Biodiversity Policy
Our Commitment to Sustainability

Document Control	
Owner:	Rebecca Mills, Head of Sustainability
Contact:	environment@lincoln.ac.uk
Version number:	1.0
Approval date:	September 2024
Approved by:	Biodiversity Net Gain Working Group
Date of next review:	September 2025

1. Purpose

1.1 The purpose of the policy document is to set out the University's commitment to biodiversity across the University Estate.
1.2 The University of Lincoln declared a Climate and Ecological Emergency in 2019. We are committed to conducting our operations in a way that protects and enhances the environment – for now and for future generations.

2. Scope

2.1 This policy is applicable to the entire University Estate, as a Nature Positive University.
2.2 We are fortunate that the University Estate comprises a wide range of habitats and landscapes – from agricultural land to historic parkland to urban habitats. The variety of habitats means that the ecology of the estate needs to be carefully managed.
2.3 The University's Environment and Energy Policy includes a commitment to biodiversity.

3. Roles and Responsibilities

3.1 The Sustainability Manager has responsibility for the implementation of this policy. As key stakeholders in the delivery of the BAP, we will work with our Farm Manager(s) and Grounds Maintenance Team to identify ways to enhance biodiversity.

4. Our Commitment to Biodiversity: Taking Action

4.1 The University shall aim to maintain and enhance biodiversity by:

- Protecting important habitat areas within our land holdings
- Working in partnership with neighbouring landowners to create connected spaces for nature
- Consciously leaving areas to grow wild, to encourage and support wildlife
- Providing designated areas for wildlife, e.g., deadwood habitat
- Creating wildflower meadows, with a focus on those with a Lincolnshire provenance

- Including biodiversity requirements in the Sustainable Design Standard for new build and refurbishment projects
- Considering the suitability of species and planting for our future climate, planning for adapting to climate change
- Working with academic colleagues to conduct surveys, monitoring, measuring and reporting biodiversity
- Promoting the ecological value of natural assets to staff and students, supporting them to use the resource for learning purposes
- Conducting research and trials to identify ways to enhance biodiversity
- Educating our community about citizen science surveys and encouraging independent biodiversity surveying on the estate