

## REPORT TO INFRASTRUCTURE SERVICES COMMITTEE - 13 MAY 2021

### NORTH EAST SCOTLAND BIODIVERSITY PARTNERSHIP – PARTNERSHIP REVIEW REPORT

#### 1 Reason for Report / Summary

- 1.1 To report on the outcome of the partnership review for the North East Biodiversity Partnership (NESBiP) and to approve continued support and funding for this Partnership. This Report provides an update on work of the NESBiP since the last partnership review in 2019.

#### 2 Recommendations

**The Committee is recommended to:**

- 2.1 **Approve the continued support for the North East Scotland Biodiversity Partnership; and**
- 2.2 **Approve the financial contribution of £7,500 per annum from the Planning and Environment Service, Environment Budget page, Payments to Agencies and Others budget line.**

#### 3 Purpose and Decision-Making Route

- 3.1 The Council's Partnership Policy requires partnerships to be reviewed every two years to demonstrate benefits that outweigh costs, and outcomes that support the Council Plan and strategic priorities. NESBiP was last reviewed in 2019, with continued support for the Partnership and the current 3-year Strategic Plan was approved by the Infrastructure Services Committee on 16 May 2019 (Item 9). The Partnership Assessment and Annual Risk Assessment have been carried out for NESBiP and are attached (**Appendix 1**).
- 3.2 The work of the NESBiP is set out in its current Strategic Plan which runs until end March 2022. Over the last two years, the Partnership has delivered a wide range of projects and initiatives. This Report provides an update on these activities and highlights some of the opportunities for the future. The Partnership Progress Report for 2019-2020 is attached (**Appendix 2**).

#### 4 Discussion

- 4.1 The NESBiP was set up in 1997. It brings together three Local Authorities (Aberdeenshire, Aberdeen City and Moray) together with a range of conservation, farming, forestry and land agencies. Its role is to provide the framework for local action on national and local biodiversity targets.
- 4.2 NESBiP benefits from the participation of a wide range of partners with shared goals and objectives and provides an efficient mechanism for pooling limited

resources to deliver shared actions. Through its involvement with NESBiP, Aberdeenshire Council promotes nature conservation both within the Council and the wider community. This contributes to the delivery of our Biodiversity Duty outlined in the Nature Conservation (Scotland) Act 2004.

4.3 NESBiP employs a full time Co-ordinator, and additional staff to deliver specific funded projects, as required. The Partnership is hosted by the James Hutton Institute which employs the Co-ordinator and manage the finances. A Minute of Agreement between the James Hutton Institute and the partners governs the hosting arrangement for the Partnership. The current Minute of Agreement covers the period to 31 March 2022.

4.4 Progress Highlights for May 2019 - May 2021 are:

- **Awareness raising** is a key element of the work of NESBiP and includes organising events, use of social media, talks, articles in publications and knowledge exchange through seminars. Key successes include re-launch of the [website](#), which includes a 'developers hub' with information relevant to anyone involved in the planning process. The establishment of a growing [facebook forum](#) for local wildlife gardeners with over 600 members has proved an excellent resource during lockdown. The 2020 seminar and awards presentations were held on-line and can be viewed [here](#). During Climate Week North East 2021 NESBiP ran a very successful presentation on wildlife gardening, the recording of this event can be found on the website [here](#) together with additional resources.
- **Demonstration or Best Practice Projects** – the Partnership works with local communities to establish demonstration projects such as wildlife gardens, the use of pollinator seed mixes and the management of allotments. NESBiP facilitated a visit and talk series by Dr Phil Sterling (Butterfly Conservation) proposing an ecological approach to amenity grassland management. This talk series has helped guide the thinking behind the current Aberdeenshire Greenspace Project. NESBiP has also secured funding to assist community groups with a supply of suitable local native wildflower seed and has provided advice and guidance for planting. This Project is set to continue for the coming season.
- **Wildlife Recorders of the Future** – NESBiP secured funding for distribution of camera traps to community groups and schools to assist in local wildlife recording projects. As part of this work, submission of wildlife records to the North East Scotland Biological Records Centre (NESBReC) is supported and this particular element of the project is to be developed.
- **Habitat Statements** – Habitat statements have been finalised and published on the Partnership website. These build on the previous Local Action Plan documents and include all important habitats in the North East. The statements provide an overview of what is present and opportunities for project development to enhance and protect important habitats and

associated species in future. NESBiP continues to provide advice to developers through direct contact and updates to material on the website.

- **Collaborative working** and strengthening links across a range of organisations has allowed NESBiP and its partners to deliver a number of initiatives including projects with local golf courses and developers to promote and publicise biodiversity action beyond statutory requirements.

## 5 Council Priorities, Implications and Risk

- 5.1 This Report supports the development of actions to achieve the delivery of the Council Priorities, as set by Council on 25 June 2020, particularly in relation to our Strategic Priorities and Pillars:

Our People: Education, Health and Wellbeing  
Our Environment: Infrastructure, Resilient Communities

- 5.2 This Report links to the key principle of embedding ‘climate and sustainability’ in the new Council Plan. Biodiversity protection and enhancement is an essential element of sustainability and is key to meeting our climate change duties.
- 5.3 The work of NESBiP will help delivery of Climate Ready Aberdeenshire 2020-2030, Aberdeenshire’s climate change adaptation and mitigation strategy.
- 5.4 The Climate Change Declaration agreed by Full Council on 18 March 2020 recognises the key role protecting and restoring biodiversity and the natural environment has in reducing emission and adapting to climate change.
- 5.5 The table below shows whether risks and implications apply if the recommendation is agreed:

Subject	Yes	No	N/A
Financial	X		
Staffing		X	
Equalities		X	
Fairer Scotland Duty		X	
Town Centre First			X
Sustainability	X		
Children and Young People’s Rights and Wellbeing		X	

- 5.6 The Council’s staffing input into this project is from existing staff resources within Infrastructure Services. The financial implication for the Council is a contribution of £7,500 per annum from the Planning and Environment Service, Environment budget page, Payments to Agencies and Others budget line. The

average annual expenditure for NESBiP core costs is £39,000 with additional funding for project delivery secured through grants, as required.

- 5.7 An Equality Impact Assessment is not required because the work of NESBiP does not have a differential impact on any of the protected characteristics.
- 5.8 The work of NESBiP is identified as having a positive impact on sustainability by allowing the Council to engage in taking coordinated action for biodiversity and meet the Biodiversity Duty.
- 5.9 The following Risks have been identified as relevant to this matter on a Corporate Level ([Corporate Risk Register](#)):
- Risk ID ACORP001 Budget Pressures: The Aberdeenshire Council contribution is allocated from existing Service Revenue budgets.
  - Risk ID ACORP005 Working with other organisations: NESBiP has a Partnership Agreement setting out the responsibilities of the various partner organisations together with a 3-year plan with funding commitments in principle for this period.
  - Risk ID ACORP006 Reputation management (including social media): the Partnership Agreement sets out the procedures for any media work to protect the reputations of all partners.
  - Risk ID ACORP010 Environmental challenges (e.g., Climate change adaptation strategies and community resilience): as NESBiP aids the Council in understanding the risk faced as a result of biodiversity loss. Biodiversity underpins society and the economy and failing to protect biodiversity is a pressing risk for Aberdeenshire.
- 5.10 The following Risks have been identified as relevant to this matter on a Strategic Level ([Directorate Risk Registers](#)):
- Risk ID ISSR004 Climate Change: the impact of failing to conserve the natural and historic environment by protecting and enhancing landscape, biodiversity and historic assets.

## 6 Scheme of Governance

- 6.1 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this Report and their comments are incorporated within the Report. They are satisfied that the Report complies with the [Scheme of Governance](#) and relevant legislation.

6.2 The Committee is able to consider and take a decision on this item in terms of:

- Section F1.1.1 Policy issues and resource matters in relation to Planning and Environment that are not reserved to the Full Council or specifically delegated to any other committee of the Council.

**Alan Wood**  
**Director of Infrastructure Services**

Report prepared by: Emma Williams, Environment Planner  
Date: 19 April 2021

**List of Appendices**

- Appendix 1: Partnership Assessment and Risk Assessment for the North East  
Scotland Biodiversity Partnership
- Appendix 2: NESBiP Progress Report 2019-2020

Start-Up Assessment

Appendix 1

Partnership Working Policy - Partnership Assessment

This should be completed every two years as per the terms of the Partnership Working Policy.

This information will be presented to the relevant policy committee to inform its decision on membership of the partnership

Areas for consideration	Assessment	Comment/Proposed Action
Is the partnership a statutory partnership? If yes, please state the legislation in the comment box. (Please continue to go through the assessment for best practice purposes, rather than to assess whether there should be participation in the partnership).	▼	
The partnership has set outcomes or objectives to be achieved	▼	As agreed in the current Strategic Plan.
The partnership's aims and any commitment of budget fit with the council's strategic plan and priorities ( <a href="http://www.aberdeenshire.gov.uk/council-and-democracy/council-plan">http://www.aberdeenshire.gov.uk/council-and-democracy/council-plan</a> )	▼	Our People - Health and Wellbeing - green spaces; Our Environment Natural Environment Strategy, Biodiversity
If yes or partly, please specify which priorities in the comment box		
The partnership follows the Account Commission's Code on Following the Public Pound / financial regulations and agrees appropriate arrangements for allocating start-up and running costs ( <a href="http://www.audit-scotland.gov.uk/uploads/docs/report/2004/nr_040311_following_public_pound.pdf">http://www.audit-scotland.gov.uk/uploads/docs/report/2004/nr_040311_following_public_pound.pdf</a> )	▼	The James Hutton Institute prepares its accounts in accordance with generally accepted accounting principles, known as UK GAP. Internal accounting processes and procedures are designed to maintain control and accountability over public funds.
The partnership makes links to the CPP's Local Outcomes Improvement Plan priorities where relevant ( <a href="http://www.ouraberdeenshire.org.uk/our-priorities/local-outcomes-improvement-plan/">http://www.ouraberdeenshire.org.uk/our-priorities/local-outcomes-improvement-plan/</a> )	▼	
All other appropriate bodies have been invited to participate in this partnership	▼	All key bodies with biodiversity/natural heritage focus have been invited to participate. Current funding partners are NatureScot, Scottish Forestry, Aberdeen City and Moray Council. Sub-groups within the partnership also include representatives from Local Ranger Services and several voluntary members.
The partnership ensures equality of opportunity for all and complies with statutory duties (equalities, socio-economic, town centres first principle) as required	▼	JHI is the employing organisation and has a policy on Equality, Diversity and Inclusion
The partnership has a document such as an agreement, remit or memorandum of association to define its role, powers and how it carries out its business	▼	NESBiP is a voluntary partnership with no formal constitution, a Minute of Agreement is in place to govern decision making and operation of the partnership.
The partnership makes a formal annual report that includes annual accounts and performance to its members and other bodies if necessary	▼	No formal annual reporting. JHI as the host organisations provides an end of year financial spreadsheet on income and expenditure
Appropriate status and voting rights are accorded to the council in the partnership	▼	NESBiP is a voluntary partnership with no formal constitution, a Minute of Agreement is in place to govern decision making and operation of the partnership. Aberdeenshire Council has officers representatives on the Management Group and Steering Group. Activities are agreed through consensus - no voting takes place.
Members of the partnership's top-level decision-making group can be recalled by their nominating bodies	▼	
The risks faced by the partnership are shared between partners	▼	Clause in Minute of Agreement risk sharing if required.
Routine sharing of personal data will take place within the partnership	▼	Clause in Minute of Agreement covers data sharing if required.

Start-Up Assessment

<p>If yes or partly, please consider if a Data Privacy Impact Assessment, an Information Sharing Agreement or a Privacy Notice is required. All guidance and templates can be found at this link <a href="https://aberdeenshire.sharepoint.com/sites/Arcadia/services/Pages/Business%20Services/ICT/Information%20Management%20and%20Record%20Management/Data%20Protection/Data%20Protection.aspx">https://aberdeenshire.sharepoint.com/sites/Arcadia/services/Pages/Business%20Services/ICT/Information%20Management%20and%20Record%20Management/Data%20Protection/Data%20Protection.aspx</a></p>		
<p>The partnership has a complaints process or agrees to adopt the complaints process of a member organisation</p>	<p>▼</p>	<p>The partnership follows the complaints procedure of the James Hutton Institute</p>
<p>Meetings of the partnership's top-level decision-making group are open to the public</p>	<p>▼</p>	<p>NESBiP Management Group and Steering Group meetings are not open to the public but wider seminar events are held where a range of interested parties are encouraged to attend. This includes members of the public who have expressed an interest in the work of the partnership.</p>
<p>The public is entitled to see reports considered by the partnership's top-level decision-making group</p>	<p>▼</p>	<p>Reports would be made available to the public on request. Summaries of NESBiP activities are available via the website and social media.</p>
<p>Minutes of the partnership's meetings are made publicly available</p>	<p>▼</p>	<p>Minutes can be made available to the public on request.</p>
<p>The partnership's top-level decision-making group has a quorum for meetings</p>	<p>▼</p>	
<p>Members of the partnership's top-level decision-making group are appointed for a limited period of time</p>	<p>▼</p>	
<p>There are agreed arrangements for dissolving the partnership</p>	<p>▼</p>	<p>Clause in Minute of Agreement if required.</p>
<p>There are clear arrangements for the council to exit the partnership</p>	<p>▼</p>	<p>Clause in Minute of Agreement if required.</p>
<p>There is a procedure for ensuring members who declare conflicts of interest take no part in decision</p>	<p>▼</p>	<p>Councillors are not represented on the Management Group or wider Partnership group.</p>
<p>The partnership recognises the obligations placed on Elected Members due to the Code of Conduct and has a procedure for ensuring members who declare conflicts of interest take no part in decision.</p>	<p>▼</p>	<p>Councillors are not represented on the Management Group or wider Partnership group.</p>
<p><b>Cost / Benefit Analysis</b></p>	<p><b>Response</b></p>	
<p>Please detail the staffing and financial implications of running the partnership, including those on other council services and partners</p>	<p>Annual contribution of £7,500 from Planning and Environment Service, Line 41 Payments to Agencies and Others. A member of P&amp;E staff sits on the NESBiP Management Group and the Steering Group and a Countryside Ranger sits on the Awareness and Involvement Group.</p>	
<p>Please state the source of any funding received by the partnership</p>	<p>NatureScot, Aberdeen City Council, Scottish Forestry, Moray Council and various external funding sources for specific projects.</p>	
<p>Please describe the benefits of council participating in the partnership</p>	<p>Through its contribution to NESBiP, Aberdeenshire Council promotes nature conservation both within the Council and the wider community. This contributes to the delivery of our Biodiversity Duty outlined in the Nature Conservation (Scotland) Act 2004.</p>	
<p>The partnership is sustainable and is the best way of achieving its aims and outcomes</p>	<p>▼</p>	



Annual Risk Assessment

Appendix 1

Partnership Working Procedure - Risk Assessment

This should be completed every two years as per the terms of the Partnership Working Policy.

This helps determine if the partnership presents a "significant" risk to the Council and what steps require to be taken if that is the case.

Partnership Name:	Completed by:	Date:
North East Scotland Biodiversity Partnership	Emma Williams	Mar-21

All partnerships must be recorded in the Register of Partnerships on Arcadia

This table assesses whether your partnership should be recorded as a **significant** partnership requiring a Risk Register (from the Risk Management Team).

Please enter the score in the last column for the statement which most closely represents your partnership.

Impact No.	Description	Minor (Score 1)	Important (Score 2)	Significant (Score 3)	Major (Score 4)	Score
1	<b>The Council contributes to the partnership by direct funding and/or indirectly through staff resources, work done etc.)</b>	< £10K per annum	£10K to < £50 k per annum	£50K to < £100k per annum	> £100k per annum	1
2	<b>The partnership's success is critical to the achievement of one or more of the Council's Strategic Priorities.</b>	Not directly linked to a strategic priority (this needs to be flagged up to the policy committee in this case)	Linked to a strategic priority	Significant contributor to success of a strategic priority	Essential to the achievement of a strategic priority	2
3	<b>Failure of the partnership would have an impact on the Council's reputation.</b>	Threat of adverse comment in local press or the equivalent that Corporate Communications consider to be of material concern to the Council.	Actual adverse comment in local press or the equivalent that Corporate Communications consider to be of material concern to the Council.	Individual press reports in national media that Corporate Communications consider being of material concern to the Council.	Concerted, widespread or recurrent critical coverage of the Council or for a specific event in the media	1
4	<b>The extent to which partnership expenditure is controlled by the Council.</b>	The Council has full control over expenditure decisions.	The Council has veto on expenditure decisions.	The Council is a party to expenditure decisions.	The Council has no control over expenditure.	3
5	<b>The partnership takes decisions on behalf of or which are binding on the Council.</b>	The Partnership does not take decisions on behalf of the Council	The Partnership does not take decisions on behalf of the Council but representatives with decision-making authority attend the partnership and consider and influence its recommendations.	The Partnership does not take decisions on behalf of the Council but representatives with decision-making authority attend the partnership and agree to be bound by its decisions.	The partnership has decision-making responsibilities directly delegated to it from the Council.	2

Annual Risk Assessment

6	<b>The Council has set up the partnership in order to receive additional funding and/or meet Statutory or Regulatory requirement.</b>	Not required by law or to receive funding.	Indirect or limited links to successful achievement of funding.	Direct links to successful achievement of funding.	The Council is required to participate in this partnership by law or to receive specific funding.	2
Total Score						11
Maximum Possible Score						24
Impact %						45.83%
Evaluation						<b>Not Significant</b>



# PROGRESS REPORT FOR 2019-2020

This report comprises three sections.

**Section 1** - Summary of key highlights, achievements and milestones.

**Section 2** - Details of progress against each individual Target in our Action Plan for 2019-2020.

**Section 3** - A listing of the members of the Partnership sitting on our Steering Group, Management Group and Awareness & Involvement Group.

Our Co-ordinator is hosted by the [James Hutton Institute](#) in Aberdeen.

Our primary contact point there is - [nesbip@hutton.ac.uk](mailto:nesbip@hutton.ac.uk)

Our Partnership has a new [website](#), as well as a very active [Facebook](#) page.

Our Funding Partners are: [Scottish Natural Heritage](#)  
[Aberdeen City Council](#)  
[Aberdeenshire Council](#)  
[Moray Council](#)  
The James Hutton Institute  
[Scottish Forestry](#)

Many other organisations and individuals (see the membership of the Partnership Groups in Section 3) - are part of NESBiP and provide great help to us, not only by participating in these groups but also by collaborating on projects, providing support at events and through promotional work.

## **Section 1 - Summary of key highlights, achievements and milestones.**

2019-2020 was a challenging year for the Partnership with our long standing Co-ordinator, Rose Toney, leaving and a gap of 3 months passing before our new Co-ordinator, Alex Stuart, was in post. Nonetheless, Alex completed several major projects and she has helped to keep our Partnership in the top rank of “*biodiversity deliverers*” in Scotland as well as to the forefront of innovative and collaborative approaches. Our longstanding Chair, Professor Steve Albon also stepped down to be replaced by Dr Roger Owen, the recently retired Head of Ecology at the Scottish Environment Protection Agency (SEPA), who has also quickly made his mark. Towards the end of the reporting period, Roger and Alex have commenced a review of the governance structure of the Partnership, primarily to ensure it is as efficient and cost effective as it can be and especially to ensure that our procedures allow our Co-ordinator to devote as much of her time as possible to project delivery.

Coronavirus restrictions towards the end of the year required that we cancel our Annual Biodiversity Champion Awards and Seminar. The Scottish Environment Minister, Mairi Gudgeon MSP, had kindly agreed to come and present the Awards, which we hope she will be able to do later in the year.

The Partnership’s **4 Objectives** remained unchanged.

***Objective A** To provide information on the rich and varied biodiversity present in the North East of Scotland and encourage the need for positive action in all sectors to protect and enhance this valuable resource, both now and for future generations. This includes information on the priorities for action, guidance on methods and techniques for managing and monitoring biodiversity, as well as the various regional projects and schemes to which contributions can be made.*

***Objective B.** To collaborate with others to identify opportunities for protection and enhancement of local biodiversity and implement joint projects to take these opportunities forward.*

***Objective C** To work with a wide range of others in publicising and promoting the state of biodiversity in North East Scotland. To use all communication channels to raise the awareness of the general public, land use and business sectors of the importance of biodiversity generally and its particular role in relation to growing challenges like food crop pollination, quality of life and minimising flood risk, To also raise awareness of the ways in which every individual and organisation can engage and make a difference, both now and into the future.*

***Objective D** To continue to update our website and social media with news of the work of NESBiP, partners, organisations and individuals and to celebrate that success. To issue press releases, provide news to broadcast and other mainstream media and hold an annual seminar and award ceremony along with other events which highlight biodiversity successes.*

As part of the review of our Partnership’s efficiency and effectiveness, we will also revisit our Objectives to ensure they are sufficiently precise and targeted to ensure we are meeting the needs and priorities of our Partners, especially our funding Partners; as well as focussing on the biodiversity priorities across the North East Of Scotland, particularly where they align with those identified nationally by the Scottish Government and national agencies.

## Objective A

1. The complete rebuild of our website is now finished and one of the early sections created was a [Developer Hub](#) which aims primarily to support the work of our Local Authority partners and others with regulatory roles by providing updated habitat statements for the North East which act as a standard set of biodiversity guidance. Rather than duplicate information already available online, our website also “*signposts*” information already on the websites of regulators as well as information aimed at enabling developers to submit projects already with better environmental components.
2. Closely linked to the new website, we have a new logo which is more closely identified with the North East of Scotland rather than the more generic one previously used. The new logo features the head of a pine marten, a species much persecuted in the past which has recently been recorded in the western suburbs of Aberdeen. The appearance of that species in the outskirts of our major city also helps to highlight the importance of urban Greenspace for our wildlife, which is still under pressure. Co-incidentally, [recent research at the University of Aberdeen](#) has demonstrated that (contrary to what “*common sense*” might suggest), the presence of pine marten have also played a beneficial role in the recovery of our native red squirrels.
3. Material will continue to be added and includes details on [projects](#) led by the Partnership itself and those led/delivered by individual partners.
4. 2019-2020 saw a new NESBiP initiative to help communities actively participate in providing small wildflower areas to support the declining, pollinating insects which are so vital to farmers and growers. While some garden flowers are very visually attractive, they often produce much less pollen and nectar than native flowers. Through an arrangement with [Scotia Seeds](#), we are able to provide (free of charge) Scottish wildflower seed to groups that have a site where they can establish and maintain habitat of high value to pollinating insects, and of course other species. And rather than provide a standard wildflower seed mixes - as often found in garden centres, Scotia provides a species mixes most suitable for each site and, being seed of Scottish origin, are most likely to survive in the North East climate. Once again this is an activity well suited to urban green spaces and once sites are well established, we will publicise them (and their communities) as “*good practice*” examples which others could follow.

## Objective B

1. We held a series of seminars on [managing amenity grassland areas and road verges](#), with one open seminar while the others were restricted to relevant staff of our three, individual Local Authorities. One particular attraction was that the lead speaker, Dr Phil Sterling of [Butterfly Conservation](#), was previously responsible for parks and roadside management for Dorset Council where he achieved both significant cost savings in grass cutting as well as biodiversity gains. And it also freed up Council staff time for other projects.
2. Following these seminars, our Co-ordinator was invited to give a presentation on the topic to the Environmental Steering Group for the dualling of the A96, who were very interested in the idea of the A96 as potentially the longest pollinator corridor in the UK. She was also invited to participate in a UK discussion run by [Plantlife](#) which was due to be held at Highgrove, Gloucestershire in April 2020.
3. Another new initiative has been our work with some North East Golf Clubs to enhance the biodiversity potential of their courses. Golf occupies a significant amount of land in Scotland and there are many things that can be done to enhance biodiversity on courses without compromising play. Green keeping staff at both [Rothes](#) and [Banchory Clubs](#) are great examples of what can be achieved with a bit of imagination and thinking out of the box. In January, Richard Mullen of Banchory won the UK Golf Environment Award in the [Operation Pollinator Category](#) and both Richard and [John Milne at Rothes](#) have featured in the blog produced by the Scottish Pollinator Strategy. An initial meeting was held at Newmachar Golf Club and it is very likely this work will be developed further in 2020-2021.

4. We were invited to participate in an ongoing series of workshops as part of a multi-national project aimed at [Understanding and Improving the Sustainability of Agroecological Farming Systems in the EU](#) for which the James Hutton Institute was the UK partner.
5. We contributed to the production of [Pollinators in Planning and Construction A brief guide for the development sector](#) produced by Scottish Natural Heritage.

### **Objective C**

1. The Partnership was represented at several, national events during the year and at which the work of NESBiP was publicised, promoted and opportunities taken to network with other organisations, key players and influencers. These included:
  - The [4th Annual Scottish Biodiversity Strategy Stakeholders](#)’ event.
  - The launch for Aberdeen being the [2019 European Forest City](#).
  - The SNH Reception at the Scottish Parliament, [Connecting People and Nature](#) Through Our National Nature Reserves.
2. Due to the delays in recruiting our new Co-ordinator, we were unable to have a presence at some of our long-standing events such as the Turriff Show and the Aden Country Park Fun Day.
3. As part of the BBCs new greening strategy, we were invited for interview (broadcast on Out of Doors on Radio Scotland 30th November 2019) to advise on how the grounds of their studios in Aberdeen could be enhanced for wildlife, especially for pollinators and how the additional “BBC pollinators” would also be of benefit to gardeners living in that area of Aberdeen.
4. We continue to work with Countesswells Development Ltd to find ways in which we can help residents become aware of and enjoy the wildlife they share their greenspace with - as we did through last year’s [BioBlitz](#), which we hope to repeat in future.

### **Objective D**

1. Radio interviews were arranged for some of the Award winners and various local/regional newspapers also produced features on them.
2. Not only has the website been regularly updated but it has also gone through a major restructuring and upgrade.

## Section 2 - Details of progress against each individual Target in our Action Plan for 2019-2020

Although our Delivery Plan outlines the priorities and anticipated direction of travel for 3 years, various operational and funding factors limit our target setting as set out in our annual Action Plan. Our 4 Objectives focus primarily on Information, Collaboration, Awareness and Celebration. Several Actions contribute to more than one Target or Objective. Where that is the case, the given Action is not duplicated against each Target/Objective. Targets are also given an indicative Priority of 1 or 2. When choices have to be made during the course of the year, preference will usually be given to higher priority projects, but other factors such as time of year, availability of support or resources will also be material considerations.

**Objective A** *To provide information on the rich and varied biodiversity present in the North East of Scotland and encourage the need for positive action in all sectors to protect and enhance this valuable resource, both now and for future generations. This includes information on the priorities for action, guidance on methods and techniques for managing and monitoring biodiversity, as well as the various regional projects and schemes to which contributions can be made.*

TARGET	ACTION	PROGRESS
<p>By end of Q1, complete the Habitat Statements and distribute/publicise, especially in support of Local Authorities by providing information to/for developers.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. lodge finalised Habitat Statements on our website and issue relevant publicity through press release, social media etc.</li> <li>2. circulate finalised versions to all Partners and relevant organisations e.g. <a href="#">CIEEM</a></li> <li>3. raise awareness of the Statements through personal networks and the Scottish Biodiversity Community.</li> </ol>	<p><b>Co-ordinator</b></p> <ol style="list-style-type: none"> <li>1. Now complete and located in our website's <a href="#">Developer Hub</a> - promotion and monitoring of use through website analytics is ongoing. Due to delays in recruiting coordinator until Q2, the work was not actually completed until Q3.</li> <li>2. Ongoing.</li> <li>3. Ongoing.</li> </ol>
	<p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. circulate to your colleagues involved in the development planning process and ask them to circulate via their contacts with developers, land managers etc.</li> <li>2. promote through your own relevant publications and social media</li> <li>3. raise awareness of the Statements through personal networks.</li> </ol>	<p><b>Partners</b></p> <p>1-3. Work begun and ongoing</p>

TARGET	ACTION	PROGRESS
<p>During Q1 ensure the recent major update of the website is operating smoothly. Throughout the year, undertake regular maintenance to ensure the relevance and accuracy of content.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. supervise contractor engaged to undertake website upgrade and ensure work completed to required standard.</li> <li>2. following completion of upgrade, ensure all content is up to date and relevant in accordance with the website design plan.</li> <li>3. update document sections with our relevant strategies, plans, reports etc.</li> <li>4. regularly maintain the Link section to Partner websites, policies etc. and to our own and others' social media outlets</li> <li>5. make use of inbuilt analytical tools to evaluate use and relevance of our website content</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. at least annually, notify the Co-ordinator of new/ updated documents on your website to ensure our links are up to date and ensure your website links to the Partnership one are working.</li> </ol>	<p><b>Co-ordinator</b></p> <p>1-5. The upgrading is complete and the <a href="#">website</a> is now accessible to all. Monitoring of use through website analytics is ongoing. Due to delays in recruiting coordinator until Q2, the work was not actually completed until Q3, with a large proportion of website editing being done by coordinator and not contractor. Additional documents etc., continue to be added and that will be ongoing - led by Alex &amp; Lina.</p> <p>* At the request of several partners, an archive section will be now be added with relevant “caveats” added, especially to those documents that are no longer active, but still of historical and reference value.</p> <p><b>Partners</b></p> <ol style="list-style-type: none"> <li>1. Partially completed &amp; ongoing.</li> </ol>
TARGET	ACTION	PROGRESS
<p>Continue to engage and update policy and decision makers through presentations to relevant committees and meetings. This will include Local Authorities, Partner Organisations, Regulators and Business Organisation.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. respond to requests from members to make presentations to their Boards, Committees etc. Focus on Biodiversity Duty of Organisations, emerging best/better practice in development and ecosystem services.</li> <li>2. by end of Q2, approach Chamber of Commerce and similar sectoral organisations and offer to make presentations on their Biodiversity Duty and best/better practice in their respective sectors.</li> </ol>	<p><b>Co-ordinator</b></p> <ol style="list-style-type: none"> <li>1. Coordinator has attended regular meetings with planning staff in all three LA's. At SNH's invitation, coordinator has attended a meeting of the Environmental Steering Group for the A96 dualling to talk about best practice methods in construction and maintenance of wildflower rich road verges.</li> <li>2. Due to delay in recruiting Co-ordinator until Q2, our approach to Chamber of Commerce was deferred until next year.</li> </ol>

TARGET	ACTION	PROGRESS
<p>Continue the targeted use of all media to promote the Partnership and inform the range of audiences of its work and any topical news.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. use the updated website as an effective source of general formation about biodiversity, our Partnership and its projects</li> <li>2. be the first point of contact for media enquiries about biodiversity and our Partnership</li> <li>3. draft press releases and other media material with particular support from A&amp;I Group</li> <li>4. visit and update our communication plan with particular support from A&amp;I Group</li> </ol>	<p>1-3 Website widely promoted &amp; routinely referenced in correspondence. Website <a href="#">News features</a> cover various topics eg <a href="#">Grassland event</a> and releases included the appearance of an albino red squirrel on Deeside - which gained worldwide coverage. Facebook page and wildlife gardening group regularly updated with various local events, news and updates on local biodiversity and national campaigns (Ewen now shares this action). Contributions made to the Dee Partnership's new, monthly blog <a href="#">DeeWatch</a></p> <p>Facebook page has 1500 followers and the Wildlife Gardening Group has 228 members. Analysis of effectiveness of our Social Media is required.</p> <p>4. Due to delay in recruiting coordinator until Q2, this project was deferred for higher priority work.</p>
<p>Assist in progressing the completion of '<i>Locally Important Species</i>' lists and the circulation and promotion of these lists for widespread use.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. assist NESBReC in completion of lists.</li> <li>2. promote use of lists in Planning searches and in Development Management decisions</li> </ol> <p><b>Partners</b></p> <ol style="list-style-type: none"> <li>1. circulate to relevant colleagues within your own organisation and other relevant contacts.</li> </ol>	<p>1-2. Initial meeting with Glenn Roberts (NESBReC) about this in September (Q2), and it was decided that this would be revisited in the new year (Q4)</p> <p>1. As above.</p>
<p>Continue to engage with the wider community through presentations at relevant events</p> <p><b>Priority 2</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. represent the Partnership at major regional events such as the Turriff Show, Wild About Aden</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. attend events to support the Co-ordinator.</li> </ol>	<p>Due to delay in recruiting coordinator until Q2 it was not possible to contribute to these. Coordinator attended the Turriff Show as a visitor to see the range of environmental stall-holders present.</p>
<p>Continue role as the voice of NE Biodiversity in the Scottish Biodiversity Forum, Sharing Good Practice events and other national networks.</p> <p><b>Priority 2</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. attend and speak at Forum and other meetings</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>2. attend and speak at Forum and other meetings to support the Co-ordinator as requested</li> </ol>	<ul style="list-style-type: none"> <li>• The 4th Scottish Biodiversity Strategy Stakeholders' event. (Ewen)</li> <li>• Aberdeen - 2019 European Forest City launch (Ewen)</li> <li>• The SNH Reception at the Scottish Parliament. (Alex, Roger &amp; Ewen)</li> </ul>

**Objective B.** To collaborate with others to identify opportunities for protection and enhancement of local biodiversity and implement joint projects to take these opportunities forward.

TARGET	ACTION	PROGRESS
<p>Continue regular meetings of the Steering, Management and Awareness &amp; Involvement (A&amp;I) Groups</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. arrange 2 Steering Group meetings per year and circulate minutes/action points within 2 weeks</li> <li>2. arrange 3/4 Management Group meetings per year and circulate minutes/action points within 2 weeks</li> <li>3. arrange 2 Awareness and Involvement Group meetings per year and circulate minutes/action points within 2 weeks</li> <li>4. with the Management Team, by the end of Q3, review the need and priority for establishing the Habitats &amp; Species Group</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. endeavour to attend and contribute to all relevant Partnership meetings and take actions forward in own organisation</li> </ol> <p><b>A&amp;I Group:</b></p> <ol style="list-style-type: none"> <li>1. members to submit a brief written update of relevant matters from their own organisation and/or actions they have taken on behalf of the Partnership at least 1 week in advance of meetings</li> </ol>	<p><b>Coordinator:</b></p> <p>1-3. Delivered the following meetings - with minutes distributed within 2 week time-frame:</p> <ul style="list-style-type: none"> <li>• three A&amp;I meetings (Q2 + Q3 +Q4)</li> <li>• two SG meetings (Q2, Q4)</li> <li>• three MG meetings (Q2, Q3, Q4)</li> </ul> <p>4. Members of A&amp;I group have been asked to clarify what they would like Habs &amp; Species Group to deliver.</p> <p>* With Partnership Chair, the review/revision of Group roles, functions and member commitments is now underway.</p> <p><b>A&amp;I Group:</b></p> <ol style="list-style-type: none"> <li>1. Updates mainly being produced.</li> <li>2. New members have been added to the group to make up for some “drop out” of past members. New members include <a href="#">Cults to Countesswells</a>, <a href="#">Active Woodland Group</a>, <a href="#">Doronell Windfarm</a>, <a href="#">Countryside Rangers</a>, <a href="#">SRUC Craibstone</a>, <a href="#">Forest &amp; Land Scotland</a>, <a href="#">SISI</a> and the <a href="#">Dee Partnership</a>.</li> </ol>

TARGET	ACTION	PROGRESS
<p>Continue to prioritise collaborative working and projects which demonstrate good practice in the enhancement and management of biodiversity.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. in Q2 and with help from Moray Council Ranger Service, support Rothes Golf Club in developing their biodiversity projects, including camera trapping on the course and collecting and raising wildflowers with the local school support LEADER funded project in Aberdeenshire.</li> <li>2. Q1/Q2 and with Tayside Biodiversity Partnership, plan/run a BioBlitz Challenge between Rothes Golf Club and a Tayside Club in Summer 2019</li> <li>3. maintain regular contact with <a href="#">Countesswells Development Ltd (CDL)</a> and continue to facilitate their collaborative working with others e.g. <a href="#">Saving Scotland's Red Squirrels (SSRS)</a>, <a href="#">Cults to Countesswells Active Woodland Group</a> etc.</li> <li>4. continue working with CDL on their schools projects, especially camera trapping.</li> <li>5. sift new Habitat Statements for possible action on which the Partnership itself could deliver or lead</li> <li>6. Promote the enhancement of biodiversity within open space, roadside verges and other areas of managed ground through the use of local seed mixes and through the Natural Networks project. Emphasise links to Pollinator Action Plans.</li> <li>7. continue to support SNH's national work on provision for pollinators in urban greenspace and development which features Countesswells.</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. actively support the Co-ordinator in project delivery &amp; promote the CDL example and the better practice it demonstrates within their own organisations and networks.</li> <li>2. explore opportunities to engage Scottish Water in the promotion (and evaluation?) of the SUDS used at Countesswells</li> <li>3. explore opportunities to extend this sort of approach with other developers.</li> </ol>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. In Q3, coordinator met and advised Moray Ranger and Rothes with camera trapping and wildflower seed establishment in 'rough' areas of the course, and provide on-going support with raising profile of work with SNH and the public. Similar on-going work has been done with Banchory Golf course – Alex &amp; Ewen Cameron providing advice on specific habitat improvements, and Coordinator putting Banchory forward for Aberdeenshire Architectural &amp; Landscape design Awards (Q3)</li> <li>2. Due to delays in recruiting coordinator until Q2 it was not possible to deliver this in 2019. Discussions on-going with <a href="#">Golf Environment Organisation (GEO)</a>, SNH and local clubs to facilitate this for next year (Alex &amp; Ewen).</li> <li>3. Done.</li> <li>4. Contact with CDL in Q2, and met in Q3 to offer support and advice to on-going projects.</li> <li>5. No action has been taken to identify new projects from the Habitat statements due to delays in recruitment and subsequent backlog of work. This will be carried forward.</li> <li>6. Strong emphasis in Q2, Q3 and Q4 on promoting enhancement of biodiversity of open spaces/roadside verges and amenity grassland by coordinator and partners by promoting low-fertility grassland management strategies and through wildflower seed funds for community groups. All 3 councils are identifying trial areas for this strategy in Q4.</li> <li>7. Part of 6 above</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. Done.</li> <li>2. Deferred to 2020.</li> <li>3. Ongoing.</li> </ol> <p>* Input to EarthWatch's proposal to run a Scottish pilot for <a href="#">Naturehoods</a> in Aberdeen.</p>

TARGET	ACTION	PROGRESS
<p>Continue/complete our low cost Green Wall demonstration project at Inverdee House in Aberdeen. Write up results and recommendations for wider distribution.</p> <p><b>Priority 1</b></p>	<p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. Continue to produce seedlings of native coastal plants for planting in the Inverdee House car park wall</li> <li>2. Ensure other green wall projects are brought to our attention and publicise our project within your own organisation and networks</li> </ol>	<ol style="list-style-type: none"> <li>1. Completed the evaluation of past plantings and has now identified preferred species in terms of survival. Spray drift from chemical weeding of adjacent properties is still proving problematical for some species (Ewen).</li> <li>2. Information sent to Aberdeen City Sustainability Team. (Ewen)</li> </ol>
<p>Continue to support the national schools camera trap project which evolved out of our pilot.</p> <p><b>Priority 2</b></p>	<p><b>A&amp;I Group:</b></p> <ol style="list-style-type: none"> <li>1. by end of Q1, contact project lead in Scottish Natural Heritage and clarify current status of this project and what, if any further support is required</li> <li>2. if the project does continue, provide relevant technical training for participating educational supporters.</li> </ol>	<ol style="list-style-type: none"> <li>1. Confirmed this project continues with emphasis on schools in areas of multiple deprivation and somewhat inevitable focus on Central Belt. (Ewen)</li> <li>2. Contact SNH next year to see if any area available for schools in our area. (Ewen)</li> </ol>
<p>Re-focus the ponds project assessing what is needed to continue to support schools and community groups in using the materials for educational purposes and submitting records.</p> <p><b>Priority 2</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. Act on feedback from Q4 (2018-2019) discussion at Awareness Group meeting, especially the time requirements/benefits of taking this forward</li> </ol>	<ol style="list-style-type: none"> <li>1. Due to delay in recruiting coordinator until Q2, this project is deferred for higher priority work.</li> </ol>
<p>Continue to promote small blue butterfly survey and recording effort and following survey identify any conservation measures for this species.</p> <p><b>Priority 2</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. organise 1 or 2 further training days for surveyors</li> <li>2. maintain contact with progress on this project in Tayside</li> </ol>	<ol style="list-style-type: none"> <li>1. Due to delay in recruiting coordinator until Q2, this project is deferred for higher priority work.</li> <li>2. Some initial work has been done to consider the possibility of translocations of small blue butterfly to suitable sites on the AWPR and to raise the principle with Transport Scotland in relation to the dualling work being done on the A96. (Alex &amp; Ewen)</li> <li>3. The small blue butterfly in is decline across Scotland, including its predominantly coastal sites in our Area. It is one of the <a href="#">NE Big Five Species</a>.</li> </ol>

**Objective C** To work with a wide range of others in publicising and promoting the state of biodiversity in North East Scotland. To use all communication channels to raise the awareness of the general public, land use and business sectors of the importance of biodiversity generally and its particular role in relation to food crop pollination, quality of life and minimising flood risk, To also raise awareness of the ways in which every individual and organisation can engage and make a difference, both now and into the future

TARGET	ACTION	PROGRESS
<p>Continue to update Partners, decision makers, and the wider public through print and broadcast media, website and social media like Facebook.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. lead the production, organisation and placement of news on our General and Wildlife Gardening Facebook pages, Twitter etc.</li> <li>2. once the website is updated, review the demand and desirability of a Partnership blog or similar, primarily aimed at the public.</li> <li>3. identify specific items of biodiversity or Partnership relevance to be forwarded to specific target groups e.g. MSPs or Elected Members</li> <li>4. identify specific items of biodiversity or partnership relevance which merit a press release</li> <li>5. maintain visibility of our video: <a href="#">The Wild North East - Scotland's Natural Gem</a> and encourage other organisations to place a copy on their websites</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. support the Co-ordinator in all the above tasks by providing media ready text and images</li> <li>2. support the Co-ordinator by passing relevant material to your own organisation's Communications/PR colleagues</li> <li>3. support the Co-ordinator by monitoring print, broadcast and Social Media and flagging up questions or inaccurate posts which may require a response</li> <li>4. maintain visibility of our video: The Wild North East - Scotland's Natural Gem within your own organisations and contacts</li> <li>5. prepare/circulate relevant news items within our Partnership</li> </ol>	<ol style="list-style-type: none"> <li>1. Completed and ongoing.</li> <li>2. Due to delay in recruiting coordinator until Q2 this project is deferred to 2020</li> <li>3. Done and ongoing.</li> <li>4. Done and ongoing.</li> <li>5. Done and ongoing. Our video has been placed on several websites and YouTube channels making it difficult to keep track of the number of views, but it is certainly tens of thousands overall.</li> </ol> <p>1-5. Done and ongoing.</p>

TARGET	ACTION	PROGRESS
<p>Hold an annual seminar focusing on an issue and its relevance to biodiversity in the local area</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. in Q2, agree the theme etc., with Management Group and lead the organisation of the annual seminar usually held in Q4. The central theme to have strong links to National or International Theme Years or other significant milestones for Biodiversity i.e. 2020 Aichi Targets for Biodiversity</li> <li>2. aim to secure attendance by Environment Secretary or Minister to make an introductory speech and/or present our Annual Biodiversity Awards. Aim to secure attendance by MSPs, Elected Members, MPs and other and continue to secure good attendance from MSPs and elected members from the Partnership area.</li> <li>3. ensure widespread publicity of the seminar to ensure the best media coverage</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. support Co-ordinator in organisation &amp; running of the annual seminar and endeavour to attend the event and network on behalf of the Partnership.</li> <li>2. Encourage attendance from colleagues and key decision makers from within own organisation</li> </ol>	<p>1-3 Despite delays in recruiting a new Co-ordinator, Alex succeeded in setting up an excellent seminar programme and set of Awards, based on the theme of <b>Active Participation &amp; Project Delivery by All</b>. Alex also secured the Environment Minister, Mairi Gudgeon MSP, to present the awards. However, this event had to be postponed due to the restrictions related to the Covid 19 outbreak.</p> <p>1-2 As above.</p>

TARGET	ACTION	PROGRESS
<p>Support and develop the concept of Elected Councillors acting as Local Biodiversity Champions as initiated with Aberdeenshire Council</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. provide support to Aberdeenshire Council staff to promote and develop the work of the Elected Councillors in their Biodiversity Champion roles</li> <li>2. explore the scope to extend a Biodiversity Champion role amongst Moray Council and Aberdeen City Elected Councillors</li> <li>3. encourage and facilitate regular contacts between Elected Member Biodiversity Champions and their expert advisor</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. provide active support to the Co-ordinator in sustaining and developing the Biodiversity Champion roles of Elected Councillors</li> </ol>	<p>Due to delay in recruiting coordinator until Q2, this project was deferred for higher priority work.</p>
TARGET	ACTION	PROGRESS
<p>Following a positive assessment of pilot project, secure funding for extension of Year Of Young People (YOYP) 'Recorders of the Future Project' and continue this with selected schools and groups of young people.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. Secure funding for continuation of project with 8 further schools/groups</li> </ol>	<p>Due to delay in recruiting coordinator until Q2, this project was deferred for higher priority work.</p>

**Objective D** To continue to update our website and social media with news of the work of NESBP, partners, organisations and individuals and to celebrate that success. To issue press releases, provide news to broadcast and other mainstream media and hold an annual seminar and award ceremony along with other events which highlight biodiversity successes.

TARGET	ACTION	PROGRESS
<p>Plan and implement media outputs specifically designed to celebrate biodiversity success in our area.</p> <p><b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. publicise our annual <a href="#">Biodiversity Champion Awards</a> and the achievements of the Award winners through all media outlets.</li> <li>2. with Award winners' approval, provide material on Annual winners to local print and broadcast media</li> <li>3. provide material on Award winners for Partners</li> <li>4. distribute material on Award winners to MSPs, Elected Members and other opinion formers and decision makers both inside and beyond our area</li> <li>5. publicise achievements of Partners' organisations, community or interest groups, schools etc</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. publicise our annual Biodiversity Champion Awards and the achievements of the Award winners through your own corporate communications and publicity outlets e.g. press releases, blogs etc.</li> <li>2. forward material provided by Co-ordinator to your Board and Senior staff</li> <li>3. submit material on Award winners to your internal and external corporate publications and staff magazines</li> <li>4. publicise the achievements of our Partnership through your own networks and contacts</li> <li>5. notify the Co-ordinator of success stories from your own communities, contacts and networks.</li> </ol>	<p>1-5 Our 2019 winners (here is <a href="#">Thomas Truby</a> receiving his award from Gillian Martin MSP) were publicised throughout the year and through various media.</p>

TARGET	ACTION	PROGRESS
<p>Continue our Partnership's annual Biodiversity Champion Awards to recognise significant local achievements. <b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. by end of Q2, agree with Management Group the theme of our Annual Awards (if not aligned to seminar theme) and agree timescales and personality to present the awards at our annual seminar</li> <li>2. establish a judging panel to consider nominations. Panel of approximately 8 members to include Partners and externals representing different sectors</li> </ol>	<p>1-2 - All completed but event had to be postponed due to the restrictions related to the Covid 19 outbreak.</p>
TARGET	ACTION	PROGRESS
<p>Ensure relevant Partnership Projects are submitted for local or national awards. <b>Priority 1</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. consider any local, national or international award schemes for which Partnership projects could be submitted</li> </ol>	<p>Due to delay in recruiting coordinator until Q2, this project was deferred for higher priority work.</p>
TARGET	ACTION	PROGRESS
<p>Encourage and support others delivering projects with innovative and effective biodiversity elements to submit them for relevant awards. <b>Priority 2</b></p>	<p><b>Co-ordinator:</b></p> <ol style="list-style-type: none"> <li>1. encourage <a href="#">CDL</a> to submit their greenspace work for Nature of Scotland Awards and other relevant awards</li> <li>2. encourage and support other organisations to submit their Good Practice examples for Best Practice work for Nature of Scotland Awards and other relevant awards</li> </ol> <p><b>Partners:</b></p> <ol style="list-style-type: none"> <li>1. ensure Co-ordinator is aware of projects with innovative and effective biodiversity elements you are aware of thought your work and other contacts</li> </ol>	<p>Due to delay in recruiting coordinator until Q2, this project was deferred for higher priority work.</p>

### Section 3 - Membership of NESBiP Groups

#### Partnership Steering Group

Roger Owen (Chair)	Aberdeen & Aberdeenshire Scottish Wildlife Trust Local Members Group
Alex Stuart	NESBiP Co-ordinator
Lina Back	Aberdeen City Council
Ewen Cameron	Independant
Maureen Corley	Aberdeenshire Council
Fiona Cruickshank	Scottish Natural Heritage
Rhoddy Cruickshank	Rural Payments and Inspectorate Division
Ian Francis	Royal Society for the Protection of Birds
Tim Gordon-Roberts	Scottish Forestry
Emma Gordon	Moray Council
Ian Hay	East Grampian Coastal Partnership
Deb Munro	Independant
Robin Pakeman	James Hutton Institute
Lorna Patterson	National Farmers Union Scotland
Annette Ross	Scottish Environment Protection Agency

Robin Pakeman (Chair)	James Hutton Institute
Alex Stuart	NESBiP Co-ordinator
Lina Back	Aberdeen City Council
Ewen Cameron	Independant
Fiona Cruickshank	Scottish Natural Heritage
Emma Gordon	Moray Council
Annie Robinson	Chartered Institute of Ecology and Environmental Management
Emma Williams	Aberdeenshire Council

Ewen Cameron (Chair)	Independant
Alex Stuart	NESBiP Co-ordinator
Ged Connell	Moray Council
Susan Cooksley	Dee Catchment Partnership
Jackie Cumberbirch	Forest and Land Scotland
Kathy Dale	Envirocentre
Douglas Gooday	Outdoor Woodland Learning Northeast Group
Kath Hamper	Royal Society for the Protection of Birds
Colin Hardacre	Scotland's Rural College
Ian Hay	East Grampian Coastal Partnership
Mark Johnstone	Doronell Ranger Service
Claire Marsden	Cults to Countesswells Active Woodland Group
Griselda McGregor	Freelance journalist
John Malster	Curam Fyvie Nurseries
Al Reeve	Scottish Invasive Species Initiative
Stephen Reeves	Doronell Ranger Service
Glenn Roberts	North East Scotland Biological Records Centre
Annie Robinson	Chartered Institute of Ecology and Environmental Management
Ian Talboys	Aberdeen City Council
Toni Watt	National Trust for Scotland