

Section 5:

Development of the Programmes



SECTION 5: Development of the Programmes

This section outlines how the proposals have changed between round 1 and round 2 of the application process, why they have changed and demonstrate how they will meet the aims and objectives of the scheme. Section 6 provides more detailed information on the programme costs and the individual projects within these programmes.

5.1 Programme A: Conserve and Restore

Programme A primarily focuses on achieving Aim 1:

Conserve, enhance and restore built and natural heritage features in order to improve the fragmented and degraded landscape of the Tame Valley.

Built Heritage

The historic canal network was once part of an important freight route through the Tame Valley, between the north-west and London. Today it is enjoyed by leisure boats, and the towpath provides a pleasant place to walk or cycle. However, there are a number of historic Grade II listed structures along both the Birmingham and Fazeley Canal and the Coventry Canal that are in need of restoration. The focus of built heritage restoration through the scheme will be centred on the canal network.

During the development phase, a number of other built heritage projects were also identified and considered – these included restoring stonework on the Medieval Bridge over the River Cole in Coleshill and on a bridge near Middleton Lakes. However, the Partnership decided that the priority should remain along the canal and that these additional built heritage projects could be developed further during the scheme, should additional funding become available.

In the Round 1 application, three Grade II listed buildings along the Birmingham and Fazeley Canal and the Coventry Canal were identified as needing restoration. These were: the Tame Aqueduct, Curdworth Tunnel and the Drayton Turret Footbridge. After developing the project proposals more thoroughly and receiving more accurate and up-to-date quotes, the Tame Aqueduct project has been moved to the reserve list of projects. This is for a number of reasons:

- The Canal and River Trust have indicated that they will fund this project through internal funds and fundraising. However, there is a question mark over the finer details and costs of this project. As we cannot be certain when this project might take place, we cannot include an accurate level of match-funding or project detail to enable it to be included as part of the scheme at this time. As and when this situation changes, this project and its status on the reserve list will be reviewed.

- The other two project costs have come in much higher than originally thought. Therefore just under half (£13,096) of the original £30,000 earmarked for the Tame Aqueduct has been re-distributed to meet the increased costs of the other two projects. The level of match funding that the Partnership will secure has also been increased for these two projects, providing projects that are significantly better value for money for HLF
- Although the work to secure the hovel on the Tame Aqueduct would have taken the structure off the Buildings at Risk Register, the Partnership felt that this project would achieve less towards the scheme objectives than the other two projects
- Other elements of this project, such as improved access and interpretation focussed on the aqueduct, pill box and the link between the canal, river and built and natural heritage sites, will be picked up through other projects under Programme C of the scheme.

The table below shows the re-worked costs and proposed HLF funding contribution for the two built heritage projects deemed to be the priority during scheme delivery:

Project	Original HLF contribution	Original Total Cost	% HLF funded	Revised HLF contribution	Revised Total Cost	% HLF funded
Drayton Turret Footbridge	£16,000	£23,000	70%	£22,997	£45,747	50%
Curdworth Tunnel	£40,500	£47,500	85%	£46,599	£74,699	62%

Mapping built heritage

Warwickshire County Council and Staffordshire County Council both provided their Historic Environmental Record (HER) data free of charge for use on the scheme. This has helped us research and map all points of built heritage and archaeological interest across the scheme area more accurately – these maps can be found in Appendices 5 and 6. A map summarising the key points of heritage interest can be found in Appendix 1.

Natural Heritage

Due to the character of the scheme area – centred on the wetlands and the riverine environment - the main focus of Programme A will be on the conservation, restoration and re-connection of this landscape and its associated features. This will not only be of benefit to wildlife, but it will also help to improve water quality, reduce flood risk and enhance the aesthetics and tourist appeal of the landscape, providing a valuable asset for the local population, particularly in the face of climate change (see Section 3.3).

During development, the focus was to select projects that would help to restore degraded wetland habitats, whilst improving connectivity in the landscape and between the scheme programmes. The aim was to develop a strong selection of multi-beneficial projects delivered on a variety of land holdings, by a variety of partners, using a combination of qualified contractors and volunteers.

Prior to the development phase, the Partnership were aware that there were a significant number of potential wetland-focussed projects that could be delivered. This demand was inevitable, due to the nature of the wetland-focussed Partnership and the need for this type of restoration work within the heavily influenced floodplain. The proposed budget for wetland and riverine restoration work assigned in the Round 1 application was based on ballpark estimates – in the two year interim period between Round 1 submission and Round 2 submission, projects, their costs and landowner priorities have changed. In order to prioritise and develop robust projects to the required level for Round 2 submission, a number of studies were undertaken during the development phase.

River Restoration Study and mapping natural heritage

Staffordshire Ecological Records, Warwickshire Biological Records Centre and the Habitat Biodiversity Audit team (via Warwickshire Wildlife Trust) provided environmental and habitat data free of charge for use on the scheme. This has helped us to research and map all sites of natural heritage interest and of wildlife value across the scheme area – these maps can be found in Appendix 8.

The Environment Agency were asked to lead on part of the development of Programme A during the development phase, focussing on habitat mapping and identifying sites and projects where river and/or floodplain restoration could take place. The Environment Agency is an active member of the Partnership and shared data with the Lead Partner, Warwickshire Wildlife Trust, under their 'commercial licenses' to assist with landowner engagement. They have contributed their time, as a good will gesture, to carry out the co-ordination of workshops for habitat opportunity mapping and attended focus groups to show support for the scheme during its development.

The process

Following development of the Partnership Board a series of habitat mapping workshops were held during the development phase to identify possible habitat improvements within the TVWLPS area.

The process began by identifying past and current projects within the scheme area and recorded them in an ArcGIS layer. This was necessary to understand what projects and enhancements had already been undertaken and to understand the nature of any connectivity to the proposals being put forward. Past projects included weir removal/fish pass (We), fish refuge creation (F), river restoration projects (R) and wetland habitat creation (W).

Current 'large scale' projects within the scheme area include the Environment Agency Lower Tame Flood alleviation scheme, a multi-million pound scheme at six sites within the valley and Severn Trent Water's projects on the River Blythe. This was also mapped as an ArcGIS layer and is shown in Appendix 8.

All opportunities suggested from the various partnership workshops were recorded in an Arc GIS layer called 'restoration opportunity'. The opportunities identified vary in size and cost, with some relatively inexpensive small projects, to larger river restoration and habitat creation opportunities. The completed map can be found opposite, with the details of each project listed.

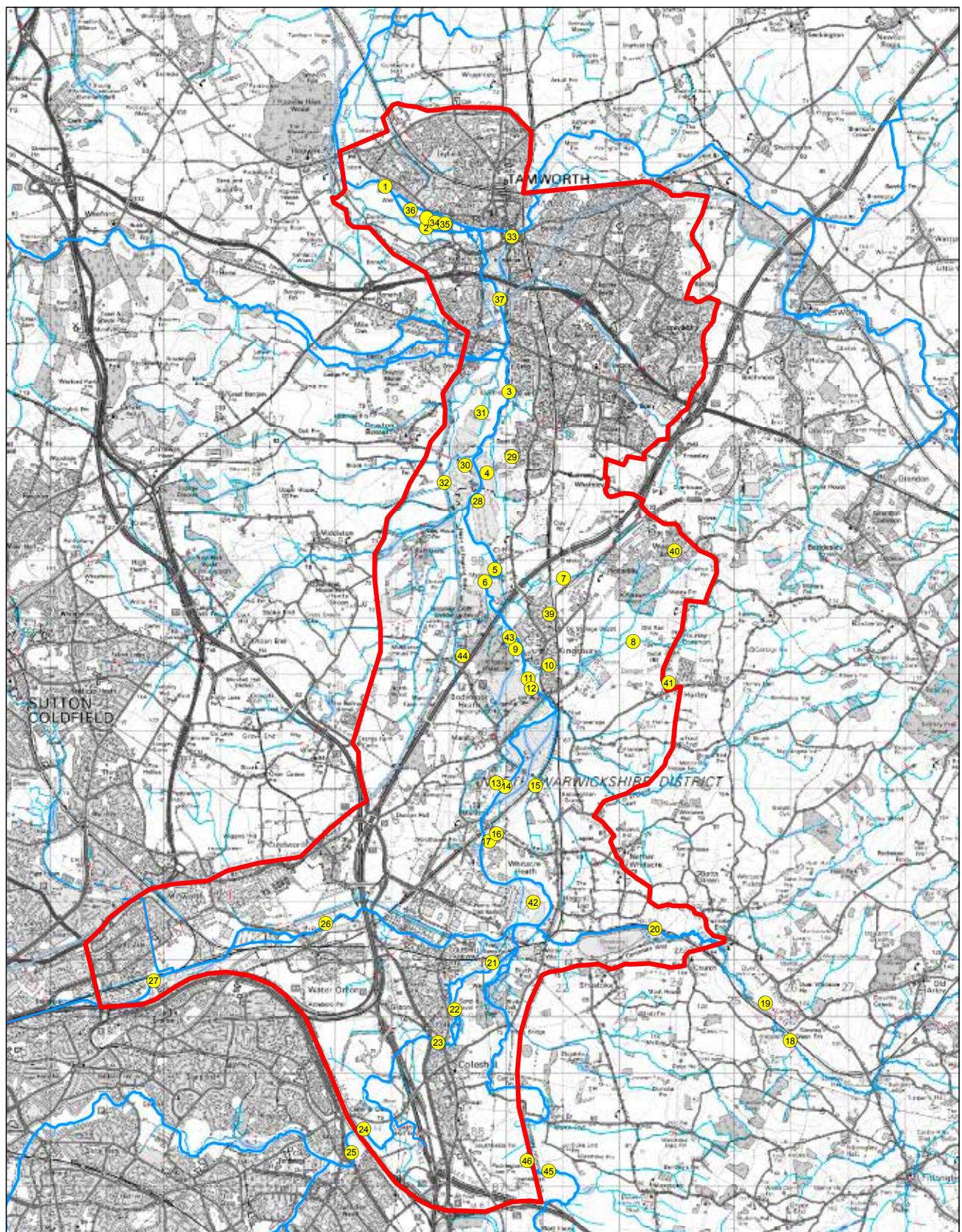
The results

Prior to the workshops, it was discussed that a matrix would be applied to each project to create a prioritised list of deliverables over the four year programme. This would include a score for each element such as cost, duration, complexity, number of themes met etc. However, following the workshops, projects naturally separated and prioritised themselves. The number of larger 'significant' projects fit well with the requirements of Programme A, and they have all been worked up with the Partnership to a point where they could be delivered within the time-frame outlined. The project forms have been completed and are included in Section 6. A variety of other site based and species-focused projects were also developed to a basic level and have been included as reserve projects. Depending on the level of additional match funding secured during the delivery phase, a variety of these natural heritage projects can be undertaken – this will be decided after consultation with the Partnership.

Landowner engagement

During the development phase, the Partnership discussed plans with the National Farmers' Union (NFU) and linked with Campaign for the Farmed Environment (CFE) and the Warwickshire Rural Hub to organise and promote a landowner / farmer event in the Tame Valley. This event was publicised through their extensive networks of farmers and by invitation to all 88 contacts who owned / farmed land in the scheme area, using the landowner data (CLAD dataset) supplied by the Environment Agency.

Tame Valley Wetland Landscape Partnership



The event was held at Southfields Farm in Coleshill, in the south of the scheme area, on 26th September 2013, and was attended by 23 people. Representatives from Natural England and the Environment Agency were present, and there were presentations from CFE, Severn Trent Water, the Woodland Trust and the TVWLP. Topics included natural heritage restoration and land management advice to help reduce water pollution from rural runoff. The event was a success and a number of useful contacts were made as a result. Three landowners farming land near Coleshill, Lea Marston and Whitacre Heath have all expressed an interest in hosting training events and environmental volunteering sessions, as well as requesting wetland creation, hedgerow planting and river re-profiling work to take place on their land. The scheme staff will take these links forward into the delivery phase to establish projects (subject to funding) on these areas of private land that form the 'missing pieces of the jigsaw'. Work will continue to develop positive relationships with the farming community throughout delivery, across all programmes of the scheme.



I am a tenant farmer occupying land adjacent to the River Blythe within the Tame Valley and therefore confirm my interest in the Tame Valley Wetlands Landscape Partnership Scheme. I am keen to support the aims of the scheme and to work closely with the scheme should the application be successful.

We have a mixed farm of 300 acres stretching from the town edge of Coleshill through to the River Blythe. We grow arable crops but also hay and grazing pasture for cattle and sheep. We are also in a higher level environmental scheme (HLS) funded and overseen by Natural England.

Over the last ten years we have seen a steady increase in wildlife on the farm due to field margins, hedge management, pollen and nectar mixes, wild bird mixes and generally farm management sensitive to the environment. Of particular interest in this context is our management of land adjacent to the river, being hay meadow and wild flower rich pastures which receive no fertiliser or chemical. I would welcome the opportunity to further develop these habitats and become an active partner in this scheme.

As we also deliver educational access and have meeting room facilities at the farm we could be in a good position to offer training and to host volunteers. I am very keen to further enhance the diversity of wildlife across the farm, and this is the perfect opportunity to develop the riverside and wetland areas.

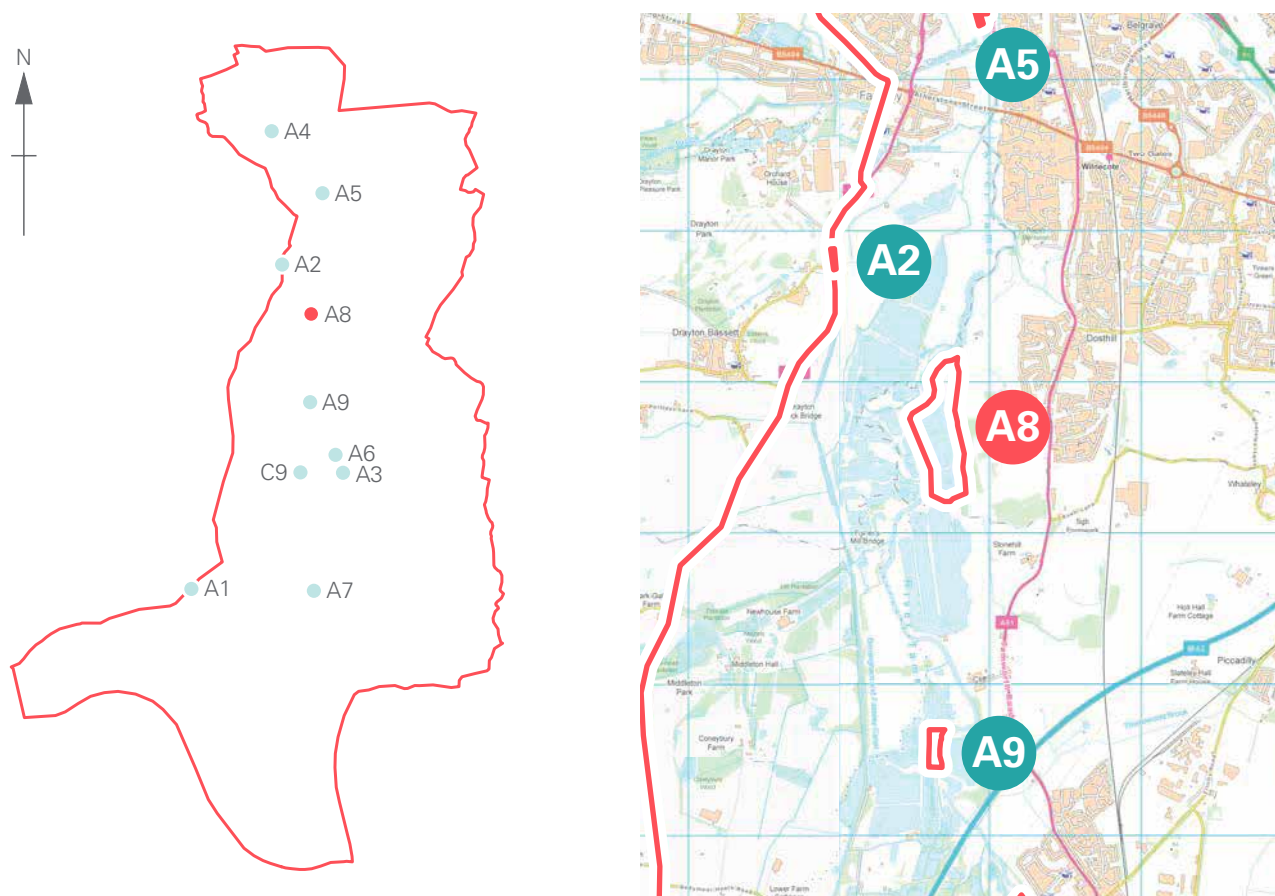
Mr John Plumb, Southfields Farm.

Wetland Feasibility Studies

Part of the HLF development grant allowed the Partnership to develop three projects in more detail that were outlined in Round 1. The locations were all on the floodplain of the River Tame and in the central part of the scheme area:

- 1 Middleton Lakes** – this site is owned and managed by the RSPB (mid-point Grid Reference: SP20640,99750).

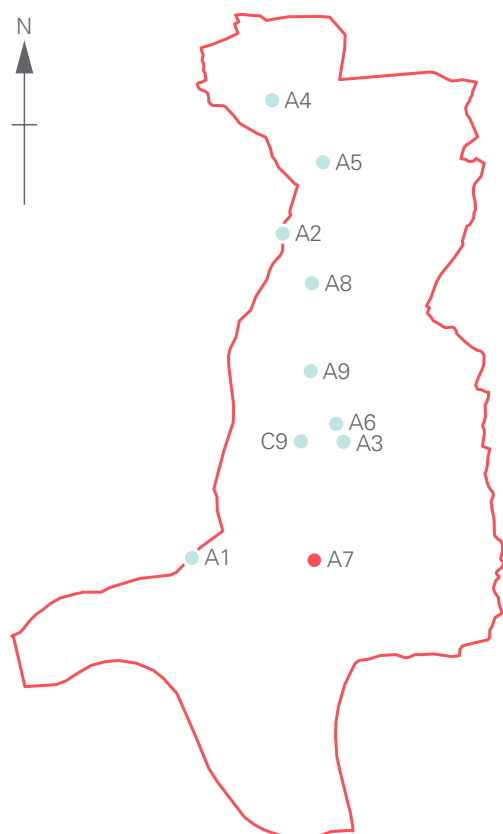
The study focussed on 20 hectares, on the eastern side of the river to the main RSPB reserve. This area of open water and islands provides valuable habitat for gulls and terns, and the reedbed fringe surrounding the lake is a preferred overwintering site for the rare bittern. The study looked more specifically at the northern part of the lake and at creating 6 hectares of reedbed (outline of area shown in red on map below), extending the existing reedbed fringe, without damaging valuable habitat for other species.



2

Whitacre Heath Site of Special Scientific Interest - this site is owned and managed by Warwickshire Wildlife Trust (mid-point Grid Reference: SP20737,93121).

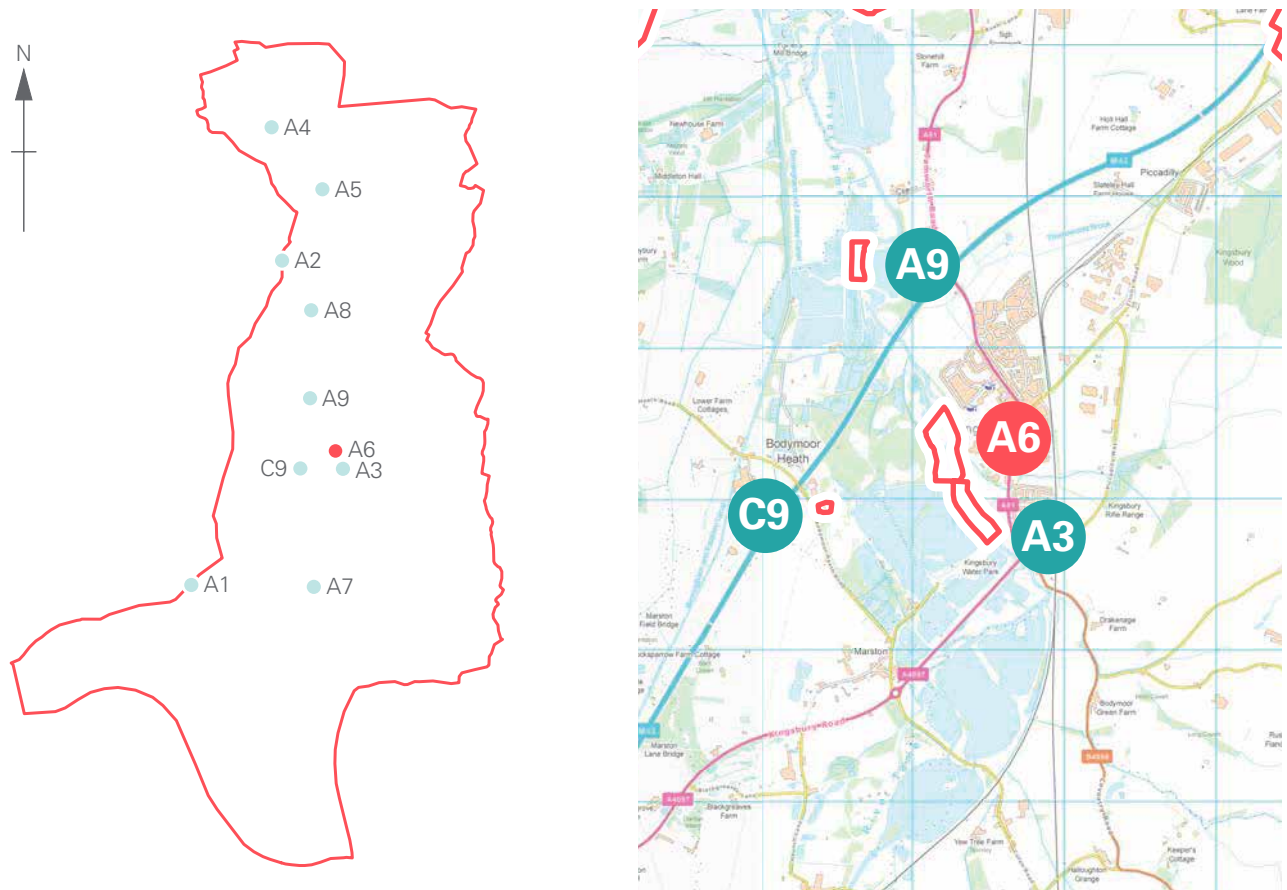
The study focused on a 7 hectare area of wet grassland to the north of the site, known as the 'Northern Pastures' (outline of area shown in red on map below). It is bounded by the River Tame on one side and the Birmingham Road and railway line on the other. The study looked at how the scheme could enhance this area of fen / wet grassland habitat, with the aim of encouraging breeding wading birds back to the area.



3

Kingsbury Water Park (Country Park) – this site is owned and managed by Warwickshire County Council (mid-point Grid Reference: SP21225,96352).

The study focussed on a 6 hectare area of amenity grassland to the east of the Country Park (outline of area shown in red on map below). The River Tame flows to the east of the study site, overlooked by the village of Kingsbury. The study looked at creating a new 'community wetland' in this area, by creating scrapes and reedbed, whilst at the same time maintaining the area's accessibility to the local community.



The RSPB conducted their own feasibility study for the scheme at Middleton Lakes (see Appendix 9). A tender to produce two of the wetland feasibility studies and designs was put out to 9 environmental consultants, 6 of whom submitted tenders.

After careful consideration, ECUS Ltd. were awarded the contract. Although ECUS were not the cheapest tenderer, they submitted a very competitive quote. Their fees actually came in slightly cheaper than this as they included additional data costs, which were not required as the Partnership organisations provided the data free of charge, in-kind. ECUS also showed the most enthusiasm to work on the project, their cost breakdown was transparent and their tender document was also strong. Their key staff have many years' experience of carrying out wetland studies and designs, as well as incorporating public access and amenity opportunities into their work. Creating habitat suitable for both people and wildlife is an essential criteria and this is where ECUS came across particularly strongly (see supporting document 18 for an explanation of the awarding of the large contracts during the development phase).

The results

The feasibility studies provided three detailed design plans for wetland enhancement / creation projects at the sites. A range of datasets were considered:

- Desk study and consultations, including using aerial images and maps, data from Warwickshire Historic Environment Records and the Warwickshire Biological Records Centre (WBRC), information from the British Geological Survey and NERC soils portal and consultations with the relevant authorities (including North Warwickshire Borough Council, Natural England and the Environment Agency).
- Topographical surveys using LiDAR data and through recording spot heights on the ground in reference to Above Ordnance Datum (AOD).
- Sedimentological investigations – trial pits were dug to sample the soils for contaminants.
- Hydrogeological studies – dipwells were installed and volunteers monitored water levels over several months to gain a better understanding of the water table and its fluctuations in relation to rainfall and river level.
- Services and utilities search
- Ecological surveys and assessments – using the WBRC data, site records held by the landowners and by carrying out Extended Phase 1 habitat surveys.

This feasibility work has helped our understanding of what is achievable at the sites, as well as enabling detailed designs and accurate costs to be drawn up. The feasibility reports and designs can be found in Appendices 9 and 10 (and supporting documents 11 and 13). The work undertaken has informed the project plans, which can be found in Section 6.

Volunteer-focussed Natural Heritage Projects

Two other important projects were identified in the lead up to the second round submission. These are:

- Hedgerow Restoration
- Ratty's Return

The hedgerow restoration project was originally included as part of Programme A in the first round; Ratty's Return is a new project, identified in the development phase. Both projects will be vital in helping to achieve objectives under Aim 1 of the scheme.

Although both projects have a wildlife and natural heritage focus, during development, it was decided that both projects would sit more comfortably in Programme B (Project B4 and B9 respectively). This is due to the close links required with the local community – both in terms of working with private landowners and farmers, and the substantial volunteering and training opportunities available for local people as part of these activities. As such, these projects will also help to achieve objectives under Aim 2 and Aim 4 of the scheme.

These projects are discussed in more detail in Section 6.

Programme A Development Summary

Programme A projects will therefore be centred around the restoration of structures along the canal and the restoration and creation of wetland and bankside habitat, on the river and its floodplain.

A total of 18 projects have been identified for Programme A. The Partnership has chosen nine projects to go forward into the scheme as part of Programme A. Two projects focus on built heritage, three on the river and four on the floodplain.

A further nine projects have been identified, which have been placed on the reserve list. These projects have not been included in the overall scheme costs and outputs, as this programme has already come in over the amount identified in round 1. These reserve projects will be undertaken should the circumstances of any of the nine main projects change, or if extra funds are found in the delivery phase. They will help to achieve the aims and objectives of the scheme, bringing further benefits to the area.

The following table demonstrates how the proposed projects and activities of Programme A will help achieve the scheme's objectives and gives an overview of the nine reserve projects:

Project Ref.	Project Name	Scheme Location	Lead Partner	Activities Planned	Objectives Targeted
A1	Paving the Way	Curdworth Tunnel, Birmingham & Fazeley Canal SP17810,93189	Canal & River Trust	Restoring Grade II listed structure; Improved access for towpath users	1a, 3a, 3b, 4a
A2	Turret Restoration	Drayton Turret Footbridge, Birmingham & Fazeley Canal SK19972,00800	Canal & River Trust	Restoring Grade II listed structure; Improved safety of users	1a, 3a, 3b, 4a
A3	Wilding the Tame (South)	Kingsbury SP213959	TVWLP	Riverbank re-profiling; creating reedbed fringe; improving accessibility for local people and wildlife	1b, 1d, 3a, 4c
A4	Fantastic Fritillaries	Broad Meadow SK196039	Staffordshire Wildlife Trust	Improving floodplain grassland; riverbank re-profiling; community and volunteer development	1b, 1d, 2a, 2c, 3a
A5	Taming the Tame	Tameside LNR SK209025	TVWLP	Creating backwater channel and island	1b, 3d, 4c
A6	Kingsbury's Community Wetland	Kingsbury Water Park SP212963	TVWLP	Enhancing floodplain; creating scrapes and reedbed	1b, 1d, 2a, 2c, 2d, 3a, 3c, 4b, 4c
A7	Whitacre Wetland for Waders	Whitacre Heath SSSI SP207931	TVWLP	Enhancing fen habitat	1b, 1d, 3d, 4c
A8	Bringing a 'Boom' to the Tame Valley	Middleton Lakes SP206996	RSPB	Creating reedbed; improving wetland habitat	1b, 1d, 2a, 3d, 4c
A9	Wilding the Tame (North)	Kingsbury Water Park SP206975	TVWLP	Riverbank re-profiling; creating reedbed fringe	1b, 1d, 4c

Reserve Projects

Project Ref.	Project Name	Scheme Location	Lead Partner	Activities Planned	Objectives Targeted
A10	The Tame Aqueduct	The Tame Aqueduct, Coventry Canal SK21000,02250	Canal & River Trust	Restoring Grade II listed structure; removed from the building at risk register	1a, 3a, 3b
A11	Fighting back the nettles	River Blythe SSSI	Environment Agency	Improving water quality	1b, 4c
A12	Reedbed Restoration	Ladywalk Nature Reserve	TVWLP	Restoring reedbed	1b, 2a
A13	Back to the Future	Cole End Park LNR	TVWLP	Riverbank re-profiling; improving accessibility for local people and wildlife	1b, 1d, 3a, 4c
A14	Boxes for Barn Owls	Scheme-wide	TVWLP	Creating and erecting barn owl boxes	1d, 2a, 4a, 4b
A15	The Osprey Initiative	Scheme-wide	TVWLP	Constructing and erecting platforms	1d, 2a, 4a, 4b
A16	Trees on the Tame	Scheme-wide	TVWLP	Planting black poplars, wet woodland and riparian tree planting	1b, 1d, 2a, 4a, 4b
A17	Riverbank re-profiling	Lea Marston (private landowner)	TVWLP	Riverbank re-profiling	1b
A18	Scrape creation	Whitacre Heath (private landowner)	TVWLP	Enhancing floodplain and wet grassland habitat	1b, 1d

The nine selected Programme A projects will help to restore the fragmented and degraded landscape of the Tame Valley through the restoration of two important Grade II listed buildings and through the creation or enhancement of 50 hectares of wetland habitat and 1km of bankside habitat. The improvements will be achieved by a landscape-scale approach to joint-working with a variety of organisations, landowners and local groups, and will help to deliver local and regional targets, improve habitat connectivity, and will enhance the aesthetics of the area, reconnecting local people with their heritage.

Many of these projects will directly benefit local populations of water vole, otter, bittern, snipe, lapwing, bats and barn owl (wetland National and Local Biodiversity Action Plan (BAP) priority species). Many other species of birds, invertebrates and amphibians will also benefit.

In addition, the Humber River Basin Management Plan identified the stretch of the River Tame from the confluence of the River Blythe to the confluence of the River Anker as having poor ecological status (under the Water Framework Directive). We aim to tackle some of these issues through reconnecting the river to parts of its floodplain, by naturalising the river's channel and banks and removing or modifying barriers to allow species migration. We aim to create in-stream habitats and improve them by reinstating gravel riffles, creating braided channels and re-profiling riverbanks to create conditions suitable for sustainable fish populations. Priority areas to be restored include Kingsbury Water Park, Middleton Lakes, Broad Meadow and Tameside LNR.

Staffing for Programme A

Due to the amount of wetland-focussed projects within this programme, and the emphasis on wetlands across the scheme, a Wetland Landscape Officer will be employed as part of the scheme through the Lead Partner, Warwickshire Wildlife Trust. This post replaces the more ambiguously-named Heritage Officer that was proposed in Round 1. Built heritage expertise will be provided by the Canal and River Trust's Heritage Advisors, and through consultation with the Historic Environment departments at Staffordshire County Council and Warwickshire County Council.

5.2 Programme B: Community Participation

Programme B primarily focuses on achieving Aim 2:

Reconnect the local community with the Tame Valley landscape and its heritage by engaging and involving people of all ages, backgrounds and abilities with their local green spaces, sites of heritage interest and the conservation and restoration of these places.

However several projects within this programme will also help to meet other scheme aims, and furthermore, objectives under Aim 2 will also be met through a number of projects found within other scheme programmes.

The scheme recognises that there are levels of participation for people and communities (public participation, social participation and individual participation). The scheme and most notably the programme and projects concerned in this section, have therefore been consulted on and designed with these levels of participation in mind. The provision of activities at each participation level increases the chances of different types of people getting involved, maximising the number of people engaged overall and offering opportunities that are appropriate to all.

Programme B loosely divides up into six over-arching themes: heritage-focussed events; cultural heritage; practical conservation; community group support; youth engagement and schools engagement.

The projects identified and finalised during the development phase have been based on robust consultation that took place prior to Round 1 which has subsequently been strengthened during the development phase, through in-depth community engagement which has been led by consultants Barker Langham and supported by organisations on the TVWLP (see Appendix 11 for Audience Plan and Access Plan). Through a series of consultation events, interviews, focus groups, and workshops, a robust and clear plan for each programme and its associated projects has been devised which reflects the needs, desires and interests of the communities the scheme is set to benefit.

The following sections look at the project development for each of the six over-arching project themes.

Heritage Events (Project B1)

Understanding levels of participation is important when considering a scheme such as TVWLP, as many people are unlikely to get directly and heavily involved with the project from the outset, needing time to build confidence and interest. Providing low pressure/low expectation activities to engage people is a useful first step to introducing them to the scheme and encouraging their deeper involvement in the future, and this was recognised in Round 1 where open access community events were noted as a positive means to first engage people.

During the development phase a number of ideas for such events have been explored and consulted on with local people through questionnaires, on street surveys, focus groups, themed workshops, telephone interviews, youth work and a thorough access review.

Consultation with local people found that 44% of respondents expressed an interest in children's activities, 43% in family activities, 41% in local history events, 38% in guided walks, 38% in conservation activities, 34% in learning about local buildings and 31% in local archaeology. Heritage craft skills were identified by 22% of survey respondents as of interest. Thirty three per cent of people questioned also said more events and activities would encourage them to visit the Tame Valley more often. This information suggests that a wide range of themed activities (family, history, walks, old skills and crafts, site visits) and events openly accessible to all will encourage a wider audience to engage with the scheme.

The themes identified by consultees have, therefore, been integrated into a series of events which will capture people's interest and offer the chance to explore a new site or building and get closer to the natural and built heritage on their doorstep. These events vary from heritage skills and crafts to family sessions, from green woodwork to sunrise church services, presenting opportunities to engage and excite a wide audience (see Section 6 for full details on the project). Local people will be encouraged to get involved in these activities and then hopefully feel inspired to progress that involvement through to becoming an active volunteer.

Some of the themes raised by consultees have been integrated into events or activities under other programmes, notably learning about buildings and local archaeology (see Section 5.3).

Your Local Heritage (Project B2)

Story sharing was identified in Round 1 as a key opportunity to engage with people around their own heritage. This level and type of participation offers a wonderful opportunity for those less physically able to engage with the scheme, to capture the human and cultural aspects of heritage and to create some inspiring and interesting tales to be shared to help engage others.

During the development stage a memory box was used at the Wild About Tamworth event to collect people's memories and test the interest/willingness of people to offer their tales. The box was well used and captured some poignant memories people have of the valley and their engagement with it as children:



I remember before they diverted the river at Tamworth, I used to go fishing there. I caught sticklebacks. We used to swim in the river by Devil's elbow. We were out of the house all day and your mother never asked where you were.

This clearly demonstrates the power and potential of using people's memories and stories not only as a means to engage them and encourage their involvement with the project (possibly inspired by a desire to reconnect with nature as they had as a child) but also the powerful impact such stories can have to inspire others to become involved.

The power of these personal heritage stories, coupled with the desire of the scheme to engage with Gypsies and Travellers, disabled people and other hard to reach or less physically able groups makes this form of engagement all the more important for the scheme as it offers another level of engagement which can be as open or closed (even anonymous) as people wish it to be. This has led to the scheme developing the 'Your Local Heritage' project (B2) where local people will be asked to contribute and share their cultural heritage through a series of activities recording, for instance, their memories and experiences of the Tame Valley – how they lived, stories and recollections of people and places, especially the heritage of the river, farming and industrial activity. These will be recorded through a variety of media including video, audio, web-based (HistoryPin), written and photographic material (see Section 6 for full details on the project).

Practical conservation (Projects B3, B4 and B9)

In Round 1 the importance of offering quality conservation volunteering opportunities through the scheme had been highlighted for several reasons:

- Offering people a chance to make a real, visible difference to their local environment
- to contribute practically to Programme A: Conserve and Restore
- to create a potential volunteering legacy to keep conservation work going after the scheme
- to create opportunities for people to influence the scheme

During the development phase, the viability and structure of potential environmental volunteering, and indeed wider volunteering, opportunities were explored.

Baseline

The Partnership already offers a range of volunteering activities:

- The Canal and River Trust has a contract with Probation Services for Community Service clients who undertake clearing of canals
- RSPB and The Wildlife Trusts offer volunteering activities on their sites
- Warwickshire County Council and Staffordshire County Council work with voluntary groups to audit, maintain, report and repair Rights of Way
- Sustrans has volunteer rangers who organise litter picks, and update signage on their routes and
- the Environment Agency have worked with groups of people with learning difficulties to install signage on their land.

These activities provide the foundation and experience for further participation in the scheme. However the level of activity taking place has dropped over recent years due to the downturn in the economy. There is also a much greater demand for working with local people and managing wildlife sites, than can be met with

current resources. These previous volunteering activities give us a template of what works, as well as highlighting the gaps that need to be filled. For example, the above all take place as less accessible (further to travel) sites, rather than on people's doorsteps. This gives us an opportunity to develop 'at their site' participation opportunities for the less able and hard to reach groups.

Opportunities for projects

Data available on volunteering in areas along the Tame Valley was researched and findings suggested that only 22% of residents in North Warwickshire regularly participate in volunteering, which is lower than the national average. This suggests that the scheme can play a vital role in providing new and exciting volunteering opportunities for people, but also to offer some expertise in community and volunteer engagement.

Excitingly, data looking into people's interest/desire to volunteer in the Tame Valley area, provided by North Warwickshire Volunteer Centre, suggests that there is most interest from two key target groups – unemployed and young people (aged 19-25). This indicates that volunteering opportunities targeted around skills development and improved employability would be welcomed and these have therefore been built into practical sessions around woodland and wetland habitat management, Himalayan balsam control and hedgelaying. This has also supported the desire to run youth engagement projects (B7) and heightened the importance of Programme C: Access and Learning.

As a result of this consultation and the development of Programmes A and B, three distinct projects have been identified that fall under the conservation volunteering theme, which will all play a key role in achieving objectives under Aims 1, 2 and 4. These are:

- Practical conservation (Project B3) – a project where local people can attend regular or one-off volunteer days, visiting sites within the landscape, learning new skills and making a difference to the natural heritage sites on their doorstep. This type of activity featured strongly in the consultation that took place during the development phase.
- Hedgerow Restoration (Project B4) - A number of historic field patterns and their boundaries are at risk across the area and are in need of restoration. A number of locations to carry out hedgelaying were identified in the development phase, for example in Curdworth, Lea Marston and along the canal network. Locations for new hedgerows were also identified, with the aim of planting 500 metres of new hedgerow, in partnership with the Woodland Trust – a new partner now involved in the scheme.

- Ratty's Return (Project B9) – This project has been developed due to the recent loss of the water vole from the area – a highly charismatic and native species. Discussions with local people and landowners during development highlighted the need and desire for a project that looked at bringing this species back into the valley. This aim is also identified as a priority in the Tame, Anker, Mease Catchment Management Plan, as water vole populations are still 'hanging on' in areas nearby. The project will therefore work to restore the natural conditions, which will enable this animal to naturally recolonise the area over time. The return of Ratty would be of huge benefit to the local landscape, its conservation status nationally, and for the regional meta-population of this highly endangered wetland mammal.



There is nothing, absolutely nothing so much worth doing as messing around in boats.

'Ratty', immortalised in Kenneth Grahame's 'The Wind in the Willows' (1908) novel – both a natural and cultural heritage project.

Consultation, with local residents, carried out by Barker Langham, during the development phase reinforced the message that volunteering opportunities should be an important part of Programme B with 25% per cent of people expressing an interest in volunteering to help look after the heritage and landscape of the Tame Valley. Although at this stage it is difficult to tell how many people would actually convert their interest into volunteering, this is nonetheless an encouraging response and has led to the inclusion of a robust package of environmental volunteering projects.

Recognising, through consultation in the development phase with groups and specialist service providers, that there are some groups for whom, open access environmental volunteering opportunities will be challenging either due to physical disabilities, mental health issues or social issues bespoke conservation tasks have also been developed and included. These sessions will ensure that opportunities are available for all and as people's confidence grows they can be encouraged to join other activities and events.

Looking again at the data provided by North Warwickshire Volunteer Centre around the most popular volunteering opportunities people express interest in in fact reveals there is scope for recruiting a broader diversity of volunteers beyond the environmental volunteering opportunities. By far the most common types of activities people were interested in volunteering for were 'organising or helping to run an activity or event' (59%) and 'raising or handling money/taking part in sponsored events' (52%), suggesting there is an appetite for local people to get actively involved with the Heritage Events and possibly fundraising for Friends of or Community Groups or site improvements.

It is therefore suggested that the scheme, as it develops, offers a wider range of volunteering opportunities, other than just environmental, which could include: events coordination and support, access auditing, campaigning, social media, marketing, mapping and surveying (see Appendix 12 Marketing and Branding Plan for more information).

The scheme will also offer some formal and informal training, which will support the needs of all volunteers but notably will offer some useful training opportunities for unemployed volunteers.

For more information on the development of the training projects see Section 5.3.

Community Group Support

Grants (Project B5)

After consultation with the local community through focus groups and surveys during the development phase, it became apparent that local groups would benefit from a source of funding, as well as training and support from the scheme, to allow them to develop their own ideas and projects.

There are a number of local groups, such as the Friends of Kingsbury Water Park, that have a list of exciting ideas that fall in line with the aims of the scheme but have struggled to access funding or find support to apply for funding. It was therefore decided that the scheme would ring-fence a sum of money for local community groups to apply to as part of the scheme. The 'Community Grants Project' will see the Heart of England Community Foundation take the lead on administering and supporting local groups to apply for a pot of funding available in years 2 and 3 of the scheme delivery phase. This initiative will also bring in match-funding for the scheme and give the scheme valuable flexibility during delivery to adapt and respond positively to potential new projects identified by the local community.

Community Groups (Project B6)

The scheme recognised from the outset that considering and building in legacy to all programmes is vital to their continued success and therefore included the development and support of Friends of Groups in Round 1.

During the development phase consultation with existing Friends of Groups and local volunteers (Coleshill focus group discussions) found groups, such as the Friends of Kingsbury Water Park expressed frustration at the lack of participation from local residents and voiced concerns that their small groups struggled to recruit new members and find funding for projects. Apathy was one reason cited, as well as general lack of interest and that such concerns are someone else's responsibility.

This emphasises the challenge of recruiting and retaining volunteers, but also highlighted the current gap in provision of support for such groups to help develop their skills, confidence, recruitment, retention and most importantly their sustainability.

Therefore, central to the scheme will be supporting existing and establishing new local groups, to involve local people in the management and protection of their local heritage sites. This will be a sustainable initiative (see Section 8) to ensure the activities and improvements made to these sites are maintained, and that new people to the community will have a focal point they can turn to if they want to become involved in their local sites both during and after the scheme has ended. Providing local people with the support they need leads to strong and effective 'Friends of' groups. Equipment such as tools will be provided as well as technical support and vocational and non-vocational training to volunteers and partner organisations.

Youth Engagement (Project B7)

The importance of involving young people in the scheme was highlighted in Round 1, recognising that they are often removed from heritage and nature, and that discussions around such subjects and opportunities relating to them are not usually pitched appropriately (e.g. complex and un-engaging language). However the role young people have to play in our landscapes is an important one, and often it is not that they are apathetic to it, it is simply that it has not been offered to them in an engaging way.

With this in mind, the development phase had a focused effort on consulting with young people themselves and young people's support agencies (youth workers). Discussions with young people at TamYouth Club in Tamworth, Castle Vale Youth Council and young people at the Odeon Cinema resulted in some clear messages about the best approaches to and barriers to their engagement with a scheme such as TVWLP. These results, combined with discussions with youth workers (TamYouth, Cornerstone Housing Association) have led to the following key messages to be considered in developing projects:

- using a variety of arts and media opportunities relating to the natural environment are more likely to stimulate engagement
- volunteering opportunities should have a work experience/skills development focus
- learning should have an accreditation where possible
- activities need to be accessible by public transport
- activities within a recognised and trusted building is a safe starting point

- working with existing youth workers/support staff will lead to better attendance.

These have all been taken into account in developing a project which will offer opportunities for all local young people through a general youth volunteering scheme, film making and photography with a target youth group, environmental workshops that lead to a youth achievement award and site field trips for college students. Sessions will be held in local youth centres and local green spaces to encourage engagement. A minibus will also be available through the scheme to allow access to more remote sites.

The young people engaged will be encouraged to continue their involvement with the TVWLP through engagement with general environmental volunteering opportunities which will support intergenerational relationship development by bringing older and younger volunteers together.

Schools Engagement (Project B8):

Encouraging and supporting local schools to recognise, value and most importantly use the Tame Valley in the curriculum is a key objective for Programme B, not least as it will ensure that the valley continues to be used and enjoyed by children for years to come after the scheme has ended.

Discussion with schools during the development phase highlighted that there is a marked difference between schools along the valley in how they currently view and use the outdoors in their learning programmes. For example, The Coleshill School, a Business and Enterprise Academy, has a strong focus on BTEC courses and science and technology and less so on outdoor education, however for other schools in the scheme area, forest schools, tree planting, and mud kitchens played a part in school programmes, along with participation in special outdoors events such as Severn Trent Projects and Coleshill in Bloom. In addition, schools undertook trips to the surrounding area such as the Shustoke Reservoir and Kingsbury Water Park.

Schools consulted through the Cluster meeting suggested that the most prominent barrier to undertaking outdoor activities in the scheme area was the cost. In particular, transportation costs were highly prohibitive, with coaches costing £200-300 per trip. As a direct result of high transport costs schools are particularly interested in

carrying out environmental activities within school grounds. Some schools were already engaged in on-site activities such as creating ponds and gardens. If on-site outdoor facilities were unavailable, some schools undertook local trips to nearby rivers and canals on foot.

Meetings with Head Teachers also revealed that the decision for a school to engage in an activity is very much dependent on the nature of the content and learning outcomes. Generally, the ability to link educational programmes and activities, including those outdoors, to the national curriculum was essential. Of the materials and learning resources that could be produced for outdoor activities and trips, teachers expressed that key materials such as recording books would be beneficial, along with supplementary material, such as pre-visit materials, follow-up reading, and research materials. Another material of interest was risk assessments.

It was also raised that outdoor education training for teachers would be highly beneficial to enable them to feel more confident working in green spaces and running activities.

This information suggests that there are strong opportunities to work closely with local schools provided the learning objectives meet the curriculum, the sites are accessible and there is adequate support before and after trips for teachers to create a legacy.

The scheme has, therefore, developed a project specifically aimed at engaging local schools along the valley, offering both in-school sessions and field trips and practical conservation activities for pupils. The scheme will subsidise transport costs to enable local schools to arrange field trips – allowing their students to explore their local landscape. To ensure teachers feel supported and able to deliver similar activities costs have been included in this project to work with experts in order to develop relevant and educational resources for teachers.



Greylag family © 2013 Mandy Austin

Programme B Development Summary

Programme B will aim to engage nearly 7,000 people with the Tame Valley Wetlands landscape and scheme activities. The projects have all been developed with local community needs, wants and possible barriers and in mind. Creating such a wide range of projects targeting both the general local community and also specific groups of interest, provides opportunity for people to get as involved with the scheme as they feel confident and able to at the time and will help to ensure that the scheme has something to offer everyone at all stages.

The final projects included within the programme, including 2 reserve projects should funding become available, are as follows:

Project Ref.	Project Name	Scheme Location	Lead Partner	Activities Planned	Objectives Targeted
B1	Heritage Events	Scheme-wide	TVWLP	Annual heritage events; Wild Wednesdays; Wider events and activities programme	2d, 3c
B2	Your Local Heritage	Scheme-wide	TVWLP	Cultural heritage mini-projects, workshops, exhibitions	2b, 2c, 2d, 3c, 3d, 4a
B3	Environmental Volunteering	Scheme-wide	TVWLP	Bird box making; Non-native invasive species control, habitat management, surveying	1c, 1d, 2a, 2c, 3a, 3c, 3d, 4b, 4d
B4	Hedgerow Restoration	Scheme-wide	TVWLP	Hedgerow creation; Hedgelaying training days; Hedgerow restoration; Hedgerow surveying	1c, 1d, 2a, 2c, 4a, 4b, 4d
B5	Community Grants	Scheme-wide	HoeCF	Community groups awarded funding to deliver projects and secure match-funding linked to scheme	2c, 4d
B6	Community Groups	Scheme-wide	RSPB / TVWLP	Setting up / supporting local groups, establish Friends of Tame Valley group; Funding for local groups	2b, 2c, 4b, 4d
B7	Youth Engagement	Scheme-wide	SWT / TVWLP	Regular activities suitable for young people; Delivery of John Muir Award; Tame Valley documentary; Practical work-based conservation with colleges	2a, 2b, 2c, 2d, 3c, 4a, 4b, 4c, 4d
B8	Schools Engagement	Scheme-wide	TVWLP	In-school sessions; Field trips; Creation of an educational activity pack; Practical projects for students with special needs	2b, 2c, 2d, 3a, 3c

Project Ref.	Project Name	Scheme Location	Lead Partner	Activities Planned	Objectives Targeted
B9	Ratty's Return	Scheme-wide	TVWLP	Monitoring mink traps; improving bankside habitat; training volunteers; improving bankside habitat	1b, 1d, 2a, 4a, 4b
B10	Scheme Vehicles	Scheme-wide	WWT	4x4 flatbed or crew cab; c.12 seater minibus	Linked to all

Reserve Projects

B10	Wildlife-friendly Parishes	St Nicolas Curdworth, Kingsbury, Lea Marston	NWBC	Habitat restoration and creation in churchyards and public grounds	1b, 1c, 2a, 2c, 4d
B11	Your Local Heritage (extra)	Scheme-wide	TVWLP	Memory tree walk; ephemeral exhibition of trees, memories, stories and photos; fashion tips, vintage intergenerational project sharing 'tips' between retired and current hair and beauty professionals; new souvenirs of Tame Valley created	2b, 2c, 2d, 3c, 3d, 4a

For more detailed information on each project see Section 6.

The scheme will work closely with partners such as North Warwickshire Volunteer Centre and WCAVA to provide, grow, promote and facilitate volunteering opportunities and volunteer development throughout the scheme area. The Partnership aims to deliver a quality community engagement programme that closely links with all the other scheme programmes and objectives, and that adds significant value to the lives of local people.

Staffing for Programme B

Two members of TVWLPS staff will be primarily working to deliver the projects under Programme B – the Community and Events Officer and the Youth Engagement Officer. Both of these officers will be line managed by Delivery Partners - the RSPB and Staffordshire Wildlife Trust respectively. We feel this arrangement will add greater strength and unity to the Partnership, bringing substantial additional expertise, knowledge and commitment into the scheme delivery from these organisations.

The TVWLPS Training and Education Officer will also work closely with these two members of scheme staff to help deliver the School Engagement Project. This role has evolved since Round 1 – although this officer will largely lead Programme D, due to the fact that the post holder must have a teaching qualification and because the Community and Events Officer role is now more event-focussed, they will be well suited to offering specialist advice and leading school sessions. This post will be employed through the Lead Partner, Warwickshire Wildlife Trust.

The development process outlined the need for a member of the scheme staff to be an experienced Youth Engagement Officer. Prior to this, sessional workers would have been used to deliver youth work. However the Partnership have identified the need to work with hard-to-reach groups, such as young people, and feel that a permanent member of staff with these specific skills would help to achieve the scheme's aims and objectives more effectively. This officer will be part-time (3.5 days/week) and will be in post for 3.5 years – the same period of time as for all officer level scheme staff. Staff costs are included under Programme E.

5.3 Programme C: Access and Learning

Programme C primarily focuses on achieving Aim 3:

Improve access and learning for local people – both physical access on and between sites and intellectual access on and off site through a range of resources.

Programme C is therefore a wide-ranging programme designed and developed to tackle barriers to both physical and intellectual access throughout the 104km² landscape area.

Current physical access to the Tame Valley and the information with which people can explore its heritage, history and wildlife is currently poor and needs to be improved. Consultation carried out by Barker Langham suggests that 18% of survey respondents said they simply didn't know enough about the valley to access it either physically or intellectually.

Access Group

It was recognised in Round 1, but re-emphasised during the development phase, that with access at the heart of the scheme, it is vital to establish a working group that can lead on and monitor access issues throughout the scheme's delivery and ensure the integration of existing plans and projects into the scheme. Many of the stakeholders engaged through the development phase (Ramblers Association, Sustrans) have expressed a willingness to be involved with an Access Group illustrating the value of incorporating such a group within the scheme's projects (C1). More detailed information on this project can be found in Section 6.

Physical access

During the development phase, research into the current physical accessibility of the Tame Valley was split, with Barker Langham building on consultation in Round 1 looking at local communities perceptions of accessibility, a full Access Audit by Walk Unlimited was undertaken to look at physical barriers for the valley and existing proposals for access improvements in the Warwickshire County Council and Staffordshire County Council Countryside Access Plans. An on-the-ground overview of the Tame Way canal and river routes was also conducted to identify areas for investment. This process has given the scheme a clear picture of the current physical access issues and offered a wealth of information to help design projects under this programme.

Based on feedback in Round 1 and through face to face consultation, surveys and focus groups with local communities during the development phase, Barker Langham found that local communities felt physical access to the valley is currently restricted by both actual barriers and perceived barriers including: limited routes out of major towns and villages, limited disabled access, lack of cycle provision, lack of connectivity between heritage sites, lack of defined public rights of way, clarity over permissive routes, safety concerns about certain areas, lack of marked routes and lack of bridle ways.

Ten percent of people questioned by Barker Langham stated that seeing an improvement in the footpaths would encourage them to visit the valley, and a further 10% thought that better maintenance of the river environment would make them more likely to visit. More seating (8%), better parking (5%) and better transport links (5%) were also highlighted as ways to increase usage of the area.

Walk Unlimited were commissioned to carry out an Access Audit of the valley including reviewing current access provisions, identifying gaps in provision and proposing activities to improve access within the scheme area. Their research explored existing plans and strategies, along with existing promoted routes. Consultations were conducted with Rights of Way representatives, Sustrans, environmental organisations, walking groups, disabled groups, volunteers and members of the local community (a full list of stakeholders engaged throughout the development phase can be found in Appendix 11).

In summary, the Access Audit (full Access Audit and report can be found in Appendix 11) revealed that there is currently good provision in the scheme area for:

- Long distance walkers
- Organised ramblers
- Local people with paths close to home e.g. dog walkers
- Organised / aware cyclists
- Naturalists and birdwatchers.

However, they found that for some groups of people provision is lacking including the following:

- Residents of some villages and parts of Tamworth
- People from outside the area without cars
- People who do not know where to look for information
- Disabled ramblers wanting a longish walk 5-8 miles
- Families (apart from those who go to existing attractions)
- Horse riders
- Canoeists and paddleboarders.

This data, coupled with information from Barker Langham, suggests that the key audiences for the scheme should include very local communities - encouraging them to get out and use their access local network to walk and ride, especially with the associated health benefits. It also suggests there should be a focus on people coming into the valley from outside the area and using public transport. These people will support rural transport services and help economic regeneration by spending money in local shops, pubs, riding stables, visitor attractions, etc.

Suggestions from the research undertaken suggests the best way to improve access for a wide group of people, both local and visitors, is to review, rationalise, update and promote what is already in the area and fill the missing links in the access network e.g. from villages and towns onto existing promoted routes. Coleshill Parkway and Tamworth railway stations will be promoted as transport hubs to promote access to the Tame Valley. Therefore, to fill the gaps and reach target audiences, new projects should aim to:

- Fill in missing links in the access network (using right of way, permissive access and new routes)
- Signpost people to the most attractive/interesting places within the valley (choose routes where people want to go)
- Establish a variety of provision (to meet a range of abilities, tastes and needs)
- Improve awareness (publicity for locals and visitors).

This data suggests that physical improvements to access, coupled with landowner liaison to address some perceived barriers would encourage a significant increase in people visiting and using the valley therefore the development of a sustainable network of physical access infrastructure within the Tame Valley is key to people being able to enjoy this fascinating landscape and take part in conserving its rich heritage. These recommendations have been considered and included in a series of projects to address physical access along the valley. Full details on these projects (C2 – C6) can be found in Section 6.

The Tame Way

The Tame Way is a long distance footpath initiative, stretching from near the source of the River Tame at Darlaston to its confluence with the River Trent at Alrewas. The stretch between Castle Vale, Birmingham and Hopwas, Tamworth is the section of the Tame Way within the scheme area. Reference to the Tame Way (Project C2) throughout this and associated TVWLPS documents is to the section within the scheme area, not the wider route.

An initial feasibility study of the route was carried out in 1998 by the Environment Agency, followed by a second assessment in 2009 (see Appendix 13 for the Tame Way Review 2009).

During the development phase, Walk Unlimited explored the feasibility of creating an accessible and well-promoted long distance route, the Tame Way, ultimately proposing the creation of two routes: the Canal Route (TWC) and the River Route (TWR), each of which could be feasibly opened in 12 months and two to five years, respectively. In order to maximise the routes' accessibilities, recommendations have been made in the accompanying plans in Appendix 11 to provide adequate:

- Waymarking
- Information / orientation
- Seating
- Unrestrictive gates
- Signs to local amenities
- Path surfacing where necessary

The establishment of a Tame Way, and its waymarking and promotion, would raise the profile of the area for walking, both locally and regionally.

However, experience from Walk Unlimited and UK National Trails suggests that few people actually walk such middle to long distance 'ways' from end to end. The majority of other users walk short sections over a day / weekend; particularly where there are promoted circular walks which coincide in part with the long distance route. These people may well be less experienced walkers, less well equipped and be more influenced by leaflets, promoted and way marked routes. Therefore, projects C5 and C6 will focus on developing and promoting circular and themed trails for creating new walking / cycling links to allow people to access the Tame Valley's

heritage and landscape including nature reserves, local churches and historic structures.

The Tame Way will link with an integrated network of canal towpaths and proposed circular walks, using existing public rights of way, permissive paths and other long distance footpaths, such as the Heart of England Way, North Arden Heritage Trail and the North Warwickshire Cycle way. Work will take place to enhance, map, sign and promote these routes, clearly highlighting the Tame Way and how all routes link together. This will provide people of all ages and abilities with a range of new and exciting opportunities to explore the area's heritage at first-hand.

In line with Walk Unlimited's recommendations there is a strong case for two routes: one, the Tame Way Canal route (TWC), which follows closely the canal, in places, and the river, where possible, can be opened up very quickly and easily since it is on existing rights of way or long established permissive access; the other, the Tame Way River route (TWR), follows the river but is currently unmanageable due to lack of legal access through private or publically owned land, missing bridges and overgrown or flooded paths.

The access audit provides details of both routes. Both must be seen in the context of other projects within this programme – i.e. the series of circular routes (Project C5), some fully accessible walks, cycle rides and a 'signposting' guide (web and leaflet based – Project C6), which directs potential visitors to existing sources of information about access opportunities in the valley.

The costs and list of potential works for the Tame Way makes the assumption that major interventions such as path surfacing, seats and way-marking are not necessary for the long distance walkers. However, the promoted circular walks are targeted at a different kind of walker and therefore will need more physical access improvements, such as kissing gates to replace step over stiles, path surfacing and seating. Please see Appendix 11 for the full Access Audit, complete with a set of recommendations and guiding principles that will inform the project work.

Promotion, way-marking, physical access improvements such as removal of stiles, replacement of bridges, provision of seats and path surfacing, means that a wide section of users would benefit from the new Tame Way. Local people and tourists can then choose to use as much or as little of the route as they desire.

Intellectual access

During the development phase, 18% of survey respondents cited that they did not know enough about the area for the reason why they did not access the landscape. This presents a huge opportunity to properly promote and market the scheme during the delivery phase, reaching out to those people who would potentially get involved if they were aware of what it had to offer. To address this, a Marketing Plan and Branding Brief were produced by Barker Langham and are included in Appendices 12 and 14. Improved promotion and increased awareness of the hidden landscape of the Tame Valley and the work of the scheme will be addressed through a number of exciting and interactive projects.

Improving and deepening people's knowledge and understanding of the area is vital; ensuring that the area is genuinely accessible to all. This will involve a range of interpretative projects and initiatives which will engage local people and communities as partners in caring for their valley. The scheme will develop an interactive and engaging website and a mobile phone app. A flagship project will be the creation of a new visitor centre information hub, branded as 'The Gateway to the Tame Valley', at Kingsbury Water Park – the site is located in a central position within the scheme area and sees approximately 350,000 visitors a year (Projects C9 and C10).

A portable information hub is also planned (Project C12), in order to take the Tame Valley and the scheme 'to the people'. This mobile interactive information service will market the scheme and the activities on offer. Through relaxed conversations with Tame Valley staff at popular existing public events, interest will be gained to try something new, leading to further participation in activities and eventually volunteering. Once hooked, experience shows people will often move from attending a Heritage Event (Project B1) or a Taster Session (Project D1), to getting more involved through archaeological digs, attending events with their families, or perhaps even by regularly volunteering their time to support an aspect of the scheme. Throughout this four-year programme this ripple effect should produce wide and repeated involvement through positive word of mouth recommendations and experiences.

Programme C Development Summary

The following table demonstrates how the proposed projects and activities of Programme C will help achieve the scheme's objectives:

Project Ref.	Project Name	Scheme Location	Lead Partner	Activities Planned	Objectives Targeted
C1	Access Group	Scheme-wide	TVWLP	Setting up / supporting local groups; Funding local groups	2c, 3a, 3b, 3c, 4b, 4d
C2	The Tame Way	Scheme-wide	TVWLP	Long distance routes created along valley, linked to various footpaths and trails	2a, 2b, 2c, 3a, 3b, 3c, 3d, 4b, 4c
C3	Tame Valley Interpretation	Various	TVWLP, WWT	Mini project at Dosthill; Bird hide at Whitacre Heath SSSI; Tame Valley signage	3a, 3b, 3c, 3d
C4	Tame Valley Access Improvements	Various	TVWLP, WCC, RSPB	Boardwalk installation; Access work at Tame Aqueduct; Woodland Walk; Middleton in a nutshell; Upgrading paths to bridleways	2a, 2b, 2c, 3a, 3b, 4b
C5	Circular and Themed Walks	Scheme-wide	TVWLP	Development of circular routes; Cycle ride routes; Walk leaflets; Guided walks; Mobile phone app	2b, 2c, 3a, 3b, 3c, 4b, 4d
C6	Signposting Guide	Online and various outlets	TVWLP	Creation of a Signposting Guide in Year 1 and in Year 2	3a, 3b, 3c, 3d, 4d
C7	Your Heritage Family Resource Pack	Online and various outlets	TVWLP	Creation of resource pack	2d, 3c
C8	Educational Materials for Girl Guides	Various	TVWLP	Delivery of educational sessions with Girl Guide groups (and others if successful)	1d, 2b, 2d, 3c
C9	Gateway to the Tame Valley	Kingsbury Water Park	TVWLP, WCC	Creation of new interpretation hub; Creation of a community space; Grand opening; HistoryPin upload site	1d, 2b, 2c, 2d, 3a, 3b, 3c, 3d

Project Ref.	Project Name	Scheme Location	Lead Partner	Activities Planned	Objectives Targeted
C10	Tame Valley Brand and Website	Scheme-wide	TVWLP	Creation of new website; Creation of brand; utilisation of HistoryPin cultural heritage tool	1d, 2b, 2c, 2d, 3a, 3b, 3c, 3d, 4d
C11	Sculpture Trail	Canal network	TVWLP	Development of a sculpture trail; Working with local people	2b, 2c, 3a, 3b, 3c, 4a
C12	Information Hub	Scheme-wide	TVWLP	Information hub created and on tour; Activities as part of information hub	1d, 2b, 2d, 3a, 3b, 3c, 3d
Reserve Projects					
C13	Curdworth Bridge access	Curdworth, Birmingham and Fazeley Canal	TVWLP, CRT	Ramp from footpath on road and bridge onto the canal	3a, 3b
C14	Circular bike trails	Scheme-wide	TVWLP	Various further bike trails developed	2b, 3a, 3b

Staffing for Programme C

The scheme will appoint an officer to lead Programme C, titled 'Access and Interpretation Officer'. The post holder will be employed by the lead partner, Warwickshire Wildlife Trust, and will need to have a varied skills-base, covering access and interpretation, marketing and media.

5.4 Programme D: Training and Skills

Programme D primarily focuses on achieving Aim 4:

Provide training opportunities for local people in a range of heritage and conservation topics, in order to increase the skill and knowledge levels within the local population and provide a lasting legacy.

The TVWLPS provides the opportunity to help address some of the region's social and economic issues, such as higher levels of deprivation and higher numbers of people who have no qualifications than the national average.

TVWLPS partners want to promote training and learning as a core element of Tame Valley for the following reasons:

- to increase the number of people with skills to conserve and protect their built and natural heritage
- to provide practical training and experience so people gain new qualifications and increase their employability skills
- to raise awareness amongst the public about the importance of our heritage and inspire them to take ownership to sustain local buildings and open spaces and watch over them into the future

Particular geographical areas of focus for engagement will be centred on the Super Output Areas that fall into national statistics as areas of recognised deprivation, including Tamworth, Kingsbury South, Hurley and Piccadilly and Wood End.

It is worth highlighting here that other programmes within the scheme will also provide opportunities for training to be developed, for example projects focussing on access improvements and habitat management will offer participants the opportunity to learn and develop specific skills. Project D2 'Research', will work with local colleges and universities in order to monitor the effects of projects undertaken in Programme A – helping to meet both objectives 1b/1d and 4c.

Equally Programme D will also help to meet some of the objectives that fall under other scheme aims, for example, people will learn how they can contribute to the conservation of the endangered

water vole (objective 1d) and young people will be given the chance to strengthen their CVs, through gaining experience or accreditation (objective 2b).

Baseline

Currently the Partnership does provide formal accredited courses in Countryside Management and informal training courses through volunteering days on site e.g. scrub clearance, land and tree management and canal maintenance. However these are not primarily targeted at the local population nor do the activities take place within the scheme area.

Drayton Manor education team offers the history of the park as part of its school visit programme, Tamworth Castle offer guided tours and Hams Hall also offer an education programme. However as they incur a charge they are prohibitive for some schools and individuals.

Birmingham University, Solihull College, South Staffordshire College and Birmingham Metropolitan College all undertake field trips as part of their courses though currently not within the Tame Valley. They are keen to engage their students in the scheme as part of their coursework. These experts have also offered to deliver public workshops and lectures tailored to the needs of the local population and area. This includes training local people to develop ecosystem-monitoring indicators and undertake heritage audits (Project D4).

Over 50 voluntary groups throughout Warwickshire and Staffordshire have been trained by the Councils to maintain and repair footpaths and access routes. Members have been involved in detailed access audits of the Tame Way during the development phase, and are committed to improving and maintaining the route. There is a willingness amongst these volunteers to work alongside new groups, such as Changes, to train them to install waymarker posts. Furthermore, the Mercian Ability Partnership has offered disability access auditing training sessions for staff and volunteers to implement best practices.

A number of experienced providers in the Tamworth area exist who work with adults with learning disabilities. This includes Care 1st that provides training in horticulture, carpentry skills, and environmental conservation. Laurel End Residential Homes teach life skills and offer daily support, and Cornerstone Housing Association addresses behavioural issues in young people, working to attain youth

achievement awards. Their skills of working with these groups will complement the TVWLPS team's knowledge of wildlife and habitats in order to develop educational workshops and visits.

The Volunteer Centre North Warwickshire already offers a number of organisational development training opportunities, which may support the development of opportunities for groups within the scheme.

Opportunities for the scheme

During the development phase, Barker Langham were employed to support the Partnership with further engagement with the local community and potential training providers. As with the other three programmes, significant development was required between Round 1 and Round 2 in order to find out what the needs were within the local community and within the organisations and support networks active in the area. This section highlights the gaps and therefore opportunities for the scheme.

There were a number of skill gaps and opportunities identified by the Partnership during the development phase. For example, there is a lack of heritage and habitat-based family learning activities in the area.



Linking the wildlife and heritage potential with both linear and circular footpaths would create a genuine attraction.

Engaging activities about the environment and heritage for young people are also in short supply, as is the funding and transport for these extra-curricular activities. At the same time Sure Start and Home-Start are keen to see safe nature-based activities developed that they can run outdoors.

The majority of people surveyed appeared interested in learning a variety of new skills, the breadth of which, from most to least popular, include nature conservation skills, heritage craft skills, historic skills and transferable skills.

Nature-based activities are of interest to 39% of people.

This tallied well with the results of the Round 1 consultation where 38% expressed an interest in conservation activities, 34% in learning about local buildings and 31% in local archaeology. As nature conservation skills are the most popular skills that people wanted to learn, the scheme will offer this in a variety of ways recognising that a range of training 'levels' (different entry and commitment levels) would be beneficial to allow as many people as possible to participate and gain from the training and skills development available through the scheme. With this in mind the following project ideas have been explored and developed with local communities, training delivery partners and other stakeholders through the development phase.

Taster sessions (Project D1)

Consultation with local people found that 44% of respondents expressed an interest in children's activities, 43% in family activities, 41% in local history events, 38% in guided walks, 38% in conservation activities, 34% in learning about local buildings and 31% in local archaeology. Heritage craft skills were identified by 22% of survey respondents as of interest. Currently there are only a few workshops which meet this interest available

This information suggests that a wide range of taster sessions and events (see B1) accessible to all will encourage a wider audience to engage with the scheme.

The starting point to address this gap will be to deliver Taster Sessions and demonstrations on wildlife, nature and conservation skills like scrub clearance, woodland management and use of hand tools. These will be aimed at local residents, with some sessions also designed and delivered to specifically target groups of interest (children, people with mental health issues, adults with learning disabilities). Taster Sessions led by partners and TVWLPS staff will take place on nature reserves, such as Ladywalk Nature Reserve and Lea Marston Lakes, and wetland management techniques will take place on sites such as Whitacre Heath SSSI and Tameside LNR.

Research (Project D2)

The need to frame learning opportunities from the scheme around the curriculum for primary and secondary schools is identified and discussed in Programme B. However in a further education setting the same opportunities apply – by providing a learning opportunity that can be mutually beneficial to both student and project. With this in mind the scheme has included a research project, providing learning and research opportunities for college and university students, whilst also producing valuable information for the scheme both during and post-delivery.

Capacity building (Project D3)

During the development phase consultation with existing Friends of Groups and local volunteers (Coleshill focus group discussions) found groups, such as the Friends of Kingsbury Water Park expressed frustration at the lack of participation from local residents and voiced concerns that their small groups struggled to recruit new members and find funding for projects. Apathy was one reason cited, as well as general lack of interest and that such concerns are someone else's responsibility.

This emphasises the challenge of recruiting and retaining volunteers and also highlights the current gap in provision of support for such groups to help develop their skills, confidence, recruitment, retention and most importantly their sustainability.

To help meet the training needs of existing groups and those developed through the scheme a series of specific capacity building training sessions have been designed, to help support their sustainability, resourcefulness and breadth of skills. The Volunteer Centre North Warwickshire and it is envisaged these will be tailored to the TVWLP partners and groups needs to develop the capacity of local people and the partnership in engagement, networking and setting up friends of groups to support the scheme delivery.

In addition to skills development for volunteers all staff will be encouraged to consider their own Continued Professional Development (CPD). In response to a skills audit of current staff and volunteers at the time of delivery start up, a CPD programme will be tailored to their needs. In addition, opportunities for 'skill swapping' will be explored, to save money and share work-based learning. This will be part of an extensive Capacity-Building Project (Project D3), which will include peer support / mentoring, cross programme visits, skills sharing and volunteer development, such as Health and Safety and Risk Assessment training, and Partnership development, such as Equality and Diversity.

Heritage Training (Project D4)

While the history of coal mining in Leicestershire can be accessed through exhibitions at Snibston Discovery Museum at Coalville, there is a lack of industrial heritage learning opportunities in the area. For this reason, facilitated community intergenerational workshops will be developed to uncover local mining stories and the history of Skey's ceramic factory. Birmingham City University have offered workshops on the history of World War II Pill Boxes and The Heritage Skills Hub/RIBA East Midlands will deliver short courses on brick and ironwork conservation.

Research by the National Heritage Training Group (NHTG) into the skills needs of the built heritage sector for England, Scotland and Wales has revealed a shortage of traditional building skilled workers. A Skills Assessment for the Environmental and Land-based Sector report published by Lantra in October 2009 also revealed a shortage of skilled workers within the natural heritage sector. Training will help fill the gap for local training provision, bringing bespoke training to an area that needs a targeted and individual approach to boosting this part of the rural economy. It will also ensure that the partners within the scheme have access to training to fulfil their needs.

Practical built heritage workshops will local venues and sites of historic importance as their setting, for example the history of brick making and extraction at Hodge Lane Nature Reserve, stonework restoration linked to the Project A1 (the restoration of Curdworth Tunnel), and surveying of Pill Boxes along the riverside in Tame Valley.

Accredited Training (Project D6) and Apprenticeships (Project D7)

The scheme offers a wonderful opportunity to provide some more formal training for those local residents, notably young people, who are willing to commit more time. Access to/opportunities for formal conservation qualifications are something currently lacking in the services provided by the partnership and training providers in the area.

Offering the opportunity to get a formal qualification was highlighted by young people ('learning should have an accreditation where possible') during the development phase as important to stimulating their involvement as it aids their career progression. Therefore, designing projects which can offer that opportunity for young people was vital to the scheme and encouraged the exploration of Open College Network courses, City and Guild courses and apprenticeships to provide the accreditation opportunities. Apprenticeships were of particular interest as they would offer additional capacity to the scheme staff, but also provide a paid placement(s) for local people.

Detailed discussions with OCN have led to a specific, new accredited learning programme being developed for the scheme, providing an OCN course (Level 1 & Level 2) in Environmental Conservation and Heritage. Detailed discussions with Warwickshire County Council during the development phase has also led to an agreement on hiring one apprentice (through their current apprenticeship programme) for the scheme to meet the need identified.

Programme D Development Summary

The following table demonstrates how the proposed projects and activities of Programme D will help achieve the scheme's objectives:

Project Ref.	Project Name	Scheme Location	Lead Partner	Activities Planned	Objectives Targeted
D1	Taster Sessions	Various	TVWLP, RSPB, WWT	ID and skills workshops; Workshops for families; Family nature reserve visits; Canoeing; Nature-focussed photography, art and outdoor survival courses; Ecosystem Services and Environmental monitoring talks	2a, 2b, 2d, 3c, 3d, 4a, 4b, 4c, 4d
D2	Research	Various	TVWLP, WWT, SWT	Environmental surveying; Introducing colleges to Tame Valley; Land management and farming practices; Research and environmental monitoring	1b, 1d, 2d, 3c, 3d, 4b, 4c
D3	Capacity Building	Various	TVWLP, NWVC, WWT	Various training: Walk leader, Access audits, First Aid, Youth work, Friends of groups, Marketing and publicity, Attracting and recruiting volunteers, Brushcutter (or similar), Equality and diversity, Engaging new audiences, Health & Safety	1b, 2a, 3b, 4a, 4b, 4d
D4	Heritage Training	Various	TVWLP, WWT	Landowner / farmer training events; Cultural heritage research; Archaeological surveys; Valuing and conserving built heritage (Pill Boxes); Various built heritage conservation workshops; Water vole and mink control	1b, 1d, 2d, 3c, 4a, 4b, 4d
D5	Mapping	Scheme-wide and desktop	TVWLP, WCC, WWT	Archaeological recording and field techniques; Habitat mapping	1d, 3d, 4b, 4c, 4d
D6	Accredited Training	Scheme-wide	WWT	City & Guilds work based training, New OCN Level 1 and Level 2 (Award and Certificate) in Environmental Conservation and Heritage developed; Young people and staff receive training	1d, 2a, 2b, 2d, 3d, 4b, 4c, 4d
D7	Apprenticeships	Scheme-wide	WCC	Apprentice to be housed by scheme and line managed by WCC in years 2 and 3	1b, 1d, 2a, 2b, 3d, 4b, 4c, 4d
Reserve Project					
D7ii	Apprenticeships	Scheme-wide	WCC	1 additional apprentice in years 3 and 4	1b, 1d, 2a, 2b, 3d, 4b, 4c, 4d

Staffing for Programme D

Programme D will be delivered by the TVWLPS Training and Education Officer. This post holder will need to have substantial experience, knowledge and skills in order to assess participants through the Accredited Training Project and assist with the School Engagement Project under Programme B. They will be full-time and employed by the lead partner, Warwickshire Wildlife Trust. They will work closely with other members of the TVWLPS staff to deliver more bespoke training that aligns to other staff members' particular specialisms.

5.5 Programme E

Programme E has largely been discussed throughout the above sections under 'Staffing'.

Since the first round application, there have been changes to the proposed structure of the scheme. Below is a summary of the changes that have taken place during development and the final list of posts that the Partnership feel are necessary in order to deliver a high quality scheme:

Proposed staff in Round 1	Length of post	Lead	Proposed staff in Round 2	Length of post	Lead
Scheme Manager	4 years f/t	WWT	Scheme Manager	4 years f/t	WWT
Administration Officer	4 years f/t	WWT	Administration Officer	4 years f/t	WWT
Heritage Officer	3.5 years f/t	WWT	Wetland Landscape Officer	3.5 years f/t	WWT
Community Engagement Officer	3.5 years f/t	WWT	Community and Events Officer	3.5 years f/t	RSPB
Sessional workers	ad hoc	WWT	Youth Engagement Officer	3.5 years p/t	SWT
Access and Information Officer	3 years f/t	WWT	Access and Interpretation Officer	3.5 years f/t	WWT
Heritage Skills Training Officer	3.5 years f/t	WWT	Training and Education Officer	3.5 years f/t	WWT

1) Change of job titles – in order to ensure that the right candidates apply for these posts, the titles have been changed to better describe the roles that the post holders will be expected to carry out. For example, the Wetland Landscape Officer will actually spend most of their time in Programme A, planning and delivering large-scale wetland projects and working with contractors and landowners. There will also be a need for the Training and Education Officer to also deliver educational sessions.

2) Change of post length – the Access and Interpretation Officer will now be a 3.5 year position rather than 3 years. This is to bring them in line with other positions in order for a similar start date across the board and due to the demand for Programme C projects to begin earlier than originally planned in Round 1 (e.g. Project D9 – the Gateway to the Tame Valley).

3) Creation of a Youth Engagement Officer post – The Partnership felt that a permanent post (for the life of the scheme) specialising in youth work was required. This is because the development phase identified a greater need for this type of engagement activity during delivery; the Partnership was of the opinion that this role required someone with specific skills, rather than expecting the Community and Events Officer, or the Training and Education Officer to deliver these sessions. These three staff will work closely together and share workload, knowledge and skills as required. A more permanent member of staff, rather than sessional workers is preferred, in order for them to develop a strong relationship with other members of scheme staff and young people within the scheme area.

4) Change of line management – in order to bring other members of the Partnership into a more active role within the scheme, the RSPB will line manage the Community and Events Officer and Staffordshire Wildlife Trust will manage the Youth Engagement Officer. Both organisations will offer line management as an in-kind contribution and they will work closely with the Scheme Manager in order to ensure a constructive and positive experience for the post holders and to ensure a smooth delivery of the scheme's activities. Both organisations have particular expertise and experience of delivering these specific activities and supporting people in these specific job roles; their input will be of benefit to the scheme, whilst helping to share some of the risk of the lead partner Warwickshire Wildlife Trust. Their closer involvement will also ensure a greater level of commitment from partners and provide a greater legacy for the scheme on completion.

Job descriptions for all scheme staff can be found in supporting document 8.

5.6 Resolving conflicts

In such a wide-ranging scheme, there is potential for conflict between different user groups and the activities proposed within the TVWLPS delivery programmes. For example, increased level of access and disturbance to sensitive wildlife sites, or damage to sites of built heritage interest from overuse.

During development, the Partnership were conscious of these issues and engaged closely with local people and a variety of user groups to ensure a robust and harmonious scheme, accounting for these conflicts, was developed. The Access Audit and Wetland Feasibility Studies for example, provide advice and recommendations on how to reduce conflict and deliver projects with multiple benefits. Projects delivering outcomes that meet objectives across a number of scheme programmes have been prioritised over the more 'stand-alone' projects.

Nevertheless, conflict is likely to occur at some point during delivery, and the following approaches will be put in place to help resolve conflict, and reduce the likelihood of conflict occurring in the first place – these statements have also been included in the Memorandum of Understanding (see supporting document 5) that all partners have signed:

- Participants agree to speak directly to each other and reach agreement openly through collaboration
- Every effort will be made to reach agreements acceptable to all parties, and decision-making by reference to voting will only be used when agreement has not been reached and as a measure of last resort
- People will work from an open position, where their interests are stated and understood
- People accept, and are willing to work with, each group's differences in order to reach a consensus that benefits all
- The process for joint working and collaboration will be designed to be inclusive and transparent
- We need to share information collectively and be honest about what cannot be shared
- We will respect the decisions that we reach, but these decisions should and can be reviewed over time
- We will respect other people and their views and agendas, as we would have them respect ours
- We undertake to canvass the views of others, gather information and network as required.
- We understand the need to discuss the outcome of group discussions to others within our organisations.

If conflict does arise, the TVWLPS Board and Lead Partner will hold the final decision through voting if necessary (the details of which can be found in the Board Agreement, (see supporting document 6).

5.7 Environmental Responsibilities

The natural environment is changing as a consequence of human activities, and one of the major challenges ahead is climate change (IPCC, 2013). This will have a direct impact upon the landscape, and the people living and working within it. Indirect impacts will occur as society adapts to climate change. The Partnership must work together to ensure the impacts on the landscape and its people are considered and minimised in all aspects of scheme delivery.

At its core, the TVWLPS will be working to restore the wetland landscape – its habitats, species and connectivity – whilst involving and educating local people. This work will help wildlife and people adapt to the likely impacts of climate change and other environmental pressures, and increase the resilience of the Tame Valley; providing natural connections and buffers within which wildlife can move across the landscape.

In response to environment issues affecting the Tame Valley landscape, the TVWLPS will work with the following policies in mind during scheme delivery:

Environmental Issue	TVWLPS Policy Response
Warmer, wetter winters and increased rainfall intensity leading to higher flood risk (Climate change prediction)	<p>The TVWLPS will work to create new areas of wetlands, which will act as flood storage in times of heavy rainfall. The scheme will work closely with the Environment Agency to ensure all projects help to increase the capacity of the floodplain where possible. River restoration work and buffer strips will help to increase lag time, reduce river discharge and slow flows, helping to reduce flooding downstream.</p> <p>Where practicable, invasive non-native species will be controlled throughout the scheme area with the help of landowners and volunteers.</p>
Hotter, drier summers (Climate Change prediction)	<p>The TVWLPS will work to create new areas of wetlands and enhance existing areas, which will remain wetter through the summer months and act as refuges for wildlife.</p> <p>By increasing the extent and connectivity of natural areas and habitats, the scheme is helping to mitigate the effects on species of climate change by allowing dispersal of species and support of meta-populations. Increasing the Partnership's ability to manage the landscape sustainably and traditionally will also provide benefits.</p>
CO2 emissions / Carbon footprint	<p>The TVWLPS staff will car share where possible. Scheme vehicles will be chosen with their CO2 emissions in mind – there is also the potential to lease an electric and eco-friendly BMWi3 for use as a TVWLPS pool car – this is subject to discussions with BMW and linked to potential project sponsorship from the Hams Hall BMW plant located within the TVWLPS area. The scheme minibus will be used where possible to pick up volunteers and reduce multiple car use.</p> <p>The TVWLPS will be energetic, rigorous and innovative in seeking cost-effective ways to ensure its operation is low carbon. When detailing contracts and selecting contractors, the methods, carbon footprint, energy efficiency and environmental credentials of proposals to deliver works and the companies themselves will be a key factor. Projects under Programme C will also encourage local people to explore the scheme area by public transport or on foot, rather than by car.</p>
Unsustainable / environmentally-damaging products	<p>The TVWLPS will make every effort to use FSC certified paper and where possible, use FSC registered printers in the production of scheme materials. Fuel, pesticides, paints, etc. used as part of the scheme will be stored and labeled appropriately, in line with COSHH guidelines.</p>
Habitat disturbance	<p>At all times, the TVWLPS staff will be careful to promote sensitive recreation across the scheme area. Higher levels of activity will be focused around well-used areas, whilst the more sensitive sites (e.g. SSSIs) will be promoted only for lighter and 'quiet' recreation. Local people will be taught skills in how to protect the natural environment and manage habitats appropriately. Activities involving larger numbers of people will be planned and delivered in a way that minimises the disturbance to the local environment.</p>
Development	<p>The TVWLPS area is highly affected by development and transport routes. The scheme staff and Partnership will work for the benefit of the local landscape and its people and will distance itself from proposed development, such as HS2. This will be reviewed during the life of the scheme should it be in the interest of the scheme, the local landscape and its people to work with such developers in order to seek the most gain and mitigation in order to protect the natural environment, the local landscape and its heritage. Whilst certain partners are not able to hold a view on specific matters, the lead partner, Warwickshire Wildlife Trust, is committed to working for better protection and conservation of the natural environment and its wildlife.</p>
Lack of awareness	<p>The outreach and participation proposals will have a remit to increase understanding about the environment and climate change, and the ways that we can mitigate it. The scheme vehicles (and potentially the BMWi3) and mobile information hub will help to spread these key messages to the local population.</p>

5.8 Meeting Conservation Standards

Within the Partnership there is a wide-ranging set of skills and experience in landscape heritage management, including bodies with statutory responsibilities. Conservation standards for each type of heritage will be initially achieved through project design and consultation with the relevant bodies and specialists; this will then be followed up by robust project management and monitoring by partners and TVWLPS staff. All projects will work in line with current management plans and conservation statements for all sites within the scheme area. All statutory consents and permissions will be obtained prior to commencing any work, and any additional recommendations will be followed where suitable.

Work on the ground will be carried out by specialist contractors with the relevant skills and experience to carry out the work to a high standard, supported by a volunteer workforce.

Training will be provided for Partnership staff and volunteers to ensure they have the skills required to manage the heritage into the future.

During development, projects have been discussed with the relevant authorities – for example, a number of Programme A projects have been developed by the Environment Agency, the local planning authorities are heavily involved in the scheme (Tamworth Borough Council is a partner and North Warwickshire Borough Council is a Board member) and Natural England have been consulted (and have approved in principle) the project plans taking place on SSSIs or land within environmental stewardship schemes (i.e. Higher Level Stewardship).

State Aid

The scheme plans have been forwarded to DEFRA and the Partnership has been advised that none of the projects appear to be income generating or will create a barrier to competition. The Partnership was advised to clarify several projects, and this information has been integrated into the project plans in the following section. DEFRA no longer provide official approval; however the TVWLPS will ensure that work undertaken through the scheme does not contravene EU State Aid regulations, asking for guidance and advice from DEFRA where required (see supporting documents 11 and 13).

5.9 Management and Maintenance

The future management and maintenance of wetland habitats and built heritage within the TVWLPS area is of major concern to the Partnership. During the life of the scheme, the scheme staff and its partners will strive to secure additional funding to continue the valuable conservation work and community links achieved during scheme delivery. This is crucial to scheme sustainability.

Partners delivering specific projects will also be required to maintain these HLF-funded assets for a minimum period of 10 years, in line with the HLF Grant Terms and Conditions. This is backed up by signed Delivery Agreements (an example can be found in supporting document 6). Higher Level Stewardship Agreements and trained and skilled volunteers will also support the long-term management of the natural heritage.

There will also be a number of HLF-funded assets under Programmes B-D, such as scheme vehicles, the website and educational materials. All products of the scheme will be distributed amongst the most relevant partner after the completion of the scheme to ensure maintenance is kept up in line with HLF requirements. The exact details will be decided during the latter years of scheme delivery.

The management and maintenance of the scheme is discussed more under Section 8 – Legacy.

5.10 Volunteering Policies and Practices

Each of the partner organisations has their own relevant policies, practices and handbooks which are given to all new volunteers when they begin volunteering. Equally all are working with a range of volunteers, such as older retired people, school children and people receiving benefits and advertise in a variety of different ways and locations to ensure wide coverage.



As a local charity, volunteering has been, and remains, fundamental to every aspect of the Trust's work. The Trust is dependent on volunteers - the lifeblood of the organisation - to enable it to work to protect the environment for future generations.

Volunteer Policy – Warwickshire Wildlife Trust

The partnership will therefore combine their expertise and experience in order to produce Tame Valley volunteering policies and practices which offer high quality volunteering experiences where volunteers feel safe in their place of work, will be trained effectively, are retained and feel they are benefiting from the experience. Advice has been sought from North Warwickshire Volunteer Centre in order to review and combine current best practices. These will be updated yearly.

Generic data about all volunteers, existing and new, will be collected using the census bands. This will provide the Partnership with baseline data and also identify if any volunteers need extra support e.g. due to a disability. Consent forms for all volunteers under the age of 18 will be required plus consent forms from all volunteers that are happy to be photographed or filmed for publicity purposes.

All volunteers will receive an induction that includes a health and safety briefing as a minimum. Where travel expenses can be reimbursed this will be made clear and receipts will be requested. Volunteers will be informed about whom they need to go to if they have a problem and who is responsible for mentoring their work. All volunteers will be covered under the insurance of the organisation.

Training and development will be offered to all volunteers to ensure they feel confident to undertake the tasks that they have offered to do. This is important as 20% of people who want to learn new skills wish to do so through volunteering.

A regular 'space' will be provided for volunteers to air their concerns, ideas and recommendations, this will be either verbal or through evaluation forms. Recognition of volunteers contributions will be regularly rewarded through keeping them up-to-date on their role in the whole scheme, through certificates of recognition, invitations to social outings and celebratory events.

The TVWLPS staff will adhere to all Health and Safety policies and procedures of the lead partner Warwickshire Wildlife Trust (and of RSPB and Staffordshire Wildlife Trust as appropriate); this includes Safeguarding Children and Vulnerable Adults, Health and Safety and Lone Working.

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Warwickshire

**Produced by Lead Partner Warwickshire Wildlife Trust
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