

# Norfolk Constabulary

## Biodiversity Action Plan

### 2023-2030

Enhancing and protecting our wildlife & habitats.



# Biodiversity Action Plan Purpose:

The purpose of the Biodiversity Action Plan for the period 2023-2030 is to set out the strategic direction to enhance and protect the wildlife and habitats on the Norfolk Constabulary estate.

The Biodiversity Action Plan aligns with The Police and Crime Commissioner for Norfolk's '*Police, Crime and Community Safety Plan for Norfolk 2022-2024*'.

This links to pillar 1 - Sustain Norfolk Constabulary to deliver an effective Estate Management Strategy.

The Police and Crime Commissioner for Norfolk (PCC) is the legal owner and public custodian for the Norfolk Constabulary estate.

This Biodiversity Action Plan outlines:

- Our new Biodiversity vision.
- The tasks we will undertake to enhance and protect wildlife and habitats on our estate.
- Our governance to oversee our Biodiversity Action Plan.

The Biodiversity Action Plan will also complement our **Estates Plan** (2022-2025) and **Carbon Reduction & Environmental Plan** (2022-2030) in the context of our estate modernisation and reducing our carbon footprint and environmental impact.

*"I endorse this Biodiversity Action Plan to help enhance and protect the wildlife and habitats on our estate".*



**Giles Orpen-Smellie**  
The Police and Crime Commissioner for Norfolk

## What is Biodiversity?

Biodiversity, which is short for biological diversity, describes the whole variety of life on earth. It includes all species of plants, animals, fungi and micro-organisms and the natural systems that support them, as well as all the habitats in which they live.

The County of Norfolk has a wide range of wildlife and habitats, including coastline, parkland, arable fields, rivers, hedges and woodlands. Many of these are extremely valuable in their own right and require protection and enhancement.

We have our part to play to ensure we protect and enhance the biodiversity on our police estate.

## Why is biodiversity important?

Biodiversity makes up the living landscape around us and maintains our natural 'life support system' of water, air, food and natural resources. It affects the view from our window, the food we eat, the clothes we wear, the materials and medicines we use, the places we go for relaxation and the normal functioning of the natural systems on which our lives depend.

Biodiversity affects every one of us.

It impacts on social, health and economic issues.

- It supports our ecosystem services that maintain air, soil and water quality which reduce flooding and pollution.
- It's integral in our response to climate change adaptation and mitigation.
- Contributes to strong local economies.
- Provides us with essential products and materials.
- Provides opportunities for community engagement.
- Can improve our health and well-being.

# Drivers for Protecting Biodiversity:

## Legislation & Policy:

Public bodies in England and Wales such as Norfolk Constabulary have a key role to play in the conservation of biodiversity.

This is formalised within the Natural Environment and Rural Communities (NERC) Act 2006 and updated by the Environment Act 2021 where:

*“Every public body must, in exercising its functions, have regard, so far as is consistent with the proper exercise of those functions, to the purpose of conserving and enhancing biodiversity”.*

This includes conserving biodiversity as part of our policy or decision making.

Conserving biodiversity includes, in relation to a living organism or type of habitat, restoring or enhancing a population or habitat.



# Our New Biodiversity Vision:

**“To protect and enhance our wildlife and habitats”.**

Our biodiversity vision will drive a simple and practical action plan relating to the following areas:

- To understand the current biodiversity on our sites.
- To raise the awareness and importance of biodiversity to our staff.
- To undertake tasks to improve our site habitats.
- To undertake tasks to support our site species.
- To enhance people wellbeing via our biodiversity gain.
- To ensure our sites routine grounds maintenance functions enhance biodiversity.



# Our Biodiversity Action Plan:

“Norfolk Constabulary will carry out its duty to conserve biodiversity by implementing the following commitments and actions”.

We will undertake this Biodiversity Action Plan and provide protection and enhancements, mainly as part of our business as normal Estates & Facilities Department activity.

We will seek best value and improvement to biodiversity via our grounds maintenance contract.

When we undertake new site developments and existing site major construction works, we will design and plan in biodiversity conservation and enhancement measures to help deliver the below actions.

## OBJECTIVE 1: Understanding our sites.

Deliverable:	Target Date
<b>1.1 Sites Review:</b> To update our existing grounds maintenance site plans and records and include areas of biodiversity change for our grounds maintenance contractor.	2023
<b>1.2 Trees:</b> To update our existing tree survey records for major and mature trees and ensure current on-site tagging is in place.	2024
<b>1.3 Ecology Reports:</b> To seek site improvements by updating our ecology surveys for our major sites at: <ul style="list-style-type: none"><li>- Hethersett Old Hall.</li><li>- Broadland Police Station.</li><li>- Swaffham Police Station.</li></ul>	2024

**OBJECTIVE 2: Raising biodiversity awareness.**

Deliverable:	Target Date
2.1 Publish Action Plan: Publish the Biodiversity Action Plan on The Police and Crime Commissioner for Norfolk public web site.	2023
2.2 Sustainability Champions: To nominate and raise awareness of Sustainability Champions across our Estate.	2024
2.3 Report On Progress: To update The Police and Crime Commissioner for Norfolk Estates Board on progress to deliver the Biodiversity Action Plan.	2023-2030

**OBJECTIVE 3: Undertake habitat projects.**

Deliverable:	Target Date
3.1 Hedgerows: To maintain and renew existing hedgerows.	2023-2030
3.2 Water: To provide surface water drainage lagoons at new developments to enhance potential pond related wildlife.	2023-2030
3.3 Tree Planting: To maintain existing trees and plant new on a minimum of 10 sites.	2024- 2026
3.4 Wildflowers: To provide native species wildflower seed mix areas to a minimum of 10 sites.	2023-2026

#### OBJECTIVE 4: Undertake species projects.

Deliverable:	Target Date
4.1 Bats: To provide bat boxes when providing new and refurbished buildings and permit staff volunteers to provide to sites where practical.	2022-2030
4.2 Bees: To offer voluntary organisations/ staff the opportunity to site bee hives on police sites where practical.	2022-2030
4.3 Birds: To provide bird boxes when providing new and refurbished buildings. Permit staff volunteers to provide bird boxes to sites where practical.	2022-2030
4.4 Insects: Provide dead wood areas for insects and permit staff volunteers to provide insect hotels to sites where practical.	2022-2030
4.5 Mammals: Ensure site boundary fences provide safe access routes for mammals and where appropriate provide approved hedgehog houses.	2022-2030

Bat and bird boxes at Swaffham Police Station 2022:



### OBJECTIVE 5: Enhancing People Wellbeing.

Deliverable:	Target Date
5.1 To seek opportunities for site enhancements to help promote staff wellbeing.	2023-2030
5.2 To seek opportunities for site enhancements to help promote visitor and victim support wellbeing.	2023-2030

### OBJECTIVE 6: Enhance Grounds Maintenance.

Deliverable:	Target Date
6.1 Plant diversity and renewal: We will seek the best value options to maintain native species ground cover and borders.	2024-2030
6.2 Hedgerows: We will seek the best value options to extend or provide new native species hedgerows.	2024-2030
6.3 Trees: Ensure all identified mature trees have a suitable root protection area.	2025-2027
6.4 Composting: We will provide composting bins for organic waste at our major sites, to reduce the cost to use other ground cover materials.	2023-2030

**PC LOVELOCK**

**with a wise Norfolk  
resident - the  
European Eagle Owl.**



# Preventing Wildlife Crime:

Norfolk Constabulary has a dedicated Rural & Wildlife Crime Unit.

Part of their role is protecting agriculture and wildlife in the form of policing hare coursing, illegal hunting, poaching, fishing and the trade of endangered animals or birds.

Effective policing of these areas helps with the conservation of biodiversity.



PC Chris SHELLEY – our rural crime officer at Norfolk Constabulary – was crowned the Rural Crime Enforcer of the Year 2022 at the 33<sup>rd</sup> Annual Wildlife Crime Enforcers Conference in October 2022. A prestigious national award for his outstanding work fighting rural crime.

The awards are sponsored by the WWF and nominations are judged by organisations including National Police Chiefs' Council, National Wildlife Crime Unit and Defra.

If you're also passionate about protecting the wildlife where you live, we need you to be our eyes and ears and report any suspicious activity to us.

**If you have any information about wildlife crime or believe you have witnessed a crime taking place contact us on 101.**

**If a crime is in progress, always dial 999.**

**If possible, try to note down the following information:**

- **date, time and location**
- **descriptions of people you saw or vehicles they were driving**
- **if there is anyone else in the area that witnessed the incident / individuals.**

## Our People and Culture:

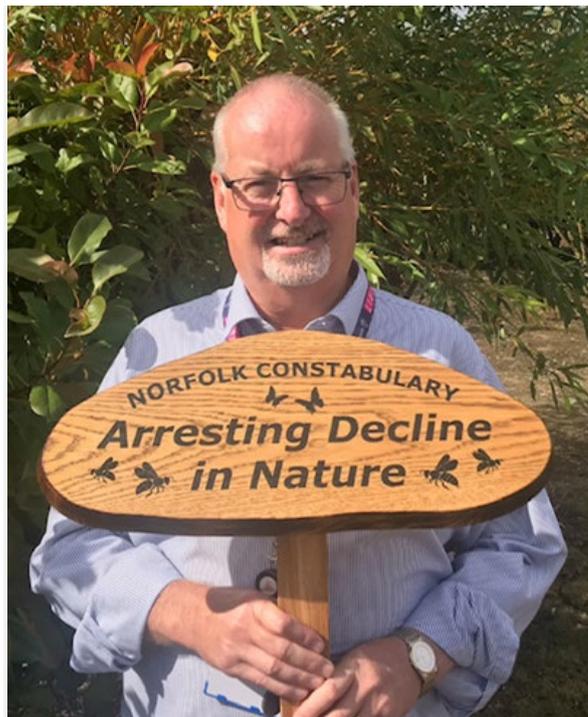
Our employees have a role to play in helping Norfolk Constabulary protect and enhance the biodiversity in and around our estate.

We are going to be creating a network of passionate Sustainability Champions who will be woven throughout our constabulary sites.

Our Sustainability Champions will be responsible for protecting and enhancing biodiversity and addressing environmental concerns within their operational areas under guidance from our Estates & Facilities Department.

They will carry out tasks such as -

- Reporting on species and habitat change around our estate.
- Help assess buildings and grounds for potential to support priority species.
- Promote volunteering and gifting to provide bird / bat boxes on our sites.
- Identifying bird feeding areas for staff who volunteer to do so.
- Assisting with on-site biodiversity habitat maintenance / enhancement projects.



Mike Chambers (Estates Officer) - Sustainability Champion for police sites in the Broadland and North Norfolk District Council areas.

# Biodiversity Action Plan Milestones:

The following timeline will apply to this Biodiversity Action Plan.

**2023-2024**

- Understanding our sites.
- Raising biodiversity awareness.
- Commence undertaking habitat projects.
- Commence undertaking species projects.

**2025-2028**

- Enhance Grounds Maintenance.
- Enhance people wellbeing.
- Undertake habitat projects.
- Undertake species projects.

**2029-2030**

- Undertake habitat projects.
- Undertake species projects.
- Review and update Biodiversity Action Plan for the period 2030-2035.

## Our Governance to Deliver:

“The Police and Crime Commissioner for Norfolk chairs a **Norfolk Estates Board** no less than every quarter to review progress and take decisions on biodiversity matters”.

### Governance

Our biodiversity projects are managed and monitored by The Police and Crime Commissioner’s **Norfolk Estates Board** which meets quarterly.

Norfolk Constabulary’s Chief Officers will report to The Police and Crime Commissioner’s Norfolk Estates Board on the delivery of the Biodiversity Action Plan objectives.

Below the Police and Crime Commissioners Norfolk Estates Board, Norfolk Constabulary’s Head of Estates monitors the co-ordination of site works and projects which may generate biodiversity enhancement via an **Estates Delivery Meeting** which also meets every quarter.





To contact the Police and Crime Commissioner for Norfolk

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