

## APPENDIX

### 1. Organisational Resilience

Making a commitment to wildlife and the natural environment has to start at an organisational level. This will make sure that all tiers of decision making are sharing the ambitions of a Wilder Horsham District. Organisational resilience means ensuring that the principles of the programme are embedded throughout the Council.

Aim	Objective	Action	Measure of Success	Resource requirements
<b>Informed Councillors</b>	Embed the principles of Wilder Horsham District with the council's decision makers	An annual wildlife and climate change seminar for Councillors to give an update on the national context and progress of the partnership	Feedback from Councillors after every event	SWT - 7.5 days over five years (free)  HDC - Democratic Services, Parks and Countryside; officer support to SWT
<b>Informed staff</b>	Share the principles of Wilder Horsham District with council staff to embed these in relevant Council policies	Bespoke internal events, training program and Continuous Professional Development (CPD) for Council staff on wildlife issues.	Audit of key documents after years 3 and 5  Feedback from staff after every event	SWT - 15 days over 5 years (free)  HDC – officer time to develop training with SWT, and to attend the events e.g. Planning Officers (CPD)

## 2. Landscape Resilience

There are already partnerships and projects in the district working to enhance biodiversity at a landscape scale in rural and urban environments. Wilder Horsham District will build on these to maximise efficiencies, outputs and opportunities. Proxy measures will be used to monitor the creation of the Nature Recovery Networks once these have been mapped for the Horsham District.

Aim	Objective	Action	Measure of Success	Resource requirements
<p><b>Establish and expand a Horsham District wide Nature Recovery Network (NRN)</b></p>	<p>Identify and map the key elements of a district wide NRN</p>	<p>Agree an approach between HDC and SWT to identifying the NNR's; based on emerging national principles and local information</p> <p>Based on the work of the Sussex Natural Capital Investment Strategy, identify the districts natural key assets and the location of the NRN</p> <p>Identify important habitats and natural features that should be retained and enhanced in development sites</p>	<p>Mapped Key Assets and the Nature Recovery Networks</p>	<p>SWT support - 7 days (free)</p> <p>HDC – Strategic Planning, Development Management, Parks and Countryside; officer time.</p>

Aim	Objective	Action	Measure of Success	Resource requirements
	Develop and prioritise actions to deliver NRN's across the District	<p>Create a new Wilder Horsham District Landscape Advisor to be employed by SWT</p> <p>Create a new post to facilitate and deliver NRN across the Horsham District by working with landowners and managers, and to identify biodiversity offset areas within the NRN to link with potential monies generated by biodiversity net gain.</p> <p>Create a new post to take opportunities to link the developing NRN for the Horsham District to existing landscape and catchment initiatives beyond this area, to increase the overall wildlife benefit.</p>	<p>List of appropriate measures to create the NRN.</p> <p>Percentage of landowners/land managers engaged (Target 60% of proposed NRN)</p> <p>20% increase in the number of Local Wildlife Sites in positive management</p>	<p>HDC - pay salary and on costs for a Wilder Horsham District Landscape Advisor (£42k per annum; total £210k)</p> <p>SWT - host the post (full cost recovery £16,800 per annum; total £84k)</p> <p>HDC - funding to deliver capital schemes from an Implementation Fund (£150k over the whole programme)</p> <p>SWT - 12 days a year management support (free)</p>
<b>Principles of a Wilder Horsham District embedded into the review of the Horsham Local Plan</b>	Establish appropriate planning policies that protect and enhance the District's natural environment, and	The Local Plan Review to incorporate the NRN and Ecosystems Services approach by drawing on national advice and experience from other Local Authorities.	<p>Key principles included within Local Plan as relevant to the local context.</p> <p>Detailed mechanism for establishing baseline</p>	SWT - 7 days (free). Work with Strategic Planning to produce policies to deliver a Wilder Horsham District; including biodiversity net gain.

Aim	Objective	Action	Measure of Success	Resource requirements
	the delivery of appropriate biodiversity net gain	<p>Jointly explore how biodiversity net gain can be implemented in the Horsham District and link to the establishment of the NRN.</p> <p>SWT to provide advice on principles that could be incorporated in new developments to enhance wildlife.</p>	information and measuring of biodiversity net gain.	HDC – officer time; Strategic Planning
<b>All HDC services contribute to, and maximise opportunities for, increasing wildlife</b>	Ensure that key Council services are delivering landscape resilience	<p>Redraft the Council’s Green Infrastructure Strategy to incorporate the NRN and new wildlife ambitions for the District.</p> <p>Jointly establish increased wildlife ambitions for the District and review all Council policies and processes to reflect these.</p> <p>Explore whether the principles of Natural Capital could be incorporated into Council decision making.</p>	<p>Updated Green Infrastructure Strategy produced and approved</p> <p>Key Council documents and processes incorporate principles that increase wildlife</p>	<p>SWT - 7 days (free) to work with HDC staff to examine new ways of working that will deliver a Wilder Horsham District</p> <p>HDC – officer time; Parks and Countryside, Property Services, Housing, Procurement, Finance</p>
<b>Incorporate the Council estate into the NRN and the principles of</b>	Ensure that the Parks and Countryside and the Property Services Teams are	Undertake an assessment of the HDC estate against the NRN key principles with steps for enhancing key services and benefits.	Mapped key assets; identify where these link to NRN	Wilder Horsham District Landscape Advisor - work with Parks and Countryside staff to deliver a five year

<b>Aim</b>	<b>Objective</b>	<b>Action</b>	<b>Measure of Success</b>	<b>Resource requirements</b>
<b>landscape resilience</b>	delivering the principles of the Wilder Horsham District programme	Identify land management practices on HDC land to contribute to the development of the NRN. New Council developments to incorporate elements that increase wildlife on site and take the establishment of the NRN into account.	Updated management plans for key Council owned sites	programme of improvements  HDC – officer time; Parks and Countryside and Property Services
<b>Engage with WSCC on the principles of the Wilder Horsham District</b>	Ensure WSCC services are delivering landscape resilience by taking NRN into account.	Promote the NRN to key County Departments and engage with them when establishing the NRN.		SWT – 3 days staff time (free)  HDC – officer time; Parks and Countryside, Strategic Planning through professional networks

### 3. Community Resilience

Linking communities to their local greenspaces and building networks for wildlife.

Objective	Aim	Action	Measure of Success	Resource requirements
<b>Active Communities</b>	Engage with Parish/Neighbourhood Councils and community groups through targeted events.	<p>Hold three events for Parish/Neighbourhood Council's and community groups</p> <p>Provide follow up advice and support for the Council's and groups to take action.</p> <p>.</p>	<p>Proportion of communities supported (Target is for bespoke contact with 60% of Parish/Neighborhood Councils)</p> <p>New Neighbourhood Plans incorporate principles developed via Wilder Horsham District</p>	<p>SWT - 6 days to develop and run the events (free) Bespoke follow on activities to be undertaken by SWT WHD Landscape or WHD Community Officer as appropriate</p> <p>HDC – provide the venues and refreshments (£600 for all 3 events). Officer time to co-design the events</p>
<b>Collaborative Communities</b>	Establish a collaborative network of community groups who are all engaged with reversing the decline of wildlife and increasing access to the natural environment	<p>Appoint a Wilder Horsham District Community Officer to provide advice and support to community groups and organisation to develop their own ecological networks and access to funding.</p> <p>Create an online support and resource space for SWT to share experience and best practice with groups/organisations and to allow the groups to network.</p>	<p>Percentage of communities supported (target is bespoke contact with 60% of Parish/Neighbourhood Councils)</p>	<p>HDC - pay salary and on costs for a Wilder Horsham District Community Officer (£11k per annum; total £55k)</p> <p>SWT - host the post (full cost recovery £5,580 per annum; total £28k)</p> <p>New post - provide 60 days per year of support to community groups and advice on accessing funding; such as the Implementation Fund</p>

Objective	Aim	Action	Measure of Success	Resource requirements
				HDC – Implementation Fund (£30k per annum; total £150k) to provide capital funding to establish local networks and wildlife enhancements
<b>Achievements of the programme</b>	Celebrate the outcomes of the Wilder Horsham District programme	Hold an event at the end of the programme for all landowner, organisations and groups that have been involved, to celebrate the successes and achievements of Wilder Horsham District.	Level of engagement of local communities	Existing Project staff (the two new post holders) with support from SWT and HDC staff e.g. Communications Teams  HDC - £5k costs for the event

#### 4. Legacy

Throughout the five years of delivery look at longer term funding options (including corporate social responsibility, CIL and 106 targeting) to ensure financial viability of investment in the Horsham District Nature Recovery Network going forward.

*Wilder Horsham District* will be concluded with an inspirational event to share the gains and the lessons learnt with stakeholders with a focus on legacy and future co-operation.

A Wilder Horsham District will raise awareness of the role of SWT and the importance of protecting and enhancing wildlife.