

Borough Council of
**King's Lynn &
West Norfolk**



Bio Diversity Task Group

Agenda

Tuesday, 27th August, 2024
at 2.00 pm

in the

Council Chamber
Town Hall
Saturday Market Place
King's Lynn

Available for the public to view on [WestNorfolkBC on You Tube](#)



King's Court, Chapel Street, King's Lynn, Norfolk, PE30 1EX
Telephone: 01553 616200

15 August 2024

Dear Member

Bio Diversity Task Group

You are invited to attend a meeting of the above-mentioned Task Group which will be held on **Tuesday, 27th August, 2024 at 2.00 pm** in the **Council Chamber, Town Hall, Saturday Market Place, King's Lynn PE30 5DQ** to discuss the business shown below.

Yours sincerely

Chief Executive

AGENDA

1. **Apologies for absence**
2. **Members present under standing order 34**
3. **Notes of the previous meeting** (Pages 4 - 7)
To agree the notes of the meeting held on 14 May 2024.
4. **Declarations of interest** (Page 8)

Please indicate if there are any interests which should be declared. A declaration of an interest should indicate the nature of the interest (if not already declared on the Register of Interests) and the agenda item to which it relates. If a disclosable pecuniary interest is declared, the member should withdraw from the room whilst the matter is discussed.

These declarations apply to all Members present, whether the Member is part of the meeting, attending to speak as a local Member on an item or simply observing the meeting from the public seating area.

5. Items of urgent business

To consider any business, which by reason of special circumstances, the Chair proposes to accept, under Section 100(b)(4)(b) of the Local Government Act 1972.

6. First draft of report to Cabinet (Pages 9 - 43)

To give consideration to the first draft cabinet report of the Biodiversity Task Group.

To:

Bio Diversity Task Group: A Bullen, S Dark, M de Whalley (Chair), D Heneghan and P Kunes

Officers

Stuart Ashworth, Assistant Director, Environment and Planning

Claire Wiggs, Ecologist

Martin Chisholm, Assistant Director, Operations and Commercial

Chris Durham, Operations Manager

Matthew Henry, Assistant Director, Property and Projects

Claire Thompsett, Operations Manager

BOROUGH COUNCIL OF KING'S LYNN & WEST NORFOLK

BIO DIVERSITY TASK GROUP

**Minutes from the Meeting of the Bio Diversity Task Group held on Tuesday,
14th May, 2024 at 4.00 pm in the Council Chamber, Town Hall, Saturday
Market Place, King's Lynn PE30 5DQ**

PRESENT: Councillor M de Whalley (Chair), Councillors P Kunes and
Councillor Parish (Substitute for Councillor Bullen)

OFFICERS PRESENT:

Stuart Ashworth- Assistant Director- Environment and Planning
Claire Wiggs- Ecologist
Martin Chisholm- Assistant Director- Operations & Commercial
Claire Thompsett- Operations Manager
Chris Durham- Operations Manager
Matthew Henry- Assistant Director- Property and Projects

1 MINUTES FROM THE PREVIOUS MEETING

[Click here to view the recording of this item on YouTube.](#)

RESOLVED: The minutes from the previous meeting on 15th April 2024 were agreed as a correct record

2 APOLOGIES FOR ABSENCE

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Apologies for absence were received from Councillor Bartrum, Bullen and Dark.

3 MEMBERS PRESENT UNDER STANDING ORDER 34

Councillor Devulapalli was present under Standing Order 34.

4 DECLARATIONS OF INTEREST

There were no declarations of interest.

5 ITEMS OF URGENT BUSINESS

There was no urgent business under Standing Order 7.

6

EXISTING BIODIVERSITY ACTIVITIES CARRIED OUT, AND PROJECTS FUNDED BY THE BCKLWN.

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The Operations Managers and Assistant Director for Environment and Planning provided the Task Group with a presentation.

The presentation highlighted the biodiversity areas within the Borough along with planting facts and biodiversity projects funded by planning.

The Chair thanked the Officers for the presentation and invited questions and comments, a summary of which is set out below.

Under Standing Order 34, Councillor Devulapalli sought clarification on Recreation Avoidance Mitigation Strategy (RAMS).

The Assistant Director for Environment and Planning explained, it was the impact of certain types of development on European Protected sites such as Roydon Common, Dersingham Bog and The Wash as the additional visitors caused by population growth created issues for these sensitive areas, which has to be mitigated, for example educating dog walkers.

Councillor Devulapalli asked further if this included any King's Lynn Areas such as Gaywood.

The Assistant Director confirmed this area contributed to the RAMS find, as did all residential development coming forward.

Councillor Devulapalli referred to the land adjacent to Florence Fields and that this area was protected.

The Operations Manager confirmed this was still with Corporate Projects and there had been discussions about the management of the area.

Councillor Parish commented that the Wildlife Trust were looking to obtain the management of the area.

In response to a question from Councillor Devulapalli, the Assistant Director confirmed he would provide an answer by email to update Councillor Devulapalli.

However, the Chair asked for a report on the area adjacent to Florence Fields to be added to for the agenda for Biodiversity Task Group in June.

Councillor Parish made further comment that fencing being put up was being considered to stop dogs and protect wildlife and birds nesting

which was then removed in the autumn. He added, the RSPB Officers were employed to look after the area, and it would be good for funding to be extended.

The Chair summarised the information given by the Officers and highlighted key points.

7

OPTIONS ON BOROUGH COUNCIL LAND AND BUILDINGS GOING FORWARD

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The Assistant Director for Environment and Planning presented the report.

The Assistant Director for Property and Projects was invited to comment further.

The Chair thanked the Assistant Directors for the report and invited comments and questions from the Task Group.

Councillor Kunes referred to paragraph 5.3 of the report and stated his concerns in relation to the funding for the Biodiversity Project Officer role from the Climate Change budget. He added that Climate Change and Biodiversity were different, and it should be funded from elsewhere.

The Assistant Director for Environment and Planning thanked Councillor Kunes for his comments and understood the point regarding funding the role but it was a question of difficult choices.

The Chair added Climate Change and Biodiversity were interlinked.

Councillor Parish asked where the tree planting was funded from and felt it was similar to funding the biodiversity role.

The Chair responded it was from the Climate Change budget.

Councillor Kunes added that planting trees reduced CO2 in the atmosphere which he felt was a key difference.

Councillor Kunes asked for it to be recorded that he did not agree with the first recommendation, “that consideration be given to the appointment of Biodiversity Project Officer role, for a fixed period of 2 years to carry out the duties set out in the report”, because of the funding coming from the climate change budget.

Under Standing Order 34, Councillor Devulapalli commented she supported the recommendations.

The Chair and Councillor Parish supported the recommendations to cabinet.

RECOMMENDATION: That the Biodiversity Task Group makes the following recommendations to cabinet:

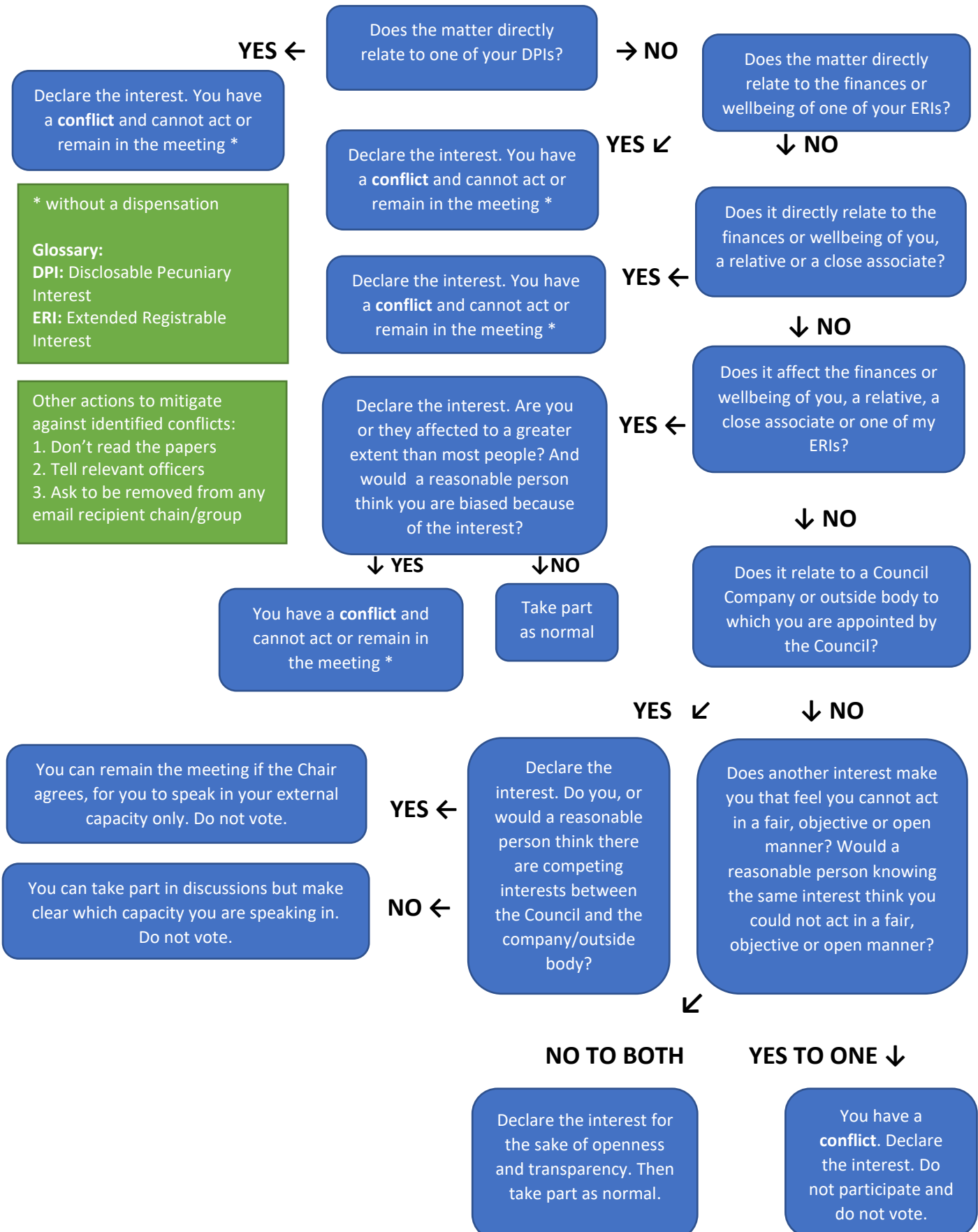
- 1) That consideration be given to the appointment of Biodiversity Project Officer role, for a fixed period of 2 years to carry out the duties set out in the report.
- 2) That biodiversity policies and specific objectives are agreed to show how the council is meeting the biodiversity duty.
- 3) That a Pollinator Action Plan be produced.

The meeting closed at 4.49 pm

DECLARING AN INTEREST AND MANAGING ANY CONFLICTS FLOWCHART



START



Declare the interest. You have a **conflict** and cannot act or remain in the meeting *

* without a dispensation

Glossary:

DPI: Disclosable Pecuniary Interest

ERI: Extended Registrable Interest

Other actions to mitigate against identified conflicts:

1. Don't read the papers
2. Tell relevant officers
3. Ask to be removed from any email recipient chain/group

REPORT TO CABINET

Open		Would any decisions be proposed:			
Any especially affected Wards	Mandatory/	Be entirely within Cabinet's powers to decide		NO	
	Discretionary /	Need to be recommendations to Council		YES	
	Operational	Is it a Key Decision		NO	
Lead Member: Cllr Michael De Whalley E-mail: <i>cllr.michael.dewhalley@west-norfolk.gov.uk</i>		Other Cabinet Members consulted:			
Lead Officer: Stuart Ashworth E-mail: <i>stuart.ashworth@west-norfolk.gov.uk</i> Direct Dial: 01553-616417		Other Members consulted: Members on the Biodiversity Task Group			
Other Officers consulted: Claire Wiggs, Ecologist, Alex Fradley Policy Officer, Martin Chisholm, Matthew Henry Assistant Directors, Claire Thompsett, Chris Durham, Operations Managers (Public Open Space)					
Financial Implications YES	Policy/ Personnel Implications YES	Statutory Implications YES	Equal Impact Assessment YES If YES: Pre-screening/ Full Assessment	Risk Management Implications NO	Environmental Considerations YES
If not for publication, the paragraph(s) of Schedule 12A of the 1972 Local Government Act considered to justify that is (are) paragraph(s)					

Date of meeting: 17 September 2024

RECOMMENDATIONS OF THE BIODIVERSITY TASK GROUP

Summary

The Biodiversity Task Group has been meeting since December 2023. It was set up by Cabinet following a notice of motion at Council on 10 September 2020. The recommendations of the group are set out in the report.

The notice of motion required that the recommendations should be brought to Cabinet via the Environment and Community Panel, before going to Council for consideration.

Recommendation

Cabinet resolves to recommend to council:

1. To accept the recommendations of the Urban Wildlife Informal Working Group as set out in paragraph 2.3, save for recommendation 8, which is covered below with the creation of the fixed-term biodiversity project officer role.
2. To agree to the appointment of a Biodiversity Project Officer role, for a fixed period of two years, with funding coming from the climate change budget.
3. That the Council adopts the biodiversity policies and specific objectives set out in appendix 1.

4. To agree the creation of a Pollinator Action Plan, on the basis of the draft attached (appendix 2), with the final wording to be agreed with the Assistant Directors for Environment and Planning and Operations and Commercial, in consultation with the portfolio holder for Climate Change and Biodiversity.
5. That the community biodiversity competition initiative, detailed in the report, is supported by the Council.

Reason for Decision

To provide a suitable response to the original notice of motion, and to help the Council contribute to improving biodiversity in the borough.

1 Background

1.1 At its meeting on 10 September 2020 the Council was invited to consider the following Notice of Motion (3/20), proposed by Councillor S Squire and seconded by Councillor Long:

‘This Council acknowledges that climate change is not the only challenge facing our natural environment. Therefore, this council agrees to ask Cabinet to set up a Cabinet task group, chaired by an appropriate portfolio holder, to work with our partners including Norfolk County Council and the Norfolk Biodiversity Partnership. Any recommendations on issues such as habitat protection and creation, the creation of a pollinator action plan and wildflower verges where possible, should be brought to Cabinet via the Environment and Community Panel before consideration at Council.’

1.2 On 15 March 2022, it was agreed that the Biodiversity Task Group (BTG) should be set up to give consideration to the issues identified in the Notice of Motion.

1.3 Separate to the BTG, the Environment and Community Panel (E & C), had created an Urban Wildlife Informal Working Group (UWIWG) to look at the specific issue of urban wildlife. At Cabinet on the 17 January 2023 it was agreed that the recommendations from the Environment and Community Panel’s UWIWG would be passed to the Cabinet Biodiversity Task Group for further consideration. It was also agreed that the Environment and Community Panel would be kept updated on progress with the recommendations as appropriate.

2.0 Meetings of the Biodiversity Task Group (BTG)

2.1 The BTG has convened on five separate occasions. The substantive issues considered are summarised below:

- The recommendations of the Urban Wildlife Informal Working Group
- Biodiversity Net Gain & Local Plan policy
- Biodiversity Duty
- Competition proposal from Councillor Devulapalli
- Pollinator Action Plans (including guest speaker)
- Existing biodiversity activities carried out and projects funded by the BCKLWN
- Options on Borough Council land and buildings going forward
- Report to cabinet and way forward

2.2 Whilst some of the items were for information, other items have led to the final recommendations to be put to Cabinet.

2.3 Biodiversity Task Group (BTG) has recommended that Cabinet approve the following recommendations and associated comments from the UWIWG:

1. Encourage the use of bird boxes, bat boxes and hedgehog highways in new and existing Borough Council properties.
2. The Council to investigate providing wildflower seeds for redundant allotments and community orchards/gardens and encourage the planting of wildlife seeds in the community.
3. The Council to encourage bird feeding stations and nest boxes in schools.
4. Support a Nest Box Trail in King's Lynn.
5. Produce literature advising how residents can help support their urban wildlife and promoting the Nest Box Trail in King's Lynn.
6. Engage with local groups to participate in urban wildlife.
7. Encourage Councillors to promote Urban Wildlife in their Wards and Parishes where appropriate.
8. That Cabinet be requested to provide a budget to deliver the proposals.

Biodiversity Net Gain & Local Plan policy

2.4 Following a presentation by the Council's Ecologist, the new mandatory Biodiversity Net Gain regime being implemented through the planning system was discussed.

2.5 The proposed new Local Plan is currently out to consultation at the advanced Main Modifications stage in the process. The Plan is due to be adopted early in 2025. There is a new criteria relating to biodiversity in the relevant policy within the new Local plan (LP18), which requires

built-in nesting boxes (e.g. boxes for migratory bird species, bee bricks, bat boxes and the like) and/or safe road crossing methods (e.g. for hedgehogs), to be brought forward through qualifying new development wherever possible. The policy has been tested through the examination process and is agreed between the Council and the Inspectors. There should therefore be no reason that the current version of the policy will not come into force when the plan is adopted. It is possible that the policy could be given weight in decisions sooner, for example, after receipt of the Inspectors Local Plan report. This situation will be monitored by officers.

Biodiversity Duty

2.4 Public authorities operating in England must consider what they can do to conserve and enhance biodiversity in England. This is the strengthened 'biodiversity duty' that the Environment Act 2021 introduces. This means that a public authority must:

9. Consider what it can do to conserve and enhance biodiversity.
10. Agree policies and specific objectives based on its consideration.
11. Act to deliver the policies and achieve the objectives.

2.5 Public authorities must complete their first consideration of what action to take for biodiversity by 1 January 2024. Whilst it could be argued that the creation of the task groups and the work that has gone into that is the first consideration, it goes on to state that policies and objectives should be agreed as soon as possible after this, with reconsideration of the actions within 5 years of completion of the previous consideration.

2.6 Cabinet is asked to agree some high-level biodiversity policies and objectives, following on from the with due consideration to the recommendations of the BTG. These proposed initial policies and objectives are attached as appendix 1 of this report.

Biodiversity Competition

2.7 During the task group process, Councillor Devulapalli put forward plans for a biodiversity competition. A paper was taken to the task group where it was agreed to recommend to Cabinet that the Council would provide support to a community initiative as the preferred option.

2.8 The support and guidance provided is envisaged to be publicly supporting and endorsing the proposal, helping advise on how to run the competition through the preparation of a project plan, and the provision of communications support to highlight the importance of biodiversity and the competition. It was agreed that links with the

InBloom campaign and competition can also be considered as part of developing the project plan.

Pollinator Action Plans

- 2.9 Presentations on the benefits of a Pollinator Action Plan were given to the group by a local expert representative from the Norfolk Wildlife Trust as well as the Council's own Ecologist. Many councils have such a plan to guide positive action in trying to help reverse the general decline in pollinators.
- 2.10 It was agreed that the task group should recommend the production of a Pollinator Action Plan to Cabinet. If Cabinet agree to this, it is considered that this can be produced in-house, and indeed attached to this report is a draft Pollinator Action Plan (appendix 2). Approval to finalise aspects of this, particularly the action plan, are requested.

Options on Borough Council land and buildings going forward

- 2.11 A presentation was given to the task group that detailed a number of initiatives carried out by the Public Open Space team that already take place on the Council's own land in the borough. However, it is important to consider what additional actions the Council can take on its own land and buildings.
- 2.12 A report was therefore prepared for the task group on options for further biodiversity enhancements on Borough Council land and buildings going forward. The potential options for enhancements were set out along with the resource implications of implementing each option. In essence it was proposed that the only way to successfully promote biodiversity was to properly resource it through a new Biodiversity Project Officer role. The role would provide the resource needed to organise/lead on community projects, work with community groups, volunteers, schools and the POS operational team to identify suitable areas/projects and to help develop management plans, consult with residents and co-ordinate future proposals.
- 2.13 The role would also need to be involved in other tasks including aiding other officers in biodiversity related projects. This might include supporting the POS Tree Officer in delivering the tree strategy, and Property Services in collating a catalogue of potential Borough Council sites for biodiversity. Such a role would likely cost around - £35,000 - £40,000 per annum with on costs, and it is proposed that this is a 2-year fixed term post initially, to assess how the post is working. It is proposed that this could be paid for out of the climate change budget.

3.0 Options Considered

- 3.1 Option 1 - Do not accept the recommendations put forward
- 3.2 This would seem to go against the original Notice of Motion, as well as all the work that has gone into this issue through the E & C working group as well as this one. With the introduction of Biodiversity Net Gain as well, this would be against the general mood to take action to improve biodiversity. This is not the preferred option.
- 3.3 Option 2 – Partial acceptance of the recommendations
- 3.4 A partial acceptance of the recommendations could take place, accepting some but not others i.e. not appointing the Biodiversity Project Officer role. This will be a decision for members but would not deliver the benefits that accepting all of the recommendations would, particularly as resources are already stretched carrying out current work.
- 3.5 Option 3 – Accept all of the recommendations put forward by the Biodiversity Task Group
- 3.6 Whilst there would be a cost to this, as set out earlier in this report, this is the recommended way forward as it would deliver the best results for biodiversity, and was supported by not only the Biodiversity Task Group but also the Urban Wildlife Informal Working Group.

4.0 Policy Implications

- 4.1 N/A

5.0 Financial Implications

- 5.1 There are financial implications should the fixed-term post be agreed. A Biodiversity Project Officer role would cost the Council approximately £80,000 over a two-year fixed term period.

6.0 Personnel Implications

- 6.1 A new two-year fixed-term post is proposed.

7.0 Environmental Considerations

- 7.1 These will be very positive and in favour of the preferred option, as it will contribute to improvements in biodiversity within the borough.

8.0 Statutory Considerations

- 8.1 The Biodiversity Duty is now a statutory requirement, under the Environment Act 2021.

9.0 Equality Impact Assessment (EIA)

(Pre screening report template attached)

9.1 See attached pre-screening assessment.

10.0 Risk Management Implications

10.1 N/A

11.0 Declarations of Interest / Dispensations Granted

11.1 N/A

12.0 Background Papers

- Biodiversity Task Group agendas and minutes
- Environment & Community Panel agendas and minutes, in relation to the Urban Wildlife Informal Working Group

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Stage 1 - Pre-Screening Equality Impact Assessment

Name of policy/service/function	Recommendations of the Biodiversity Task Group				
Is this a new or existing policy/service/function? <i>(tick as appropriate)</i>	New	<input checked="" type="checkbox"/>	Existing		
Brief summary/description of the main aims of the policy/service/function being screened. Please state if this policy/service is rigidly constrained by statutory obligations, and identify relevant legislation.	To help improve biodiversity in the borough No				
Who has been consulted as part of the development of the policy/service/function? – new only <i>(identify stakeholders consulted with)</i>	Currently biodiversity task group, although E & C panel and Cabinet will scrutinise this before it goes to council.				
Question	Answer				
<p>1. Is there any reason to believe that the policy/service/function could have a specific impact on people from one or more of the following groups, for example, because they have particular needs, experiences, issues or priorities or in terms of ability to access the service?</p> <p>Please tick the relevant box for each group.</p> <p>NB. Equality neutral means no negative impact on any group.</p> <p><i>If potential adverse impacts are identified, then a full Equality Impact Assessment (Stage 2) will be required.</i></p>		Positive	Negative	Neutral	Unsure
	Age			x	
	Disability			x	
	Sex			x	
	Gender Re-assignment			x	
	Marriage/civil partnership			x	
	Pregnancy & maternity			x	
	Race			x	
	Religion or belief			x	
	Sexual orientation			x	
Other (eg low income, caring responsibilities)			x		

Question	Answer	Comments
<p>2. Is the proposed policy/service likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?</p>	Yes / No	No
<p>3. Could this policy/service be perceived as impacting on communities differently?</p>	Yes / No	No
<p>4. Is the policy/service specifically designed to tackle evidence of disadvantage or potential discrimination?</p>	Yes / No	No
<p>5. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions?</p> <p>If yes, please agree actions with a member of the Corporate Equalities Working Group and list agreed actions in the comments section</p>	Yes / No	<p>Actions: N/A</p> <hr/> <p>Actions agreed by EWG member: </p>
<p>If 'yes' to questions 2 - 4 a full impact assessment will be required unless comments are provided to explain why this is not felt necessary:</p> <p>Decision agreed by EWG member:</p>		
<p>Assessment completed by:</p> <p>Name</p>	Stuart Ashworth	
<p>Job title</p>	Assistant Director – Environment & Planning	
<p>Date completed</p>	5/7/'24	

Complete EIA Pre-screening Form to be shared with Corporate Policy (corporate.policy@west-norfolk.gov.uk)

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Borough Council of King's Lynn and West Norfolk Biodiversity Policies and Objectives

1.0 Introduction

1.1 Public authorities operating in England must consider what they can do to conserve and enhance biodiversity in England. This is the strengthened 'biodiversity duty' that the Environment Act 2021 introduces. This means that a public authority must:

1. Consider what it can do to conserve and enhance biodiversity.
2. Agree policies and specific objectives based on its consideration.
3. Act to deliver the policies and achieve the objectives.

1.2 Through a Biodiversity Task Group the Council has been considering various options to improve biodiversity. Set out below are the initial biodiversity policies and objectives. It is envisaged that they will be refined as they become embedded into business as normal and represent a first attempt at this.

1.3 It is important to note that the policies and objectives will need suitable resources to be carried out to a suitable standard.

1.4 Overarching policies and objectives

1. Seek to protect habitats and promote biodiversity.
2. Use our ability to influence others and encourage all partners to operate in the most sustainable way they can.
3. Continue to implement biodiversity policies through planning.
4. Implement recommendations from the Biodiversity Task Group (subject to Council agreement).
5. Create a Pollinator Action Plan.

1.5 A) Managing Council Land

- Review to prioritise those sites where intervention to enhance biodiversity can generate benefits for nature conservation by taking into account current condition and potential.

- Review Public Open Space (POS) function to prioritise those where intervention to enhance biodiversity can generate the most benefits for nature conservation taking into account other requirements of that POS.
- Review of maintenance regimes of grass areas maintained by the Council in order to increase biodiversity. Consider whether additional interventions would be beneficial and monitor as appropriate.
- Review to consider whether there are opportunities to encourage enhancements for biodiversity on Council owned development sites.

1.6 **B) Partnership and education**

- Continue to work with partners, and take all opportunities to improve the environment and biodiversity across Kings Lynn and West Norfolk as appropriate.
- Continue to support Friends Groups and seek to extend volunteer opportunities in nature conservation across the borough.
- Consider a programme of member and officer training, disseminating knowledge about local biodiversity (species locations and habitat conditions).
- Review how this can be expanded using:
 - website
 - infrastructure (signage)
 - social media

1.7 **C) Reporting and risks**

- Develop future monitoring and reporting for BNG secured through the planning service.
- Review biodiversity reporting.



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Kings Lynn and West Norfolk Pollinator Action Plan

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Foreword

If you think that there are fewer bug splats on your car than in your younger days, you are right.

Since 2004 three quarters of the United Kingdom's insects have vanished and many of these would have been pollinators, such as bees, butterflies and beetles. Pollinating insects move pollen from flower to flower while they feed on the sweet nectar. Flowering plants produce much of the food we eat and create the gardens, habitats and ecosystems we love to live in. Plant pollination is a fundamental link in the chain of life and has been calculated as contributing over 1.25 billion pounds to the UK's economy at today's prices.

Flowering plants and their pollinators have been around for at least 135 million years, but we can only trace our species back to just over 300,000 years ago. As the new kids on the block, we must act to reverse the decline in pollinator numbers, not only out of self-interest but through an obligation to the natural world.

Biodiversity on Earth is the result of nearly four billion years of evolution. Human activities have put an estimated one million species of plants and animals at risk of extinction out of some eight million species worldwide.

Plant pollination is a fundamental link in this chain of life, and we have an obligation to

redress the balance of dramatic biodiversity loss.

This pollinator action plan has come about through the hard work and expertise of this Council's Ecologist via the Biodiversity Task Group and as instructed by Council on 10 September 2020.

Additionally, The Environment Act 2021, strengthened 'biodiversity duty' so that this Council must:

- Consider what we can do to conserve and enhance biodiversity
- Agree policies and specific objectives
- Act to deliver our policies and achieve our objectives

The plan before you is thoughtful, evidenced and innovative. Its actions are achievable and realistic using effective resource management and timescales.

It is also very interesting reading and offers us hope for a better future, as well as leaving a legacy to be proud of.



Cllr De Whalley

Portfolio Holder for Climate Change and biodiversity at Borough Council of Kings Lynn and West Norfolk.

AN INTRODUCTION TO THE POLLINATOR ACTION PLAN

The purpose of this Pollinator Action Plan is to highlight the issues facing our pollinators, and to provide key objectives and actions for their long-term protection and enhancement.



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The King's Lynn and West Norfolk Pollinator Action Plan has been designed so that it contributes to the National Pollinator Strategy outcomes, which are:

- More, bigger, better, joined-up, diverse and high-quality flower rich habitats (including nesting places and shelter) supporting our pollinators across the country
- Heathy bees and other pollinators which are more resilient to climate change and severe weather events
- No further extinctions of known threatened pollinator species
- Enhanced awareness of across a wide range of businesses, other organisations and the public of the essential needs of pollinators
- Evidence of actions taken to support pollinators.

Our Action Plan broadly aligns with relevant key objectives of the Norfolk County Council Pollinator Actions Plan which seeks to:

- Raise the awareness and importance of pollinators throughout Norfolk.
- Promote, support and encourage pollinator-friendly farming
- Promote, support and encourage pollinator-friendly management of the county's highway verges, and Public Rights of Way (PRoW)
- Manage other county council assets for the benefit of pollinators
- Encourage the protection and enhancement of the Norfolk's pollinators through the planning system

WHAT ARE POLLINATORS?

Pollinators are essential to our environment, our food production and our lives. They are so-called because they carry the reproductive pollen grains from flower to flower, enabling fertilisation for seeds, nuts and fruit to be produced. Through pollination, new generations of plants grow, which in turn support wild habitats and other wildlife. Without pollination, most wild and cultivated plants, from trees to strawberries, could not reproduce.

One in every three mouthfuls of our food eaten in Europe depends on pollination taking place (Juniper, 2015).

They serve crops like oil seed rape, clovers and other nitrogen fixing plants, important for livestock grazing and wildflowers. They add to the diversity of plant species, habitats and wildlife in Norfolk as well as its natural beauty, making King`s Lynn and West Norfolk a better place to live, to enjoy and to visit. Losing our pollinators would be a major ecological and economic disaster.

Many different insect groups are excellent pollinators. The best known of them are bees, including bumblebees, solitary bees and the honeybee. But other wild insects are equally vital for pollination including wasps, hoverflies, moths and butterflies. Even some beetles, mosquitoes, bats and ants have a pollinating role. Many plants have evolved to offer nectar to attract insects. Whilst insects are feeding on a flower`s nectar or collecting pollen to feed to their young, pollen grains stick to the insects` bodies and transfer to the reproductive organs of the next flower they visit.



Hoverfly



Antler Moth



Solitary Bee



Brown Argus



White Tailed Bumblebee



Honey Bee



Social Wasp



Solitary Wasp

Photo credits © Bex Cartwright and Rosie Earwaker

WHAT'S THE PROBLEM?

Research shows that many of our pollinators are in trouble. For instance, here in Norfolk 23 bee species are now believed extinct (Owens, 2017) and in East Anglia as a whole, a further 25 bee species are considered 'threatened' and 31 species listed as being of 'conservation concern' (Jackson, 2019). A similar picture can be seen in our butterflies. For example, the iconic swallowtail butterfly for which Norfolk is a stronghold, has seen a 41% decline in abundance in the UK between 2022 and 2023 (Butterfly Conservation, 2023) and a decline of 1% over the last 10 years. The main threats to pollinators are habitat loss, climate change, pesticides, disease and invasive species.

These factors, particularly when combined can have a negative knock-on effect for other species that rely on pollinators, most notably plants, due to their symbiotic relationships, as insects pollinate our wild and garden flowers, which provide a crucial food source for a host of other wildlife such as birds, mammals, amphibians, and reptiles, thus affecting the wider biodiversity of habitats and ecosystems.

HABITAT LOSS Changes in our land use, including insensitive urban development and intensive farming, have resulted in habitat loss and fragmentation, the most significant cause of pollinator decline. Pollinators need flowers to forage and places to shelter, nest and overwinter, within vegetation, hedgerows and soil. But since the Second World War, we have lost 97% of our wildflower meadows as a result of modern farming practices and urban development. Where wildflower-rich habitats do still exist, these are often small,

isolated areas separated by land uses hostile to pollinators, making it difficult for insects to move around our landscapes.

CLIMATE CHANGE By disrupting seasonal patterns and flowering periods of plants, climate change is impacting pollinators. It affects the timing of flowering plants that they rely on for food and disrupts nesting behaviours and emergence after winter. It is also thought that a warming climate could restrict or alter the range of pollinators. Extreme weather events such as wildfires, floods, and droughts that impact pollinators may also become more frequent.

PESTICIDES The increased use of pesticides has adversely impacted pollinators and the plants on which they depend. Neonicotinoid pesticides are particularly harmful to bees, affecting their central nervous system, and consequently are now under a general ban across the European Union. Furthermore, some routinely used herbicides have also been shown to affect pollinators and their use, of course, reduces the availability of food plants throughout the year.

DISEASES AND INVASIVE SPECIES Evidence suggests that some honeybee diseases can spread to our wild bumblebees. A further threat is invasive species such as the Asian Hornet, which if allowed to take hold could devastate our native bee populations. Pollinators have been in serious decline for many years and a loud and clear message is coming from scientists, wildlife organisations and the government that they need help and quickly otherwise all of us, plants, pollinators and people, face serious problems.

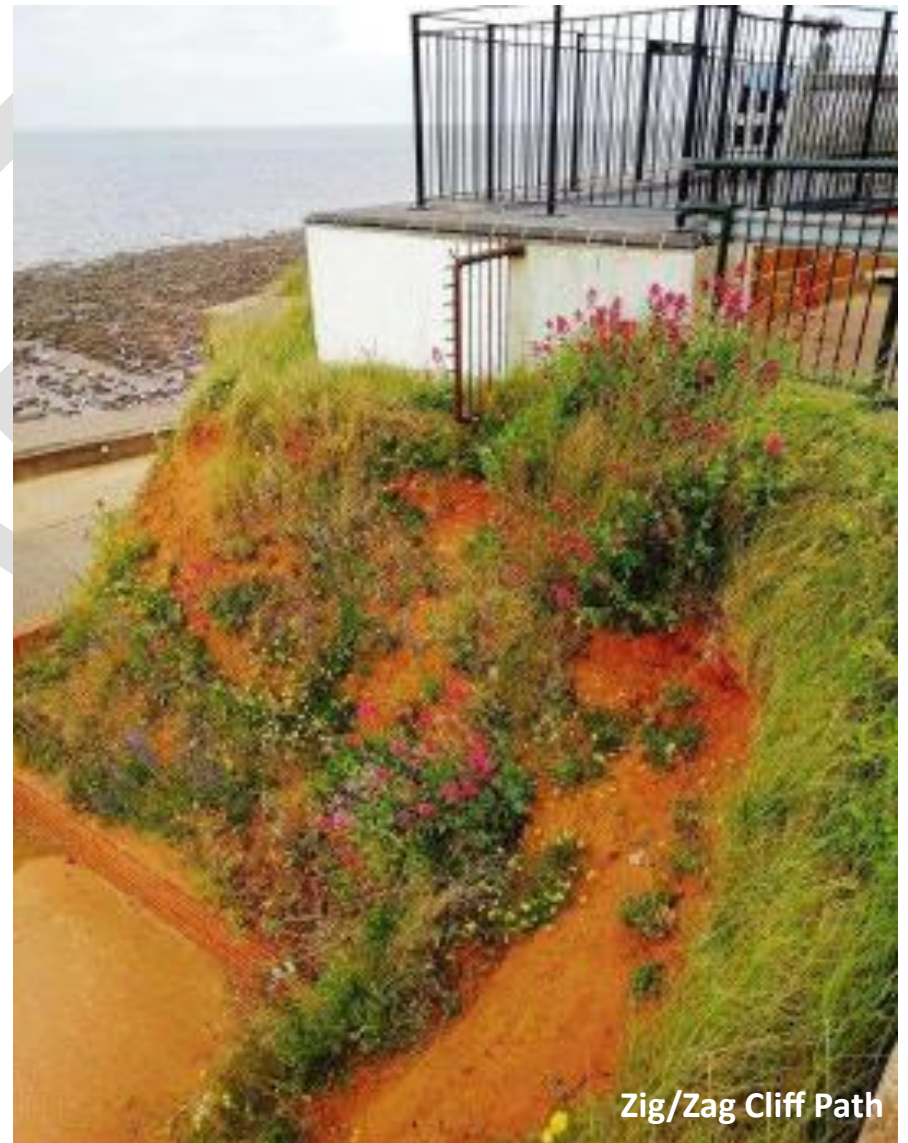
WHAT DO POLLINATORS NEED?

Like all animals, pollinators need a variety of different habitat types for food, nesting, egg-laying, and hibernation year round.

SHELTER They need to be able to shelter, nest and overwinter in diverse habitats such as hedgerows, scrub and tall grass, burrows and holes in tree trunks. For example, patches of long grass make great nesting sites for bumblebees, and dead wood can make ideal hibernation sites for certain types of butterfly (read more in [Buglifes introduction to pollinator habitats](#)). Many also have different needs again in their larval stages.

FORAGE Foraging grounds for all pollinators have been steadily eroded. All pollinators need flowering, semi-natural habitats like wildflower meadows, hedgerows and woodland edges. They need agricultural landscapes which have unimproved grassland, hay meadows, clover-rich grassland, orchards and arable crops. Large fields of wind pollinated crops, like wheat, do not support pollinating insects.

BEYOND THE COUNTRYSIDE It's not only the countryside where pollinators' needs can be better met. They can find food and shelter in gardens, parks, roadside verges and any other open area. It's quite easy to provide for pollinators by making sure they have the right plants. They include common knapweed in wildflower meadows, red clover in pasture, hawthorn and bramble in hedgerows and woodland, cosmos in bedding areas and night scented plants such as honeysuckle and white campion to attract moths (read more in this [RSPB guide](#)).



Zig/Zag Cliff Path

WHAT'S BEING DONE TO HELP POLLINATORS?

Our Pollinator Action Plan is part of a much wider movement. In 2014, the government published the National Pollinator Strategy for England, a ten-year plan to rescue these insects and to help them to thrive.

Subsequently, in 2022, it published the associated three-year Pollinator Action Plan. Buglife, Friends of the Earth and Bumblebee Conservation Trust have also published strategies and policies to address the decline of pollinators.

B-Lines - The charity Buglife has championed 'B-Lines', or "insect super-highways", which are made up of a series of flower-rich habitats that provide important stepping stones between key local sites such as Sites of Special Scientific Interest (SSSI), and County Wildlife Sites (CWS) throughout the landscape. "...B-Lines can help to identify where important wildflower networks exist within the landscape" (Buglife 2023). These so-called B-Lines can provide local authorities with an easy way of mapping such linear landscape features within its administrative boundary, as well as helping to meet national objectives including Biodiversity Net Gain (BNG), as set out in the Environment Act 2021, and the National Pollinator Strategy.

In the Borough Council of King's Lynn and West Norfolk - Small pockets of biodiversity areas have been created and are maintained by the Council's public open spaces team who also support several community led projects and initiatives like the 'In Bloom' initiative. This includes annual wildflower strips, sensitive cutting regimes, pollinator species included in bedding plants in The Walks, wild verges and community engagement. You find out more on page 7.

By individuals

Many individuals are already taking active steps to help pollinators. These range from changing the way they look after their gardens, to making positive consumer choices. People are realising that they don't need to be an expert or have acres of land – and by spreading the pollinator friendly word and supporting local conservation efforts, individuals can make a real difference. You can find out what you can do on page 8.



WHAT WILL WE ACHIEVE IN KING'S LYNN AND WEST NORFOLK?

This Action Plan will allow us to:

- Manage Council assets and operations to ensure that they are more pollinator friendly
- Ensure that the needs of pollinators are recognised and are taken into account across the Council's functions and responsibilities, and are taken account of in relevant strategies and policies
- Manage the council assets in a way that brings pollinator improvements and provides a model that can be replicated by other landowners across Norfolk
- Identify pollinator opportunities, and support collaborative, locally-owned initiatives.

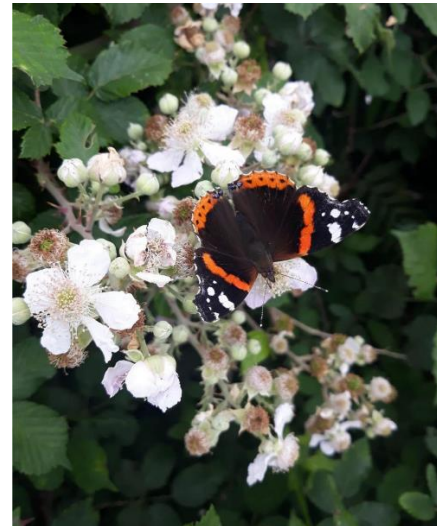
This Action Plan includes actions that will be taken by the Borough Council of King's Lynn and West Norfolk across our various functions and services.

It requires commitment and support across the Council, from members, officers, and our contractors.

The Action Plan also includes actions to inspire others to do more for pollinators across Norfolk. This includes increasing awareness of the needs of pollinators. It can be used to support landowners, farmers, parish councils, community groups, businesses and individuals to help bring benefits to pollinators and their habitats at a variety of scales.

The wider environmental context

In addition, this Action Plan will not only help our pollinators, but will sit alongside other important environmental objectives both locally and nationally, including the Local Nature Recovery Strategy (LNRS), and Biodiversity Net Gain (BNG). BNG can enable pollinating insects to restore and increase their populations through the creation of new habitats, and the connectivity of existing ones. Linear landscape features such as hedgerows and roadside verges can help to connect habitats, thus reducing habitat connectivity and enabling insects greater access to resources such as food, which in turn enables plant pollination.



POLLINATOR POSITIVES BOROUGH COUNCIL OF KING'S LYNN AND WEST NORFOLK GOOD NEWS FEED



A19 Wildflower

B-lines connected through wildflower strips

The A19 provides the main access route into Hunstanton. This wildflower strip is a wonderful example of how habitat fragmentation can be tackled by connecting and extending national B-Lines. It also provides an attractive welcome to visitors, show casing Norfolk's wild beauty.



Wildflower strip © PHOTO CREIDT



Like



Comment

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Memorial Field

Biodiversity Area

Memorial Field – NVN funded with limited input from POS rotovating the area.

Further tree planting and wildflowers

Further details to be added.



Like



Comment

Share



Wildflower strip © PHOTO CREIDT



Anglia In Bloom

Promoting of the natural environment though community

Anglia In Bloom is a charity organisation which aims to promote the conservation, protection and improvement of the physical and natural environment. The In Bloom campaign is entirely managed and run by volunteers from the six counties of the eastern region and is supported by a community of dedicated residents, gardening enthusiasts, council officers and local businesses.



Like



Comment



Share

TOP TIPS FOR POLLINATORS

Here are five top tips for helping pollinators:

i. Create homes for pollinators:

Without safe places to rest, nest, and over-winter, pollinators cannot survive. Undisturbed log piles, leaf litter, twig bundles and compost heaps make great homes for pollinators. You could try making a bug hotel.

ii. Plant for pollinators:

Try to provide flowers throughout the year from early spring to early winter. Plant native species like foxgloves, ivy, and local wildflower mixes. Many wildflowers are naturally drought-tolerant and require less watering than other plants. Some cultivated garden plants that have been demonstrated to be particularly visited by foraging include buddleja, borage, common marigold, lavender, ox-eye daisy, comfrey (Baldock et al, 2019) and sunflowers.

iii. Be Less tidy:

Naturally messy places with nettles, brambles and undisturbed rough grasses are vital for both food and shelter for pollinators and other invertebrates. Instead of 'tidying up', leave seed heads and fallen leaves in situ.

iv. Mow less:

Reduce the frequency of mowing and leave areas of grass uncut. This will allow wild plants such as dandelion, hawk-bits and clovers to flower, providing another source of nectar.

v. Ditch the chemicals:

Avoid using weed killers, aphid killers, slug pellets or other pesticides. These products reduce the amount of food and homes available for pollinators and other useful invertebrates and can harm the environment in other ways. Instead go for natural alternatives, which are free! For example, use crushed eggshells, or better still, encourage hedgehogs, as slugs are one of their favourite foods!



FURTHER INFORMATION

Find out about what organisations are doing in Norfolk, and how to get involved!

Buglife - <https://www.buglife.org.uk/>

Bumblebee Conservation Trust - <https://www.bumblebeeconservation.org/>

Norfolk Bee keepers Association - <https://norfolkbeekeepers.org.uk/>

Norfolk Butterfly Conservation - <https://butterfly-conservation.org/in-your-area/norfolk-branch>

Norfolk Wildlife Trust - [Welcome - Norfolk Wildlife Trust](#)

Useful publications and sources of information

Buglife bee lines hub- [B-Lines - Buglife](#)

Buglife Introduction to Pollinators and their habitats - <https://cdn.buglife.org.uk/2021/04/Introduction-to-Pollinator-Habitats-FINAL.pdf>

Buglife Pollinator Identification Chart - [Pollinator-identification-chart.pdf \(buglife.org.uk\)](#)

Buglife neonicotinoids - [Neonicotinoid Insecticides - Buglife](#)

Buglife Urban Buzz - [Urban Buzz - Buglife](#)

RSPB Home for insects and minibeasts - [Activities \(rspb.org.uk\)](#)

RSPB Night Scented Plants for moths - [Nature on your doorstep: Night-scented plants for moths - Nature On Your Doorstep Blog - Nature On Your Doorstep - The RSPB Community](#)

RHS Plants for Pollinators - [Plants for Pollinators advice and downloadable lists / RHS Gardening](#)

Staffordshire Wildlife Trust Bee ID guides - <https://www.staffs-wildlife.org.uk/downloadable-bee-guide>

The National Pollinator Action Plan - [Pollinator Action Plan 2021 to 2024 - GOV.UK \(www.gov.uk\)](#)

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Jackson, L. (2019) East of England Bee Report: A report on the status of threatened bees in the region with recommendations for conservation action.

Buglife (2023) The Benefits of B-Lines to Local Authorities in England, Advice Sheet. Peterborough

Butterfly Conservation (2023) UK Butterfly Monitoring Scheme: UK Summary of Changes; Table 2023; <https://ukbms.org/official-statistics>

Juniper, T. (2015) What nature does for Britain. Profile Books

Owens, N. (2017) The Bees of Norfolk, Pisces Publication



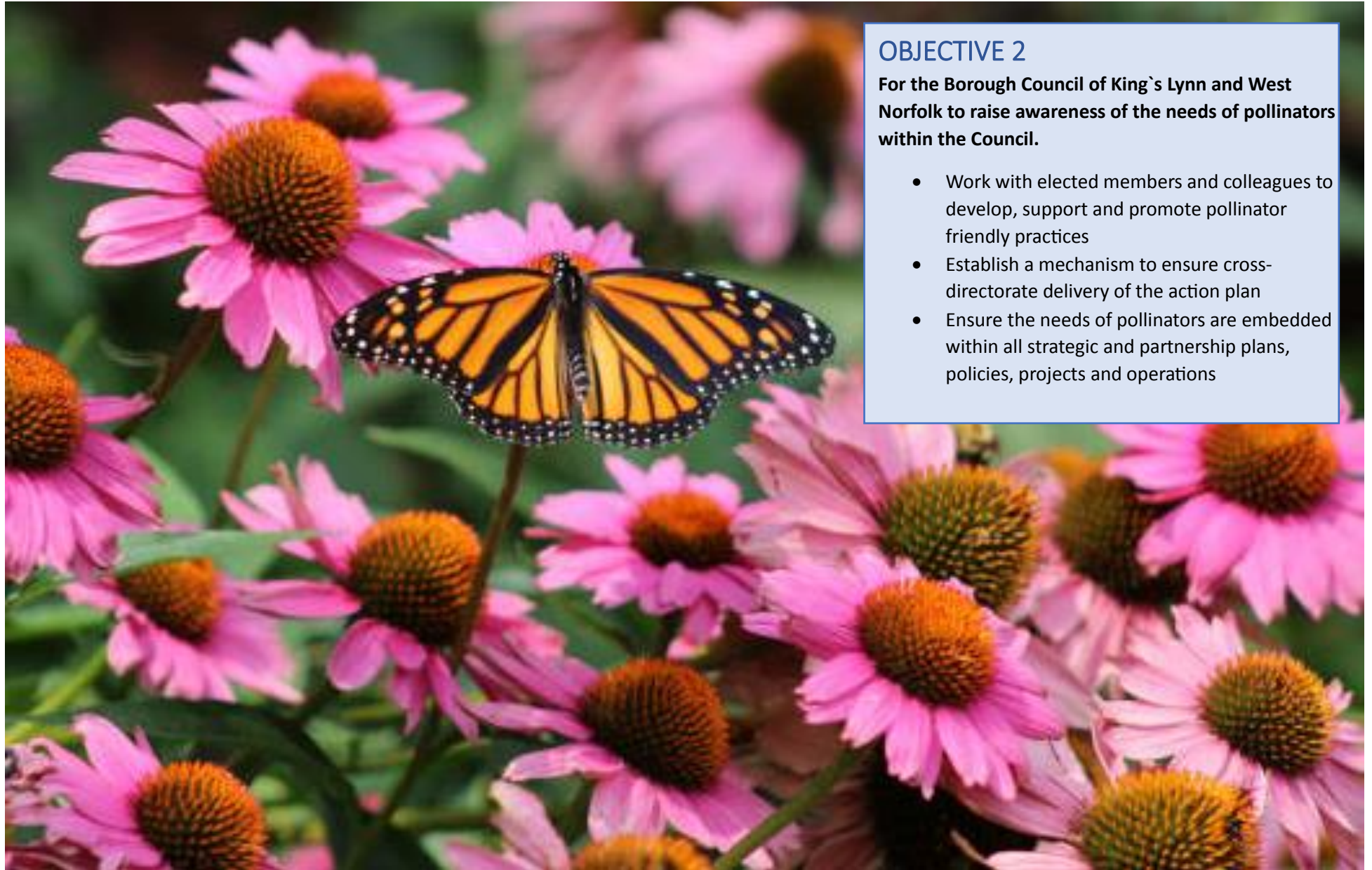
OBJECTIVE 1

For the Borough Council of King` s Lynn and West Norfolk to manage the land it owns, controls and influences in a way which benefits pollinators` habitat and forage.

The Council will:

- Ensure pollinator friendly practices are embedded into maintenance works, training, lease agreements and contracts.
- All non-routine works to be assessed for their potential impact on pollinators and their habitats prior to work commencing to ensure no net loss.
- Develop biodiversity champions.
- Take advantage of opportunities to create habitat for pollinators through Biodiversity Net Gain (BNG).
- Reviewing amenity planting schemes (including tree planting and bedding planting) aiming to increase the value of these for pollinators and ensure resources are available all season.
- Establish a pilot/testing of pollinator-friendly measures on council assets that could be adopted by others across King` s Lynn and West Norfolk.
- Reduce the use of glyphosate and Neonicotinoids across land owned or managed by the Council, except where no viable alternative exists, and continue to review new methodologies as they become available.
- Look for opportunities to 'green' its buildings and assets with pollinator friendly features such as bee hotels.





OBJECTIVE 2

For the Borough Council of King's Lynn and West Norfolk to raise awareness of the needs of pollinators within the Council.

- Work with elected members and colleagues to develop, support and promote pollinator friendly practices
- Establish a mechanism to ensure cross-directorate delivery of the action plan
- Ensure the needs of pollinators are embedded within all strategic and partnership plans, policies, projects and operations

OBJECTIVE 3

To ensure the needs of pollinators are represented in local plans, policy and guidance.

- Review existing local plans and planning policy to assess if they provide suitable measures for pollinators.
- Provide training for planning officers on the need for and benefits of actions for pollinators and encourage nomination of a planning officer as an 'Eco advocate' to support their colleagues.
- Recognise and capitalise on opportunities to create pollinator friendly habitats as part of new development.
- Engage with partners where possible to feed into strategic and countywide initiatives.



OBJECTIVE 4

To raise awareness to support pollinator-friendly practices throughout Kings Lynn and West Norfolk

- Produce / promote web-based guidance and/or leaflets with Local groups, e.g. Friends' groups around Kings Lynn and West Norfolk
- Help to develop actions for areas such as churchyards, village greens, community-owned land, amenity land in partnership with local groups/Parish councils.
- Participating in and supporting any wider pollinator projects and initiatives, including integrating pollinator needs into pre-existing schemes and initiatives.
- Carry out a brief review of achievements annually and publicise success to local communities.

ACTIONS THAT THE BOROUGH COUNCIL OF KING`S LYNN AND WEST NORFOLK WILL TAKE ACROSS ITS VARIOUS FUNCTIONS AND SERVICES

- Internal actions for Borough Council of King`s Lynn and West Norfolk are Objectives 1-2 (highlighted in orange)
- Wider actions are Objectives 3-4 (highlighted in green)
- Timescales to establish: Short (in 2024); Medium (by 2025) and Long (after 2025)

Objective 1: Manage land the Council owns, controls and influences in a way which benefits pollinators` habitat and forage.

	Description	How this will be achieved?	Measures of progress	Resources available/ required	Lead	Partners	Timescale
1.1	Manage Borough Council of King`s Lynn and West Norfolk assets to maximise opportunities for pollinators.	<p>Set up meetings with Public Open Spaces staff to identify training needs.</p> <p>Develop awareness by delivering training, and guidance for POS Team and contractors working for Borough Council of King`s Lynn and West Norfolk to promote pollinator best practice.</p> <p>Develop biodiversity champions.</p> <p>Take advantage of opportunities to create habitat for pollinators through Biodiversity Net Gain (BNG).</p> <p>Take advantage of opportunities arising through the Norfolk Local Nature Recovery Strategy (LNRS).</p>	<p>Track meetings established and training identified.</p> <p>Track attendance of officers at events / seminars.</p> <p>Track adoption of pollinator friendly management actions on</p>	<p>Officer time required</p> <p>Funding for training and events required.</p> <p>BNG regulations Norfolk Local Nature Recovery Strategy</p>	<p>Ecology Officer/New Biodiversity Officer role</p> <p>Public Open Spaces Team</p> <p>Corporate Property Team</p>	Norfolk Wildlife Trust	Short/ Medium

	Description	How this will be achieved?	Measures of progress	Resources available/ required	Lead	Partners	Timescale
			Council land.				
1.2	Reviewing amenity planting schemes aiming to increase the value of these for pollinators.	Review the current planting scheme to identify which plant types/species good pollen providers and include such plant types when practicable in future planting schemes. Where pollen sources are lacking at certain times, identify which plants could be introduced to the planting scheme to provide year round pollen sources.	Local monitoring using a national standard to establish trends.	RHS pollinator plant list Revenue funding required where changes in schemes/regimes are identified	Public Open Spaces Team	Ecology Officer	Long Term
1.3	Establish a pilot of pollinator-friendly measures on Council assets that could be adopted by others across King`s Lynn and West Norfolk.	Identify a suitable site to undertake a full constraints and opportunity plan.	Local monitoring using a national standard to establish trends. Monitor change in the % of identified site being managed for pollinators.	Officer time External support	Ecology Officer	Norfolk Wildlife Trust Public Open Spaces Team	Long Term
1.4	Phase out pesticide use on Council assets over the longer term.	Follow the principles of the adopted NCC Glyphosate Policy to protect pollinators and other biodiversity.	Monitor glyphosate usage.	Officer time Integrated Weed	Public Open Spaces Team	Ecology Officer Property Services	Short / Medium

	Description	How this will be achieved?	Measures of progress	Resources available/ required	Lead	Partners	Timescale
		<p>Educate tenants on the risks to pollinators when using neonicotinoids and other pollinator harming pesticides for pest control</p> <p>Prohibit the use of neonicotinoid pesticides which have been linked to the decline in pollinators on Council land where the power to do this exists.</p>		<p>Management approach (NCC Glyphosate Policy) to minimise glyphosate use</p>			
1.5	Make Council owned land and buildings more pollinator friendly.	<p>Identifying opportunities for small scale low budget changes to properties owned by the Council e.g. installation of bee hotels, bat boxes, earth bunds, review of formal planting for pollinator friendly species.</p> <p>Identify where longer term larger scale action can be integrated into new buildings i.e. green roofs, green walls, sustainable urban drainage.</p> <p>Training for property service.</p>	<p>Track number of events and training on pollinators.</p> <p>Track number of pollinator features rolled out to Council properties.</p>	<p>Officer time</p> <p>Materials to create pollinator features</p> <p>Revenue funding required to maintain features once installed</p>	<p>Property Services</p> <p>Major Housebuilder services</p>	<p>Ecology Officer</p> <p>Public Open Spaces Team</p>	Long term

Objective 2: Raise awareness of pollinator needs within the Council.

Description	How this will be achieved?	Measures of progress	Resources available/	Lead	Partners	Timescale
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				required			
2.1	Work with elected members and colleagues to develop, support and promote pollinator friendly practices.	Messaging for Councillors, Officers, to enable them to promote Borough Council of King`s Lynn and West Norfolk actions for pollinators. Encourage staff to feed back on actions they take for pollinators	Track Messaging and updates created and events supported	Officer time required	New Biodiversity Officer role (only possible if secured)	Communications Team Democratic Services Public Open Spaces Team Councillors and members	Short
2.2	Establish a mechanism to ensure cross-directorate delivery of the action plan.	Internal officer group on nature recovery. Identify the most effective ways to influence pollinator-friendly practices at Borough Council of King`s Lynn and West Norfolk.	Production of corporate protocols for considering pollinators.	Officer time required, Member time.	New Biodiversity Officer role (only possible if secured)	Communications Team Democratic Services Public Open Spaces Team Councillors and members Ecology Officer	Medium
2.3	Ensure the needs of pollinators are embedded within all relevant Borough Council of King`s Lynn and West Norfolk	Internal review of policies and management operations	Set up review programme. Progress	Officer time required	New Biodiversity Officer role (only possible if	Members Ecology Officer	Medium

	strategic and partnership plans, policies, projects and operations.		monitored		secured)	Public Open Spaces Team Policy Team Climate Change Team	
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Objective 3: To ensure the needs of pollinators are represented in local plans, policy and guidance.

	Description	How this will be achieved?	Measures of progress	Resources available/ required	Lead	Partners	Timescale
3.1	Review the existing Local Plan and its planning policy approach to assess if it provides suitable measures for Pollinators.	Identify if current and emerging site allocations that contain habitats which support pollinators or could do so, such as brownfield sites are recognised. Highlight allocations where action for pollinators would be necessary. Take advantage of opportunities arising through the Norfolk Local Nature Recovery	Record allocations where advice on action for pollinators has been provided.	Officer time National Planning Policy Framework National Pollinator Strategy	Policy Officer	Ecology Officer Other Norfolk authorities Climate Change Team	Long

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	Description	How this will be achieved?	Measures of progress	Resources available/ required	Lead	Partners	Timescale
		Strategy (LNRS).					
3.2	Provide training for planning officers on the need for and benefits of actions for pollinators and encourage nomination of a planning officer as an 'biodiversity champion' to support their colleagues.	Provide training on BNG and Statutory metric to planning officers. Promote Borough Council of King's Lynn and West Norfolk Pollinator Action Plans.	Track number of events and training on pollinators.	Officer time Online guidance and resources for local authorities e.g. Buglife	Ecology Officer	Norfolk Wildlife Trust Development management team Planning Officers	Medium/long term
3.3	Recognise and capitalise on opportunities to create pollinator friendly habitats as part of new development landscaping schemes.	Raise awareness of and promote the creation of pollinator friendly features with developers	n/a	Officer time National Planning Policy Framework	Ecology Officer	Planning Officers Property services Arboricultural Officer	Long term
3.4	Support Neighbourhood Plans with approaches to local biodiversity policy	Aid Neighbourhood planning where Biodiversity Policy will include reference to pollinator	Track number of made plans that include reference to pollinators	Officer time	Policy Officer	Ecology Officer	Medium/Long Term

Objective 4: Raising awareness to support pollinator-friendly practices throughout Kings Lynn and West Norfolk.

	Description	How this will be achieved?	Measures of progress	Resources available/ required	Lead	Partners	Timescale
4.1	Promote actions for areas such as churchyards, village greens, community-owned land, amenity land e.g. as managed by parish/town councils and the borough/district authorities.	Promote web-based guidance with a dedicated webpage	Develop and monitor targets such as changes in land management to favour pollinators, and guidance produced	National guidance available online	New Biodiversity Officer role (only possible if secured)	Communications Team Norfolk Wildlife Trust Ecology Officer	Medium/long term
4.2	Participating in and supporting any wider pollinator projects and initiatives, including integrating pollinator needs into pre-existing schemes and initiatives.	Many pollinator projects and initiatives are already happening around the country (for example see below for information on B-Lines and Urban Buzz). Support known initiatives through planning.	Track involvement in number of projects/initiatives	Bugslife Urban Buzz - https://www.buglife.org.uk/our-work/pollinator-projects/urban-buzz/ Bugs life bee lines - B-Lines - Buglife	New Biodiversity Officer role (only possible if secured)	Public Open Spaces Ecology Officer	Long term
4.3	Establish effective	Carry out a brief	Track number of	Officer time	New	Public Open	Medium/

	Description	How this will be achieved?	Measures of progress	Resources available/ required	Lead	Partners	Timescale
	monitoring of work being carried out in our area.	review of achievements annually and publicise success to local communities.	achievements and Pollinator communications		Biodiversity Officer role (only possible if secured)	Spaces Team Ecology Officer Property Services Communications Team	Long term

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