

Biodiversity duty report and action plan

2026





Biodiversity duty report and action plan

1 Introduction

1.1 Biodiversity is the broad term given to the variety of life that is found on Earth (including species, animals, plants, fungi and micro-organisms), the interactions between them and the ecosystems that encompass them. Biodiversity and the ecosystems and habitats that support it are vitally important to Chesterfield borough and for all life on earth.

1.2 Healthy communities depend on thriving ecosystems and the ecosystem services they provide. These services can include vegetation that increases surface water run-off capacity (reducing the risk of flooding), the pollination of crops, and woodland planting that stores carbon to support climate regulation. Improving access to nature and green spaces can also provide health and well-being benefits to local communities such as opportunities to appreciate beautiful landscapes, improved mental health and opportunities to socialise.

1.3 Nature plays a crucial role in maintaining climate stability and in recognition of the current threats of climate change and associated biodiversity losses the council declared a climate emergency in July 2019. Just one hectare of new woodland of native trees can absorb 300 to 400 tonnes of carbon dioxide equivalent by the time it's 50 years old, helping to regulate the climate and lessen health problems associated with pollution.

1.4 As a public authority and local planning authority Chesterfield Borough Council (CBC) has a key role to play in conserving and enhancing biodiversity, by:

- Developing and implementing policies and strategies;
- Administering the planning system, including Biodiversity Net Gain;
- Managing land and buildings including public open space, nature reserves, civic buildings, commercial property and infrastructure;
- Educating and raising awareness;
- Implementing economic, environmental and social projects/programmes;
- Leading by example.

- 1.5** The council is required to publish a Biodiversity Report to communicate what it is doing to improve the environment and to demonstrate the progress that has been made to conserving and enhancing biodiversity. This report brings together existing work which includes the policies, strategies and action plans that CBC has in progress relating to nature recovery and biodiversity. It also sets out the actions that the council will undertake to conserve and enhance biodiversity up to 2031. The report demonstrates how the council has met the requirements of their enhanced Biodiversity Duty, including the reporting requirements for the period of 1st January 2024 – 1st January 2026.

2 Legislative context

- 2.1** The **Natural Environment and Rural Communities (NERC) Act 2006**, as originally enacted, required that ‘every public authority must, in exercising its functions, have regard, as far as is consistent with the proper exercise of these functions, to the purpose of conserving biodiversity’.
- 2.2** The **Environment Act 2021** then amended Section 40 of the NERC Act 2006 to strengthen this ‘biodiversity duty’, requiring all public authorities to consider what action they can take to conserve and enhance biodiversity. It also introduced Biodiversity Net Gain (BNG) and set out that a local authority must have regard to any relevant Local Nature Recovery Strategy (LNRS) and any relevant species conservation strategy. The LNRS for Derbyshire (prepared by Derbyshire County Council as Responsible Authority), identifies priorities for nature recovery locally and proposes measures in locations identified using local evidence and input from local stakeholders. BNG mandates that most developments must deliver a biodiversity uplift of at least 10%, with some exceptions.
- 2.3** As part of the Biodiversity Duty, the Environment Act (2021) requires the council to:
- Consider what actions it can take to conserve and enhance biodiversity;
 - Agree policies and specific objectives based on its consideration;
 - Act to deliver its policies and achieve its objectives.
- 2.4** To meet their biodiversity duty, public authorities should have completed a ‘first consideration’ of what action to take for biodiversity by 1 January 2024 and then agree policies and objectives as soon as possible. The council’s Climate Strategy was approved by Cabinet in February 2023 and details objectives in this area, including actions to be undertaken that will further biodiversity.

2.5 As a Local Planning Authority (LPA), the Environment Act also requires CBC to publish a biodiversity report which documents the policies and actions carried out to comply with the duty. The end date of the first reporting period should be no later than 1st January 2026 and must be published within 12 weeks of the reporting period end date, (26th March 2026). This is a corporate responsibility that is relevant to all council departments, actions and decision making.

2.6 The report must include;

- a summary of the actions which the authority has taken over the period covered by the report;
- a summary of the authority's plans for complying with those duties over the period of five years following the period covered by the report;
- any other information as appropriate.

2.7 For local planning authorities, biodiversity reports must also contain:

- a summary of the action taken to meet BNG obligations over the reporting period;
- information about any biodiversity gains resulting or expected to result from biodiversity gain plans approved by the authority during that period, and;
- a summary of the authority's plans for carrying out those functions over the five-year period following the period covered by the report.

3 Biodiversity in Chesterfield Borough

3.1 Chesterfield borough includes both extensive areas of urban land use and relatively undeveloped areas within the north and east. There are some diverse habitats present across the borough including woodlands, wetlands and flower rich grassland alongside waterbodies including stream and river corridors and a large part of the Chesterfield Canal.

3.2 The landscape has been significantly modified in places by a long history of mining and other heavy industry and as these industries ceased operating large areas of land have been left awaiting restoration and regeneration. In some cases, this has given rise to new Country Parks such as Poolsbrook and Holmebrook Valley, whilst other areas have naturally revegetated providing valuable new homes for wildlife. There is also an extensive network of green spaces throughout the borough that include smaller woods, plantations, amenity grasslands, road verges and public open spaces.

3.3 The borough has few statutory designated sites, consisting of three Local Nature Reserves (LNR) situated within the borough boundary, and two Sites of Special Scientific Interest (SSSI) situated within a 2km buffer of the borough's boundary. Each has been designated for their range of ecological features such as rare invertebrates and wintering wading birds and waterfowl. Chesterfield's '**Plan for Nature**' document estimates that only 56.5 hectares are currently designated at statutory level, meaning that less than 1% of the area is protected and considered to be of either national or international value.

3.4 The total coverage of designated sites (including Local Wildlife Sites) is below 5% of the entire borough, placing Chesterfield below the national average for designated sites. Whilst a significant proportion of the borough is urban there are still numerous opportunities for the expansion and creation of designated sites, including verges, canals and parks and gardens.

3.5 Several habitats and a number of species present within Chesterfield borough are listed as priorities in Section 41 of the Natural Environment and Rural Communities (NERC) Act 2006. A non-exhaustive list of BAP priority animals and plants found within the borough of Chesterfield is presented within Appendix 1 of the Chesterfield Greenprint. These species are BAP priorities in the UK and the **Lowland Derbyshire LBAP**.

3.6 Detailed information about priority habitats, and existing records of protected and priority species can be obtained through a data search from the Derbyshire Biological Records Centre and from information provided within the 'Plan for Nature'. Defra's '**Magic Map Application**' also shows a great deal of habitat and species data.



Water Vole (Derbyshire Wildlife Trust)

Derbyshire Biological Records Centre -
<https://www.derbyshirewildlifetrust.org.uk/wildlife/derbyshire-biological-records-centre>

4 Complying with the biodiversity duty

- 4.1** By complying with the biodiversity duty it is anticipated that Chesterfield Borough Council will contribute to the achievement of national goals and targets for biodiversity, particularly those within the **Environmental Improvement Plan (2023)** which sets out government plans for significantly improving the natural environment. Key targets the government has committed to are:

By 2030:

- halt the decline in species abundance,
- protect 30% of UK land.

By 2042:

- increase species abundance by at least 10% from 2030, surpassing 2022 levels,
- restore or create at least 500,000 ha of a range of wildlife rich habitats,
- reduce the risk of species extinction and
- restore 75% of our one million hectares of terrestrial and freshwater protected sites to favourable condition, securing their wildlife value for the long term.

- 4.2** Government guidance for **complying with the biodiversity duty** recommends that public authorities review each of their functions and examine how they relate to biodiversity. This enables reflection on where meaningful actions to both conserve and enhance biodiversity can be undertaken. The guidance highlights key themes where local authorities can take actions to ensure compliance with the biodiversity duty:

- updating internal policies, frameworks and processes to better conserve and enhance biodiversity,
- actions for managing land to conserve and enhance biodiversity,
- actions for educating, advising and raising awareness of biodiversity.

5 Relevant Strategies

- 5.1** Although biodiversity duty reporting is a new requirement, this document has close links with a range of initiatives, strategies and policies in place that demonstrate how Chesterfield Borough Council is, and will continue to meet the biodiversity duty:

The Local Plan (2018-2035)

The Local Plan was adopted July 2020 and pre-dates the provisions of the Environment Act and mandatory Biodiversity Net Gain Requirements. It includes a policy which seeks to conserve and enhance biodiversity – ‘CLP16 Biodiversity, Geodiversity and the Ecological Network’. Policy CLP16 sets out that the Council will expect development proposals to protect, enhance and contribute to the management of the borough’s ecological network of habitats, protected and priority species and sites of international, national and local importance, including sites that meet the criteria for selection as a local wildlife site or priority habitat. It also expects all development proposals to avoid or minimise adverse impacts on biodiversity and provide a net measurable gain in biodiversity.

The Climate Change Delivery Plan (2025-2026)

In 2019, Chesterfield Borough Council declared a climate emergency to recognise the threats and challenges climate change poses along with a commitment to work with partners and local communities to achieve the UK’s 2050 net zero greenhouse gas emissions target. The Climate Change Delivery Plan includes a number of activities which seek to conserve and enhance biodiversity, including woodland management, tree planting, nature recovery and climate friendly land management.

The Council Plan 2023-2027

The Climate Plan sets out an aspiration for Chesterfield to be a carbon neutral borough by 2050. Developing a climate friendly Local Plan which incorporates key policy developments such as biodiversity net gain is identified as an action.

A Greenprint for Chesterfield (2010)

The Greenprint maps out the current extent and nature of the identified green infrastructure network and sets out targets for habitats and flagship species. An updated Greenprint has been drafted which seeks to update information on the borough’s ecological network.

Plan for Nature (2024)

The Plan for Nature outlines the current state of nature within the borough and provides a clear list of opportunities and priorities to take forward to achieve nature recovery and biodiversity enhancements across the borough, forming the basis of a biodiversity strategy. It identifies the borough's core habitat network and opportunity areas for network expansion. The Plan for Nature also includes habitat management guidelines and recommendations for a number of council owned sites.

Derbyshire Local Nature Recovery Strategy (2025)

The Derbyshire Local Nature Recovery Strategy is a collaboratively developed vision for restoring and enhancing nature and biodiversity across the county. It was developed with input and support from a wide range of partners and stakeholders, environmental bodies, experts, local authorities, farmers and landowners, community groups and members of the public. The LNRS was not published at the point of first consideration but will be factored into the action plan review process going forward.

6 Actions undertaken from 2024-2026

6.1 This section sets out what actions Chesterfield Borough Council has taken for nature, across all services, through the delivery of its functions and duties since 2024, highlighting how the strategies referenced within Section 5 are being translated into projects, policies, and partnerships. It draws on evidence from a range of strategies and targeted engagement with council officers.

Local nature recovery strategy

6.2 As a 'supporting authority' Chesterfield Borough Council has supported the development of a Local Nature Recovery Strategy (LNRS) for Derby and Derbyshire which was adopted and published September 2025.

6.3 The LNRS identifies opportunities and priorities for nature recovery, working to the Lawton principles of 'bigger, better, more and more joined up' habitats. Through the mapping of measures (actions) and identifying 'areas that could become of importance for biodiversity', it shows where we can protect and enhance the best, and create and restore the rest, whilst conserving and improving the character and quality of Derbyshire's diverse landscapes that are so integral to the county's economy and social wellbeing.

6.4 Officers reviewed the Strategy ahead of publication and will continue to look at how the council can work with partners to further the strategies aims, as opportunities arise. As a Local Planning Authority CBC must 'have regard' to the LNRS when making planning decisions.

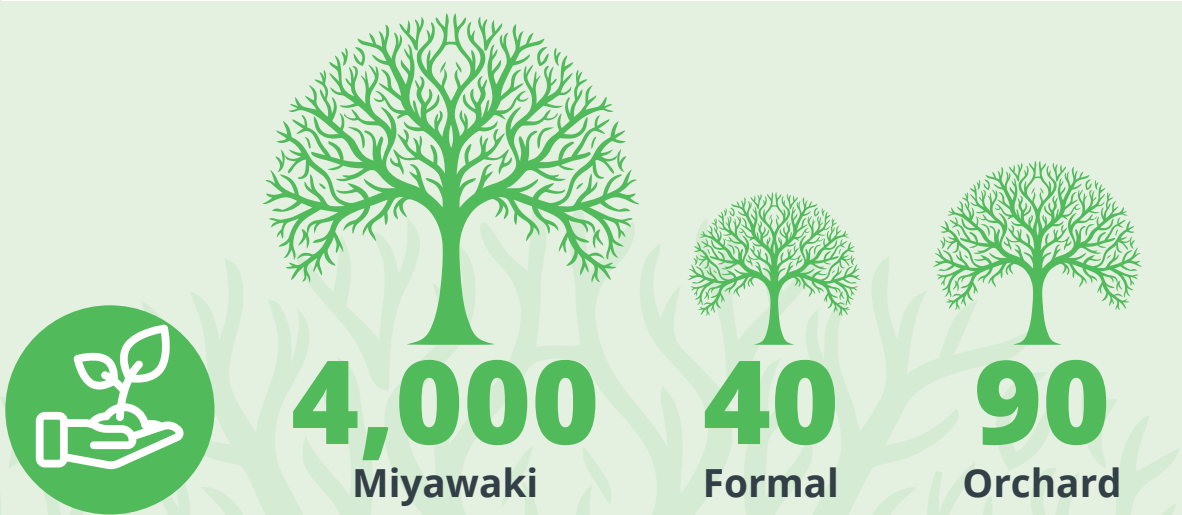
Managing land to improve biodiversity

- 6.5** Chesterfield Borough Council has delivered biodiversity improvements across its landholdings through tree planting projects and through a Grassland Management Policy which sets out management practices for a range of grassland areas (such as long meadows and 'pollinator pockets'). This deviates from the standard mowing regime of up to seven cuts per growing season.
- 6.6** The Grassland Management Policy provides an important framework for improving biodiversity and carbon sequestration through the identification of clear sustainable practices for the effective management of the council's managed grassland. The policy has been developed with due regard to the Urban Species Recovery Project, the Plan for Nature (2024) and Derbyshire's Local Nature Recovery Strategy. The full policy and associated which includes details about how areas are managed and an interactive map is available on the council's [grassland management page](#).
- 6.7** Tree planting is also a top priority for CBC given national targets around increasing tree canopy cover. Funding from the Coronation Living Heritage Fund has been used as used to plant trees in a 'Miyawaki' style in Pearson Park and Stubbing Road in Grangewood. Funding was also granted by the Forestry Commission's Urban Tree Challenge Fund to plant heavy standard trees in various locations across the borough. UKSPF funding will be utilised during the 2025/26 planting season to deliver additional Miyawaki woods, alongside a re-stock exercise at Cobnar Wood.
- 6.8** The council also achieved Green Flag Awards for eight of its greenspaces in 2025/26. The criteria include consideration of the environmental management of sites, as well as biodiversity, landscape, and heritage.

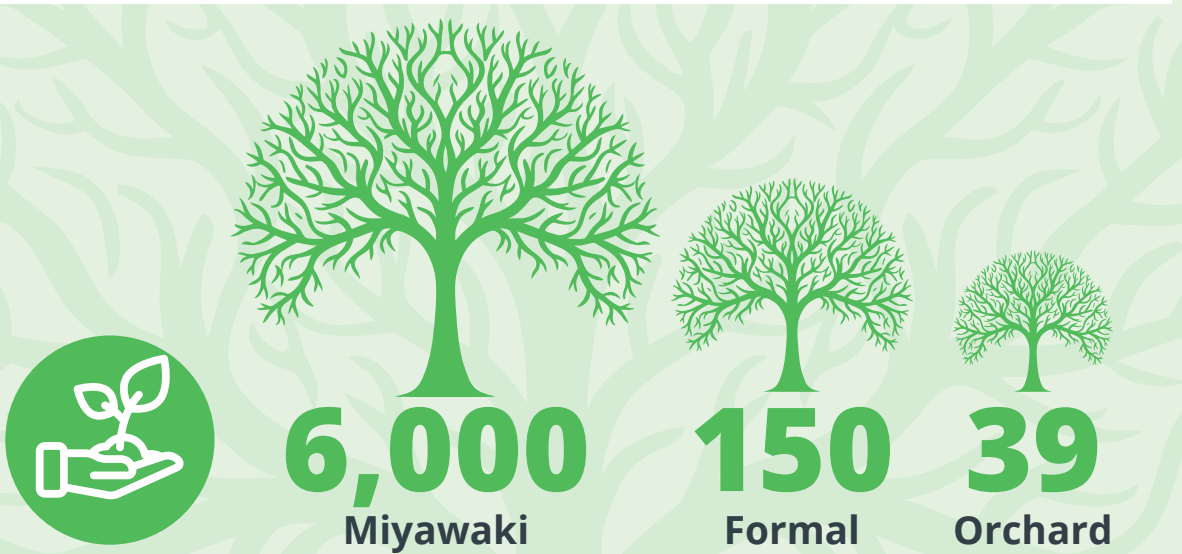


Tree planting 2023 - 2025

2023/24



2024/25



Total



Education and Engagement

6.9 Community involvement is important to CBC's aspirations for nature recovery, with many residents, schools, and local groups contributing time, skills, and stewardship to support biodiversity across the borough. Examples include:

- Several community bird box building sessions which took place across different parks in February 2025. Around fifty take home boxes were produced at Poolsbrook, Duckmanton and Eastwood Park, with smaller sessions at Queen's Park and at Old Whittington focused on producing boxes for installation in the vicinity.
- The council's work with Derbyshire Wildlife Trust to deliver the 'Wilder Chesterfield' project, which is a two-year project, supported by the National Lottery Heritage Fund, to aid nature's recovery in urban spaces and help make nature a priority in our communities. The project team has organised workshops with local schools to plant trees during National Tree Week (November 2025) and is developing plans to support communities in enhancing and monitoring their green spaces.
- CBC hosted Derbyshire Wildlife Trust at a Climate Change Forum meeting focusing on planning for nature and biodiversity in May 2025. DWT discussed how forum members and community groups can play a part in supporting wildlife in their communities.

6.10 The council has also supported a number of activities seeking to engage school groups and children, including forest school activities, bulb planting, pond dipping and bee identification. The table below shows the approximate number of children engaged in each activity over the reporting period:





Activity 2024 - 2025



160

Forest school activities



24

Tree planting



25

Pond dipping



223

Bird/nest box building



15

Bumblebee safari



380

Bulb planting

7 Biodiversity net gain reporting

Actions carried out to meet BNG obligations

- 7.1** As a Local Planning Authority, Chesterfield Borough Council is also required to report on Biodiversity Net Gain (BNG). BNG is an approach to development, made mandatory by the Environment Act 2021. It requires most new developments to deliver at least a 10% increase in biodiversity, compared to the site's pre-development biodiversity value. Major developments have been subject to the requirement since February 2024, whilst smaller developments have been subject to the requirement since April 2024.
- 7.2** From 12 February 2024, CBC has applied a mandatory BNG pre-commencement condition to all relevant planning applications coming forward. Prior to this date the council required a measurable gain in biodiversity following the adoption of the Local Plan (2020) which set out a requirement for biodiversity gains through Policy CLP16.
- 7.3** BNG is predominantly a planning matter and the responsibility for the assessment and processing of applications requiring BNG falls to the Planning Service. Derbyshire Wildlife Trust are consulted on all statutory metrics and Biodiversity Gain Plans received as the council's advisors on ecological matters.

BNG resulting, or expected to result, from approved biodiversity gain plans

- 7.4** To date (01/01/2026) seven applications to discharge the Biodiversity Gain Condition have been submitted and six have been approved.
- 7.5** The data from each Biodiversity Gain Plan (BGP) has been captured and entered within the council's BNG monitoring records. The approved BGPs have resulted in a net increase of 3.27 habitat units and 0.25 hedgerow units. From baseline values this represents average biodiversity net gains of 14.08% and 28.36% respectively.
- 7.6** Two of the approved Biodiversity Gain Plans approved within the monitoring period rely on off-site biodiversity units (20.67 units total) and both of the BGPs have secured biodiversity units from off-site biodiversity gain sites (or 'habitat banks') outside of the borough. Each of the sites have been registered on Defra's Biodiversity Register.

Support for the development of a Local BNG Market

- 7.7** The monitoring and management of all biodiversity net gain sites and significant on-site gains needs to be legally secured for a minimum of 30 years. The routes to securing significant on-site and off-site net gains are through Section 106 agreements or conservation covenants. Legally securing habitat monitoring and management ensures that habitat delivery is as planned and, where it is not, ensuring appropriate adaptive management procedures are implemented.
- 7.8** S106 agreements can be set up between developers and the council to ensure that works related to BNG are undertaken and those habitats are secured for 30 years using a Habitat Management and Monitoring Plan. As Local Planning Authority, CBC has entered into a Section 106 with a landowner / manager for one 24-hectare biodiversity gain site north of Old Whittington which is known as 'Wild Whittington'. This signifies that the council has a responsibility to enforce the agreement to ensure the landowner meets their obligations.
- 7.9** In May 2024, Wild Whittington became the first habitat bank in Derbyshire to be formally registered on the National Biodiversity Gain Site Register (hosted by Defra). Enhancements started in July 2023 to transform the arable land into a mosaic of grassland, scrub and woodland, enabling developers to purchase BNG units within the borough.
- 7.10** The National Biodiversity Gain Site Register (hosted by Defra) lists all legally secured biodiversity gain sites in England. As of January 2026, Wild Whittington is the only site which has been registered within Chesterfield borough (Table 1).

Table 1: Registered biodiversity gain sites in Chesterfield Borough

Reference Number	Size	LPA / Responsible Body	Start Date	End Date
BGS-170624001 (Wild Whittington)	24.19	Chesterfield LPA	28/05/2024	27/05/2055

7.11 By legally securing a Biodiversity Gain Site with a Habitat Management and Monitoring Plan (HMMP) the council has enabled the creation of new habitats and new opportunities for biodiversity to thrive within the borough. There are early signs of success with ecologists recording bats, mammals, birds, and pollinators through field surveys. There is also evidence that grass snakes have returned to the site. Monitoring of BNG will be undertaken on sites with HMMPs in place in due course.

7.12 A list of the Section 106 agreements which include BNG provision within Chesterfield is presented below:

Planning Reference Number	Biodiversity Gain Site	Application LPA	Number of Units	Type of Units
22/00241/OUT	BGS-170624001	Bolsover	Grassland	0.37
			Scrub	0.08
CHE/21/00609/FUL	BGS-170624001	Chesterfield	Grass/Scrub	2
CHE/22/00272/FUL	BGS-170624001	Chesterfield	Grass/Scrub	1
CHE/21/00707/FUL	BGS-170624001	Chesterfield	Grass/Scrub	18
CHE/24/00213/FUL	BGS-170624001	Chesterfield	Woodland	0.5622
			Scrub	0.0288
CHE/24/00591/FUL	BGS-170624001	Chesterfield	Grassland	0.9365
			Woodland	0.487
			Scrub	0.435
			Grassland	0.0136

How we plan to meet BNG obligations in the next reporting period

- 7.13** Over the next reporting period, the council will continue working to implement BNG. The council will continue to support applicants through the planning system with the provision of advice from the Planning Service and through the processes put in place to record and report on BNG.
- 7.14** The council is also preparing a new Local Plan which will seek to review the viability of delivering Biodiversity Net Gain in excess of 10% on allocated sites that do not have an extant planning permission, and the implications for nature recovery. The council is also seeking to encourage BNG interventions that align with nature recovery priorities as identified through the Derbyshire Local Nature Recovery Strategy and the Chesterfield Plan for Nature (2024).

8 Future actions for biodiversity

- 8.1** The actions planned for delivery through to 2031 are set out within Appendix A. The actions were collated using the Action Plan within the **Plan for Nature** (published 2024), relevant actions from the council's **Climate Change Strategy** and using feedback from officers working across the Council's relevant functions. Each action is assigned to a relevant team for delivery and progress review.
- 8.2** The council's Biodiversity Duty commitments are also integrated into the council's Climate Delivery Plan, with Biodiversity being one of the specific themes of the plan. This enables easier coordination, monitoring, and reporting.
- 8.3** A tabular format has been used for ease of reference and is structured as follows:
- | |
|-------------------------------------|
| • Theme / Local Authority Function, |
| • Description and Overall Objective |
| • Action Code, |
| • Proposed Actions, and |
| • Threats / Challenges. |

- 8.4** Over the course of the next reporting period, the council will continue to work towards its biodiversity objective through progression on these actions. Following the end of each reporting period, progress against each of the actions will be summarised, with new or amended actions suggested where relevant. A number of threats/ challenges to the fulfilment of the actions have been identified alongside each theme and it is possible that some actions may need to be amended to suit the most appropriate way forward.
- 8.5** The next reporting period will cover 1st January 2026 – 1st January 2031. At the conclusion of this reporting period a Biodiversity Duty report will be compiled summarising the actions taken to meet the duty in the period, an overview of BNG within the period and how the council will continue to meet the duty in the following reporting period.
- 8.6** It is important to note that Local Government reorganisation may modify the Biodiversity Duty reporting arrangements as councils merge. The core requirements remain the same, but LGR may result in changes to who reports, how evidence is gathered, and how strategies are aligned.

Appendix



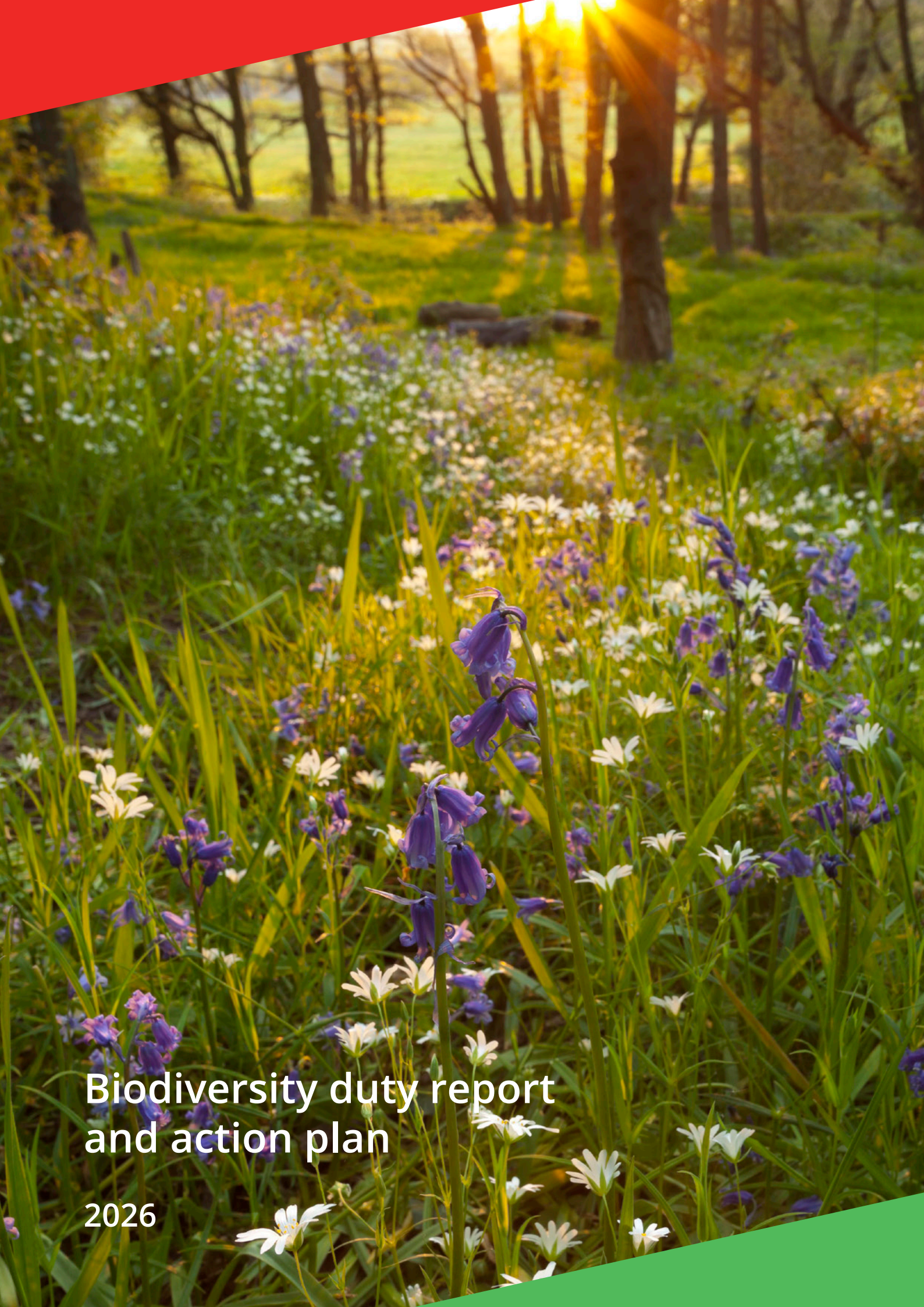
Appendix A: Future actions for biodiversity

Theme	Description and overall objective	Action code	Proposed actions	Threats / challenges	Responsible directorate
Council Strategies	Although many council strategies include actions and priorities that support biodiversity there is a need to embed it as a priority across all strategies and decision making. Embedding the conservation and enhancement of biodiversity within strategies for managing the council's commercial and domestic property portfolios can reduce the effects of climate change and make the borough a better place to live, work and visit. Going forward the Council will seek to ensure that biodiversity is embedded into all Council Services, strategic plans, policies and decision making, not just those directly related to the environment. This will ensure that Chesterfield borough is more ecologically resilient and wildlife rich.	A1	Embed a commitment to conserving and enhancing the borough's biodiversity across all relevant Council Strategies.	Requires strong crossdepartmental coordination and a shared understanding of priorities. Integration of biodiversity matters into decision making may require new processes and training.	Policy, Communications and LGR
		A2	Identify a corporate lead for co-ordinating and monitoring the delivery of biodiversity actions.		
		A3	Identify opportunities to integrate work on biodiversity with the Councils Climate Change Strategy.		
		A4	Consider integrating high-level biodiversity impact assessments into reporting and decision making where appropriate.		
Planning and Policy	Separate to the Biodiversity Duty, The Environment Act introduced mandatory requirement for a minimum of 10% 'Biodiversity Net Gain' (BNG) from development sites from January 2024 (amended from November 2023) to "ensure that new developments enhance biodiversity and create new green spaces for local communities to enjoy". Actions relating to planning and planning policy seek to strengthen policy, assess ecological value, guide site allocation, and ensure measurable biodiversity gains.	B1	Protect and enhance habitat, species, ecological networks, trees and green infrastructure through planning policies and Development Management procedures (including consistent application of Biodiversity Net Gain).	Planning decisions often involve competing priorities, and safeguarding habitats, species and ecological networks can be difficult when weighed against housing or economic growth targets. Applying BNG and evaluating ecological impacts requires specialist expertise and longterm monitoring, which can be resource intensive. Actions may may face resistance from landowners or developers and could require substantial evidence gathering and consultation.	Economic Growth
		B2	Consider strengthening Local Plan policy on biodiversity and ecological networks (e.g. by aligning with Natural England's Green Infrastructure Framework and protecting high priority land within the Nature Recovery Network which may not currently be of high ecological value).		
		B3	Assess access to nature by reviewing accessibility to good quality greenspaces against the Natural England Green Infrastructure standards.		

Theme	Description and overall objective	Action code	Proposed actions	Threats / challenges	Responsible directorate
Planning and Policy	Separate to the Biodiversity Duty, The Environment Act introduced mandatory requirement for a minimum of 10% 'Biodiversity Net Gain' (BNG) from development sites from January 2024 (amended from November 2023) to "ensure that new developments enhance biodiversity and create new green spaces for local communities to enjoy". Actions relating to planning and planning policy seek to strengthen policy, assess ecological value, guide site allocation, and ensure measurable biodiversity gains.	B4	Review all potential site allocations submitted through Land Availability Assessment to evaluate their ecological impact and identify any site-specific nature recovery and offsetting requirements.	priorities, and safeguarding habitats, species and ecological networks can be difficult when weighed against housing or economic growth targets. Applying BNG and evaluating ecological impacts requires specialist expertise and long term monitoring, which can be resource intensive. Actions may may face resistance from landowners or developers and could require substantial evidence gathering and consultation.	Economic Growth
		B5	Review the viability of delivering Biodiversity Net Gain in excess of 10% on sites currently allocated within the Local Plan that do not have an extant planning permission and assess the implications for nature recovery.		
Designated Sites and Habitats	It is important to understand the existing extent and condition of our habitats and species to inform actions to increase their quality, diversity and extent.	C1	Conserve and enhance council owned sites to achieve multiple environmental benefits where possible, with a focus on Natural Flood Management and increasing access to nature.	Enhancing sites for biodiversity or flood management will require investment, specialist input and ongoing maintenance that exceed available budgets. Risks of lack of response and engagement from landowners.	Leisure, Culture and Community Wellbeing and Economic Growth
		C2	Support Local Wildlife Site (LWS) or potential LWS owners wherever possible by providing advice to help them secure funding for access to ecological expertise, green finance opportunities, and grants that enable habitat creation and restoration.		
		C3	Maintain capacity for Local Wildlife Site (LWS) assessment to increase knowledge on the condition of current sites and potential LWS within the borough.		

Theme	Description and overall objective	Action code	Proposed actions	Threats / challenges	Responsible directorate
Land	The council either own or have influence over many land parcels within the borough. Intervening on these sites and modifying management practices is one of the simplest and most effective ways that the council can have direct and immediate impact on the landscape. Going forward we aim to achieve positive management of Council owned land and buildings to enhance biodiversity and ensure that existing habitats and species are safeguarded and managed appropriately.	D1	Deliver native and sustainably sourced tree and meadow planting on council owned land where suitable and ecologically appropriate.	Existing equipment from traditional management may no longer be suitable and staff may need to be upskilled in certain areas.	Leisure, Culture and Community Wellbeing
		D2	Extend and restore hedgerows to promote habitat provision, food source and biodiversity.	Lack of community engagement on land changes can generate complaints so residents must feel an ownership over their open spaces.	
		D3	Positively manage parks and green spaces for community, wildlife value and climate change resilience.		
		D4	Implement, evaluate and refine the council's adopted grassland management policy as appropriate.		
		D5	Review existing management plans against best practise guidelines to assess if changes can be made to increase conservation value, aiming for a balance of accessibility, wellbeing and ecology.		
		D6	Consider the potential for any council owned green spaces sites to become flagship sites for species diversity.		

Theme	Description and overall objective	Action code	Proposed actions	Threats / challenges	Responsible directorate
Joint Working and Community	The Council has long-standing collaborative working relationships concerning biodiversity matters with a wide range of partner organisations. This encompasses charitable organisations like Derbyshire Wildlife Trust, schools and members of the Climate Change Forum. Working with others on joint biodiversity related strategies, initiatives, and projects, including the Derbyshire Local Nature Recovery Strategy (LNRS) is considered to be a key objective. It is also important that we engage with stakeholders and the public to promote an increased understanding and awareness of biodiversity; to better understand the impact of their actions on nature and wildlife; and deliver community-led biodiversity actions	E1	Explore opportunities to support citizen science, strengthen environmental data collection, and enhance community engagement.	Supporting citizen science, data collection and wider engagement requires time, training and coordination that may be difficult to resource consistently.	Leisure, Culture and Community Wellbeing Corporate Communications
		E2	Work in partnership with the County Council and other supporting authorities to implement the Local Nature Recovery Strategy, ensuring it is embedded within relevant plans and strategies.	Ensure to avoid a ‘one size fits all’ mindset when engaging with different communities, possibly using facilitators or partnered workshops to reduce conflict.	
		E3	Consider further engagement with youth and school groups and facilitate their access to support and funding from other organisations.	Lack of effective communication and engagement will risk poor uptake in projects, reducing likelihood of success.	
		E4	Communicate with residents and communities about nature recovery and biodiversity to build awareness, understanding and engagement.	Progress on the Local Nature Recovery Strategy relies on effective collaboration with the County Council and other authorities, which may face their own constraints or shifting priorities.	
		E5	Continue to pursue funding opportunities for the delivery of biodiversity actions and expand the Council's capacity for nature recovery.		
Workforce	Whilst the council has introduced carbon literacy training and supports staff in fulfilling needs identified through staff learning plans, both council employees and councillors would benefit from training and education to ensure that there is a sound understanding of biodiversity across the council.	F1	Integrate biodiversity into staff briefings where relevant and, where necessary, provide specific training to improve knowledge across the organisation.	Delivering training on technical areas such as Biodiversity Net Gain may require external specialists, which can be costly or difficult to secure.	Human Resources / All
		F2	Additional specialist training for staff directly involved in technical areas of work such as Biodiversity Net Gain and the maintenance of Council owned sites of particular local importance for habitats and/or species.	Teams may face competing demands, such as service delivery targets or budget constraints, which can limit the emphasis placed on biodiversity.	

A vibrant forest floor scene. The foreground is filled with a dense carpet of green grass, interspersed with numerous purple bellflowers and white daisies. The flowers are in various stages of bloom, some fully open and others as buds. In the background, a line of trees with thin trunks stands against a bright, hazy sky. Sunlight filters through the trees, creating a warm, golden glow. A red diagonal shape is in the top left corner, and a green diagonal shape is in the bottom right corner.

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