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enims News

Spring 2018

Meet the Editor....I'm Vicky Rusby one of the ecologists at enims having joined in 2017 after working as a horticulturist for a number of years. My interests are bats, invertebrates, fungi and of course botany. As part of the team I am involved in all aspects of ecological service delivery as well as being the editor of enims news!

So welcome to the first edition of enims news, our new seasonal publication aimed at sharing information as well as our company news.

Inside this issue;



ENIMS UPDATE

Collaborating with Highways in Hampshire and Essex, adding value and enhancing biodiversity.....

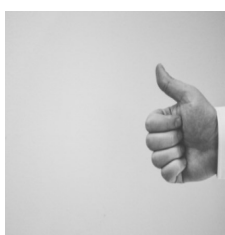
[Read more](#)



CASE STUDY

Great crested newts at a development in Norfolk.

[Read more](#)



HEALTH, SAFETY, WELLBEING AND ENVIRONMENT MONTH

enims welcomes in the new season with the annual focus on staff and company wellbeing

[Read more](#)



GREAT CRESTED NEWTS

How to survey for great crested newts and using eDNA

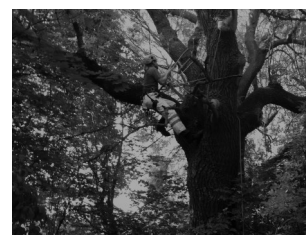
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TIME TO CHANGE

One in four of us will experience mental ill health. How enims says no to discrimination.

[Read more](#)



MEET THE TEAM

Bats and trees, two of our team share what they've been doing outside of work

[Read more](#)

SURVEY CALENDAR

What protected species should you be planning to survey for now? Let enims help you plan

[Read more](#)

“enims provides workable environmental solutions, delivered in a timely and flexible way that gives the confidence and added value that our clients have come to expect from enims. The openness and trust that we build in our unique collaborative approach ensures that the environmental services we provide are designed to meet our client’s needs”

Spring 2018

What is enims doing now



A303 Drainage Scheme vegetation clearance .



Birchanger cycle path—operatives clearing overhanging branches.

enims’ highways ecologists have been carrying out ecological clerk of works (ECoW) for our clients and their supply chain partners in Highways England Areas 3, 5, 6, 7 & 8. enims’ ecologists are all experienced in managing environmental legislation for highways schemes have been providing pre-works ecology checks of the soft estate, production of method statements and giving toolbox talks as well as supervising vegetation clearance and soil stripping works to ensure legal compliance and protecting habitats and species while enabling projects to proceed [Find out more](#)

A303 Drainage Scheme. our highways ecologists have been delivering ECoW for this drainage scheme providing supervision (nights) of vegetation clearance in areas where protected species including dormice, reptiles and amphibians are considered to be local to this project site. Working closely with

contractors and giving clear guidance from the enims team has allowed this on-going project to continue within the planned timescales. enims’ ecologists have been completing pre works checks and are providing practical advice on mitigation as well as biodiversity enhancements for this scheme.

enims is currently undertaking Preliminary Ecological Appraisals of sites in Hampshire, Norfolk and the Midlands along with aerial inspections of trees to determine their potential to support roosting bats. [Find out more](#)

The enims team have been saving their 2Ltr plastic drinks bottles and upcycling them into newt traps to be ready and fully prepared for the Great Crested Newt survey season which begins February/March. If you would like to find out more about Newt Surveys or our plastic bottle upcycling please [contact us](#).

Birchanger Cycle Path.

enims highways ecologists had an opportunity to supervise vegetation clearance for a slightly different form of transport than they are normally used to. Birchanger to Stansted cycle path, which passes over the M11, is having an upgrade to the path and vegetation maintenance works of overhanging branches and dense shrubs were carried out. The importance of this ecological supervision was to ensure that no habitats or hibernating protected species were disturbed or damaged. Whilst carrying out watching briefs of the first phase of these works last December enims team constructed habitat piles (log piles) to attract reptiles, amphibians and hopefully hedgehogs which are very much in decline. Phase 2 of these works are due to commence in early spring where further ecological constraints will be managed by enims in the same diligent way.

Health, safety, wellbeing and environment month

enims welcomed in the New Year with the entire month of January dedicated to focusing on our health, safety, wellbeing and environment both in and out of work. The team got involved, choosing issues to research and deliver in-house training to all. Topics ranged from terrorism to

hearing loss. The yearly health and safety audit made improvements to our night working policy, on-site procedures and near miss reporting. This valuable learning time is an annual event and will continue to maintain and improve our outstanding safety record.

This year enims focused on mental health, we signed the Time to Change pledge and learnt about the Samaritans “small talk saves lives” suicide prevention initiative.

Samaritans free helpline number is 116-123

www.samaritans.org

The Time to Change Pledge

Spring 2018

At enims, we have always felt strongly about promoting health, safety and wellbeing within our team. To this end we have always taken steps above and beyond those that we 'have to do'. However, we have found that when we have been looking into ways to promote health and wellbeing there was often a leaning towards just physical wellbeing, often ignoring the importance of mental health and wellbeing and we found that there was often a reluctance or perhaps an aversion or simply an ignorance to how much mental health affects us all. We didn't believe this was the right approach.

As a result we decided that we could do more to promote mental health issues and wellbeing, to help stop the silence around this subject and in turn stop the stigma very much associated with mental health. After a lot of consideration, we decided that enims should sign the Time To Change Employer Pledge, to help end the silence and stigma around mental health.

We signed our employer pledge on 25th January 2018. We produced an action plan which shows our ongoing commitment and drive to changing the way we think and act about mental health in the workplace. Our plan

covered the following areas which we demonstrate how we would be able to fulfil within enims;

- Demonstrating senior level buy in
- Demonstration of accountability and recruiting employee champions
- Raise awareness about mental health
- Update and implement policies and to address mental health problems in the workplace
- Asking employees to share experiences and stories around mental health
- Equipping our line managers to feel comfortable and able to have conversations about mental health and initiate the conversation
- Provide up to date information on mental health support which is available and details on what mental health issues there are and the effects.

One in four of us will experience mental ill health at any one time and to date nine out of ten people will have experienced discrimination as a result of this... now is the time to change this. enims is standing up to say that we will not tolerate or accept any form of discrimination around mental health, we will always be proud to support and promote health, safety and wellbeing, physical and mental in equal measures.

enims is now part of The Time To Change Employer Pledge Signatories. Time To Change is England's biggest programme to challenge mental health stigma and discrimination which is run by Mind and Rethink Mental Illness Charities.



The Time to Change logo which we will now be displaying on all correspondence

enims have always taken steps above and beyond those that we 'have to do'



Pete and Helen sign the Time to Change Pledge

For further information please contact Helen Satchell on

helen.satchell@enims.co.uk

Case Study: Great Crested Newt Survey

THE PROJECT OVERVIEW

A large development had been proposed for a luxury spa hotel in Norfolk, at a location where enims eDNA testing had established great crested newts (GCN) presence in one pond on-site. Plans to redesign the leisure and garden facilities would require the removal of the pond. A GCN survey was vital to establish populations at this pond, and any other close by water bodies, so that appropriate mitigation measures could be designed to allow the development to proceed.

THE TASK

In 2017 enims were commissioned to undertake a great crested newt survey

- Twenty ponds identified and logged
- Habitat Suitability Index calculated for nine ponds
- Up to six visits to each pond, following Natural England Guidance
- Trapping, torching, netting, refuge searching and egg searching techniques undertaken

THE OUTCOME

The survey identified five ponds containing GCN, additionally eggs were found and allowed breeding ponds to be identified. Surrounding habitat would likely be utilised by newts to forage and hibernate.

A Natural England Licence would be required for the works to commence

Mitigation was advised to minimise risks to GCN

- A new compensation pond would be required
- Fencing of the existing pond plus trapping to translocate newts to the compensation pond
- A supervised, phased vegetation clearance
- Supervised dismantling of refugia
- A Toolbox Talk to all contractors
- The professional survey data allowed the client to apply for planning permission.



Ornamental pond with breeding great crested newt population

VALUE TO THE CLIENT

- enims implemented cost saving measures for the client such as combining the GCN surveys with other surveys taking place on site
- enims high safety standards and adherence to best practice ensured reliable surveys
- enims provided robust data in the form of a comprehensive written report
- enims' ecologists provided advice on mitigation requirements including specifications for the compensation pond

[For more information regarding GCN Surveys please visit our website.](#)



Woodland pond with breeding great crested newt population

“enims high safety standards and adherence to best practice ensured reliable surveys”

Great Crested Newt Surveying

Spring 2018

Great crested newts are the UK's largest native species of newt, and is afforded legal protection under European environmental law. Although these newts spend most of their time on land, they will return to standing water in order to breed during the spring months.

enims' licensed ecologists are ready to deliver professional and accredited surveys which aim to protect great crested newts from disturbance and ensure our clients are

compliant with the laws regarding this notable protected European species. By using a variety of methods, such as bottle trapping, torching, pitfall trapping, and eDNA, enims ecologists can ascertain if great crested newts are present, and can inform our clients of the sufficient mitigation methods to protect local populations.

Great crested newt mitigation options vary, and include instigating protected habitat, compensating for lost habitat with the creation

of new habitats, or the translocation of populations to a donor site. enims always strive to work with our clients to reach a legally compliant outcome.

By Joe Denny, Junior Ecologist



Female GCN caught in a bottle trap (under license)

[For more information regarding GCN Surveys please visit our website.](#)

Great Crested Newt Environmental DNA (eDNA) Survey

In aquatic environments great crested newt DNA is released into the water through shed skin cells and excrement. The DNA material persists for several weeks and can be collected from the water using a specific technique. Samples are then sent to an accredited laboratory for analysis. Provided the approved protocol for sampling and analysis is followed, Natural England

and Natural Resources Wales will accept eDNA results as evidence of presence or likely absence.

Great crested newt eDNA survey is a relatively new technique and enims have undertaken such surveys since 2015. As water samples can only be collected between 15th April and 30th June, eDNA provides the opportunity to survey water bodies when it

is too late in the season for conventional surveys; potentially removing the need to wait until the following year. The technique can also be combined with conventional surveys as a potential cost saving measure and can be used on larger-scale projects with long lead-in times as a method of scoping out water bodies from further survey.

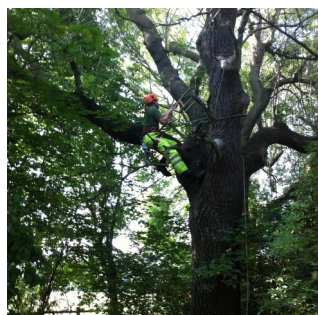
By Paula Richings, Senior Consultant

[For more information regarding eDNA testing please get in touch](#)

The eDNA technique can also be combined with conventional surveys as a potential cost saving measure.

Meet the team

enims' ecologist Jonathan Dye has been volunteering with local bat groups in Berkshire and Somerset assisting with hibernation checks (under license) of horseshoe bats [Rhinolophus spp](#) to research how the species population size is responding to different management techniques, as well as gaining valuable experience of these species. These bats are found only in south Wales and south-west England and sadly numbers are in serious decline.



Tree climbs are an excellent method of surveying trees for bat roosts

enims' ecologist Ashley James has completed training for tree climbing, safety methods of working and aerial rescue at Sparsholt College.

This week-long course has taught Ashley a variety of methods of climbing, he has also gained valuable knowledge of identifying and minimising the risks and hazards of working at heights, as well as current health and safety legislation for arboriculture.

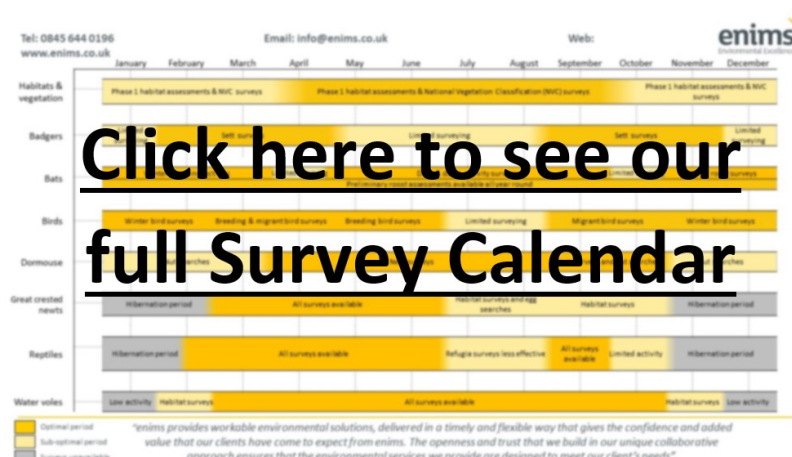
Ashley will now be part of the enims team providing to our clients Tree inspections for Bats services.

Meet the rest of the Team on the [website](#)



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Protected species surveys

“With spring around the corner, the ecological survey season will begin in earnest. Great crested newt surveys commencing from mid-February and finishing mid-June, there’s only a brief optimal window for ponds to be surveyed.

For all protected species surveys including Bats, Reptiles and GCN surveys.

[Call us now to discuss your project requirements.](#)



[Subscribe](#) to our new quarterly Newsletter

Next issue - Summer 2018 - focuses on bat surveys and ecology

The enims team have been constructing a new website

www.enims.co.uk

The team at enims have done a great job in taking part in the RSPB Garden Bird Watch 2018



From our locations across Norfolk, Suffolk, Wiltshire and Hampshire we had a wide diversity of bird species visit our gardens and it shows how lucky we are to have these wonderful birds in our gardens. This is important for assessing population changes over time and was also an important identification training session for everyone from the comfort of their own home! Being able to see these birds close up gives the viewer a greater chance of correctly identifying the common birds as you can see the anatomy of the bird as well as their distinguishing features, which may well be the slight difference from one species to another! By having a good guide book at hand and pair of binoculars all of the team at enims were able to identify the species they encountered in their gardens.

