

Activity	Short/medium/long target completion	Current status	Current funding	Indicative cost to 2030	Future funding source	2024 budget request	2025 budget request
1) Protect and enhancing biodiversity on sites owned and managed by the District Council							
a) Protect and improve the existing biodiversity value of land under the Council's stewardship							
Continue working with Ubico on our sites to enhance biodiversity across our estate, and extend the areas with targeted biodiversity management	Medium	Ongoing	Ubico are funded to manage sites in accordance with current LMPs. CDC contracted for tree works.	Biodiversity enhancements have been financed through cost neutral changes to Ubico's contract. Future changes are likely to increase Ubico's contract fees, which will be calculated as part of the LMP review. Contract due to be updated in March 26.	Council funding	Officer to review LMPs.	
Develop and resource the long term management of North Leigh Common	Medium	Not started	Ubico undertake works across c10% of the site's area. FNCL undertake works across c20% of the site's area.	Cost of producing a woodland management plan for North Leigh Common, c£10k. Likely that Friends of North Leigh Common can undertake some management actions. Group should be formalised. Other actions, e.g. tree management, will require additional funding.	Council funding	Officer to coordinate FNCL group.	Cost of tree management works.
Stop the use of glyphosate across all WODC land, and seek alternative weed management strategies such as hot foam or mechanical removal	Short	Not started	Ubico are funded to manage land using glyphosate.	Officer time to assess the extent of glyphosate use and alternative weed management strategies. Additional cost for alternative management regime as minimal cost savings from reducing the purchase and application of glyphosate. Costs can be calculated as part of the assessment.	Council funding	Officer to undertake assessment.	Additional cost of new management regime.
Stop the use of peat compost across all WODC land	Short	Not started		Officer time to assess current use of peat compost, develop new policy and recommend alternatives. Additional cost of alternative products to peat.	Council funding	Officer to undertake assessment.	
Employ best practice procedures to eradicate invasive non-native species such as Himalayan Balsam and Japanese knotweed across Council owned sites	Medium	Ongoing	Ubico are funded to manage sites in accordance with LMPs.	Officer time to coordinate FNLC and Ubico.	Council funding	Officer to coordinate eradication actions.	
Undertake botanical surveys of key council sites in 2024 and 2030: Deer Park Wood and South, Kilkenny Lane Country Park, North Leigh Common, Witney floodplain meadows	Short	Not started		c£12,000 to undertake two surveys at each site in 2024 and again before 2030.	Climate reserve	£6,000	
Implement biodiversity features at WODC offices Woodgreen	Short	Started	Woodgreen enhancements funded through agile working budget.	£16,000 to undertake ecological enhancements at Woodgreen.	Council funding		
Provide annual funding to volunteer groups managing WODC sites e.g. Friends of North Leigh Common, Kilkenny Lane Conservation volunteers, Witney Woodland Volunteers	Medium	Not started		c£5,250 per year to support volunteering work.	Climate reserve/Westhive	£250-£750 for each group.	£250-£750 for each group.
Develop and resource a management plan for the Eton Land with the WFT	Short	Not started		Officer time to develop a management plan for Eton land, likely to include meadow cut and collection, and tree pollarding. Cost of implementing the plan will be calculated as part of the plan.	Heritage Lottery Fund to 2029. SLA post 2029.		
Identify and create community orchards in public estates	Medium	Not started	£49,932 funding secured from Defra.	£49,932 for capital works for delivery October 23. Officer time for delivery.		Officer to deliver phase 2 scheme.	
Review and possibly expand the wildflower areas across WODC owned estates in Witney and Carterton	Long	Not started	Ubico currently plant wildflower areas. £2,000 budgeted for previous wildflower enhancement areas.	Costs can be confirmed once potential additional areas and Ubico capacity have been assessed.	Council funding		
Proactively manage woodland areas within WODC's public estates	Short	Not started		Costs can be confirmed once woodland management plan has been commissioned	Council funding		
2) Safeguard and enhance biodiversity through policies and development							
a) Drive nature recovery through the planning and development process							
Implement Oxfordshire's BNG Guiding principles into the Local Plan, and explore the potential implementation of a higher BNG requirement than the mandatory 10% national benchmark	Short	Not started		Biodiversity/planning officer time to develop BNG principles in the Local Plan.	Council funding		
Feed policies from the Local Nature Recovery Strategy into the upcoming Local Plan	Short	Not started		Biodiversity/planning officer time.	Council funding		
Provide regular BNG training opportunities for planners and ecologists	Short	Not started		Costs can be confirmed once training need and delivery has been identified.	Council funding		
Work closely with offset providers to deliver appropriate gains within our District where BNG offsetting is required	Short	Not started		Biodiversity/planning officer time.	Council funding		
Increase the capacity of our ecology team to effectively evaluate applications for BNG	Short	Not started	0.5 Assistant biodiversity officer for WODC in post, down from 1.5 in 2022. Some funding from DEFRA.	One mid-level biodiversity officer c£35k + NI, pension etc.	Council funding/DEFRA?		
Keep our biodiversity guidance up to date for developers through SPDs and guidance notes	Short	Ongoing		Biodiversity/planning officer time.	Council funding		

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Monitor BNG sites to ensure the targeted habitats and conditions are being achieved	Short	Ongoing	Officers investigating monitoring tools in DM	Officer time to assess 30yr habitat agreement delivery going forward.	DEFRA?		
Encourage Town and Parish Councils to include policies around biodiversity, nature recovery strategies or Local Green Space within their Neighbourhood Plans	Short	Ongoing		Officer time to work with Town and Parish Councils on producing policies around biodiversity and nature	Council funding		
b) Take a strategic approach to development-funded nature recovery for optimum outcomes							
Develop a Green Infrastructure Strategy for the district	Long	Not started		Consultant/TVERC fees to produce GI Strategy, c£25k. Officer time to coordinate input or undertake in-house.	Council funding/central funding?		c£25k for TVERC data and consultancy.
Have a call for and include sites identified for nature recovery as part of the next Local Plan and GI Strategy	Short	Started	Local Plan budget	Planning officer time to process call for sites and develop GI Strategy.	Council funding/central funding?		
Undertake an assessment of farm Land Grades across the district for targeted nature based solutions and BNG unit creation, in partnership with Evenlode/Windrush catchment partnership	Long	Not started		Officer time to analyse data sets and coordinate partnership working	Council funding	Officer to assess agricultural land grades.	
Consider the purchase of land for off-site BNG delivery	Long	Not started		Costs can be confirmed once opportunities for land purchase have been explored.	Council funding		
3) Facilitate communities and partnerships in our district for landscape-scale recovery							
a) Work with councils, regional and local partners to identify and deliver strategic opportunities for the restoration of natural ecosystems, improving habitat connectivity, wildlife corridors, and nature-based solutions in land-use management							
Develop and fund the Windrush in Witney Project	Long	Started		Officer time to develop project, attend steering group meetings.	Heritage Lottery Fund?		
Set up delivery partnerships with key organisations such as Lower Windrush Valley Project, Wild Oxfordshire and Wychwood Forest Trust	Short	Started	Grants	SLAs to be confirmed.	SLAs/central funding?		
Continue to feed into the Oxfordshire Local Nature Recovery Strategy, and action plans beyond this	Short	Started		Officer time to attend OLNS meetings.	Council funding		
Engage in the forming of the final Nature Recovery Network to ensure WODC land with high ecological value or potential is included	Short	Started		Officer time to attend OLNS meetings.	Council funding		
Work with OCC with their Woodland Creator Accelerator Fund project	Medium	Started		Officer time to contribute to the Woodland Creator Accelerator Fund project.	Council funding		
Work with OCC with their Oxfordshire Climate Adaptation Project	Medium	Started		Officer time to progress the Oxfordshire Climate Adaptation Project.	Council funding		
Support OLNP on the Enabling Nature-based Carbon Offsetting in Oxfordshire Project, including by helping to identify potential delivery sites	Medium	Started		Officer time to drive forward the Enabling Carbon Offsetting in Oxfordshire project.	Council funding		
Work with Town and Parish Councils on assessing and enhancing their land holdings for biodiversity	Medium	Not started		Officer time to undertake site assessments and provide advice to Town and Parish Councils.	Council funding	Officer time to assess land and provide advice.	Officer to assess land and provide advice.
Run WODC Nature Summit annual forum to showcase local project work	Short	Not started		Officer time to organise annual event.	Council funding	Officer to organise event.	Officer to coordinate event.
Facilitate the development of a Windrush Farmer cluster	Long	Not started		Officer time to develop project, apply for grant funding, and work with key stakeholders.	Landscape Recovery Scheme?	Officer to coordinate partnership.	Officer to coordinate partnership.
Identify land in WODC ownership that could become resident managed for community benefit	Medium	Not started		Officer time to assess landholdings, consult communities, set up plans and agreements.	Capital works fund through grants e.g. TOE?	Officer to coordinate engagement.	Officer to coordinate engagement.
Link with International Tree Foundation and Wild Oxfordshire on a District-wide hedgerow planting scheme	Long	Not started		Officer time to work up scheme (similar to community orchards scheme) and capital for hedgerow plants.	TOE funding/external grants?		
Work with OCC to identify more Road Verge Nature Reserve for designation in the District, and support with monitoring existing verges	Long	Not started		Officer time to liaise with OCC on their RVNRs, identify sites and implement new management. Capital funding for verge markers etc.	Council funding	Officer to coordinate with OCC.	Officer to coordinate with OCC.
Promote and showcase wildflower grasslands and good verge management for biodiversity for Town and Parish Councils and other land owners	Short	Not started		Officer time to collate case studies and influence Town and Parish Council verge management	Council funding		
b) Improve understanding of the district habitats and enhancement opportunities							
Resource an audit of WODC's Local Wildlife Sites to understand the condition of these sites, and understand where BNG resources could be used	Long	Not started		Cost can be confirmed once quote received from BBOWT.	Council funding	Officer to undertake assessment.	
Receive public wildlife records from TVERC on a twice-yearly basis	Long	Ongoing	TVERC send data under SLA.	No change - funded by planning policy team.	Council funding		
Support the development and implementation of a green finance strategy across the county	Long	Not started		Officer time go develop a green finance strategy.	Central funding e.g. NEIRF?		
c) Work across council departments to link the objectives of this Strategy with other Council Plan (2023-2027) priorities							

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Work with the Council's communities team to deliver nature and health initiatives in strategic locations, such as the recent UKSPF Deer Park Access improvement project and acting on some of the next steps in the Leverhulme Centre for Nature Recovery's 'equitable distribution of accessible green space' report.	Medium	Ongoing		Officer time to develop and deliver nature and health projects.	Communities funding?	Officer to work with communities team.	Officer to work with communities team.
Investigate the potential for green prescribing on a district-wide scale, in partnership with the Council's communities team and ONLP, linking in with the Oxfordshire Health and Wellbeing Strategy and Buckinghamshire, Oxfordshire and Berkshire Integrated Care Strategy	Medium	Not started		Officer time to explore opportunities to support green prescribing, possibly with targeted surgeries.	Communities/OCC funding?	Officer to coordinate with OCC.	Officer to coordinate with OCC.
Work with the flood management team to develop and resource a riparian management plan for watercourses across the council's estate	Long	Not started	Ubico undertake drain clearance works, Witney Woodland Volunteers look after Colwell Brook on DPS.	Officer time to assess landholdings, work up plans and agreements.	Council funding		
Work with climate change team to develop a carbon offsetting strategy	Long	Not started		Officer time to work with climate officers on offsetting strategy.	Council funding		
Work with the planning policy team in relation to the development of the emerging Local Plan 2041 and BNG	Short	Not started		Officer time to work with Planning policy team	Council funding		
d) Improve communication and community involvement							
Regularly promote opportunities for conservation volunteering on the Council's website, climate bulletin and greenlight nature and climate online hub	Short	Ongoing	Dedicated climate and waste officer. BLMO feeds into newsletter and greenlight.	Officer time to create content.	Council funding		
Disseminate best practice on creating and managing biodiverse spaces to Town and Parish councils	Short	Not started	Climate budget.	Officer time to identify and communicate best practice to communities.	Council funding		
Run an annual BioBlitz to promote wildlife recording at different Council-owned sites	Short	Not started		Officer time to organised annual event, plus c£750/yr to run with experts.	Climate reserve. TVERC recorders grant (c500/yr)?	£750 and officer to organise event.	£750 and officer to organise event.
Work with schools across the district to deliver biodiversity enhancements on their sites and encourage pupils to interact with the natural world	Medium	Ongoing		Officer time to work up education materials and engage with schools.	Council funding	Officer to coordinate engagement.	Officer to coordinate engagement.