



Driver & Vehicle
Licensing
Agency

Human Resources
and Estates

Biodiversity action plan for the Driver and Vehicle Licensing Agency (DVLA), Swansea

April 2017 – March 2020



Silver
Until 2019

Simpler | Better | Safer

Driver and Vehicle Licensing Agency (DVLA)
Longview Road
Morriston
Swansea
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Introduction

Introduction

We are a large organisation employing over 5,500 staff in Swansea, south west Wales. As one of the largest employers in the area we play an important part in ensuring the sustainable growth of our local communities, economic security in our region and ensuring the natural environment is maintained, enhanced and valued.

We have shown commitment to valuing the natural assets of our estate by producing biodiversity action plans (BAPs) since 2013. As a result of these plans and related actions, the biodiversity and natural environment have flourished and staff engagement with the subject has increased.

We are obliged by law to maintain and enhance our biodiversity and to consider the impact of our actions on ecosystems. This new BAP hopes to achieve the same success as the previous action plans, continue to maintain and enhance biodiversity in line with legislation and provide staff and local communities with the opportunity to gain knowledge and experience in this field.

Unlike previous action plans, we have widened the scope to include our entire estate and seek to create partnerships with relevant external stakeholders to achieve our objectives.



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Sites

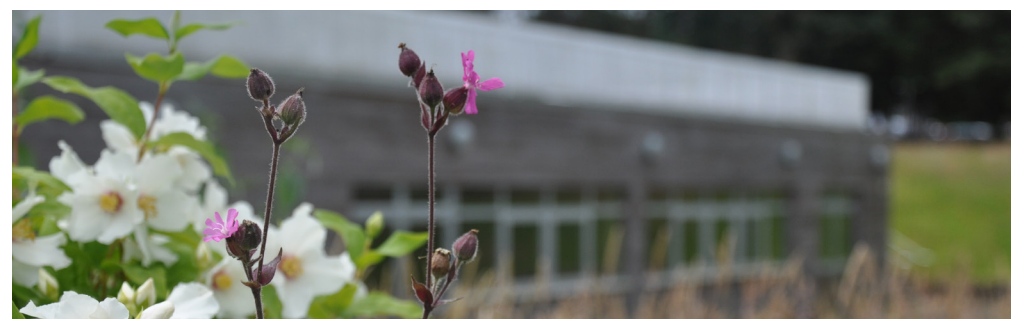
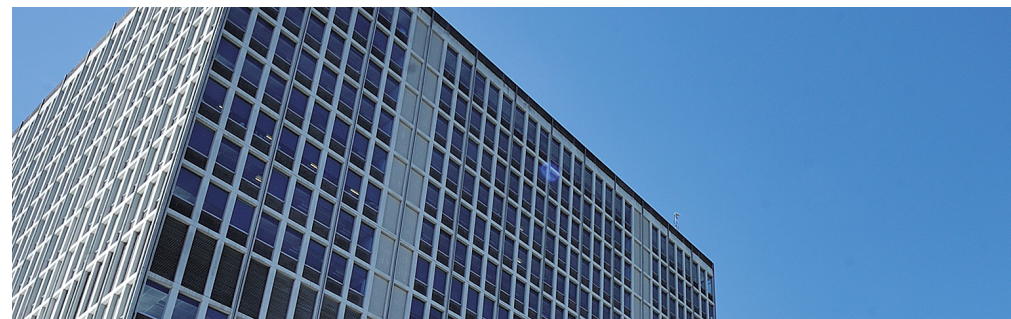
We occupy sites in Swansea, south Wales in different areas of the city with different types of habitat. All sites have different natural and industrial history, purposes and differ in size and staffing numbers.

i. Morriston

Our site in Morriston is our largest, consisting of approximately 26 acres of amenity grassland, introduced shrub, defunct hedge and open mosaic habitat. There are areas where mature trees grow unhindered, many dating back to the Victorian era and thus of cultural importance. We consider this our main site as it is where the majority of our 5,500 staff are located.

There are three large staff parking areas at Morriston, including one multi-storey facility. The low lying car parks have gravel dividers with trees and shrubs placed sporadically across the zones.

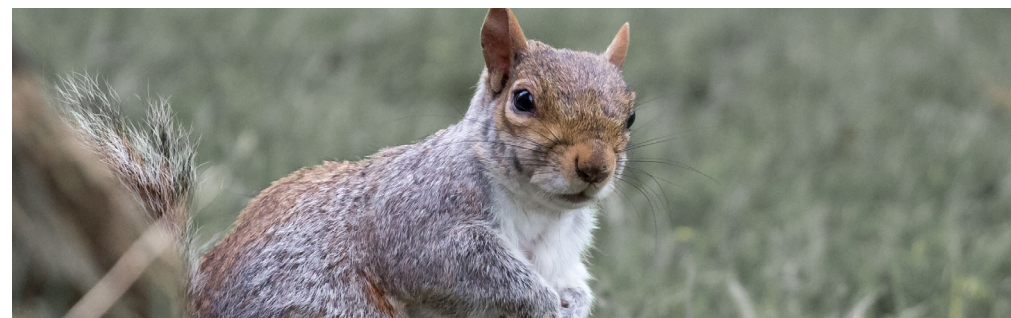
The site is located in a residential area, is enclosed by busy roads and has a large adjoining cemetery. To the north there is a large area of countryside consisting of a variety of habitats.



ii. Swansea Vale

Our Swansea Vale site houses our Contact Centre and training centres. The buildings are separated by a brook which is the responsibility of the local authority. The site is approximately seven acres in size and is situated in a busy enterprise zone.

The land itself is a floodplain, with a network of pools and streams. The River Tawe and undeveloped marsh-like grass and woodland can all be found within a few hundred metres.



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Challenges to our biodiversity

Challenges to our biodiversity

i. Invasive species

Japanese knotweed is present in Morrison and is being found in an increasing number of areas within the site. We have reviewed previous action plans and have revised our approach to its management over the last 12 months.

For more information on how we are addressing this challenge, please see objective 4.

Other non-native plants such as the Sicilian honey garlic (*Allium siculum*) and bamboo have recently been found at our sites.

Although they are not invasive they are not in line with our ambition to develop the site in the most natural way and we are working with our landscape team to manage their impact.

For more information on how we are addressing this challenge, please see objective 1.

ii. Integrated communication

We have made great strides in ensuring our supply chain and various areas of our business communicate effectively regarding planned activities that may affect or have an influence on the makeup of the agency's habitats. However, there is still more to do in ensuring that all projects give full consideration to the natural environment.

For more information on how we are addressing this challenge, see objectives 1 and 2.

iii. Commuting

There is a high demand for parking facilities at our main site. To manage this we have launched a new sustainable travel campaign which encourages the use of alternative options for commuting. This includes work buses, a free park and ride facility, a dedicated car sharing car park and improved facilities for cyclists. However, we need to continue to communicate the relationship between further plans to address the parking demand and maintaining our biodiversity and green areas effectively to ensure we achieve a fair balance and incur no net loss to our habitats.

For more information on how we are addressing this challenge, see objective 1.



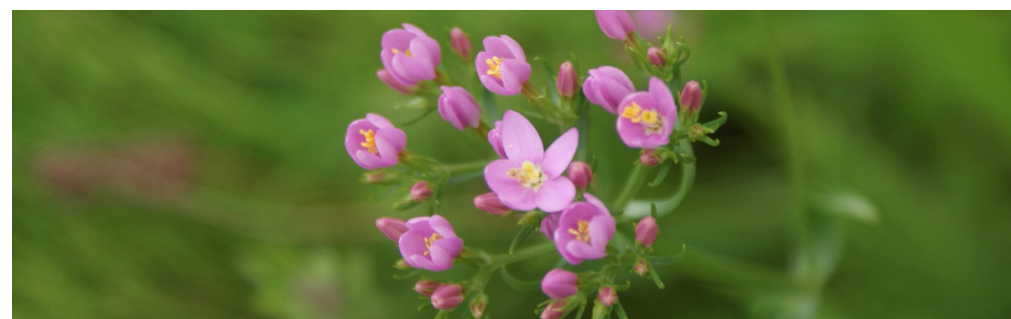
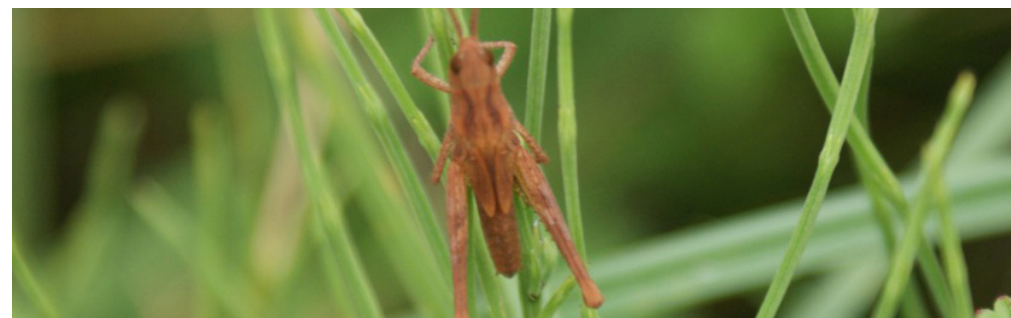
104 Legislation

Legislation

As a government agency, we have a legal duty to care about the conservation of biodiversity under Section 6 of the Environment (Wales) Act (2016) (EWA). More specifically, all public authorities in Wales must;

‘..... seek to maintain and enhance biodiversity in the exercise of functions in relation to Wales, and in so doing promote the resilience of ecosystems, so far as consistent with the proper exercise of those functions.’

We are also required to give consideration to other relevant natural environment legislation, including the Wildlife and Countryside Act 1981 and the Conservation of Habitats and Species Regulations 2010. These Acts give particular species and their breeding or resting site protection against deliberate or reckless disturbance and destruction.



105 Objectives

Objectives

The following objectives introduce new aims, continue successful implemented actions and carry forward objectives which had limited success from previous BAPs.

They have been set with the overarching aim of ensuring compliance with legislation; preparing our estate for future challenges; and broadening our knowledge, experiences and connections with relevant stakeholders.

Success will be monitored in a number of ways including results of surveys, analysis of communications received and grounds maintenance audits.

1. Maintain and enhance

a. Like for like

We aim to replace any loss of habitat including individual trees with a replacement in a suitable area. All replacements will follow the native planting list as found in annex 1.

b. Maintenance

We will create a nature based maintenance regime to ensure the integrity of habitats on our estate, and ensure we create a balance between our biodiversity and operational needs.

c. Monitoring

We will continue to measure and record against our actions to maintain and enhance our natural environment. This will help monitor the discovery of new species and their interactions and offer educational and communicational opportunities for our staff.

d. Environmental assessments

We will develop a process to undertake environmental assessments that will allow for informed decisions and alterations to be made before any building work and change in habitat structure at both strategic and operational levels.

2. Staff engagement

a. Biodiversity engagement group

We will continue to manage an internal biodiversity engagement group and plan and organise activities for its members. These will include educational opportunities, activities to maintain the needs of and enhance our natural environment and the regular monitoring required to ensure species reports are regular and relevant.

b. Blog

We will reinstate an internal biodiversity blog on a quarterly basis and invite guest writers when possible.

3. Community engagement

a. Connections

We will continue to build connections with local communities, groups, schools and businesses. This will broaden our knowledge and offer opportunities for working partnerships to maintain and enhance our common natural environment. These connections will be meaningful, educational and informational to maximise the potential to shape future decisions and have a positive impact on the next generation.

b. Meetings and events

We will build relationships and share best practice tips with other government bodies and local or national organisations at relevant meetings and events.

4. Eradicate invasive and non-native species and the use of herbicides and pesticides

a. Japanese knotweed management plan

We will follow and monitor progress of our Japanese knotweed management plan to stop its spread at our Morriston site.

b. Legislation

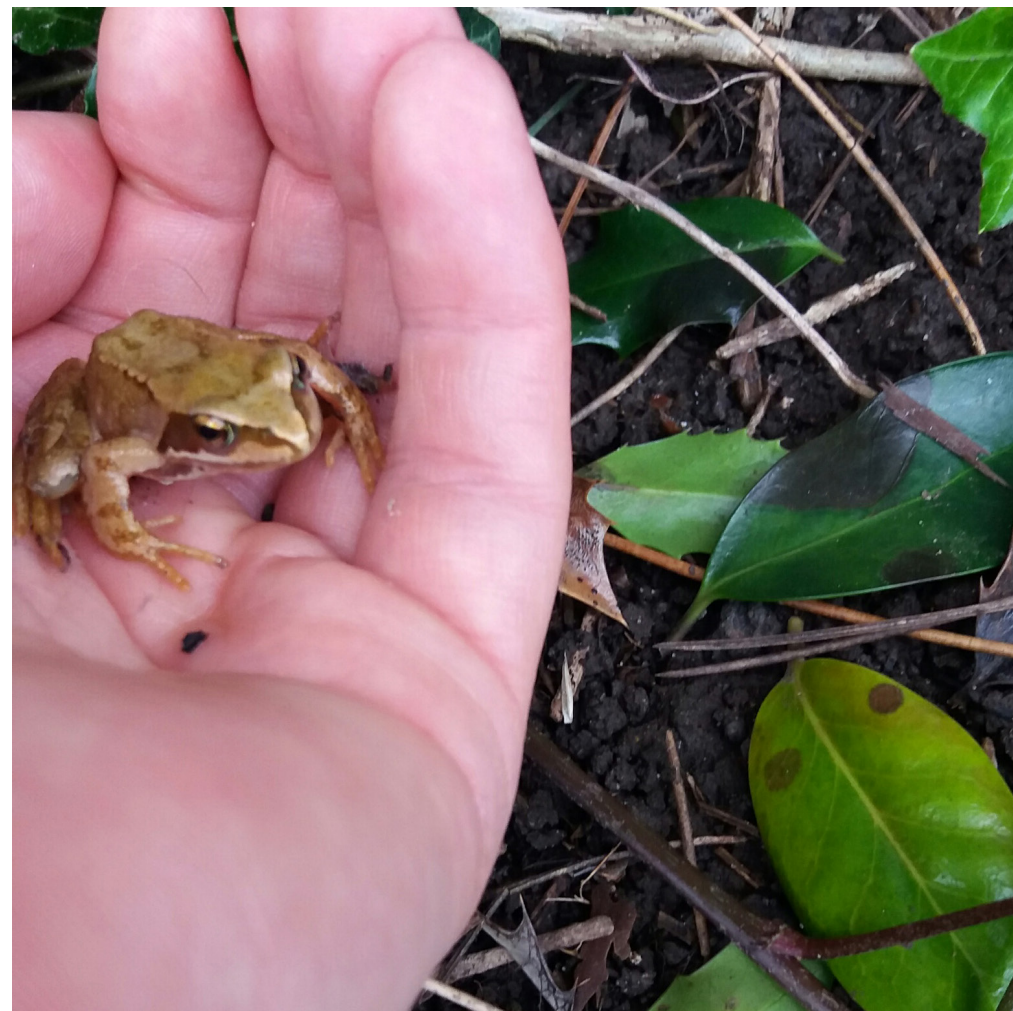
We will continue to adhere to all relevant legislation and communicate the requirements, highlighting responsibilities to staff and contractors.

c. Native planting lists

We will continue to use the 'native planting' and the 'do not use' lists created for our first BAP in 2013 when planting trees and plants on site.

d. Herbicides and pesticides

We will continue to use the most sustainable method of controlling pests and unwanted natural growth. Working closely with our estates contractors to ensure latest legislation and best practice in this area are adhered to.











106 Maps

Maps

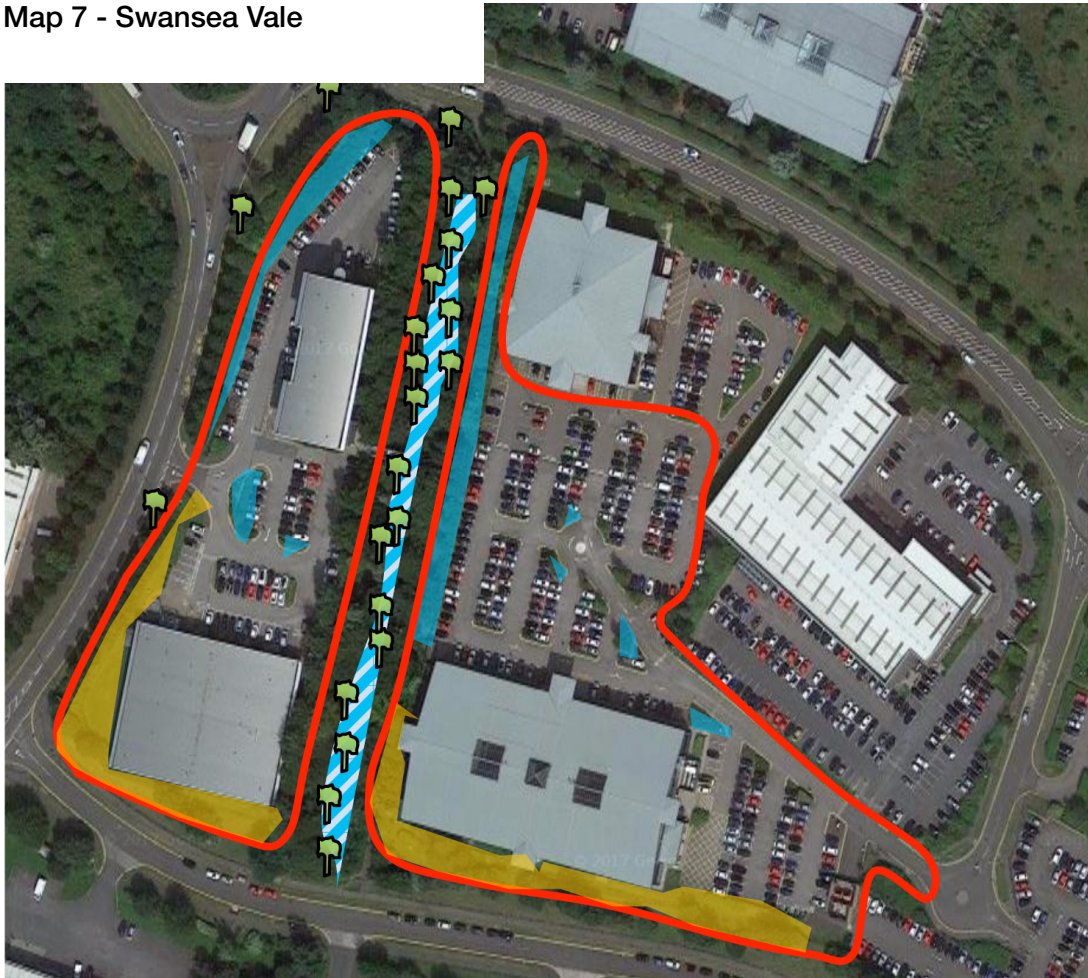
Map 5 - Habitats of Morrision











Colour	Key
	J1.2 – Amenity grassland
	Open mosaic habitat
	J1.4 – Introduced shrub
	J2.2 – Defunct hedge
	G2 – Running water
	G1 – Standing water
	Deciduous tree*
	Coniferous tree*

* Only represents presence of trees and not the number of trees.

Map 7 - Swansea Vale



Colour	Key
	J1.2 – Amenity grassland
	Open mosaic habitat
	J1.4 – Introduced shrub
	J2.2 – Defunct hedge
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	G1 – Standing water
	Deciduous tree*
	Coniferous tree*

* Only represents presence of trees and not the number of trees.

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Appendix 1

Plants for urban, domestic and landscaping planting areas

Use where a semi-natural habitat is to be created. Use the lists below to select the species most suitable.

Locations	Common name	Scientific name	A native species?	Flowering date	Well drained/light	Clay/heavy	Acidic
Bed planting	Hollyhock	<i>Alcea rosea</i>		6-8	*		
Bed planting	Chives	<i>Allium schoenoprasum</i>	yes	6-7	*		
Bed planting	Aquilegia	<i>Aquilegia vulgaris</i>	yes	6-7	*	*	
Bed planting	Bellflowers	<i>Campanula</i> spp		7-8	*		
Bed planting	Creeping blue blossom	<i>Ceanothus thyrsiflorus</i> var. <i>repens</i>		5-8	*	*	
Bed planting	Common knapweed	<i>Centaurea nigra</i>	yes	8-9	*	*	
Bed planting	Rock rose	<i>Cistus</i>		6-8	*		
Bed planting	Crocus	<i>Crocus</i> spp.		4-5	*		*
Bed planting	Delphinium	<i>Delphinium</i> spp.		6-8	*		

Locations	Common name	Scientific name	A native species?	Flowering date	Well drained/light	Clay/heavy	Acidic
Bed planting	Teasel	Dipsacus fullonum	yes	7-8	*	*	*
Bed planting	Viper's bugloss	Echium vulgare	yes	6-9	*		
Bed planting	Sea Holly	Eryngium maritimum	yes	7-8	*	*	
Bed planting	Everlasting wallflower	Erysimum spp.		6-8	*		
Bed planting	Escallonia	Escallonia 'Donard Beauty' or 'Apple Blossom'		6-8	*		
Bed planting	Meadowsweet	Filipendula ulmaria	yes	6-9	*		
Bed planting	Fuchsia	Fuchsia spp.		6-8	*		
Bed planting	Snowdrops	Galanthus ikariae	yes	2-3	*	*	*
Bed planting	Crane's-bills	Geranium spp.		6-7	*	*	
Bed planting	Water avens	Geum rivale	yes	5-9		*	*
Bed planting	Rock roses	Helianthemum spp		5-9	*	*	

Locations	Common name	Scientific name	A native species?	Flowering date	Well drained/light	Clay/heavy	Acidic
Bed planting	Sunflower	Helianthus annuus		6-8	*	*	
Bed planting	Dead-nettles	Lamium spp.		5-9	*	*	*
Bed planting	Everlasting pea	Lathyrus spp.		5-9	*	*	*
Bed planting	Lavender	Lavandula angustifolia var. 'Munstead'		6-8	*		
Bed planting	Drooping laurel	Leucothoe fontanesiana		6-7	*		*
Bed planting	Catmint	Nepeta 'Six hills giant'		7-9	*		
Bed planting	Marjoram	Origanum vulgare	yes	7-9	*		
Bed planting	Lacy phacelia	Phacelia tanacetifolia		5-9	*		
Bed planting	Shrubby cinquefoil	Potentilla 'Abbotswood', beesii, fruticosa,		6-8	*		
Bed planting	Lungwort	Pulmonaria officinalis	yes	4-5	*	*	
Bed planting	Flowering currant	Ribes sanguineum	yes	4-5	*		

Locations	Common name	Scientific name	A native species?	Flowering date	Well drained/light	Clay/heavy	Acidic
Bed planting	Rosemary	Rosmarinus officinalis	yes	6-8	*		
Bed planting	Wild raspberry	Rubus idaeus	yes	6-8	*		*
Bed planting	Sage	Salvia officinalis var. purpurascens		6-8	*		
Bed planting	Scabiouses	Scabiosa/Succisa/Knautia		7-9	*		
Bed planting	Comfrey	Symphytum officinale	yes	5-6	*		
Bed planting	Thyme	Thymus spp,		5-8	*		
Bed planting	Periwinkle	Vinca major		4-5	*	*	
Shrub	Berberis	Berberis darwinii		5-6	*	*	
Shrub	Buddleja	Buddleja spp: non-invasive species only NOT davidii!		7-9	*	*	
Shrub	Heathers	Calluna spp., Erica spp.	yes	7-9	*		*
Shrub	Broom	Cytisus scoparius	yes	5-6	*		

Locations	Common name	Scientific name	A native species?	Flowering date	Well drained/light	Clay/heavy	Acidic
Shrub	Spindle	<i>Euonymus europaeus</i>	yes	5-6	*		
Shrub	White Gem Hebe	<i>Hebe brachysiphon</i> (other spp. potentially invasive)		7-9	*	*	*
Shrub	Oregon-grapes	<i>Mahonia</i> spp		5-6	*		*
Shrub	japanese wineberry	<i>Rubus phoenicolasius</i>		5-7	*		
Shrub	Spiraea	<i>Spirea japonica</i> 'Golden Princess'		6-8	*	*	
Shrub	Gorse	<i>Ulex europaeus</i>	yes	3-8	*		*
Shrub	Guelder rose	<i>Viburnum opulus</i>	yes	6-7	*		
Tree and scrub	Field maple	<i>Acer campestre</i>	yes	5-6	*	*	*
Tree and scrub	Hawthorn	<i>Crataegus monogyna</i>	yes	5-6	*	*	*
Tree and scrub	Honeysuckle	<i>Lonicera periclymenum</i> (and other non-invasive species)	yes	5-6	*		*
Tree and scrub	Crab apple	<i>Malus sylvestris</i>	yes	5	*		*

Locations	Common name	Scientific name	A native species?	Flowering date	Well drained/light	Clay/heavy	Acidic
Tree and scrub	Crab apple	<i>Malus sylvestris</i>	yes	5	*		*
Tree and scrub	Blackthorn	<i>Prunus spinosa</i>	yes	4-5	*		
Tree and scrub	Ornamental cherries	<i>Prunus</i> spp avoiding complex blooms and NOT Portugal Laurel <i>Prunus lusitanica</i>		4-5	*		
Tree and scrub	Willows and sallows	<i>Salix</i> spp. – native varieties	yes	3-4	*	*	
Tree and scrub	Elder	<i>Sambucus nigra</i>	yes	6-7	*		
Tree and scrub	Rowan	<i>Sorbus aucuparia</i>	yes	5-6	*	*	*

Appendix 2

The 'do not use' list

This is a list of species that are invasive in nature and should never be used in planting schemes.

Leek, Few-flowered	<i>Allium paradoxum</i>	Schedule 9 of the Wildlife & Countryside Act
Garlic, Three-cornered	<i>Allium triquetrum</i>	Schedule 9 of the Wildlife & Countryside Act
Buddleia	<i>Buddleia davidii</i>	Potentially invasive
Cotoneaster, Small-leaved	<i>Cotoneaster microphyllus</i>	Schedule 9 of the Wildlife & Countryside Act
Cotoneaster, Hollyberry	<i>Cotoneaster bullatus</i>	Schedule 9 of the Wildlife & Countryside Act
Cotoneaster	<i>Cotoneaster horizontalis</i>	Schedule 9 of the Wildlife & Countryside Act
Cotoneaster, Entire-leaved	<i>Cotoneaster integrifolius</i>	Schedule 9 of the Wildlife & Countryside Act
Cotoneaster, Himalayan	<i>Cotoneaster simonsii</i>	Schedule 9 of the Wildlife & Countryside Act
Montbretia	<i>Crocsmia x crocosmiiflora</i>	Schedule 9 of the Wildlife & Countryside Act
Knotweed, Japanese	<i>Fallopia japonica</i>	Schedule 9 of the Wildlife & Countryside Act
Knotweed, Hybrid	<i>Fallopia japonica x Fallopia sachalinensis</i>	Schedule 9 of the Wildlife & Countryside Act

Knotweed, Giant	<i>Fallopia sachalinensis</i>	Schedule 9 of the Wildlife & Countryside Act
Rhubarb, Giant	<i>Gunnera tinctoria</i>	Schedule 9 of the Wildlife & Countryside Act
Hogweed, Giant	<i>Heracleum mantegazzianum</i>	Schedule 9 of the Wildlife & Countryside Act
Himalayan Balsam	<i>Impatiens glandulifera</i>	Schedule 9 of the Wildlife & Countryside Act
Archangel, Variegated Yellow	<i>Lamium galeobdolon</i> subsp. <i>argentatum</i>	Schedule 9 of the Wildlife & Countryside Act
Creeper, False Virginia	<i>Parthenocissus inserta</i>	Schedule 9 of the Wildlife & Countryside Act
Creeper, Virginia	<i>Parthenocissus quinquefolia</i>	Schedule 9 of the Wildlife & Countryside Act
Portugal Laurel	<i>Prunus lusitanica</i>	Potentially invasive
Azalea, Yellow	<i>Rhododendron luteum</i>	Schedule 9 of the Wildlife & Countryside Act
Rhododendrum	<i>Rhododendron ponticum</i>	Schedule 9 of the Wildlife & Countryside Act
Rhododendron	<i>Rhododendron ponticum</i> x <i>Rhododendron maximum</i>	Schedule 9 of the Wildlife & Countryside Act
Rose, Japanese	<i>Rosa rugosa</i>	Schedule 9 of the Wildlife & Countryside Act
Salvinia, Giant	<i>Salvinia molesta</i>	Schedule 9 of the Wildlife & Countryside Act
Alexanders, Perfoliate	<i>Smyrniolum perfoliatum</i>	Schedule 9 of the Wildlife & Countryside Act
Hebe	Species other than <i>brachysiphon</i> or <i>dieffenbachia</i>	Potentially invasive

