birds Mental health benefits Low running cost Improved resilience for nature</p>

Project	Methods	Benefits
Town or parish Local Nature Action Plan	<p>If you are struggling to find space on your land but still wish to take positive action in your community for nature, reach out to your town or parish council.</p> <p>Offer to support them in taking positive action for nature through purchase of trees, nest boxes seeds etc</p> <p>Maybe you could offer to sponsor the management of a community orchard or wildflower meadow.</p>	<p>Increased biodiversity</p> <p>New habitat and food for insects</p> <p>New habitat and food for birds</p> <p>New habitat and food for mammals</p> <p>Reduce air pollution</p> <p>Sequester carbon</p> <p>Reduce noise pollution</p> <p>Mental health benefits</p> <p>Low to high cost</p> <p>Increased flood resilience</p> <p>Increased climate change resilience</p> <p>Great public engagement</p> <p>Improved resilience of nature</p>
Access for nature	<p>Remove any unnecessary fencing within your land holding or make holes where suitable to allow greater movement of all ground mammals like hedgehogs, badgers, foxes, deer etc through the landscape.</p> <p>If you still require fencing consider the options in the supplementary guide and change your fencing to still perform but be more wildlife friendly if possible.</p>	<p>Increased biodiversity</p> <p>Improved resilience of nature</p> <p>Mental health benefits</p> <p>New habitat and food for mammals</p> <p>Great public and staff engagement</p>
Night corridors	<p>Identify light pollution affecting your site(s).</p> <p>Work with neighbours to reduce light spill into or off your site(s).</p> <p>Install motion sensor lighting, install light shields or remove lighting where not necessary.</p> <p>Could your car park lights be turned off after closing hours or be turned over to motion sensors?</p> <p>Protect any areas you improve for nature from light pollution.</p> <p>Keep lighting out of trees and away from hedges or bodies of water.</p>	<p>Increased biodiversity</p> <p>Improved resilience of nature</p> <p>Reduce light pollution</p> <p>Mental health benefits</p> <p>Safer habitat for all wildlife</p>

Project	Methods	Benefits
More land	Could your business purchase more land nearby and manage it for nature interests?	Increased biodiversity New habitat and food for insects, birds and mammals Reduce air pollution Sequester carbon Mental health benefits Low to high cost Increased flood resilience Increased climate change resilience Great public engagement Improved resilience of nature

Appendix 2 – Example BNAP

Your Business Nature Action Plan should take whatever format suits you and your organisation. This is an example.

Company A - Business Nature Action Plan

Background

Company A in partnership with South Gloucestershire Council has recognised the importance of taking steps to address the ecological crisis our world is facing. We have drawn up a Business Nature Action Plan (BNAP) for us to take the necessary steps to help stop the decline of biodiversity. This is a five-year plan due for revision on [INSERT DATE].

Plan responsibility

This work is cross cutting and will benefit all our staff and our business in general. Responsibility for the plan will sit with [INSERT NAME] in [INSERT DEPARTMENT]. A small working group has been set up to oversee activities and ensure parity with our business plan.

Site assessment

We determined that we have enough in-house knowledge or contracted the work out to [INSERT AIM].

A baseline assessment of our site was carried out on [INSERT DATE]

Poor – Priority for improvement

Medium – Improvement needed

Good – Monitoring / Improve further if resource allows

Quality	Description	
Poor	Nature characteristic is not met on site	Little to no example of the nature characteristic being met
Medium	Nature characteristic is partially met	Some examples of the nature characteristic are present but plenty of room for improvement
Good	Nature characteristic is mostly or fully met	Plenty of or good examples of this nature characteristic being met

Nature characteristic	Quality	Notes
Food	poor	Some flowering plants noted across the site, no fruit trees, no log piles etc
Water	medium	Small pond on site, not well maintained or accessible for small mammals. River Frome to rear, no light pollution on river.
Shelter	Poor - medium	Some Scrub thickets, no nest boxes and stretches of hedgerow
Access	poor	Boundary fencing is a mixture. Our westerly boundary is accessible to most wildlife, we could improve our easterly boundaries with our neighbours.
Light Pollution	medium	Most lighting is away from nature areas. Some of our lighting is on permanently throughout the night.
Noise Pollution	good	Noisy machinery is well screened and kept away from nature areas.
Pesticides	medium	Some pesticides used on site but only on sealed surfaces. No pesticides are used on vegetated areas.
Litter	good	Litter is regularly picked up around site. Outside storage areas are cleaned at least once a week to prevent windblown litter spreading.

Opportunities identified

- Green roof on front porch area.
- Rain gardens at the front and rear.
- Bird boxes can't be attached to the building but could be installed on fencing around the site.
- Hedgehog Highways could be installed with neighbouring properties and to ensure access to the courtyard garden.
- Flowering lawn could be sown on the currently amenity mown area around the front of the building and some small areas in the car park.
- Fruit trees could be planted in the front and within some of the rear nature spaces.

- Pollinator friendly shrub beds should replace all the shrub beds currently planted up with low pollinator value plants.
- Light shields should be installed on any lights that are near hedgerows and the ones along the front road.
- New pond should be created in the courtyard.
- A small mammal bridge could be installed across the Frome at the rear.
- A fauna pole with multiple bat boxes should be installed at the rear near the Frome.
- The car park lights should be turned off at 10am every night except at the front where 24 hour parking is required for emergency response teams.



Appendix 3 – Ideas and further information

Below are some ideas for schemes, planting and equipment to help progress your BNAP and improve nature on your premises.

The links provided are examples of what is available and what to look for – there are plenty of suppliers out there and we are not endorsing or recommending any specific products or companies.

Trees



This plan proposes to extend the existing orchard area with 20 new fruit trees, using local varieties.

The new woodland areas will be planted with small species such as hazel, rowan, birch, hawthorn, field maple and crab apple interspersed with larger growing oak and lime.

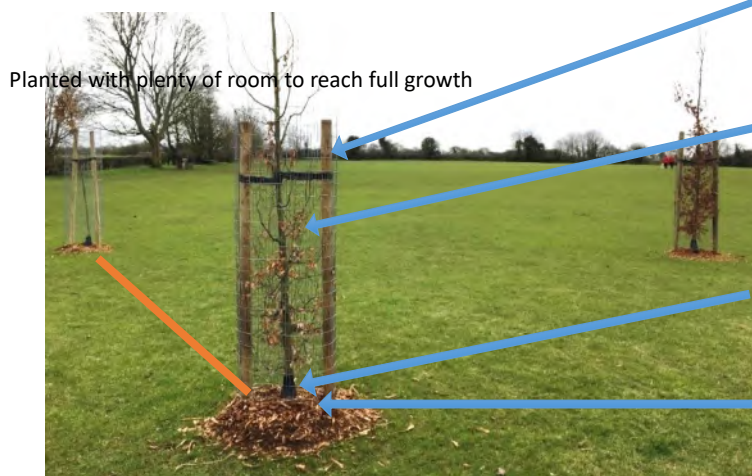
Three larger English oaks will be planted and allowed to grow to full size.

Produce a simple plan like the one below if planting a large number of trees. Displaying it with a few small sentences will help engage staff with what you are planning.

Top tips

- Tree planting season is November to March
- Check for utilities ABOVE and BELOW ground and make sure your trees don't interfere with them or buildings
- During year 1 trees need water every couple of weeks in the summer – ask for some willing volunteers or cost a contractor into your budget
- Look at installing water butts to collect rainwater for watering your trees
- Check the base for weeds and remove them as necessary

Tree planting guide from the council Tree Team



Posts either side with straps hold the tree firm while the roots develop

Mesh cage protects from grazing animals and vandalism. Raised off the ground to make weeding and mulching easier and discourage people using them for litter

Strimmer guard at the base to protect from damage

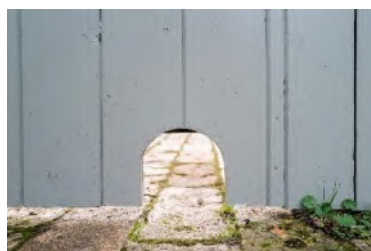
Mulch around the base holds in moisture and reduces weed growth

More information

- [A-Z Guide - British Trees - Woodland Trust](#)
- [The value of different tree species for insects and lichens \(countrysideinfo.co.uk\)](#)
- [How to Plant Trees - Plant Trees - Woodland Trust](#)
- [Tree Asset Management Plan | South Gloucestershire Council \(southglos.gov.uk\)](#)

Hedgehogs

Build hedgehog highways to help them forage, interact and find shelter.



Holes under fences help to create a hedgehog highway

More information

www.hedgehogstreet.org

Nest boxes and log piles

Nest boxes and log piles provide ready-made homes for birds, bats, amphibians, reptiles, hedgehogs, small mammals and insects.



More information

[Dead Wood for Wildlife | Garden Ideas - The RSPB](#)

[How to make a log shelter | The Wildlife Trusts](#)

[Log piles and rockeries - Froglife.org](#)

[How to build a log pyramid for stag beetles - PTES](#)

[Nestboxes For The Garden - The RSPB](#)

[Nesting Boxes for Birds, Bats, & Mammals, UK Manufacturer - nestbox.co.uk](#)

[Make a nest box | BTO - British Trust for Ornithology](#)

[Vivara Pro: wildlife and environment solutions | Vivara Pro](#)

Green screens

Green screens are an easy, instant way to improve biodiversity and improve air quality. They also help to create privacy, are low maintenance and help to reduce noise pollution.



More information

[Living Ivy Green Screens - Green-Tech](#)

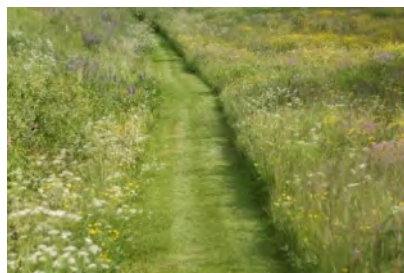
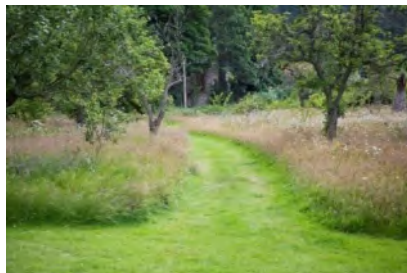
[Living Green Screens and Ivy Screens - Biotecture](#)

[Mobilane Green Screen | An instant green hedge panel - Mobilane](#)

Grass

Grass is an important habitat for many species of wildlife. Healthy grass areas also help to improve soil quality and structure.

- **Amenity grass** (recreation ground, park) – cut 10 times a year and leave trimmings on the ground
- **Amenity with nature** – cut 6 times a year to a minimum of 2 inches high, over sow with flowering lawn mixtures containing species like Lady's bedstraw, Rough hawkbit, Oxeye daisy, Birdsfoot trefoil, Cowslip, Selfheal and Wild red clover
- **Meadow grass** - cut once at end of the summer and leave for the rest of the year (collect cuttings if possible, to encourage a more plants). If large enough areas, cut one third a year
- **Wildflower meadow** - cut and collect cuttings once a year - after 15 July and no later than September. If large enough area, cut one third of it a year



Top tips

- Cut a mower width along the edge of pathways (far left image) to help people using the path and prevent complaints about long grass
- Keep visibility splays cut short for safety
- Don't worry if there aren't many flowers – long grass is just as valuable for nature and helps pollinators and other species
- Increase wildflowers quickly by planting wildflower plugs in the autumn

More information

[Magnificent Meadows - magnificentmeadows.org](http://magnificentmeadows.org)

[Plantlife: The Wild Plant Conservation Charity](http://plantlife.org.uk)

Hedgerows

A healthy hedgerow, managed for wildlife is very valuable for connecting habitats, helping wildlife forage, breed and spread.

Top tips

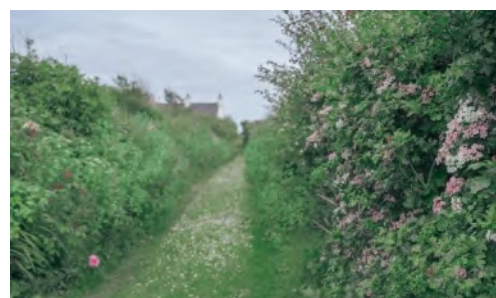
- Cut less by cutting the top every 3 years or one third each year
- Fill in gaps with different tree species to increase diversity
- Hedge laying instead of cutting tidies up the hedge without reducing density
- If a side of the hedge is against a road or footpath, cut annually (avoiding bird nesting season Feb - Sept).
- If the hedge is on a public open space and not blocking any access, let the sides grow wider but not so wide you cannot manage the top

Native hedge species

Native mix standard	Flowering hedge - bird friendly
Bird cherry	Alder
Blackthorn	Bird cherry
Dog rose	Blackthorn
Field maple	Crab apple
Hawthorn	Dog rose
Hazel	Hawthorn
	Spindleberry
	Wild cherry
	Wild privet



Example of hedge laying



Increase insect numbers

Insects live in a range of habitats and are essential for increasing biodiversity as they pollinate plants, break down dead leaves, wood etc and are a food source for many larger species. Creating a diverse collection of habitats will increase your insect numbers and support other wildlife and plants.

How to create habitats for insects

- Build or restore ponds
- Plant wildflower meadows
- Leave areas of long grass throughout the year
- Reduce cutting of hedgerows – cut a third of the hedge each year
- Cut out pesticide use
- Stop raking up leaves on grassland (except to clear pathways)
- Plant more nectar rich native plant species – increase range of species preferred by different insects



More information

[Buglife](#)

[Butterfly Conservation](#)