

Bat Worker Forum 5th September 2014

R0.12, Ramphal Building, Warwick University

ACTION POINTS

1. BCT (Jess Barker) to give more detail on why the Helpline doesn't advise members of the public on directly returning bats to roosts, and consider the best advice in the situation described by Tom McOwat (see notes on Minutes and Actions from September 2013 Meeting; action no. 5).
 2. Everyone, please raise concerns with your MPs about the Wildlife Guidance documents review currently being undertaken as this review is at behest of Government.
 3. BCT (Carol Williams) to check with Mike Oxford whether the call for evidence about continuing issues with new permitted development legislation related to agricultural buildings on Survey Monkey been advertised through ALGAE.
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1. Welcome, Introductions and Apologies

Meeting was chaired by Bob Cornes.

Attendees

Amanda Adebisi	BCT Helpline Manager
Andrew Dumbleton	Natural England
Angela Graham	Angela Graham Bat Consultancy Service Ltd
Anne Youngman	BCT Scottish Officer
Annette Faulkner	Lincolnshire Bat Group
Bob Cornes	Bedfordshire Bat Group
Brian Armstrong	South Yorkshire Bat Group
Carol Williams	BCT Director of Conservation
Charlotte Bell	London Bat Group
Chris Sherlock	Birmingham & the Black Country Bat Group
Chris Smith	South East Staffordshire Bat Group
Den Vaughan	Teifi Bat Group
Gail Armstrong	North Lancashire Bat Group
Georgia Croxford	Gloucestershire Bat Group
Greg Carson	London & Clywd Bat Groups
Jan Collins	BCT Head of Biodiversity
Jane Harris	Norfolk Barbastelle Study Group
Jenny Jones	Herts & Middlesex Bat Group
Jess Barker	BCT Bat Care Network Coordinator & Technical Specialist
Joe Nuñez-Mino	BCT Director of Communications & Fundraising
Karl Martin	Clywd Bat Group
Kate Jones	BCT Chair of Board of Trustees
Kit Stoner	BCT Chief Executive
Laura Grant	Oxfordshire Bat Group
Lisa Worledge	BCT Partnerships Officer
Lucy Foster	Natural England

Lynn Whitfield	Surrey Bat Group
Mark Barker	
Michelle Henley	Scottish Natural Heritage
Nik Knight	Hampshire Bat Group
Roger Jiggins	Essex Bat Group
Ross Baker	Surrey Bat Group
Sarah Barry	
Sean Hanna	Kent Bat Group
Shirley Thompson	Kent Bat Group
Steve Lucas	BCT Wales Officer
Steve Parker	South Lancashire Bat Group
Sue Parsons	Norfolk Bat Group
Sylvia Jiggins	Essex Bat Group

Apologies

Jean Matthews	Natural Resources Wales
Kat Walsh	Natural England
Nick Tomlinson	Dorset Bat Group
Rebecca Collins	Herefordshire Action for Mammals
Rob Raynor	Scottish Natural Heritage

2. Minutes and Actions from September 2013 Meeting

The minutes of the last meeting (13th September 2013) were accepted. At that meeting, seven actions were identified, with three carried over from 2012, as reported on below:

Action	Outcome
1. BCT to announce when the Article 17 report to the EU is published on the JNCC website, via the BCT site and social media.	Completed. Shared via the Bat Group Bulletin (No. 102 on 29th October 2013), which was also added to the BCT website. Details of the European Environment Agency Indicator (based on hibernation surveys) were shared more widely via social media in January/February 2014.
2. Please send news of all particularly positive or negative bat stories to Abi Mcloughlin (amcloughlin@bats.org.uk).	Completed for 2014. Joe Nuñez-Mino asked that these continue to be sent, to comms@bats.org.uk
3. Please send any comments or information that might be helpful in working to increase sentences for bat crimes to Abi (amcloughlin@bats.org.uk) or Pete Charleston (pcharleston@bats.org.uk).	Completed for 2014. Pete Charleston could not recall receiving comments on sentencing. See additional notes below.
4. If you have used the new GIS maps circulated to Bat Groups please do send feedback on them to Katherine Boughey (kboughey@bats.org.uk) or Lisa Worledge (lworledge@bats.org.uk), and if you'd like	Completed. No feedback was received in response to requests at 2013 conference so nothing to report back to the BWF, although Berks & South Bucks Bat Group did get in touch and Katherine Boughey was able to help them

Action	Outcome
them sent to any additional contacts please let Lisa or Katherine know.	with mapping for their bat atlas project.
5. BCT to investigate ways to increase use of photos for bat ID in bite cases where carers cannot easily get out, and for giving better bat care advice over the phone to reduce the risk of healthy bats going to vets who will put them down.	Completed. Action responded to at meeting by Amanda Adebisi and Jess Barker. See additional notes below.
6. BCT to follow up on issue relating to sharing of <i>Roost Report Forms (RRFs)</i> for church visits.	Completed. Action responded to at meeting by Amanda Adebisi. See additional notes below.
7. BCT (Pete Charleston) will check cases of inappropriate conclusions being drawn from surveys and would like bat workers to send any examples they come across (email pcharleston@bats.org.uk).	Completed for 2014. Pete Charleston could not recall being made aware of inappropriate conclusions being drawn from the results of bat surveys since the last Forum. It is an issue that BCT continue to try and monitor.
8. BCT to investigate better ways to connect trainees and trainers.	Completed. Lucy Foster responded to this action. See additional notes below.
Action Points Carried Forward From 2012	
a) Kelly Gunnell would still appreciate any case studies people may have above the inclusion of features for biodiversity in new and existing buildings.	Completed for 2014. Jan Collins and Lisa Hundt continue this work, please contact Jan (jcollins@bats.org.uk) with case studies.
b) Heather McFarlane would welcome feedback from anyone that has uses the Halloween Fundraising Pack in 2013 as well as any photos too please.	Completed for 2014. There is now a new Halloween Fundraising Pack and Joe (jnunez-mino@bats.org.uk) would welcome feedback and photos from anyone who uses it.
c) John Haddow to re-visit the house where bats have been returning to the special "in roof" bat box so he can write it up as an example. (Suggestion made that Lisa Worledge buy John a bottle of whiskey as an incentive to do this!)	Completed. John has added details of this to the Roost website (in exchange for Belgian beer instead of whiskey!) He would like to revisit the location (near Loch Lomond) and will make arrangements to do so before adding details to Roost.

Additional notes on actions from September 2013 meeting (as referenced in the table above)

3. *Please send any comments or information that might be helpful in working to increase sentences for bat crimes to Abi (amcloughlin@bats.org.uk) or Pete Charleston (pcharleston@bats.org.uk).*

Pete Charleston's message to feed back to conference is that court results over the past twelve months have been mixed.

We had one case recently in Durham that resulted in a fine of just £185 plus costs. This was inappropriate sentencing as the developer had no doubt avoided costs far in excess of this.

However on the positive side there was a case in January where CPS consulted with us in putting together a very effective prosecution which led to fines of £3500. In April there was a ground breaking case heard at Chesterfield where the developer has been referred to the Crown Court

in order that consideration can be given to confiscating assets to the value of the costs he had avoided by illegally destroying a bat roost.

Once that hearing has been held a separate penalty will then be imposed. The matter has not been finalised because the developer has appealed his conviction, that hearing will be held in September.

5. *BCT to investigate ways to increase use of photos for bat ID in bite cases where carers cannot easily get out, and for giving better bat care advice over the phone to reduce the risk of healthy bats going to vets who will put them down.*

Amanda Adebisi explained that BCT saw this as two elements. The first of which is the bat ID issue. Use of photos for bat species ID has become more common practice for cases where we are struggling to find someone to attend. The AHVLA seem happy to receive this information.

The second part; we are limited to what we can expect the public to do in caring for a bat and without basic animal care and welfare training (which vets do have) there could be serious implications in giving the public specific information about what to do. The main thing is they give basic care in the interim. As it is even the simplest of instructions can be misunderstood. Vets can access the bat care guidelines which we send them and on the whole are very eager to help. There are a few cases where they may refuse to take a bat or unsure of what to do. We can offer help and support them and there are carers who don't mind being contacted for further advice by vets.

Jess Barker added:

- First thing to say is that we do advise over the phone that bats that have been seen can be released at dusk if:
 - They have been seen flying strongly and recently.
 - They have not been subject to cat attack.
 - Weather conditions are appropriate.
 - It is not the hibernation season.
 - The bat has not bitten someone.
- If the bat has bitten someone, then ID and monitoring of the bat is part of the standard procedure. If this cannot be undertaken by a carer then vet is next option, and BCT can help with photo ID.
- When we advise a member of the public to take a bat to the vet, we ask them to do a number of things to ensure a good result for bat.
 - Give the vet contact details and details of where and when the bat was found, and the circumstances, so that if a carer becomes involved down the line this information can be passed on.
 - Give the vet BCT helpline number and numbers of any local carers who have been contacted but not heard back from.
 - Advise the vet that BCT can help in a number of ways:
 - Bat care guidelines.
 - Further investigation of options for continued care.
 - Putting in touch with expert bat carers by phone.

- It is also worth noting that:
 - The use of vets as sources of wildlife care is not something they are unused to. The first option given to many finders of wildlife in distress who contact the RSPCA helpline is to drop the animal with the local vet.
 - Euthanasia is sometimes the best welfare decision. Based on bat carer records, euthanasia is the outcome for around 12% of bats coming into care.

Amanda Adebisi asked that if there are concerns about a particular vets or if there are cases where vets have euthanized bats unnecessarily we need to know about them.

Tom McOwat raised the concern that if bats are taken to vets in rural Wales this may lead to them being a long way from roost, for example one case where several baby bats that would have been better being returned to the roost ended up at a vets where nothing can be done for them. Natural Resources Wales can't help with returning babies to roosts, and large areas where no Network carers.

ACTION: Jess Barker to give more detail on why Helpline don't advise on directly returning bats to roosts, and consider best advice in the situation Tom describes.

It was asked if the BCT Helpline number is something vets have, and Jess described the mailing to all vets we could source email addresses for in UK last year.

6. *BCT to follow up on issue relating to sharing of Roost Report Forms (RRFs) for church visits.*

Amanda Adebisi explained that this action originally came from Roger and Sylvia Jiggins as they proactively meet with the Diocesan Advisory Committee (DAC) on a regular basis to discuss churches in Essex and recommend if a visit will be needed. They need the case history of each church in question to provide this advice. This matter has been discussed with Julie Eaton at Natural England and the agreement is that for this specific purpose, the Jiggins may be sent previous letters for the churches as they are operating on behalf of Natural England to ensure the churches seek advice at the right time and organise further Natural England visits where necessary. Volunteer Bat Roost Visitors (VBRVs) who meet with their local DAC in a similar way and need to request letters from Natural England via BCT will be asked to sign an agreement form. The letter was chosen as the document to be sent rather than the RRF as the letter has the advice given by Natural England as well as roost information (now easily found in a table within the letter).

Aside from this it is not possible to share RRFs/letters with bat groups due to data protection restrictions. All Natural England roost records are however sent quarterly by BCT to bat groups, Local Record Centres (LRC) and the National Biodiversity Network (NBN) as eight figure grid reference and now have a building type column to separate out which ones are churches. If bat group members require more information about visits and roost info than this they would need to ask the church directly for permission to ensure there is no issue with data protection.

When a church has come to BCT for a revisit (and therefore have agreed for personal details to be passed to a VBRV) and we send out a different VBRV from the last visit (we aim to send the same one but sometimes this is not possible) we send that new VBRV all the previous case history.

Sylvia Jiggins said it was very useful to have the new facility as outlined by Amanda.

8. *BCT to investigate better ways to connect trainees and trainers.*

Lucy Foster explained that fundamentally the approach is for people to find a trainer through their local bat group and then register with Natural England as a trainee. If people can't find a local trainer then they can contact the VBRV team at Natural England who will try to help but

VBRV training is led by bat groups. Natural England are also exploring the use of social media for putting people in touch with trainers, which might get around the problem of Natural England not having permission to share contact data and not knowing the workload of trainers.

Sylvia Jiggins asked when the next training course for trainers will be.

Lucy Foster responded that there is no date at this time but if there is a lack of trainers and people interested in becoming trainers then the VBRV team at Natural England should be told to strengthen argument for funding for another course – contact Lucy or Martin Rhodes.

3. News from Statutory Nature Conservation Organisations

3.1 Lucy Foster gave an update on behalf of Kat Walsh for Natural England

See appendix A for written update.

ACTION: Please raise concerns with your MPs about the Wildlife Guidance documents review currently being undertaken as this review is at behest of Government.

3.2 Lucy Foster gave an update on behalf of the VBRV Team at Natural England

See appendix B for written update.

- Delay in new RRF because Natural England took opportunity to do a bigger redesign than originally thought.
- Roger Jiggins stated that the new form must be trialled to get it right. Lucy Foster confirmed it will be trialled by panel of VBRVs.
- Roger Jiggins and Shirley Thompson described issues with current form around insertion of images and ability to spellcheck. Lucy Foster said spellcheck issue will not be possible to fix due to protection settings.
- Tom McOwat suggested that completed forms could be then turned into pdf files which would allow them to be spell checked.
- Shirley Thompson asked that when the new form is circulated it is done so in an email with a very clear subject heading.
- Shirley Thompson asked if trainers should let Natural England know when they take on new trainees. Lucy Foster said the trainee should be contacting Natural England to register when they become a trainee.

3.3 Steve Lucas gave an update on behalf of Jean Matthews at Natural Resources Wales

See appendix C for written update.

- There is still a lot of bedding in and restructuring going on at Natural Resources Wales, and new funding processes are coming into place. Carol Williams, Kit Stoner and Steve Lucas are looking at the funding packages relating to BCT's work in Wales for next year.

3.4 Michelle Henley gave an update on behalf of on behalf of Rob Raynor at Scottish Natural Heritage

- Michelle fills a central post for bat and dwellings (not churches) advice at SNH.
- SNH have 32 paid Bat Workers, and currently 22 trainees going out with licence holders.

- They are working closely with BCT to increase training opportunities.
- Michelle is working to improve communication with licencing, especially on exclusions.
- A year graduate placement looking at mitigation in development licences starting from January 2015 is being advertised on the vacancies section of SNH website.
- Jess Barker asked if trainees would become volunteers or paid workers once signed off.
- Michelle Henley explained there is only funding for certain number of paid bat workers, so volunteers wouldn't automatically become paid workers once signed off.

4. News from BCT

See appendix D for written update.

- Kit Stoner began by thanking all bat groups, bat workers and bat carers for their continued hard work during 2013/14.
- A good summer but still a variety of challenges and the busiest year ever on the Helpline.
- Grateful to everyone for their responses and support in relation to consultation over Defra wildlife guidance and on-going bats and churches related media coverage.
- Additional members of BCT staff gave updates on other areas of work.
- Jess Barker thanked the 250+ BCT Bat Care Network Volunteers for their hard work this year and asked people to join the Carer's Coffee Break on Saturday morning break if they have an interest in Bat Care.
- In relation to the update given by Carol Williams on consultations, it was asked if the call for evidence on Survey Monkey been advertised through ALGAE? Carol has talked to Mike Oxford about it but is going to check it has been circulated.

ACTION: BCT (Carol Williams) to check with Mike Oxford whether the call for evidence about continuing issues with new permitted development legislation related to agricultural buildings on Survey Monkey been advertised through ALGAE.

- Annette Faulkner explained that her experience in Lincolnshire is that planners are very unaware of what to ask for and when on surveys.
- Greg Carson stated that permitted development was a big issue over and above usual LPA issues. He asked whether the call for evidence brought in any cases where there is a clear breach and action can be taken. Carol said that the idea with the survey is to gather data which will give us a general picture of the extent to which Permitted Development is causing issues, so that if it is our lobbying will carry more weight.
- Gail Armstrong asked how we can find out about cases of permitted development as they are not listed on the planning portal. Carol recognised that this is an issue. There was discussion of whether building control involved.

5. Matters Arising Regionally / Locally

- Bob Cornes went through the matters arising from the regional conferences, as listed on the agenda for the meeting, and explained that BCT can't address all of them but Lisa Worledge has a process for addressing those that can be.

- Kate Jones asked whether bat groups might think about forming their own trust in Scotland if Scotland gains independence.
- Kit Stoner noted that BCT has a separate registered charity in Scotland already.

6. Pete Guest Award Result

Voting for the Pete Guest Award was completed prior to the Bat Workers Forum (as agreed at the Forum in 2012). Colin Morris was announced as winner of the 2014 Pete Guest award having received the greatest number of votes. Colin will receive the award on Saturday.

7. Any Other Business

- Tom McOwat pointed out that Wales also has volunteer bat workers who make a big contribution, even though roost visits are undertaken differently to England. Carol Williams acknowledged that effort and said BCT want to thank volunteers in all countries.
- Tom McOwat explained that the experience in Wales with planning is that planners do ask for surveys and the planning ecologists advising planning authorities either don't have the expertise, aren't consulted or don't respond. Jan Collins stressed that the Planning Project Toolkit is not just for planners and is aimed at other audiences within Local Authorities too, such as roads and arboriculture departments.

9. Date of next meeting

Friday 11th September 2015, University of Warwick (2015 National Bat Conference)

Appendix A. Update from Natural England

Bat Groups Forum – Sept 2014

Update from Natural England

1. New Environment Land Management Scheme (NELMS)

The current Rural Development Programme for England (RDPE) ended on the 31st December 2013. Work is being carried out nationally on the design for a successor to the RDPE 2007-2013. Defra is working closely with NE, the RPA, the EA, the FC and NGO's on this.

The current agri-environment schemes of HLS and WGS will be combined to form NELMS. Landowners will be able to enter the scheme from 1st January 2015. BCT is working with NE on priority targeting and suitable options for bats.

Research Projects that NE is involved with;

2. Wind Turbines

The Defra (WC0753) led study co-ordinated by Dr Fiona Mathews of Exeter University, which began in 2010 and is due to complete this year. It's hoped that the research will be able to provide greater guidance for wind farm developments in the landscape in relation to bats.

3. Bats and Roads Defra Research (WC1060)

'Development of a cost-effective method for monitoring the effectiveness of mitigation for bats crossing linear transport Infrastructure'.

Research is being undertaken by Professor John Altringham of Leeds University. Research commenced in 2012 and is due to complete in 2015.

Aims;

- To develop a bat survey technique for pre, during and post road construction, to assist in the development of survey guidance for road construction.
- Set out a clear protocol for a standardised survey in sufficient detail to allow it to be applied consistently.

4. Bats and Woodland Surveillance

Information on the distribution, conservation status and habitat requirements of many woodland species is not well understood in many cases, largely due to difficulties in trying to survey/study them in complex habitats using existing methods.

Defra study which began in 2012 (WC015) led by Professor John Altringham. 'Developing an effective method for the systematic surveillance of bats in woodland habitats in the UK'. Study sites are in Sussex and the Welsh borders (Forest of Dean).

Aims;

- To develop, test, critically assess, refine, document and publish a new survey method(s) for the rapid and systematic monitoring of bats in woodland habitats.

You can view this report at;

<http://randd.defra.gov.uk/Default.aspx?Menu=Menu&Module=More&Location=None&ProjectID=17826&FromSearch=Y&Publisher=1&SearchText=WC1015&SortString=ProjectCode&SortOrder=Asc&Paging=10#Description>

5. Improving mitigation success where bats occupy houses and historic buildings, particularly churches.

Two part project

First part

Normally, the destruction of a roost is only permitted if compensation is provided. The policy of excluding bats from some homes without a requirement to provide an alternative roost is based on the assumption that the excluded colony will move to an existing alternative roost elsewhere.

Therefore, it is assumed that the conservation status of the local population will not be adversely affected.

Defra project – led by Professor Gareth Jones of Bristol University 'Improving mitigation success where bats occupy houses'.

Aims;

- To estimate the proportion of bats excluded from houses that are able to find alternative roosts.
- To establish whether the local population remains unaffected through emigration following exclusion by estimating the proportion of excluded bats that remain in the same locality.
- To model the likely population of the affected local population following exclusion.
- To confirm whether the breeding success of the local population is adversely affected.

Second part

The other component of this research was to investigate new methods that can be used to reduce the problems caused by the presence of bats in some churches, while maintaining the favourable conservation status of bats.

Research has concluded and the report is available through the University of Bristol's Bats and Churches website under latest developments at;

www.batsandchurches.org.uk/latest-developments/

The results from the Churches project are informing a pilot project this year (funded by English Heritage), which aims to refine the use of the techniques and equipment that were trialled in the research, to optimise their effectiveness in reducing safely the impacts caused by bats in churches and to learn more about how they can be adapted to individual church situations.

7. Natural England and re-organisation

Natural England has undergone a process of re-organisation of staff and there have been further redundancies, a loss of approximately 100 staff. There are continuing reductions to the Natural England budget.

Natural England is to have a new Chief Executive, to start in September. He is James Cross who is currently the CEO of the Marine Management Organisation (MMO).

8. Natural England and DEFRA

Defra is reforming its wildlife and habitats guidance as part of a move for it and all of its agencies to sit under one website GOV.UK. This has come about due to Governments Red Tape Challenge. To comment on the plans please do so at;

<http://guidanceanddata.defra.gov.uk/smarter-guidance/>

Appendix B. Update from VBRV Team at Natural England

Voluntary Bat Roost Visitors (VBRV) update for Bat Workers Forum September 2014

Thank you

On behalf of Natural England I'd like to sincerely thank all VBRVs for their invaluable contribution in the role you carry out on behalf of the organisation under the bat advice contract with BCT and for the skills, knowledge, commitment and dedication you commit to this unique role.

The VBRVs' input is valued at over £1million per annum and its value and quality is reflected in the feedback we receive from roost owners who consistently rate both the recommendations provided by VBRVs and the helpfulness & politeness of the individuals themselves as being good or excellent in over 95% of cases.

Please pass on the organisation's thanks to any VBRVs who you know who aren't here this evening.

Reminder of key points previously provided in *The BatLine* quarterly newsletter.

If you are a VBRV or a trainee & do not receive the newsletter, please let me know as it is the key channel NE has to communicate updates and changes to processes, guidance and the resources available to support you.

Move to gov.uk

Working to ensure availability of VBRV resources, guidance, etc. will continue once transition of NE site to gov.uk is complete.

Natural England re-organisation

Staff engaged in supporting VBRVs largely unaffected by re-organisation so same individuals involved – support advisers, Martin & myself.

Roost Report Form

Currently being redesigned to make it clearer, simpler to complete, and to provide separate versions for church and domestic visits. We know the current form has some frustrating limitations so we appreciate your patience as we continue to work to produce a replacement that is truly fit for purpose. We should be able to test a version of the 'domestic' form with our VBRV panel in the next few weeks prior to distributing it to all VBRVs between now & Christmas.

Request that once issued, all VBRVs use this form and complete it fully – not doing so may delay advice being provided to the roost owner as we may have to contact you for further information that isn't captured on older versions of the RRF.

Health & Safety

VBRVs can now use the dedicated NE Accident / near-miss reporting line. One number, simple process – no forms to fill in! We receive very few reports from VBRVs so we strongly encourage you to do so in case there is something we need to address to make the role safer for you.

There will be an upcoming expectation that volunteers will comply with requests around training, re-registration and ladder checks. This is in keeping with the standards laid out in The Volunteering Promise.

Induction packs & conversations

New induction process introduced March 2014. Following registration as a Natural England volunteer all new trainees & volunteers receive a comprehensive induction pack via email. This is followed by a telephone induction conversation to confirm new trainee / volunteer is aware of available support, guidance & resources and how to access them and also understands their responsibilities as a Natural England volunteer. (20+ carried out or scheduled so far). If you've registered as a volunteer or as a trainee since 10 March & not received one or both of these, contact batvolunteers@naturalengland.org.uk

Skillport modules

Completed

Class licensing

The Natural England Contract

2.1 Role of roost visitor

2.2 What the contract includes

Endoscopes

Types of Endoscope

How to use (including do's and don'ts)

Natural England Advice

3.1 Standard timing and protocols

In process – aim for all to be completed by mid-Feb:

3.2 NE advice – building work

3.3 NE advice – public health

Bat survey techniques

4.1 Domestic dwellings (online by Christmas)

4.2 Churches (online by Christmas)

4.3 Trees

The exclusion process (almost complete)

Bat biology and taxonomy

Planning / scoping stage:

Exploring producing a module, complementary to the 'church survey techniques' module, about 'understanding the church context' to improve capability of VBRV body & individuals undertaking church roost visits.

Thank you events

Four volunteer thank you events at NNRs, aimed at breadth of NE volunteers. Lunch, senior staff, guided walk round NNR.

- East Dartmoor Woods & Heaths, Devon 11 September
- Barnack Hills & Holes NNR, Cambridgeshire 17 September
- Ainsdale Sand Dunes NNR, Merseyside 23 September
- Wye Downs NNR, Kent 02 October

If you've received an invite & have not yet replied – please contact me.

Lucy Foster

Adviser, Voluntary Bat Roost Visitors, Natural England

0300 060 0666 lucy.foster@naturalengland.org.uk

Appendix C. Update from Natural Resources Wales

Pro forma for updates on major bat conservation implementation activities since the last Steering Group Meeting

Organisation Name and Contact Name:	Natural Resources Wales – Jean Matthews
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1) Has your organisation funded any BCT projects?

Welsh Bat Project – Year 3 of a 3 year grant.
Ongoing MoA with JNCC & NBMP which part funds the NBMP.

2) Has your organisation funded any other bat projects e.g. university research etc.

1. Defra led Bats & Wind Turbines research project – Exeter University
2. Landscapes for lesser. With BCT & VWT. Training for Bat Groups on assessing roost condition.
3. Mammals in a Sustainable Environment (MISE) – Interreg Project with VWT, Waterford Institute of Technology & Waterford Council
4. Rare Woodland Bats Project. With BCT & VWT. 2013-14, purchase of SM2 detectors and training material.
5. Automated bat counters – ongoing. Little progress due to staff changes.
6. Sit on Steering Group for Defra led Research Project Developing an effective method for the systematic surveillance of bats in woodland habitats
7. Sit on Steering Group for Defra led Bats & Transport Infrastructure Research Project.

3) Has your organisation been involved with any publications relating to bats including internal / external guidance?

Contributed to ongoing development of British Standards on Biodiversity and on Bats and Tree Surveys and BS42030:13 Code of Practice for Planning & Development.
Developing internal guidance on standardising responses to relating a) to casework generally and b) to planning applications relating to wind turbines (although still awaiting results of research projects).

Example of lesser horseshoe monitoring in “A natural step” – a publication marking the highlights of work done by CCW 1991 - 2013.

Publications:

Bat Conservation Trust (2014) Improving the assessment of habitat area and quality for bats in Wales under Article 17 of the Habitats Directive. NRW Evidence Report No. 37. NRW, Cardiff.

In prep –

Matthews, J.E.& Razgour, O.N. (in prep) Discovering Rare Woodland Bats in Wales through Predictive Modelling. CCW Science Report No. 1041.

Matthews, J.E., Wienhold, M. (2014 in press). Landscapes for Lessers Project - Predictive Model for the Lesser Horseshoe Bat in Wales. CCW Science Report No. 1042.

4) Has your organisation promoted bats via other forms of communication e.g. Radio / TV interviews, articles in newsletters etc.

Various

5) Has your organisation been involved in giving or undertaking any bat training. E.g. internal training sessions, attendance of external training events etc.

Attendance at Welsh Bat Conference (May 2013), Wales Bat Workers Forum, Eurobats, UK National Bat Conference. Presented workshop on species modelling (including bats) at Wales Biodiversity Conference (Sept 2013).

Biodiversity staff from former EA undertook bat training.

Developing training course and materials for forestry staff.

Informal staff training including training for Enquiries team staff.

6) Has your organisation arranged bat walks / talks relating to bats on land that you control / have access to? If so please give details and state who the target audience was.

Small number to the general public as far as I am aware.

7) Has your organisation been monitoring bat populations on land you control / have access to? Please give a summary of projects undertaken, species targeted and any interesting conclusions.

Greater and lesser horseshoe bat roosts monitored and results submitted to NBMP.

8) Has your organisation been involved in any creative bat conservation? e.g. creation of new bat roosts etc

Working with Welsh Government Transport Division to improve roost conditions at and around the Glynllifon SAC.

Funded improvements to greater horseshoe roost at Newton Court SAC.

9) Does your organisation give out advice to the public on bats? If so please give details

Mainly statutory advice, but also general information on bats via our Enquiries service and also at Welsh national and regional shows and other events.

10) Please provide any other information you consider relevant including any proposed future bat initiatives and any concerns you may have relating to bat conservation.

Scoping Report on data deficiencies for Article 17 reporting concentrated on the difficulty of assessing habitat area and quality for bats, but the reporting exercise also highlighted the outdated nature of population estimates and lack of accurate distribution data for many species.

Finalised generic “toolkit” for forest management on the Welsh Government Woodland Estate under a general “Programme of Works” licence. Aim to role out the process to other forestry managers.

Working to streamline consultation processes that used to go to the three former bodies (CCW, FCW & EAW), particularly challenging in the light of reducing staff numbers in NRW and in the LPAs.

Appendix D. BCT Update for the Bat Workers Forum 2014

Consultations Update

- **Simplification of wildlife guidance, Defra consultation on proposed new wildlife protection guidance 'Bats; Complying with the Law'** – As many of you will recall from editions of the Bat Group Bulletin last autumn and earlier this year, BCT responded to this consultation and urged bat group members to do the same. The simplified wildlife guidance documents included a document entitled 'Bats: Complying with the Law'.

The phenomenal response from bat groups and others (over half of the responses the Government received on the consultation concerned bats) led to BCT being invited to meet with the authors at Defra. At the end of last year Julia Hanmer (BCT CEO) and Carol Williams (Director of Conservation) also met with Oliver Letwin, the Minister behind the wildlife guidance simplification review. Since that time BCT has had constructive input via Defra in the revised approach to the review of current guidance and future provision.

As part of this process a further consultation took place in August. This was seeking opinion on the audiences Defra identified as requiring advice and listed likely content in very broad terms as a series of questions that Government might be expected to address, including for protected species. We circulated information about this consultation and submitted a response ourselves. We will continue to be involved as closely as possible in this on-going process.

- **Continuing issues with new permitted development legislation related to agricultural buildings** – BCT has been receiving an increasing number of calls concerning “The Town and Country Planning (General Permitted Development) (Amendment and Consequential Provisions) (England) Order 2014” which came into force on in April and the potential to impact on agricultural buildings. Unfortunately, the provision did not take into account any of the recommendations that BCT made during the consultation period leading up to implementation. We are aware that there is now a great deal of confusion in the way in which Local Planning Authorities (LPA) are taking this matter forward and are currently compiling evidence of this.

The summary of the response and the strong recommendations BCT submitted to the original consultation in October 2013 are available on the BCT website at:

http://www.bats.org.uk/news.php/211/bct_concerned_about_proposed_planning_changes.

Our concerns were based on the fact that no mention at all was made for the consideration of impacts on European Protected Species.

Having, once again, been in communication with Government ministers BCT has been assured that whilst the recent permitted development Statutory Instrument related to agricultural buildings does not explicitly mention protected species, they have made it clear that those undertaking permitted development must comply with all relevant legislation such as the Habitat Regulations. We are not convinced this is the reality as we have been made aware of instances where bat surveys have not been required because work was deemed permitted development.

To enable us to go back to Government with our concerns we need a greater weight of evidence to ensure we are accurately reflecting the real situation on the ground. We recently asked for help so that those who have knowledge of the way in which bats have been considered in any permitted development cases since April this year (whether good or bad) are collected via a brief set of questions online at: <https://www.surveymonkey.com/s/V89T6WV>. It will be this information that will give us the evidence to further lobby Government.

Projects and Research

- **Research on Domestic Exclusion of Soprano Pipistrelles and Mitigation of the Impacts of Natterer's Bats in Churches (Defra project WMO322)** – This University of Bristol research completed the first phase of work at the end of January and the final report was published in March by Defra. We sent out a special edition Bat Group Bulletin that was timed to coincide with its publication (these bulletins, along with previous editions are available on the BCT website at: www.bats.org.uk/pages/back_issues_of_special_research_bulletins.html). The dedicated bats and churches website was also updated, this can be found at: <http://www.batsandchurches.org.uk>. Thank you to everyone who has forwarded information on media coverage of this research along with bats and churches issues more generally. Matt Zeale will be speaking about the findings from this research at the Conference on Saturday.
- **Management of Bats in Churches: a pilot** – Following on from the project mentioned above, English Heritage are funding a further project looking at the management of bats in churches. This began on 28th March 2014, runs until 31st January 2015, and has the overall aim of enabling churches that are severely affected by bats to use cost-effective measures to protect their heritage and facilitate the use of the buildings by people, while also maintaining the Favourable Conservation Status of the bat colonies that reside in these buildings. Further information is available on the English Heritage website at: <http://www.english-heritage.org.uk/professional/advice/advice-by-topic/places-of-worship/bats/batsliving/>
- **Soprano Pipistrelle and Churches Research** – Madeleine Ryan is writing up the results of her research at the moment and will be presenting at the Conference on Sunday.
- **Media coverage of bats and churches** – BCT continues to counter negative bats and churches stories in the media. We had two letters published in the Times (by Julia Hanmer and Paul Racey). We are also working with A Rocha, and the Anglican Society of Animal Welfare, to encourage better understanding on both sides of this issue.
- **Bats and Breathable Roofing Membranes** – Stacey Waring has written up and submitted her PhD project. She passed her viva in August and is currently working on some minor corrections, after which the results can be more widely publicised. Her website is www.batsandbrms.co.uk and the papers she has had published can be downloaded from http://manuscript.sciknow.org/uploads/ae/pub/ae_1361785788.pdf.
- **Woodland Symposium** – This event will be taking place at Rugby College on 18th November. It is aimed at bat workers and the forestry industry. Booking should open by mid to late September. If you would like further or have any questions please contact Helen Miller, BCT's Woodland Officer at hmiller@bats.org.uk or keep an eye on the events section of the BCT website at: <http://www.bats.org.uk/events.php>
- ***Pseudogymnoascus destructans* (Pd) Project** – Following the discovery of Pd (the fungus that causes white-nose syndrome in North America) in Kent and Sussex in 2013, a further project is underway to try to determine its distribution across the UK. Environmental samples were collected from 26 very diverse sites (25 of which are known hibernacula) across England, Wales, Scotland and Northern Ireland. This project is part of a wider, pan-European study by Sébastien Puechmaille at the Ernst-Moritz-Arndt University where the samples are being tested. We hope more surveys will be conducted on additional sites in 2015 to build up a distribution map of the fungus across the UK. All of the samples collected earlier this year have been sent to the research team for testing and we are now awaiting results. Thanks to everyone who has helped with this project.
- **Small Myotis Project** – This MSc project investigating distribution and habitat preferences of whiskered/Brandt's and Alcathe bat has been undertaken by Phil Brown at the University of

Bristol working with support from BCT and AWEC Ltd and with help in the field from bat groups and bat workers. Phil is presenting his research at the Conference on Sunday.

- **Understanding the ecology, current status and conservation threats for Nathusius' pipistrelle in Great Britain: a pilot study** – This is a joint project for 2014 between BCT, Daniel Hargreaves and University of Exeter funded by the People's Trust for Endangered Species (PTES). Although numbers of records of Nathusius' pipistrelle have been increasing in recent years, the distribution of this species is still poorly known and data on the status and migration patterns are lacking. This pilot is trialling a survey method using highly trained volunteers from selected bat groups to assess status and migratory activity of Nathusius' pipistrelle from spring to autumn at large lakes in six areas in England (where activity has been previously recorded from the NBMP autumn Nathusius' pipistrelle Survey and/or other surveys). Advanced capture methods are being used to catch Nathusius' pipistrelles, assess breeding status of bats, mark individuals using rings where possible and collect fur samples for stable isotope analysis (to be completed at the University of Exeter).

The results of the pilot will be used to improve our knowledge of this species and potential threats through a better understanding of the provenance of individuals and to develop a protocol for a national study of the status and migratory patterns of Nathusius' pipistrelle. At least 20 Nathusius' pipistrelles were caught in the first phase of trapping from April to early June. Surveys started up again in late July and are going well with the Northumberland team catching juveniles which confirms breeding in the area.

- **Raising the Profile of Biodiversity in Land Management Decisions Project** – We are coming to the end of the first phase of our **Planning Project**. This first phase, which was funded by the Esmee Fairbairn Foundation, involved engaging with a large number of organisations to gain their ideas and opinions on an appropriate approach to support the consideration of biodiversity by all those involved in planning decisions. The organisations will be partners or associates to the project should it receive continuation funding later this year. The aim of the project is to produce and promote the use of a toolkit of resources that will allow best practice guidance and species distribution data to be interpreted appropriately and efficiently throughout the planning process. The project also aims to explore and report on the potential of species distribution mapping to contribute to effective spatial planning for a variety of taxa across a broad range of strategic applications.

The organisations involved are: Amphibian and Reptile Conservation Trust, Association of Local Environmental Record Centres, Association of Local Government Ecologists, Bat Conservation Trust, Birmingham City University, Buglife, Butterfly Conservation, Chartered Institute of Ecology and Environmental Management, Mammal Society, Peoples Trust for Endangered Species, Plantlife (TBC), Royal Society for the Protection of Birds, Royal Town Planning Institute, Somerset County Council, and The Town and County Planning Association.

- **Artificial Lighting and Wildlife Symposium** – This was held in London on 20th and 21st March. Over 120 people attended and the symposium. The event was filmed and the talks are now available to view online at: <https://www.youtube.com/channel/UC-RJffbla4SAjbiDFbqNg> There are various other useful documents on lighting available from our website, including a BCT Interim Guidance Note and an Overview of Current Evidence and Mitigation produced by the University of Bristol in collaboration with BCT, see: http://www.bats.org.uk/pages/bats_and_lighting.html
- **State of Nature Partnership** – BCT are continuing to contribute to the State of Nature Partnership. We took part in a workshop in May at which it was decided that there would be a follow up report (to the 2013 publication) in 2016, to which BCT will be contributing. We are also part of the working group on the current project reviewing drivers of species change across taxa. We have completed an assessment of evidence for key drivers impacting on bat species. Data

are now being collated across different species groups by RSPB and the aim is to publish a paper from the review. BCT was represented at the State of Nature Conference on 3rd September.

National Bat Monitoring Programme (NBMP)

- **NBMP survey coverage** – We are looking to increase survey coverage in all UK countries and regions in order to be able to deliver species population trends at the country and regional level, so any help that you can give would be very valuable. Details of how to take part and an online sign-up form can be found at www.bats.org.uk/pages/nbmp.html
- **iRecord** – The NBMP team have been working with Biological Records Centre (BRC) to develop a bat recording sheet for iRecord. Verified records entered will be shared with the National Biodiversity Network (NBN) and local record centres. We hope to launch this recording page soon and we will keep people posted through updates in the Bat Group Bulletin and the Bat Monitoring Post newsletter (which goes directly to NBMP volunteers).
- **Online data entry for Field and Waterway Surveys** – The NBMP team have secured additional funding to complete our development of online recording for the NBMP and add recording pages for the Field and Waterways surveys. Work is nearing completion on these new pages and we expect to launch them in the autumn. We will keep people posted through updates in the Bat Group Bulletin and the Bat Monitoring Post newsletter (which goes directly to NBMP volunteers).

The existing online recording for both the Hibernation Survey and Roost Count can be accessed at <http://nbmp.bats.org.uk/Surveys.aspx>

Bat Ringing

- **Guidelines and centralised database** – Following on from the workshop held for ringers at the National Bat Conference in 2013 (where the attendees unanimously agreed that there should be some form of UK specific guidelines for bat ringers as well as a centralised database for ringed bats). BCT is developing funding proposals for the development of a set of ringing guidelines and a centralised database. BCT is very keen to have the Statutory Nature Conservation Organisations (SNCOs) involved with this area of work and supporting BCT in taking forward the guidelines and database.
- **Ringing workshop** – The suggestion was made at the workshop in 2013 that there should be a one day workshop on ringing to progress discussions over guidelines and a database. This is being planned and is likely to be (subject to funding) on Saturday 14th February 2014 at a venue in the Midlands. It is hoped the one day event will help to bottom out the details of what the guidelines should include, the information that the database should capture and how it should be operated.

Bat Care

- **RSPCA visit** – Jess Barker, BCT's Bat Care Network Coordinator, visited the RSPCA's National Call Centre over the summer, to find out how they work and to talk about bats. Jess has written a blog of her visit and this is online at: <http://www.batconservationtrust.blogspot.co.uk/>
- **Bat Carers Bulletin** – If you aren't already signed up to receive the monthly bat care bulletin and would like to be, please email Jess at jbarker@bats.org.uk

Publications

- **Bat Survey Guidelines** – Following the consultation requesting feedback on the 2nd edition of the Bat Survey Guidelines last summer we have been working on a 3rd edition. This edition will

be directed mainly towards ecological consultants in relation to planning and development work. Our original intention to publish over winter 2014/15 has been impacted by delays in the publication of the British Standard for surveying bats in Trees and Woodlands and the National Bats and Wind Turbines Project. The former will be at public consultation stage in early spring with integration of relevant information available able to get underway at the end of this year. The latter has been delayed by the need for additional analyses and the publication date is unknown but will hopefully still be later this year. Both of these impact on the publication date of the guidelines but we will keep everybody updated when we know more.

The main changes for the 3rd edition are as follows:

- General updates (for example, following the publication of the British Standard for Biodiversity).
- The addition of a dedicated tree and woodland surveys chapter informed by the publication of the British Standard for surveying bats in Trees and Woodlands.
- Updates to the wind turbines chapter following the publication of the National Bats and Wind Turbines project results.
- The addition of a new invasive survey techniques chapter.
- The major infrastructure projects chapter will be omitted but replaced with a more detailed chapter on survey design applicable to all types of projects.
- Improvements to the data interpretation and analysis chapter.
- **European Bat Population Trends: A Prototype Biodiversity Indicator** – This European Environment Agency report on bats (see: www.eea.europa.eu/publications/european-bat-population-trends-2013) is the most comprehensive study of European bat population trends to date, studying 16 of the 45 bat species found across the continent. The study is the first to compile data from ten existing monitoring schemes in nine countries (including the NBMP hibernation surveys in the UK), building a prototype European-scale indicator of bat population trends. Surveyors counted bats hibernating at 6000 sites in nine different countries.

The overall combined trend of these species appears to have increased by 43% at hibernation sites between 1993 and 2011, with a relatively stable trend since 2003. BCT, the Dutch Mammal Society and Statistics Netherlands were key members of the project team behind the EEA report. Other organisations that contributed data and helped to develop the indicator included national bat and nature conservation NGOs, governmental organisations and individuals.

This would not have been possible without the volunteer surveyors that helped to collect the data used. There is more summary information on the BCT website at: <http://www.bats.org.uk/news.php>.

A paper on the methods used to develop the indicator is being published in Mammalian Biology soon, with BCT one of the authors. We hope that in due course the EEA will fund a revised version of the indicator, involving more countries (15-20 countries are now keen to take part) and coordinated by BatLife Europe

- **Surveillance of Bats in Woodland Project Report** – The final report of this Defra funded project is now available from the Defra website at: <http://randd.defra.gov.uk/> (search for project number WC1015). John Altringham is speaking about this at the Conference on Sunday and leading a workshop on software and protocols for monitoring woodland bats on the same day.
- **Back Issues of Bat Group Bulletins** – We had the 100th edition of the Bulletin towards the end of 2013 and to mark the occasion we began to add back issues of the Bat Group Bulletins to the BCT website: www.bats.org.uk/pages/back_issues_of_the_bat_group_bulletin.html. They will continue to be circulated first to primary bat group contacts and there will be a time lag of up to

two weeks before each new bulletin is added onto the website. In addition the Special Edition Research Bulletins have also been added to the bat group pages and we'll continue to add these in future as well.

- **Bats and disease web pages** – We have created some new web pages on bats and disease (we had existing pages on rabies and white-nose syndrome), with an overview of the relationship between bats and disease, the special nature of the bat immune system, the UK perspective and a 'Frequently Asked Questions' section. See the BCT website at: www.bats.org.uk/pages/bats_and_disease.html . We plan to add additional pages, including information on bats and coronaviruses, parasites, droppings and urine.

Training

- **Training brochure for 2015** – We chose to run a small number of courses at key venues we know/hoped would run, which seemed sensible due to the financial climate. For 2015 we hope to expand on our 2014 programme slightly with more central and northern venues. We are also considering some one day events on current issues for more experienced bat workers (like the Lighting Symposium mentioned above). In your delegate pack, there is a professional training questionnaire which asks for thoughts on this.

Investigations

- BCT's bat crime figures for the year 2013 when released will evidence a slight decrease in the number of allegations of bat offences reported to BCT. The number of incidents referred to the Police is very similar to previous years. From anecdotal evidence reported to BCT these reports are just the tip of the iceberg.
- Building and development remains the main source of bat crime and in 2013. Our investigations officer was able to support the police in their investigations which resulted in three cases going to trial, all relating to the destruction of bat roosts in building/demolition works.
- BCT has investigated just what went wrong when a developer was convicted for roost destruction, but was fined a shockingly small sum. The case was heard in Bridlington Magistrates Court at the end of August. The developer pleaded guilty and was convicted of six charges of destruction of bat roosts after demolishing six buildings, knowingly destroying brown long-eared bat, whiskered bat and pipistrelle roost sites. The successful conviction was marred by the risible penalty: on each charge he was fined £35 per roost destroyed (a total of £210) with a victim surcharge of £20 and costs of £85.
- As a consequence of that investigation the CPS dealt very effectively with another case of bat destruction that took place in North Yorkshire resulting in fines and costs amounting to over £3,500.
- Other work has identified some very interesting information that we hope will in future result in offenders losing any financial gain that may have been accrued through unlawful actions.
- The BCT team is also contacting other NGOs to jointly push for a more consistent and, importantly, commensurate punishment for wildlife crime cases.
- We continue to work with the police, crown prosecution service and magistrates to ensure bat crimes are not side lined. However, this remains difficult work to fund and we are very grateful to the bat groups and individuals who have already donated to this work. For more information on this project or to donate contact jnunez-mino@bats.org.uk / 020 820 7168

Membership and Fundraising

- **Membership** – our current membership is 5645 (this figure includes individuals, family, benefactors, life members, young bat workers & Youth leaders/teachers) and we have 17 corporate members. It is vital that we continue to grow this so that we can engage more people

in bat conservation and simultaneously demonstrate to government and funders the importance of our work. We continued with a programme of recruitment again this year at events and exhibitions (including Bird Fair at Rutland Water and Gardeners' World Live at the NEC, Birmingham and BatFest at the Natural History Museum). Volunteers are always welcomed at these events or if you have other ideas of ways to help recruitment members please contact dmackie@bats.org.uk

- **Fundraising initiatives** – 'adopt a bat' was launched in back in 2011 and we now have 361 adopters. These wild adoptions are designed to be gifts (for yourself or someone else!) that support our native species (www.bats.org.uk/pages/adopt_a_bat.html). We also trialled Halloween community fundraising back in 2011 and it was so successful that we developed the pack further over the next two years (the updated pack for 2014 will be available from the BCT website on 22nd September). Some bat groups used the Halloween fundraising pack to do their own fundraising. Please do let us know if you use the packs and how you got on even if it wasn't for BCT we would still love to know what works, and how much you raised for bat conservation.
- **New Communication and Fundraising team started in January 2014** – Joe Nunez-Mino (jnunez-mino@bats.org.uk) joined BCT as Director of Communications & Fundraising and Dawn Mackie (dmackie@bats.org.uk) joined as Fundraising and Membership Officer back in January. Although the team does not have many resources they keen to work with groups to develop ideas/events/activities together. Both are at the Conference this weekend so please do talk to them.

Staff Changes

- BCT works to secure the future of bats in a changing world and our vision is a world where people and bats thrive together in harmony. The Bat Conservation Trust (BCT) has grown significantly over the last decade but so have the demands on our resources and, in common with many other charities, we have experienced financial gaps due to the recession and rising costs.
- Earlier this year, the Board of Trustees along with our Chief Executive at the time, Julia Hanmer, assessed what cost savings would enable BCT's core functions (including bat group support) to continue and ensure capacity for sustainable growth into the future. After examining several options, it was decided not to fill two posts which became vacant, Bats and the Built Environment Officer and Press and Communications Officer and to streamline and restructure functions within the senior management team.
- This course of action was identified as having the greatest potential for substantially reducing costs whilst retaining essential functions within BCT. Part of this process included the merger of some of the senior management team roles into a new full time Joint Chief Executive role (reducing the senior management team as a whole from 24 days to 15.5 days per week). Julia Hanmer (existing Chief Executive) and Kit Stoner (formerly Director of Operations) were appointed to this new Joint Chief Executive post, as a job share, and this began in July.
- Unfortunately as part of this restructuring, we had to make the very difficult decision of making one of our senior members of staff redundant, Dr Karen Haysom (Director of Science). Karen finished towards the end of July. BCT remains committed to basing its conservation delivery on robust scientific evidence and will continue to be a user and generator of scientific evidence to underpin bat conservation; the Joint Chief Executive role will take overall responsibility for BCT's science and monitoring work. Other roles in the Senior Management Team remain unchanged (Director of Conservation, Carol Williams and Director of Communications and Fundraising, Joe Nunez-Mino).

Please see following page for the current organisation chart and how this aligns with BCT's strategic objectives.

BCT Strategy and Structure, July 2014



STRATEGIC OBJECTIVES			
DISCOVER	ACT		INSPIRE
AUTH VOICE: Science, evidence	AUTHORITATIVE VOICE: Best practice/standards		AUTH VOICE: Speaking up for bats
			FRAMEWORK FOR DELIVERY

