



Yorkshire T.O.A.D Evaluation Report

Jenny Tse-Leon – Conservation,
Evaluation and Research Manager

March 2022

www.froglife.org

1 Loxley, Werrington,
Peterborough, PE4 5BW

01733 602102



Yorkshire T.O.A.D Evaluation Report

TABLE OF CONTENTS

Introduction.....	3
Progress against Stated Aims	3
Conservation.....	5
Heritage will be in better condition.....	5
Nature Based Solutions.....	11
Public Engagement.....	12
A wider range of people will be involved in heritage.....	12
People will have developed skills	18
Organisation.....	20
The funded organisation will be more resilient.....	20

N.B Jenny Tse-Leon has not been involved in the delivery of the Yorkshire T.O.A.D project so this report has been written in as independent and objective as a way possible for an internal evaluation.



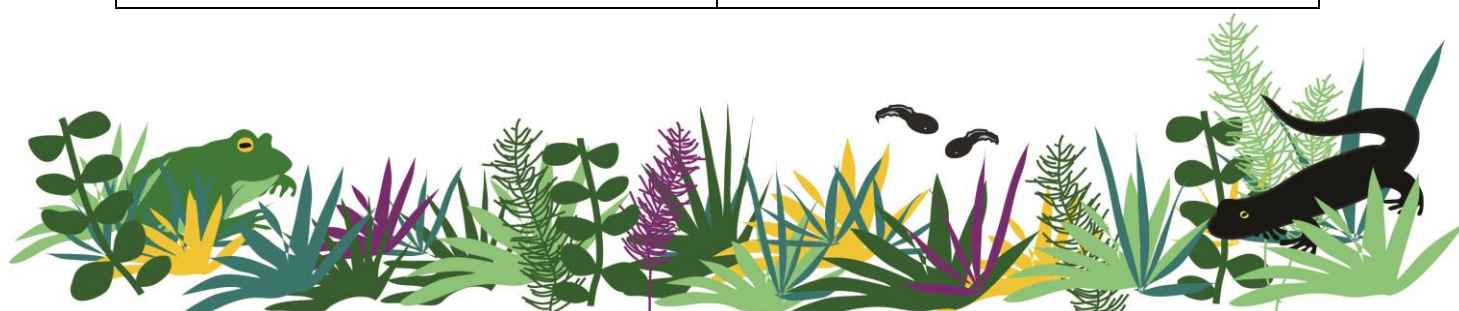
Introduction

The Yorkshire Tails of Amphibian Discovery (T.O.A.D) project started on 22nd February 2021 and ran for 1 year until 31st March 2022 (slightly shorter than planned in the original application – start Nov 2020). The project was funded through the Government’s Green Recovery Challenge Fund delivered by the National Lottery Heritage Fund in partnership with Natural England and the Environment Agency.

PROGRESS AGAINST STATED AIMS

The overarching goal of the project was to “not only stop the decline of the UKs common toads but [to] replenish populations” and Froglife aimed to achieve this by working in areas known to have a strong toad population but where Froglife research showed large declines. The rationale for this was to help strongholds expand across sites. As this was only a one year project and the team have worked the full project year to achieve the high targets it is not yet possible to analyse the data for the sites to report back on this. This evaluation report focuses on the project targets and outcomes which if achieved should ensure the overall goal is met.

Target	Delivered
Creating and restoring 54 freshwater habitats for toad breeding covering a minimum of 27 hectares	70 freshwater habitats have been created or restored (131% of the project target) covering 18 hectares. The project created additional habitats through the Neighbourhood Wildlife Corridors.
Planting 5 wildflower meadows (covering a minimum of 2.5 ha) providing vital food sources for toads, and enhancing woodlands for toad hibernation	4 wildflower meadows have been planted covering 6.5 ha; 2 at habitat sites and 2 as part of the neighbourhood wildlife corridors. 1 site that had a planned wildflower meadow had to be dropped however the overall area far exceeded the target. Tree clearance works were carried out at 15 of the main habitat sites and the wood was used to create brash piles and hibernacula to enhance the sites for toad hibernation.



Train 252 volunteers	The project trained 292 volunteers through 10 training days.
Working with toad patrols we will undertake an audit to improve infrastructure at toad migration sites to avoid toad mortality on roads.	A toad audit was carried out of the 66 toad crossings registered in "Yorkshire". As a result of feedback from patrol managers and available funding we undertook habitat restoration activities at 1 toad breeding pond (included in habitat works above), purchased 60 signs, 50 high vis vests, 5 torches and promoted volunteering opportunities at 2 sites.
Work with local communities in five neighbourhoods to create wildlife corridors; we will deliver 50 Wildlife Gardening Workshops and host 10 events at high footfall sites. We will directly reach a minimum of 12,810 people	The Yorkshire TOAD project worked in local communities to create 5 wildlife corridors; the project delivered 50 Wildlife Gardening Workshops (attended by 1,308 people), attended 17 events at high footfall sites (attended by 5,443 people). Yorkshire T.O.A.D directly reached 9,487 people. The teams ability to hit this target was compromised by the Covid rules preventing them from arranging events and activities during the early stages of the project
Retain one staff position and create two new positions (Project Manager and Trainee)	Through the project one job has been retained (Ecologist) and three new jobs created (Project Manager, Trainee and freelance Sessional Worker).



HERITAGE WILL BE IN BETTER CONDITION

The project outcomes were to ensure:

- New and restored toad rich habitats.
- Improved connectivity between sites has enabled toad populations to expand.
- Wildflower meadows are supporting invertebrates and providing toads with a vital food source.
- Enhanced woodlands are providing toads with vital hibernation sites.

Froglife will be able to track the impact of this work over the years to come by analysing the Toads on Roads data for the Yorkshire Toad crossings.

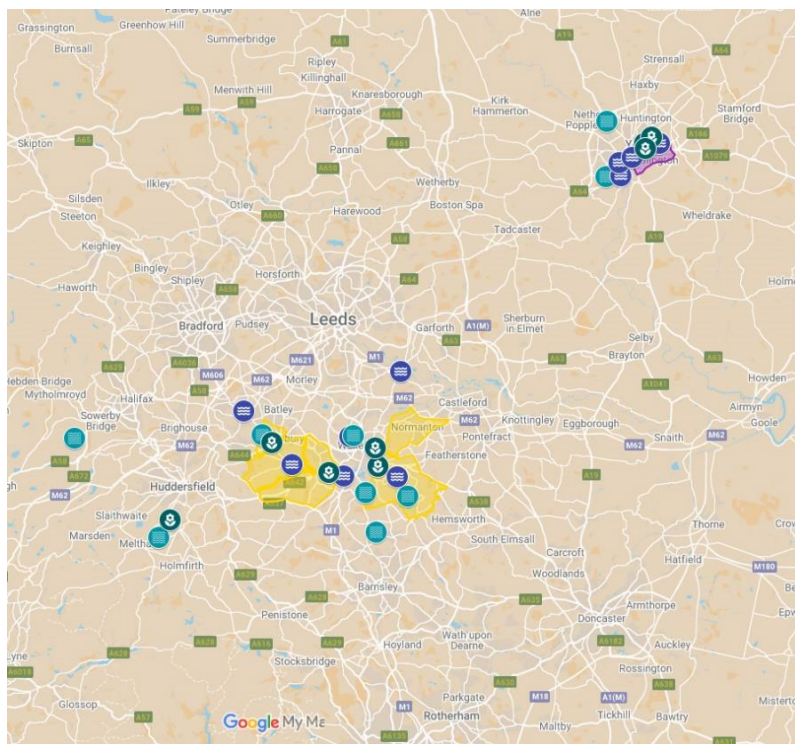
Habitat works

The Yorkshire T.O.A.D project carried out an extensive programme of habitat improvements across 20 sites in 5 areas of Yorkshire; 7 sites in Wakefield, 4 sites in Kirklees, 1 site in Leeds, 7 sites in York, and 1 site in Calderdale. A table detailing the work carried out at each site and comparing this to the planned works in the original application can be found in Appendix 1. The range of habitats created will provide common toads with a rich mosaic of habitats that will provide breeding ponds, foraging meadows and overwintering sites to match their key requirements throughout the year.



Yorkshire TOAD

Habitat works



Key

-  Habitat restoration
-  Habitat creation
-  Neighbourhood corridor habitat action

Image: Map of all Habitat sites.

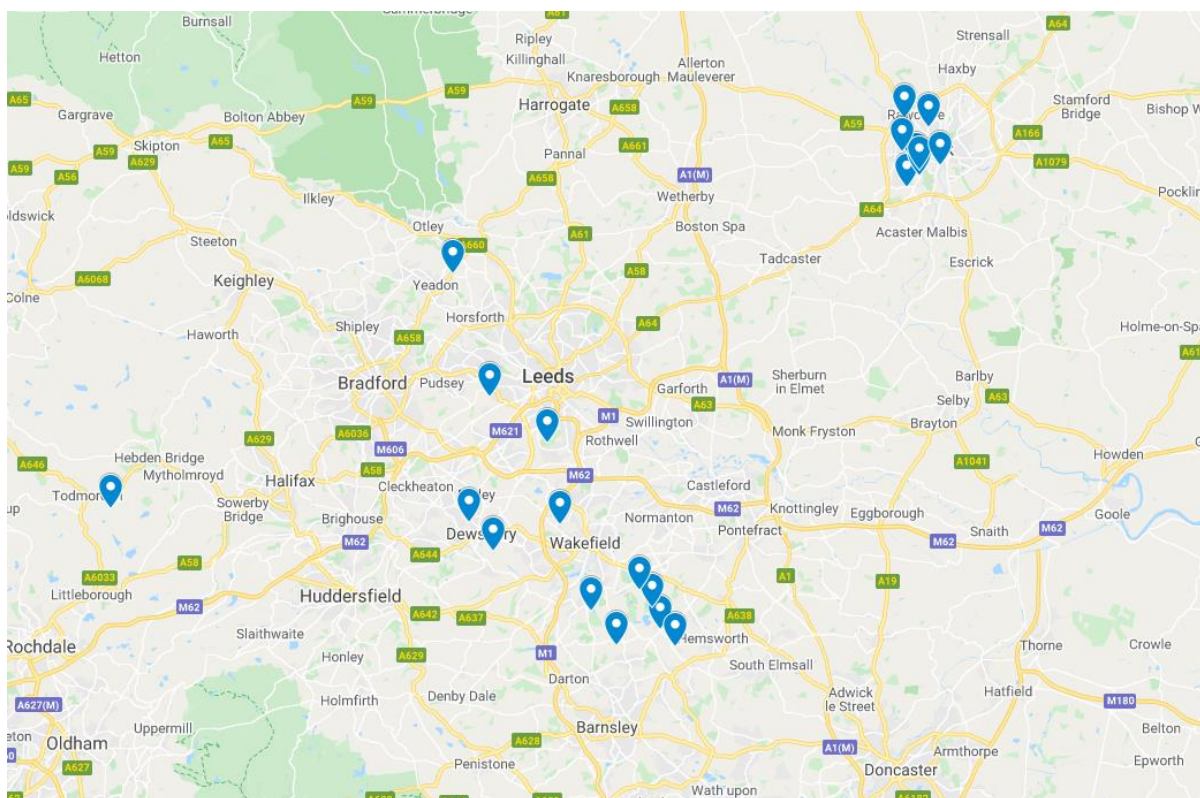


Image: Map of original sites submitted in the original funding application.



The range of habitat works carried out at each site improves connectivity within the individual sites and the overall locations shown on the map above shows how connectivity has been improved at the landscape level. In time this will enable the common toad populations to increase at each site and expand between the sites.

The original aim was to create and restore a total of 54 freshwater habitats – covering a minimum of 27 ha. In fact, the team were able to create and restore 70 freshwater habitats covering 18 ha. The split between pond creation restoration and pond planting (a form of restoration) shifted to mean that more ponds were created than restored (see table below). This is favourable as the ponds that were in need of restoration are still in the landscape and may still have some biodiversity value. It is also better for carbon sequestration as those ponds will store their carbon and new ponds have the potential to lock further carbon.

Task	No. in original application	No. of delivered
Pond creation	31	52
Pond restoration	22	17
Pond planting	4	1
Total	57	70

For a variety of reasons 8 of the original sites had to be replaced with new ones, this did not effect the overall amount of ponds that were created and restored (in fact they increased) but there were fewer sites overall and some of sites replaced were larger than their replacements therefore the total hectares was slightly less than originally intended. The table below shows how the geographic spread of the works was altered by these replacements. Despite these changes the overall habitat budget did not change.

Area	No. of planned sites	Actual no. of sites
Wakefield	7	7
Kirklees	2	4
Leeds	3	1
York	8	7
Calderdale	1	1
Total	21	20

At many of the sites the ecologist was able to significantly increase the number of ponds created and restored and this meant that networks of ponds were created to make wetland areas. Creating these networks brings real value to the sites for a number of reasons. At the most basic level it means there is greater available breeding habitats so common toad populations can expand. It also means that the sites are more resilient because if one pond fails for any reason there are other ponds in the area that wildlife can use instead. Many species also naturally colonise different ponds which means that some ponds have greater value for some species than others, having a network means that if toads don't breed in one



of the ponds because of the presence of other species then there is more chance of them breeding in one of the other ponds instead.

The project also aimed to plant 5 wildflower meadows – covering a minimum of 2.5 ha. The team planted large wildflower meadows at two of the habitat sites covering 6.5 ha; Heworth Holme covering 2.5 ha and Derwenthorpe covering 4 ha. Two smaller wildflower meadows were planted as part of the Neighborhood Wildlife Corridors. The final wildlife meadow was planned at one of the habitat sites that had to be dropped. As the total area of wildflower meadow had already exceeded the original aims this site was replaced with another freshwater site to provide the greatest benefit to toads.

Finally the project aimed to undertake woodland management on all 21 sites. Tree clearance works were required on 15 of the sites and the wood was used to create brush piles and hibernacula to provide sheltered places for toads (and other wildlife) to hibernate.

Below are a selection of before and after photos to show the range of habitat work carried out.



Image: Before and after photos of Knavemire Wood Pond in York.



Image: Before and after photos of Dewsbury Country Park showing amount of open water created through restoration works. 3 ponds were restored in total at this site.





Image: Before and after photos of pond creations at Horbury Lagoons in Wakefield. 3 new ponds in total were created at this site.





Image: Network of pond creations at Heworth Holme in York creating a new wetland area.



Image: Pond planting using coir matting at Cottonstones in Calderdale.



The Yorkshire T.O.A.D project had a high target for the amount of habitat work that would be undertaken over the 1 year duration. Other Froglife projects have had similar level targets but spread over multi-year projects. The project team have done extremely well to not only achieve these targets but in many cases exceed them. It has not come without it's challenges however.

Some of the habitat works have been impacted by extreme weather events. There was flooding at the start of the year at Rowntree Park in York which mean that contractors couldn't get on site and had to wait for the water levels to subside before commencing work.

Froglife has noticed that over the years that we have been working with councils and other landowners that these partnerships have become increasingly difficult to manage with ever increasing levels of bureaucracy which can result in delays and sites having to be replaced. It's a challenge that we are getting used to but requires that we are ready to adapt our plans at short notice and have suitable back up sites available. We have carried out an internal review during the delivery of this project to see if there are any further actions we can take to reduce these issues and we have done all we can to change our processes for selecting sites at the start of the project and the initial meetings with landowners however we think that this will not avoid all the issues we face.

Froglife has a commitment to revisit all sites 1, 3, 5 & 10 years post habitat works to undertake site assessments and implement any remedial action required. At the same time we contact volunteer group leaders and land managers to establish the current status.

NATURE BASED SOLUTIONS

Outcomes:

- Freshwater habitats and wildflower meadows enhance carbon sequestration and storage mitigating the negative impacts of climate change.
- Soft ground and water provide a nature-based solution to support climate change adaptation, including flood mitigation.
- Soft ground and water support urban cooling.

To achieve this the project aimed to create 54 freshwater habitats covering a minimum of 27 ha, create 5 wildflower meadows covering a minimum 2.5 ha and carry out 15 interventions in neighbourhoods.

Yorkshire T.O.A.D has worked on 26 habitat locations (7 through the NWC), this encompasses:

- 59 ponds creations (7 carried out through the NWC)
- 22 ponds restorations (4 carried out through the NWC)



- 58 terrestrial habitat enhancements (7 carried out through the NWC)
- Total of 18 hectares of habitat improvement works

Ponds are biodiversity hotspots that are richer in species compared to rivers, lakes and streams (Jeffries, 2016). Aquatic ecosystems have a large role in the global carbon budget. Small ponds occupy scarcely 0.0006% of UK land, compared to grassland at 36% or 2.3% for ancient woodland. However, the total carbon burial of these ponds is half as much as the greater expanse of grassland (Taylor et al., 2019). To put this into perspective, a 500m² pond can sequester 1000kg carbon per year, which is the same amount produced by a car in a single year. In addition to their aquatic habitants, ponds are also valuable to terrestrial species, such as those that prey on emerging invertebrates or fish and amphibians.

The project has created 24,414m² of new pond habitat, which in the first year after the project is completed will sequester an estimate of 48,828kg or 48.8 tonnes of carbon.

Ponds also benefit people by means of slowing water run-off that can cause flooding (Nicholson et al., 2019). This has already shown to be effective on works at Heworth Holme and Derwenthorpe where networks of ponds have helped with drainage and flooding of public footpaths.

11 ponds were created and restored as part of the neighbourhood wildlife corridors in urban areas (with high social deprivation) which is known to help with urban cooling.

Public Engagement

A WIDER RANGE OF PEOPLE WILL BE INVOLVED IN HERITAGE

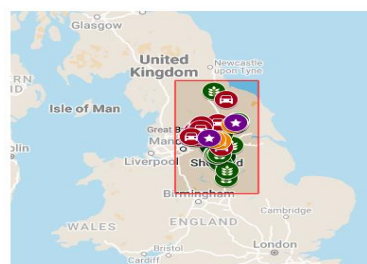
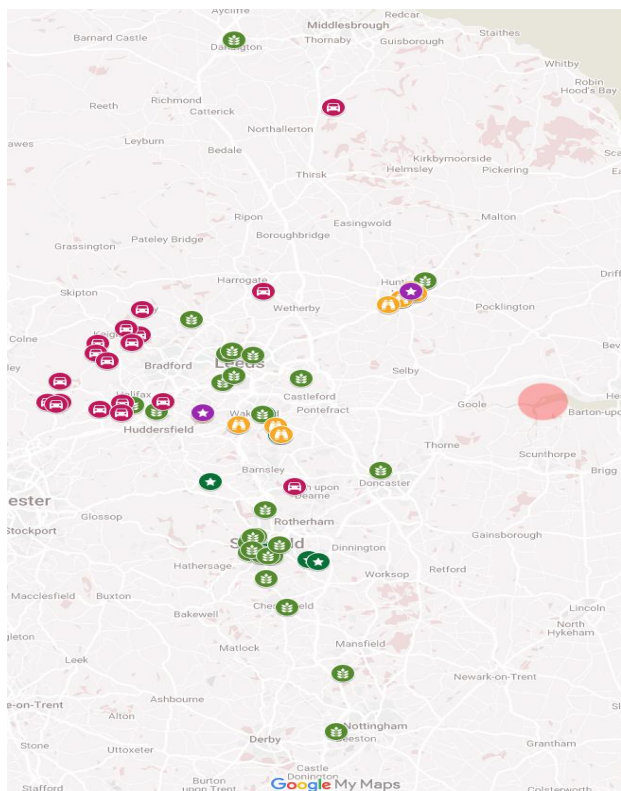
The Yorkshire T.O.A.D project outcomes were:

- Communities empowered to support nature-based objectives.
- Access to nature has been improved for people.
- More people have connected with nature and in particular have a greater understanding of the UK's common toads, their habitat requirements and the threats they face.
- Improved and increased nature where people live.
- More people volunteering on wildlife sites.
- Trained volunteers are managing sites for toads and other wildlife.
- The demographic of those engaging with nature has been widened.



Yorkshire TOAD

Community engagement events



Key

-  Training
-  Toad patrol
-  Event
-  Wildlife Gardening Workshop
-  Community activity

Image: Map of all public engagement sites including toad patrols.

The Yorkshire T.O.A.D project has engaged 9,487 people through numerous activities including volunteer training, Neighbourhood Wildlife Corridors (with communities having taken leadership in improvements to their local environment), Wildlife Garden Workshops and events. The nature conservation sector as a whole does not reflect the diversity of the UK population. Froglife has always aimed to improve access to nature for under-represented groups. The Yorkshire T.O.A.D project worked with a range of people including those from areas of high deprivation and those from BAME backgrounds.

Volunteer Training

292 people received volunteer training (116% of our 252 target) providing them with new skill sets and empowering them to manage sites for toads into the future.

We delivered 10 sessions in total, each at a different habitat site, covering both species ID and habitat management. The original plan was to deliver two separate sessions (with 15 in total, across 21 wildlife sites) but instead one longer session was held because it was more cost effective, reduced mileage and helped attract numbers by having one session covering both subjects. The project initially planned to have 6 people per session to take into account Covid-19 restrictions but were fortunate that as these were lifted and they were outside they were able to accommodate larger group sizes of roughly 30 people. All the volunteer training sessions incorporated a practical element which the Project Manager felt was important in helping to attract people to take part.



These sessions were designed to provide participants with new skill sets and empower them to manage sites for toads into the future. The aim is that better managed sites will lead to more visitors which benefits the local economy. Participants took part in a species ID quiz before and after the sessions and overall average scores increased from 3.04/10 before the session to 9.06/10 after the session. This is a fantastic outcome and shows how significantly participants knowledge increased. 114 of the 292 participants also said they would go on to create new habitats after the session. This again is a great outcome from the project and shows that participants feel empowered by the sessions to carry out further habitat improvement tasks independently. Not all participants will own their own garden or have access to land where they can carry out work on it so we wouldn't expect everyone to be able to say they would go on to take action in this way.

22 (or 7.5%) of whom reported they were from BAME backgrounds. According to the 2011 Census the BAME population of the UK was 14% with a rising white population. It therefore appears that the volunteer training activities were accessible and inclusive to people from BAME backgrounds. This is significant because the nature conservation sector usually has poor representation from people with other ethnic backgrounds than white British.

The volunteer training will leave a legacy of volunteers who have been trained in habitat & species management and monitoring.

Better managed sites has led to more visitors which benefits the local economy.

Wildlife Gardening Workshops

The Wildlife Gardening Workshops are a tried and tested activity of Froglife's and have been shown to have fantastic outcomes for wildlife and people. Our London Dragon Finder project evaluation showed that 78% of people that took part went on to take action and 242 new ponds were created.



Image: Yorkshire TOAD project Manager showing a newt to the participants.



The Yorkshire T.O.A.D project delivered 50 workshops that reached 1,308 people. The latter exceeds the project targets of 750 people by 174.4%. As outlined in the original application workshops were delivered to allotment holders and community green space gardeners to increase their knowledge of wildlife gardening and enable them to implement this in their own gardens, allotments or community green space. The Yorkshire T.O.A.D project didn't work with people living with dementia through dementia support groups as originally planned because Covid meant that, many of these groups were closed and we had to deliver more sessions online which are less accessible to these groups.

Of the people that returned completed feedback forms we can see that:

- 15% were from non White British backgrounds (7% preferred not to say)
- 76% of participants were female, 21% were male 1% was other and 2% preferred not to say.
- 36% were younger than 50, 60% were over 50% and 4% preferred not to say.

As a result of Covid 35 of the 50 sessions were held online rather than in person.

Neighbourhood Wildlife Corridors (NWC)

The Yorkshire T.O.A.D project created 5 Neighbourhood Wildlife Corridors in areas of high social deprivation in York, Wakefield, Sheffield, Arbourthorne and Dewsbury. In each area a range of activities were delivered to engage the local community and up-skill them in wildlife knowledge and what actions they can take for nature, these skills will remain within the communities and be relayed to others. The Wildlife Gardening Workshops provided people with the expertise to manage spaces for toads.

Area	No. of actions taken
York	152
Wakefield	121
Sheffield	408
Arbourthorne	230
Dewsbury	218
Total	2040

18 large actions were taken (exceeding the original target of 15) to help wildlife migrate across neighbourhoods particularly toads. Large actions included the creation of:

- 7 ponds
- 2 wildflower meadows
- 4 Hibernacula.
- 1 dead hedge with living willow planted through it.
- And the restoration of 4 ponds.

115 participants took part in these activities giving 288 hours of voluntary time.



Working in areas of high deprivation has ensured that Froglife has reached and increased the numbers and diversity of people engaging with nature and visiting natural features. There is a body of evidence showing that areas of high deprivation also suffer from poor access to high quality natural spaces. By creating new habitats in these areas the Yorkshire T.O.A.D project has not only improved access to nature for a broader range of people but taken this nature to them where they live.



Image: Volunteers creating a pond at Glen Allotments in York

Events

The Yorkshire T.O.A.D team attended 17 events at sites with high public footfall and engaged 5,443 people. This far exceeded the original project targets of 10 events, engaging 3,300 people.

The aim of the events was to raise awareness of amphibians with more people engaged in amphibian conservation with an emphasis on toads. The events provided information on how people could garden for wildlife, gave people the opportunity to see amphibians through pond dipping and a bioblitz and informed people of the issues facing toads and what measures can be put in place to help. As a result of the events 1,798 actions were taken. Actions included making a seed bomb, taking a copy of our newsletter or completing a craft activity.



Location	Activities	No. of people engaged	Actions taken
Dewsbury CP, Kirklees	Pond Dipping, Bug Hunt, Seed Bombs	98	98
Dewsbury CP, Kirklees	Pond Dipping, Bug Hunt, Seed Bombs	87	87
Hemplands, York	Pond Dipping, Bug Hunt, Seed Bombs, craft activities	34	21
Anglers CP, Wakefield	Pond Dipping, Bug Hunt, Seed Bombs	245	35
Anglers CP, Wakefield	Pond Dipping, Bug Hunt, Seed Bombs, craft activities	146	25
Rowntree CP, York	Pond Dipping, Bug Hunt, Seed Bombs, craft activities	425	120
Rowntree CP, York	Pond Dipping, Bug Hunt, Seed Bombs, craft activities	532	110
Hemplands, York	Pond Dipping, Bug Hunt, Seed Bombs, craft activities	84	50
Heworth Holme, York	Bioblitz	13	13
Cystal Peaks Shopping Centre, Sheffield	Craft activities, seed bombs	678	108
Rother Valley CP, Sheffield	Craft activities, seed bombs	804	300
Grow Wakefield, Wakefield	Pond Dipping, Bug Hunt, Seed Bombs, craft activities	76	88
Rowntree CP, York	Pond Dipping, Bug Hunt, Seed Bombs, craft activities	210	122
Penistone Show, Sheffield	Craft activities, seed bombs	845	356
Dean's Garden Centre, York	Seed Bombs, Craft activities	56	35
Healey Peoples Park, Sheffield	Craft activities, seed bombs	654	150
Norfolk Heritage Park, Sheffield	Craft activities, seed bombs	456	80



Image: Participants searching for wildlife during the Bioblitz



Toad Crossings

Outcomes

- We have worked with toad patrols to put in place infrastructure to avoid toad mortality on roads which has resulted in an increase in toad populations and toad patrollers' ability to patrol and record toad numbers.

Large and exceptional populations must be protected from road impacts and habitat loss by adequate mitigation such as the construction of infrastructure and enhanced habitats on stronghold sites. The Yorkshire T.O.A.D project carried out a Toad Audit (extensive consultation with volunteer toad patrol manager across Yorkshire) in two phases. Visits took place between 24th March – 12th April 2021 and 22nd January – 1st March 2022. The aim of this work was to find out what infrastructure was required at hotspot toad crossings to help these populations to reach their breeding ponds and return to their migration sites safely.

Results of the toad audit:

- We identified 66 patrols in the project region
- 28 of these were listed as active on the Toads on Roads database (42%).
- We successfully made contact with 25 patrols (38% of all registered patrols)
- We visited 18 patrols
- We carried out restoration works on 1 toad breeding pond (this site replaced one of our original habitat sites that was not able to go ahead).
- We purchased 66 signs, 46 high vis vests and 5 torches for 22 patrols.
- We provided 41 hours of volunteer time at 18 patrols.

The headline stats portray a different scenario than the more complex reality. Of the 25 patrols that we contacted 20 were registered as active and 5 unknown. This means that we did not simply contact 25 of the 28 active patrols (i.e. 89%).

As a result of this work toad patrollers have been empowered to patrol sites and also to monitor toads more closely, this will improve the amount of quantifiable data on the status of toad populations in Yorkshire in the future.

This element of the project will be monitored on an annual basis by our dedicated Toad Patrol Managers and if further works is required Froglife will assist.

PEOPLE WILL HAVE DEVELOPED SKILLS

Outcomes:

- People have gained (2 new employees) and retained (1 existing employee) employment in the environment sector.
- A trainee has developed new skills in amphibian conservation with a particular focus on toads. This includes physical habitat as well as public engagement skills.
- Existing staff have retained skills within the organisation.



- Volunteers have developed new skills.

Jobs

The Yorkshire T.O.A.D project:

- contributed towards the salary costs on our Ecologist helping retain this position
- employed one part-time Project Manager for the duration of the project, this member of staff will move into a new position at Froglife after the project ends
- employed 1 trainee who completed 11/12 months of their traineeship before successfully moving into employment in another conservation organisation.
- employed 1 Sessional Worker (with permission from the Investment Manager) as the project started slightly later than planned and the end of the project could not be extended there was an underspend in the salaries budget. The Sessional Worker mainly helped deliver the Wildlife Gardening Workshops and also some events. Most events took place over the school holidays to maximise footfall, having an additional member of staff meant we could attend more than one event on the same day. It also increased the geographic spread of the team which minimised travel, enabled the team to tap into more pre-existing local contacts and increased the teams' local knowledge.

The Trainee questionnaire (Appendix 2) that was completed at the start of the traineeship, 6 months in and when the trainee left at 11 months shows the breadth of skills and knowledge that they developed through their traineeship. Particular highlights were:

- knowledge of reptiles and amphibians and the habitats they depend on increased from 2 – 5 (on a scale for 1–5)
- Engaging the public with wildlife conservation increased from 3–5
- Knowledge and experience of pond creation and management increased from 1–4

The traineeship successfully concluded a month early when the trainee was offered a position with Applied Ecology Limited as an Assistant Ecologist. Mainly working on survey fieldwork and report writing.

Volunteer Training

See Volunteer Training section above.



THE FUNDED ORGANISATION WILL BE MORE RESILIENT

Outcomes

- Froglife has increased financial resilience through Full Cost Recovery and raised profile.

The Yorkshire T.O.A.D project contributed £7858 to core funding through Full Cost Recovery and a further £1460 through the evaluation costs. This financial input has been particularly significant as the effects of Covid impacted the organisation. Froglife has managed to come through this difficult period relatively unscathed. Prior to The Yorkshire TOAD project, Froglife staff went on furlough for several months and we undertook a restructure of our Senior Management Team, these actions and the core cost contributions through our projects have enabled the organisation to be resilient during this unprecedented time.

The Yorkshire T.O.A.D project has helped to raise the profile of Froglife in Yorkshire and more broadly. The project webpage and blog posts have received over 700 page views. The project shared 139 posts on Froglife's social media accounts on Facebook, Twitter and Instagram which received 4,652 likes, 370 shares and a total reach of 197,228. The team created a project specific Facebook page that had 270 likes and 294 followers.

The project was featured in three press articles:

- 1) Yorkshire Gazette and Herald – 5/01/2021 – [Yorkshire TOAD New project to help toad population | Gazette & Herald](#)
- 2) Yorkshire Press (Ryedale) – 4/01/2021 – [Yorkshire Toad New project to help toad population | York Press](#)
- 3) BBC News – 11th December 2020 Yorkshire Toad [Yorkshire toad charity gets £250,000 funding boost - BBC News](#)

Froglife plans to write a press release celebrating the success of the project and sharing the outcomes as outlined in this report following the completion of the project.

As a result of the Yorkshire T.O.A.D project, Froglife has developed stronger relationships with communities in Yorkshire. This has led to a doubling of Froglife's supporter database in Yorkshire and a 2/3 increase in the number of "Friends for Life" both having a positive impact on the organisation's finances.



Appendix 1.

Habitat improvement works table.

Location	Planned tasks	Completed tasks
WAKEFIELD:		
Alverthorpe Meadows	Create 3 new ponds.	Created 2 ponds and restored 2 more.
Horbury Lagoons	Create 3 new ponds.	Created 3 ponds.
Newmillerdam Country Park LNR	Restore 1 pond.	Restored 1 pond.
Pol Anglers Country Park	Restore 1 pond.	Restored 2 ponds.
Notton Wood Local Nature Reserve	Restore 1 pond.	Restored 1 pond.
Walton Colliery Nature Park (Local Nature Reserve)	Create 3 new ponds	Created 8 ponds.
Wrenthorpe Park (replaces <i>Farnley fishpond</i>)		Restored 1 pond.
South Hiendley Common	Restore 1 pond.	Site dropped and replaced with xxx
KIRKLEES:		
Dewsbury Country Park	Restore 1 pond.	Restored 3 ponds.
Rectory Park	Create 8 ponds.	Created 8 ponds.
Honley Old Woods replaces <i>Hawthorne Ponds</i>		Restored 3 ponds.
Spen Valley Greenway replaces <i>York Railway Pond</i>		Created 3 ponds.
LEEDS:		
Water Haigh Wodland Park replaces <i>Middleton park</i>	Restore 1 pond at Middleton Park.	Created 2 ponds at Water Haigh Woodland Park.
Farnely Local Nature Reserve	Creating 2 new ponds and planting 1 other.	Site dropped and replaced with Wrenthorpe Park in Wakefield.
Hawthorne Farm Ponds	Restore 10 ponds.	Site dropped and replaced with Honley Old Woods in Kirklees.
YORK:		
Chapmans Lake & Woodland	Restore 1 pond and plant wildflower meadow.	Created 1 pond and restored another.
Rawcliffe Country Park	Restore 1 pond.	Restored 1 pond.



Rowntree Park	Create 1 pond and plant another.	Created and planted 1 pond and installed a dipping platform.
Knivesmire Wood Pond replaces <i>Fishponds Wood Nature Reserve</i>	Create 1 pond at Fishponds Wood Nature Reserve.	Restored 1 pond at Knivesmire Wood Pond.
Heworth Holme replaces <i>Hob Moor Local Nature Reserve</i>	Create 3 ponds and restore 1 other at Hob Moor Local Nature Reserve	Created 16 new ponds at Heworth Holme.
Tyburn Woodland Walk replaces <i>Mayfield</i>	Create 4 scrapes at Mayfield Public Space	Restored 1 pond.
Derwenthorpe replaces <i>Clifton Backies</i>	Create 4 ponds and restore 1 other at Clifton Backies.	Created 8 ponds at Derwenthorpe.
York Railway Pond	Plant 1 pond.	Site dropped and replaced with Spen Valley Greenway in Kirklees.
CALDERDALE		
Cottonstones replaces Lambutts Pond	Restore 1 pond by planting up with coir matting.	Restored 1 pond by using coir matting to create an edge to plant along.
TOTALS	57 ponds created (31) and restored (26).	71 ponds created (52) and restored (19).



Trainee Questionnaire

This questionnaire helps Froglife track your confidence and capacity in relation to running projects, engaging the public and active conservation throughout your traineeship and helps us identify areas for development.

Please give each skill a score from 1 – 5 with 1 being not confident at all and 5 being very confident.

	1 st week	6 months	1 year
Your knowledge of reptiles and amphibians and the habitats they depend on	2	3	5
Your knowledge of Froglife and their current projects	1	3	5
Engaging the public with wildlife conservation	3	4	5
Your ability to lead a public engagement activity on your own/with a volunteer	3	4	4
Volunteer recruitment and management skills	1	3	4
Knowledge and experience of delivering curriculum linked workshops in schools	1	3	3
Ability to devise or produce education materials and activities	2	3	4
Your knowledge and experience of health and safety at work inc. risk assessments	3	4	4
Knowledge and experience of safeguarding children and vulnerable adults	4		4
Knowledge and experience of pond creation and management	1	3	4
Knowledge and experience of reptile surveying and monitoring	1	3	4
Knowledge and experience of amphibian surveying and monitoring	1	3	5
Knowledge and experience of gardening for wildlife	2	4	5
Knowledge and experience of working with people with special educational needs	2	3	3
Knowledge and experience of partnership working	1	3	4
Knowledge and experience of leadership skills	2	3	3
Knowledge and experience of public speaking and giving presentations	3	4	4



Knowledge and experience of project management	2	3	4
Knowledge and experience of publicising events including writing press releases and using social media	2	4	4
Knowledge and experience of the environmental sector in Yorkshire	4	4	5
Understanding of the wider wildlife conservation/environmental job market	3	4	5
CV writing and interview skills	3	4	5
Knowledge and experience of working on grant funded projects	2	4	5
Knowledge and experience of budget and finance	2	3	4
Knowledge and experience of political engagement	1	2	3
Knowledge and experience of policy	1	2	3

