

## **Ecology Policy**

### **1.0 INTRODUCTION**

The University of Northampton is one of the youngest Universities in the UK and one of the first to be named as a Changemaker Campus reflecting on social impact. This means that as an institution we work hard to have a positive impact on the world around us, simply put Changemaking is about *'Spotting a social or environmental problem and having the skills and grit to do something about it'*. The University recognises our activities can have a negative impact on the environment, both locally and globally and we are committed to making sustainable development part of its operations, research and curriculum.

This policy will be reviewed by the Environment & Sustainability Team on a 3-year basis or amended in response to changes in future legislation and/or case law.

### **2.0 OWNERSHIP**

The Environment & Sustainability Team owns and manages this policy on behalf of The University of Northampton.

### **3.0 ORGANISATIONAL SCOPE**

This Ecology policy is a corporate policy and applies to all employees (and workers, as applicable) of The University of Northampton including any wholly owned subsidiaries, unless an alternative policy exists, subject to any qualifying conditions. All staff, students and contractors of the University must adhere to this policy.

University activity including teaching, accommodation, research, administrative and operations are under scope of this Ecology policy, considering impacts from buildings owned, operated or leased by the University. All staff, students and contractors of the University must adhere to this policy.

## 4.0 POLICY STATEMENT

The University recognises the importance of the conservation, restoration and protection of ecosystems and biodiversity. It is essential for continued sustainable development and for the health and well being of our staff, students and visitors in line with the Strategic Plan and its focus on Social Impact.

The University is located within the Nene Valley Way Nature Improvement Area and is committed to making biodiversity at our Waterside campus a fundamental part of our sustainable action plans. Waterside campus was planned and constructed with Biodiversity in mind. In 2019/2020, University of Northampton was awarded, with 22 other UK Universities, a Bronze Hedgehog Award from the British Hedgehog Society, with Silver and Gold awards to work towards in 2021 and 2022. Waterside has already proven to be home to over 70 species of birds, Otters, Foxes, and other small mammals and in 2019 over 200 plant species were identified, including one nationally-rare plant, which has not been recorded in Northamptonshire for 170 years.

This policy forms part of, and should be read in conjunction with the [University's Environment Policy](#) and [Strategic Plan](#). A breach of this policy may be addressed via the University's disciplinary and code of conduct policies.

Our goals;

- Become an exemplar of environmental best practice in Higher Education
- Fulfil our mission - Transform lives + inspire change
- Be impactful on the University community
- Have a positive impact on our environment, helping the University to thrive

## 5.0 KEY PRINCIPLES

### **We are committed to;**

- The continual enhancement and conservation management of habitats and biodiversity at all the University sites through adherence to the Biodiversity Management Plan;
- To identify, monitor and maintain plants and animals, especially those under threat or are rare and declining
- To monitor and protect International Union for Conservation of Nature (IUCN) Red Listed species at the University and ensure the correct management and operating procedures for protected species are in place;
- To reduce or remove where possible, alien species at the University through approved procedures and following guidance produced by Natural England;
- To ensure new plans for land use change, habitat creation, restoration, conservation management of terrestrial and/or aquatic ecosystems associated with the University are consulted widely by relevant expertise;
- To raise awareness of the ecology and biodiversity at the University and to engage with staff and students through educational outreach, initiatives and campaigns, action groups and our own ecology zone.

## 6.0 ASSOCIATED DOCUMENTS

- [Environment Policy](#)
- [University Strategic Plan](#)
- [Biodiversity Action Plan](#) (as part of our liE Manual)
- Construction Policy
- [University Strategic Plan](#)

## 7.0 EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment must accompany this document.

## **8.0 VERSION CONTROL**

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