

Date: Thursday 20th February 2025

Attendees: Chair - Ben Stone (Kier), Grace O’Connell (Action Sustainability/School), Mark Turner (Action Sustainability/School), Charlie Dixon (GFI), Daisy-May Yeomans (Balfour Beatty), Gaelle Bardsley (BAM), Hannah Murray (GFI), Isabella Bhoan (WWP Architects), Jason Winslow (RSK), Julie Swanepoel (Suez), Josh Steiner (Wates), Kate Swan (Mott Macdonald), Lynne Good (Action Sustainability), Matthew Handley (Jewson), Mark Sargeant (Murphy Group), Olivia Phillips (Canary Whard Group), Rachael Blackwell (Wessex Archaeology), Sarah Le Gresley (Michelmersh), Sarah Simons (Amey), Scott Porter (Savills), Simon Mason (Polypipe), Sonia Reay (EcoVadis), Steven Barton (AmcoGiffen), Terry Wilkinson (ACO).

[Please note these meeting notes are to be read in conjunction with the final slide deck as circulated to all.](#)

Meeting Notes:

1. Welcome & introductions

Ben Stone welcomed all attendees to the seventh meeting of the Nature Recovery Group and introduced himself as the Group Chair, Mark Turner as Group Lead and Grace O’Connell as the Group’s support.

Every first time attendee then introduced themselves to the Group, including their name, organisation, job role and why they have joined the Nature Group (see attendee list above).

Mark Turner then covered the Agenda for the meeting which included:

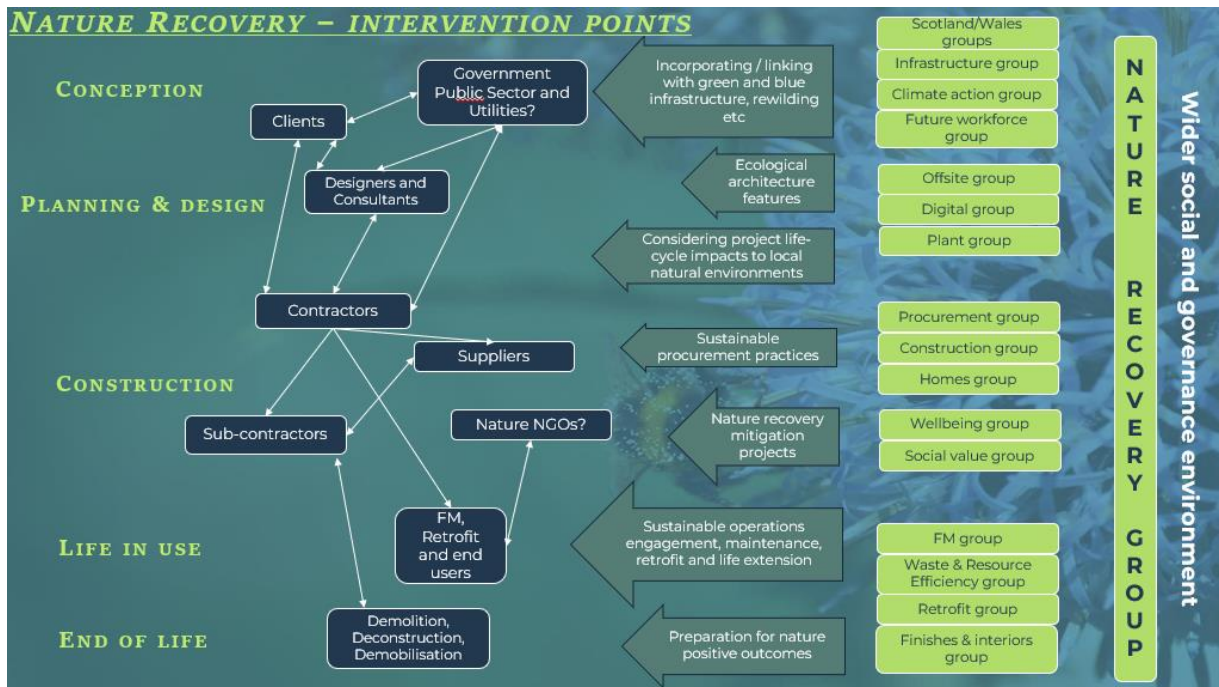
- 1. Welcome & introductions**
- 2. Recap of business plan 2024-25**
- 3. Resource recap**
 - Resource review
 - Revamped biodiversity and ecology topic page
- 4. Training programme recap 2024-25**
- 5. Update – External Nature Reporting and Disclosures (SCSS x GFI)**
- 6. Business Plan 2025/26**
- 7. AOB and DONM**

Explaining the Nature Recovery Group to interested parties

- Mark Turner demonstrated activities the Group intends to do to help maintain School membership and partnership. These include:
 - **Legislation and policy updates –**
ACTION - call out for Partners to inform the Group about any other legislation and policy that may fall through the net or any policy on a smaller scale that is still important for the Group to be aware of
 - **Updating resources –** i.e. maintaining the School library and all resources that range through five stages – beginner/ intermediate /expert/ advanced /leader - and making sure the School’s resource bank is as rich and up to date as possible
 - **Events –** The Group has run several successful webinars so far – find them [here](#).
 - **Collecting case studies –**
ACTION - e.g. As Biodiversity Net Gain (BNG) in England for certain projects is now a legal requirement, the School would massively appreciate any case studies that showcase examples of Biodiversity Net Gain/equivalents elsewhere in UK done well and the art of the possible
 - **Topics promotion -** (e.g. Green/Blue Infrastructure)
 - **Intervention points framework –** The School Group is very diverse in its approach and how it splits down markets/topics across the built environment and value chain from design through to build/operation, in-use, deconstruction etc.
 - **Whole built environment life cycle -** We have to consider the whole built environment and land asset life cycle through our approach including over time, impacts from supply chain, materials and product choices etc. We want this to be a key area of focus in the Nature Recovery Group to help ensure that we do good things here but also positively influence nature recovery and nature positive outcomes elsewhere in the world.

Nature Recovery Group intervention points framework

- Mark Turner showcased the Nature Group’s intervention points framework (see below) and other various interconnected leadership groups within the School
- All Leadership Groups in the School **should** have an interest in the nature recovery agenda and maintain links and build these up over time



2. Recap of business plan 2024-25

- Mark informed the Group of the business plan of the past FY and context behind the School and its 7 key action focus to drive impact – through more partners, more suppliers, multipliers, staff learning, improved customer journey, marketing, recommendations – all culminating together to achieve more active companies, more active individuals and people doing more learning
- Mark recapped the business plan for the Group this FY 2024-25 including the main focus and priorities:

“To educate and upskill more people about biodiversity, nature positive solutions and their role in nature recovery”

FOCUS 2024 To educate and upskill more people about biodiversity, nature positive solutions and their role in nature recovery

- **Establish Nature Recovery Group within School**
 - All elements of School Partnership to engage
 - Ensure that group addresses reporting standards and supply chain impacts as well as biodiversity net gain and its equivalents
 - Develop and share content to engage colleagues at all levels in securing nature positive outcomes locally and globally
 - Support development and delivery of a virtual conference, at least three webinars and two workshops addressing key topics
- **Collaborate to encourage supply chain and internal team engagement**
 - Partners to engage procurement to help identify or develop content relevant to own colleagues and supply chains
 - Ensure supply chains are included in plans for virtual conference and webinar programme
 - Develop relevant learning pathways for supply chain and colleagues
 - Partners to assign learning (via the School's LMS / Learning Pathways or their own) to their workforce and supply chains
- **Collaborate on net gain strategies and practice**
 - Deliver training on requirements and best practice across England, Wales, Scotland and Northern Ireland
 - Focus on effective practice, highlighting the challenges, pitfalls and showcasing opportunities from successful and innovative implementation
- **Improve reporting and stakeholder engagement**
 - Work with Partners and external stakeholders to understand then improve reporting standards
 - Partners to input into development of resources including case studies and share their outputs through the School
 - Develop and grow relationships with regulatory bodies, NGOs and corporate reporting stakeholder organisations.

Nature Group Priorities 2024/25

Challenge	Solution School - Knowledge & Collaboration				
1. BNG/Net Benefits/ Nature Positive - improve knowledge and delivery	Workstream on delivery impacts	Workstream on Supply chain related impacts (upstream)	Supplier data - based on risk, spend etc - heatmap top 5 materials?	Break down training by role - different material for each group, (based on functions e.g. procurement, operations etc.)	comms plan- video and supporting explanatory docs
2. Understanding reporting requirements v/ s business risk/ opportunity	To include BNG/ equivalents, ESG reporting, wider biodiversity reporting, requirements of main indices and disclosure frameworks etc	Understanding outline costs for BNG/TNFD processes and how to phase those costs etc	Develop or locate and showcase content addressing how to report effectively	Develop written and video resources via comms plan	
3. Improve our School resource base	Continue and complete process of resource review	Determine any new resources the School needs to develop - video, animations, infographics, "how to" guides etc	Oversee and contribute to resource development (small working group assisted by wider group)		
4. Plan for virtual conference Q1/2 2024/5 and deliver	Determine core content - small working group	Assemble speakers and publicise	Deliver by end of Q2 2024/25 latest - preferably sooner		

- **Key priorities and achievements this FY:**
- **Biodiversity Net Gain/equivalents** – Group was implemented just as BNG came into force in England, success in laying out the story of BNG but key to see how projects are working with BNG across the course of the next year – success stories and challenges
- **Reporting requirements** – Great progress through the School’s work with GFI and TNFD but this FY should continue to push this, particularly with a focus on integrated reporting –
N.B. it is estimated that as much as c.80 percent of Nature Reporting and disclosure requirements could be covered under existing carbon reporting
ACTION – partners to raise the opportunity from integrated reporting building on existing carbon disclosure with colleagues
- **School resource base** – Key work done with entire refresh of library, however always looking for new content, especially case studies for the School
ACTION – if partners (or their suppliers) have any new resources they think would be of value please forward these to Grace and Mark
- **Plan for VC** – Ended up running 2 VC’s this FY with some great attendee numbers.

3. **Resource update**

- **Key achievements this FY:**
- **Refreshed and updated the entire [Nature related library](#)** – resources were updated and mapped to the assessments in the School, and further supplemented by any other key additional resources
 - We have streamlined the library down to 94 resources in total across varying competency levels of Beginner, Intermediate, Advanced, Expert and Leader
- **Updated and refreshed e-learning modules:**
 - [Introduction to Biodiversity](#)
 - [Introduction to Water](#)
 - [Green Infrastructure](#)
 - These three modules in the School complement each other to delve into biodiversity as a concept, how to apply the concepts of net gain and install green infrastructure to enhance and improve nature in the built environment
 - The Water module explicitly mentions the role of nature and biodiversity and key linkages to water-related impacts and reporting/disclosures.
- **Revamped biodiversity and ecology topic page:**
 - We have also revamped the School’s dedicated Biodiversity and Ecology topic page [here](#)

- The update includes a new interactive feature that allows you to browse all the School's biodiversity and ecology-related resources, categorised into different themes and competency levels to suit your priorities. Themes include site practice, designing for nature, BNG and its equivalents, nature reporting and surveys/mapping.

- **New content – video case studies:**
- We have undertaken filming to produce x4 new videos for the library based on:
 - **Video 1 = [Biodiversity and Nature – Setting the Scene](#)**
 - **Video 2 = [Biodiversity Net Gain in the UK](#)**
 - **Video 3 = [Nature related reporting](#)**
 - **Video 4 = [Nature and wider supply chain impacts](#)**
- Many thanks to our partner experts who have been involved
- We showcased the 1st video in the series within the Group session and had the following feedback:
- Would be beneficial to have a video even before the 1st in the series that just explains at a more basic level what biodiversity is and giving examples – e.g. scale of breadth of insects on the globe.

ACTIONS:

Partners to:

- Please direct your colleagues and suppliers to these resources and promote as far and wide as possible. We will continue to update and review this feature to make sure all resources remain relevant and add/remove any materials when needed. Please advise us of any obvious gaps as well.

Call out for case studies:

- Although the case study library is growing, we are always looking for more to be added
- Utilising case studies in multiple formats (video, report, animation, short summary etc) makes for interesting resources showcasing real life application and examples
- Extra case studies are needed for the School – e.g. on nature based solutions, BNG done well/challenges, blue infrastructure projects, deeper supply chain impacts etc etc.

ACTIONS:

Partners to:

- Please do send any additional case studies, relevant to the School’s library, to Grace O’Connell
- Please do watch and send any further feedback on the video case studies above and **above all please share these with colleagues, clients and suppliers.**

4. Training programme FY 24/25 – since launch

1. The Group has delivered a range of successful webinars this FY:

Title	Date/Time	Type of event	Number of attendees	Recording link
An Introduction to Biodiversity Net Gain and the TNFD with Mott MacDonald	January 23 rd 2024 13:00-14:00pm	Public 1 hour Webinar	236	Recording link
Biodiversity enhancement policies across the UK: similarities and differences with Mott MacDonald	February 22 nd 2024 12:00-13:00pm	Public 1 hour Webinar	120	Recording link
Biodiversity Net Gain: Beyond Legal Compliance – Virtual Conference	May 22 nd 2024 14:00-16:00pm	2-hour Virtual Conference	550	Recording link
Speedy Hire: Nature Positive Roadmap	12 th September 2024 14:00-15:00pm	Public 1 hour webinar	91	Recording link
Nature Positive: Reporting & Disclosure on Nature-Related Impacts	4 th December 2024 10:00am-11:30am	1.5 hour Virtual Conference	406	Recording link

Reminder: Upcoming Nature Webinar – April 10th 11:00am-12:00pm

- ***Protecting peatland: an overview of the key issues for the built environment in Scotland - [Register here](#)***

5. Update – External Nature Reporting and Disclosures (Supply Chain School x GFI)

- Ben Stone and Charlie Dixon then gave an update on the collaborative work done so far with the School and GFI (Green Finance Institute)
- Last Summer, the School started working with the GFI (Green Finance Institute) - implementation partners of TNFD, to begin to attempt to unravel and simplify nature reporting and disclosure for the built environment sector
- TNFD in particular focuses not just on the impacts of climate change to a business but also wider Nature Related impacts and dependencies. The TCFD (Task force for Climate related financial disclosures) reports on strategy, governance, risks, opportunities and metrics and the TNFD align the same way – the only difference is

the TNFD looks a lot more at dependencies and impacts due to the complexity of the topic matter

- There are also links to [Defra's Nature Positive Pathway](#) and [IEMA's Nature Positive Business Pledge](#)
- The School offers a great opportunity here due to the scale of its membership and partnership and reach into the supply chain
- Several constructive meetings were held last year through a Peer to Peer Working Group, and **we are now looking to broaden it out to people within the Group and outside and work together to tackle this**
- Charlie Dixon from the GFI then explained the more formalised agenda this year (see final slide deck, slide 13)
- There are plans to hold a session every quarter with a focus on unpacking different aspects on TNFD and what it looks like for a business in the built environment, this will look like:
 1. **Q1 meeting (end to end process)** – presentation from a TNFD adopter and experiences right from the beginning, how did they begin the conversations in their business from the very early stages
 2. **Q2 meeting (data and metrics)** - data providers present on what different people are using in the market, what do you do with all the data and metrics and what are the decisions and how can it lead to action
 3. **Q3 meeting (inform business activities)** - bringing the group together – joint outcome and what does that look like
 4. **Q4 meeting (peer alignment)** - how to create a consistent built environment UK sector approach – creating comfort for orgs that everyone is moving in the same direction
- Throughout these quarterly meetings – there is an expectation that everyone in the group **contributes openly and actively** to discussion
- Requires an open dialogue – Chatham House Rules applied
- Will aim to have one meeting in person – remaining three to be virtual
- Expected duration around 90 minutes per session
- Summary conclusions to be shared externally whilst protecting any sensitivities affecting participating organisations.

ACTIONS:

Partners to:

- Discuss internally if you believe your organisation would benefit from being involved within the Group and be able to contribute actively to it
- This will require discussion, mutual honesty and sharing of learning for mutual benefit

- Please contact Ben, Mark, Grace – (or Charlie and Hannah from GFI) - if anyone is interested in joining and/or would prefer an off the record discussion in advance of taking any decision
- **Please note: Joining the Group does not require you as a business to become a TNFD adopter**

Post meeting note – Olivia Philips at CWG has kindly offered to host our second Peer to Peer group meeting of the new FY around July at Canary Wharf. We will look to organise this and also the preceding online (Teams) meeting ASAP.

6. Business Plan 2025/26

- Mark Turner then discussed the upcoming financial year's (2025-2026) business plan
- The previous Nature Recovery Group session in November focused on brainstorming and mapping together ideas for our focus and priorities this year, the outputs of which are summarised below:

FOCUS 2025

Key focus for 25/26

To grow the collaborative influence and impact of the group in fundamentals, understanding of materials related risks, and reporting and disclosure

• Focus on Fundamentals

- Produce accessible learning on basics for key audiences including groundworkers, procurement teams, those responsible for aspects of Biodiversity Net Gain and equivalents, curating accessible range of materials including development and recordings of webinars, fact sheets, links to existing resources etc
- Develop relevant entry level learning pathway
- Run at least one webinar devoted to these topics - to include context addressing mutuality in dealing with climate change driven risks

• Guidance for Reporting and Disclosure

- Prepare partners and members for the impacts and practicalities of voluntary and mandatory reporting on Nature
- Emphasise and promote nature-based solutions to climate change challenges and opportunity for integrated reporting
- Collaborate with the GFI (Green Finance Institute) and TNFD hosting peer to peer group sessions and reporting to wider group and School
- Host webinar or VC addressing aspects of integrated reporting, BNG one year on, benefits and examples of voluntary reporting initiatives

• Addressing Materials related Risks

- Materials are likely to be a major focus in formalised mandatory reporting
- Enhance knowledge and competence of designers, clients, procurement and site managers etc
- Curate additional learning resources and add to enhanced School learning "widget"
- Develop webinar on key risk materials (timber, HVO, Soils etc)

• Practical Collaboration and Engagement

- Achieve cross industry and discipline collaboration including supply chain, procurement and the waste / climate groups (HVO, soils, timber etc) to promote practical learning
- Arrange two site visits to relevant projects in collaboration with partner organisations.

Nature Group Priorities 2025/26 include:

- Commitment to helping promote the fundamentals of good actions on protecting and enhancing Nature
- Commitment to GFI/ TNFD Peer to Peer Group and outcomes throughout year
- Materials – in reporting and disclosure, significant part on most ‘material’ materials
- Focus on integrated reporting
- Practical collaboration, e.g. procurement side – not just construction and existing built environment
- Full KPIs we have to hit – see slides 18-22 in final slide deck for full detail

Training and Virtual Conference programme 2025-2026:

- Within the upcoming financial year, the Group has a minimum of 2 webinars to deliver plus a virtual conference on the 22nd May (to coincide with the International Day for Biological Diversity)
- Mark Turner then opened out the Group for discussions on...
- What would you like to see delivered?
- Would you like to contribute?

Feedback included:

- ‘A year on from BNG’ (although doesn’t need to be the whole VC content)
- Disclosure and reporting – update on progress, challenges etc
- Targeting different audiences – certain function and disciplines that would appeal to these ‘building blocks’ and fundamentals focused type sessions – tailor aspects of it to certain audience, design managers for example
- Showcasing examples of how organisations are implementing initiatives, small or large scale – partners and/or suppliers to come forward with things that have worked well, overcoming challenges
- Communicating messages to lots of different levels, for e.g. at Amey – employment of a behavioural psychologist has helped the organisation try to understand what motivates people and what language to use, for example communicating information and filtering it to down to operatives in the field/at sites etc
- Poorly informed biodiversity initiatives – how tackle tokenistic biodiversity initiatives – tweaking designs and sharing best practice
- Landscape architecture – demystifying and busting assumptions – low maintenance, low cost solutions that can be implemented easily – e.g. [SUGi](#)

[forests](#), using the Miyawaki method to create zero maintenance and dense green ecosystems

- How to engage with young people – driving behaviour change – perhaps organise a session on contributions from group of young people - set the scene and ball rolling on a more technical conversation, e.g. <https://www.meen.org.uk/>
- Client perspective – equipping people so they are able to speak to client
- Myth busting
- Basic fundamentals – site practice and what works/doesn't
- Soils - worth speaking to a company called AMET re. soils

ACTIONS:

Partners to:

- Feedback any more ideas to Mark Turner and Grace O'Connell on training programme content for the next FY and if you would like to be involved in the production of any webinars or the virtual conference.

N.B. Clearly the rich and diverse range of ideas suggested above could never fit into a single event, so the key intention is to focus the 22nd May Virtual Conference around BNG/equivalents one year on with a short section devoted to updates on reporting and disclosure. Webinar will then be built around this addressing some of the specialised and challenging topics such as communication, basics, soils, design etc.

Site visits

- A commitment has been made to host two site visits in the new FY as part of a rolling commitment to better understanding the practicalities of protecting and enhancing Nature
- The idea is to start with an urban location for the first visit
- Partners are welcome and encouraged to join these visits once arranged, and to make suggestions for locations
- Two possibilities were mentioned on the call, adding to other possibilities raised at the previous meeting by Canary Wharf Group, Homes England and Kier
 - Ben Stone raise the possibility of visiting work Kier has done creating attenuation ponds across Mansfield
 - Jason Winslow raised the possibility of visiting RSK's wetland restoration projects in the New Forest or peatland restoration projects in the Dorset area.

ACTION: Partners who have offers or ideas for consideration for site visit locations please let Mark and Grace know.

Post meeting note – Olivia Philips at CWG has kindly offered to host our first site visit at Eden Dock. We will look to organise this in April. Please let us know if you are interested in attending as for operational reasons the visit has to be limited to 15 people. Attendance will be on a first come first served basis (subject to the date being workable once agreed) and we will create a waiting list for future visits to sites.

The date of the next Group meeting is 20th May 2025, 11am-1pm.

END OF MEETING NOTES.