

Strategic Environmental Assessment Screening Report

August 2021

Contents

- 1. Introduction
- 2. The Tivetshalls Neighbourhood Plan
- 3. Legislative background
- 4. An Overview of the Screening Assessment
- 5. The Assessment of the pre-submission draft of the Tivetshalls Neighbourhood Plan
- 6. Screening outcome

Appendix A: Map showing The Tivetshalls Neighbourhood Plan area

Appendix B: Consultation responses from Historic England and Natural England

1. Introduction

- 1.1 The purpose of this report is to determine if the Tivetshalls Neighbourhood Plan requires Strategic Environmental Assessment (SEA) through a process known as SEA screening.
- 1.2 The Tivetshalls Neighbourhood Plan has been commissioned by Tivetshall Parish Council and developed by a Steering Group of residents. A map showing the Neighbourhood Plan area for Tivetshall is in Appendix A. The first draft of the Neighbourhood Plan is being prepared for 'pre-submission consultation' in September. The draft objectives and policies considered in this SEA screening report were agreed by the Tivetshalls Neighbourhood Plan Steering Group at their meeting on Monday 19th July 2021.
- 1.3 This report fulfils the requirements of European Directive 2001/42/EC on the Assessment and Effects of Certain Plans and Programmes on the Environment, and the Neighbourhood Planning (General) Regulations 2012 as amended.
- 1.4 This report provides details of the pre-submission Neighbourhood Plan policies and explains the legislative background to SEA screening, before providing an account of the SEA screening exercise for the Tivetshalls Neighbourhood Plan.

2 The Tivetshalls Neighbourhood Plan

- 2.1 The Tivetshalls Neighbourhood Plan Steering Group has developed the draft aims, vision, objectives and policies of the Neighbourhood Plan through community consultation. The purposes of the draft Neighbourhood Plan policies are to build upon policies within the adopted South Norfolk Local Plan and the emerging Greater Norwich Local Plan specifically for the parish of Tivetshall. There are no site allocations for development within the Neighbourhood Plan in addition to those in the Local Plan.
- 2.2 A Data Profile for The Tivetshalls Neighbourhood Plan has been completed, which contains information on community infrastructure, housing and the built-environment, transport and access and environment and landscape. Information from the data profile is used within this SEA screening.
- 2.3 The draft aims of the Neighbourhood Plan are to:
 - Enable residents to influence and shape new development.
 - Allow the village to develop sensitively, in terms of design, local linear character, heritage, amenities and the environment.
 - Establish what is special about Tivetshall.
 - Identify community needs for the use of developer contributions and other possible funds.
- 2.4 The Tivetshalls Neighbourhood Plan draft vision is:

VISION

Tivetshall parish will continue to be a rural community with a range of housing types and tenures to suit all ages and incomes, supported by village amenities. Development will be appropriately located, well designed and fit within the linear character of the parish, whilst ensuring the protection of green spaces, the natural environment and local heritage. Tivetshall will remain a peaceful, quiet and friendly place to live, work and visit for current and future generations.

2.5 The draft objectives and draft policies within the Neighbourhood Plan are shown below.

Housing and Design

Objective 1: To support a range of development that is well-designed and suitably located, which complements the rural character of the Tivetshalls.

TIV1: Pattern and size of development

There should be a number of small developments within the parish to meet the total allocation of housing set in the Local Plan, which includes some Affordable Housing. Development should respect and retain the open nature of the parish, in particular the linear arrangement and style of adjacent housing (see Character Appraisal, appendix X). Housing should be arranged to have open views or views of significant green space.

POLICY

In addition, proposals for a limited amount of new windfall residential development will be considered in locations where there is a current cluster of housing.

TIV2: Housing size, type and tenure

New residential development should be of a size, type and tenure that meets local housing needs, with a view to enabling a mixed community of ages and incomes.

In line with the findings of the Tivetshall Housing Needs Assessment, new development should be well-balanced, with a similar number of 2-, 3- and 4-bedroom homes, some 1-bedroom homes, and a smaller proportion of larger homes.

The following housing mix is particularly supported:

- Affordable housing mix of 75 per cent routes to ownership and 25 per cent rented housing, with the routes to ownership roughly divided between first homes, shared ownership and rent to buy.
- Smaller properties, such as 2-bedroom terraced homes, maisonettes and bungalows.
- Homes for downsizing, particularly bungalows (fewer bedrooms, still with equivalent living space and smaller gardens).
- Easily accessible, built to Lifetime Homes standards.
- Some larger family sized housing.

OLIC

TIV3: Design guideline and codes

Development proposals that respond positively to creating an attractive parish and enhance each of the settlement's aesthetic qualities will be encouraged.

POLICY

Development should use the Tivetshall Design Guidelines and Codes.

TIV4: Non-designated Heritage Assets

In addition to Listed Buildings and designated heritage assets, the following buildings or structures (as shown in figure X) are identified as Non-designated Heritage Assets due to their locally important character and historic features:

- 1. St Mary's Churchyard and Church Lane
- 2. Tivetshall Primary School and adjoining schoolhouse
- 3. Roman Village (farm)
- 4. Boudicca Way
- 5. Old Forge
- 6. Railway Crossing Cottages
- 7. Old style signposts
- 8. 'Tivetshall House', the former Rectory, Rectory Road
- 9. Historic railway line
- 10. Old milestone, Norwich Road
- 11. Broad Way, Tivetshall St Mary

Development proposals should avoid harm to these heritage assets having regard to their character, important features, setting and relationship with surrounding buildings or uses. Proposals should demonstrate that consideration has been given to retaining:

- The important asset or historic feature itself
- Its most distinctive and important features
- The positive elements of its setting and its relationship to its immediate surroundings; and
- The contribution that the building or historic feature and its setting makes to the character of the local area.

Business and Employment

TIV5: Employment

Businesses and employment opportunities will be supported where their size and design respect the immediate surroundings in which they are located. Development should use the Tivetshall Design Guidelines and Codes.

Where possible, the potential for home working should be designed into new dwellings, with high-speed digital connectivity. Insofar as planning permission is required, proposals for home working or the incorporation of home office space is also encouraged for existing dwellings.

CY

TIV6: Potential employment sites

Proposals that would results in a positive visual or environmental enhancement to a potential employment site will be supported provided that, they are of a suitable scale and design and do not detract from the overall character of the area.

POLICY

For example, the old waste site off the A140 has the potential for non-residential use, supporting small businesses. Proposals for residential use will not be supported due to the distance away from the centre of Tivetshall St Mary and Tivetshall St Margaret.

Access

Objective 3: To encourage safe and integrated routes throughout the parish, and appropriately designed parking.

TIV7: Walking and cycling

Where appropriate, new development should contribute to an enhanced and joined up network of safe high-quality footpaths, cycle ways and bridleways to improve access to village amenities, the countryside and between Tivetshall St Margaret and Tivetshall St Mary. New provision should encourage safe alternatives to using private cars where possible.

Existing Public Rights of Way should be protected and enhanced. Enhancement can take the form of:

- New routes through new developments.
- New connections between parts of the parish. These should be visible and separate from roads where possible.
- Improved surfaces, and/or signage which increasing access to the countryside and connectivity across the parish.

OLICY

Where Public Rights of Way may be unavoidably impacted, appropriate diversions or new routes should be provided that are safe and convenient for users.

TIV8: Traffic and road safety

POLICY

Planning applications should identify the level of additional traffic that is likely to be generated, and the impact of this traffic will have on the safety of road users and pedestrians. Measures to mitigate any impacts should be proposed, for example, smaller developments, pavements, linking footpaths, and speed reduction.

TIV9: Parking

Any planning applications should be designed to minimise on-street parking. New development should provide sufficient off-road parking through parking bays, drives and garages, and incorporate a minimum of two electric car charging points per dwelling. Parking spaces for visitors and deliveries should be designed into all new developments.

OLICY

Development should use the Tivetshall Design Guidelines and Codes.

Environment and Landscape

Objective 4: To protect and enhance the green and open character of the parish and improve surface water drainage issues.

Development should be positioned appropriately within the landscape, having regard to the visual impact of the character of the area.

The uninterrupted views of St Mary's Church and St Margaret's Church are a significant part of the character of the parish. In addition the following views are identified as important public views:

- 1. View from St Mary's ruin to Primrose Hill
- 2. View from Ford across to the Pulhams
- 3. From Stoney Road to St Margaret's Church
- 4. From south side of Station Road towards the Waveney Valley
- 5. View of the old railway (from each of the railway cottages)

Development proposals within or which would affect an important public local view should take account of the view concerned. Development which would have an unacceptable adverse impact on the landscape or character of the view concerned, will not be supported.

OLICY

TIV11: Natural assets policy

The following are recognised as important natural assets of the parish due to their landscape and biodiversity value, and should be retained (see figure X):

- 1. Tivetshall Wood
- 2. Meadow land, Mill Road
- 3. Rectory Wood
- 4. Ancient meadow, Rectory Road
- 5. Ancient meadow, Lodge Road
- 6. The ford, Star Lane
- 7. Ponds Green Lane, Ram Lane, Rectory Road, Hall Road, Village Green, Bonds Road, Lodge Road, Hales Street, Tivetshall Wood, Rectory Wood, Patten Lane, Broadway, Station Road
- 8. Ancient hedgerows and trees

Biodiversity net gain should be achieved through one or more of the following and have a method statement for the ongoing care and maintenance:

- a. the creation of new natural habitats
- b. the creation of a community woodland
- c. natural buffers between new and existing development
- d. the planting of additional trees and hedgerows
- e. restoring and repairing fragmented biodiversity networks.

OLICY

Development should use the Tivetshall Design Guidelines and Codes.

TIV12: Local Green Space

The following areas are designated as Local Green Space for special protection

- 1. Village green and pond
- 2. Parish playing field and adjacent land
- 3. Junction of Primrose Hill and Patten Lane ('the triangle')
- 4. Setting of St Margaret's Church
- 5. Setting of St Mary's Church
- 6. Church Lane (By-way)
- 7. Broadway
- 8. Bunnet's Moat
- 9. School playing field and adjacent land, including permissive path
- 10. Location of Thwait's Oak
- 11. Green verge on Green Lane opposite Village Hall
- 12. Green verge at Crescent on School Road
- 13. Hale Street nature reserve (NAME?)

Development on designated Local Green Space will only be support in exceptional circumstances.

TIV13: Dark skies

Any new development should limit impact on dark skies. Street lighting for new development is discouraged, in particular where near a settlement edge or natural asset.

DLICY

Where lighting is necessary for security or safety, developers are strongly encouraged to ensure that all external light is designed to minimise the impact on dark skies, for example, minimal light spillage, downlighting and restricted hours.

There are a number of locations that have surface water drainage issues. The following locations within the parish (figure X) are identified

- 1. Rectory Road
 - a. By Post Office
 - b. Tinker's Lane end
- 2. Station Road bend near A140 roundabout
- 3. Ram Lane
- 4. Green Lane
 - a. Crossing Cottage
 - b. Junction of Hall Road
 - c. Opposite Village Hall
- 5. Junction of Gissing Road and Grove Road
- 6. Corner of Mill Road and Stoney Road
- 7. Lodge Road

Development proposals within the immediate locality of any of the surface water drainage areas should use drainage methods to prevent, and where appropriate, alleviate them. Future development must not cause or contribute to new drainage issues, exacerbate existing issues, or cause water pollution, and should mitigate its own drainage impacts.

POLICY

Community Infrastructure

Objective 5: To enable a range of suitable amenities to benefit all ages in the community.

TIV15: Community infrastructure

The Tivetshalls has the following community infrastructure:

- 1. Tivetshall Village Hall
- 2. Tivetshall playing field
- 3. Children's play area
- 4. Tivetshall Primary School and playing field
- 5. St. Margaret's Church
- 6. St. Mary's Church ruin
- 7. Tivetshall Post Office
- 8. The Old Ram (Public House)
- 9. The Railway Tavern (Public House)

Improvements to existing community infrastructure will be supported. Proposals for change of use, involving a potential loss of existing community infrastructure, will only be supported where an improved or equivalent facility can be located elsewhere in the parish, or where there is no reasonable prospect of continued viable use.

Village shop

An application for the development of a convenience/small shop will be encouraged, to meet the day to day needs of the parish, and to reduce additional journeys out of the parish. This could be as a stand-alone building or an extension to an existing community asset (as above). A new convenience/small shop should be located within walking distance of most homes in the parish.

POLICY

3. Legislative Background

3.1 European Directive 2001/42/EC on the Assessment of the Effects of Certain Plans and Programmes on the Environment ('SEA Directive') introduces the need to undertake a strategic environmental assessment ('SEA') during the development of some plans and programmes. The main purpose of SEA, according to Article 1 of the SEA Directive, is:

'to provide for a high level of protection of the environment and to contribute to the integration of environmental considerations into the preparation and adoption of plans and programmes with a view to promoting sustainable development.'

- 3.2 The SEA Directive is transcribed into UK law through the Environmental Assessment of Plans and Programmes Regulations 2004, which establishes the requirement to undertake a sustainability appraisal (SA) for some documents used for planning purposes. The SA process incorporates the requirement for SEA, but typically has a broader scope and considers the social and economic issues in addition to the environmental effects.
- 3.3 The requirement to undertake SA of supplementary planning documents (SPD) was removed by the Planning Act 2008. However, the need to establish whether the planning document requires SEA, through the SEA Directive, remains. Articles 2 and 3 of the SEA Directive explain which plans and programmes require SEA. The Government's Planning Practice Guidance, suggests that an SPD will only require an SEA in exceptional circumstances, if they are likely to have significant environmental effects that have not already been assessed through the preparation of the Local Plan.
- 3.4 The Neighbourhood Planning (General) (Amendment) Regulations 2015 amends the Neighbourhood Planning (General) Regulations 2013 to provide clarification on the SEA related documents which must be submitted alongside neighbourhood planning proposals. Regulation 2(4) of the amendment regulations 2015 adds to the list of documents that a neighbourhood planning group must submit to a local planning authority with a proposal for a neighbourhood plan, which is presented in regulation 6 of the Neighbourhood Planning Regulations 2012. The additional document which must be submitted is either an environmental report, should SEA be required, or a statement of reasons why an environmental assessment is not required.

4. An overview of the screening assessment

- 4.1 Figure 1 below is taken from 'A practical guide to the Strategic Environmental Assessment Directive' and illustrates the process for screening a Neighbourhood Plan to ascertain whether a full SEA is required (Article numbers relate to European Directive 2001/42/EC).
- 4.2 The screening for The Tivetshalls Neighbourhood Plan is highlighted in orange. To carry out the screening process it is necessary to consider each of the criteria set out in Figure 1, this is done in Table 1 on the following page.
- 4.3 Table 2 addresses criteria 8 by considering if the pre-submission draft
 Neighbourhood Plan is likely to have a significant effect on the environment. This is
 done by considering the Plan against the criteria for determining the likely
 significance of effects referred to in the Directive¹. The criteria are listed in Table 2 of
 this document.

¹ Article 3.5 of European Directive 2001

4.4 Once the process set out in Figure 1 has been completed, a screening outcome can be reached and the conclusion can be found in section 5.

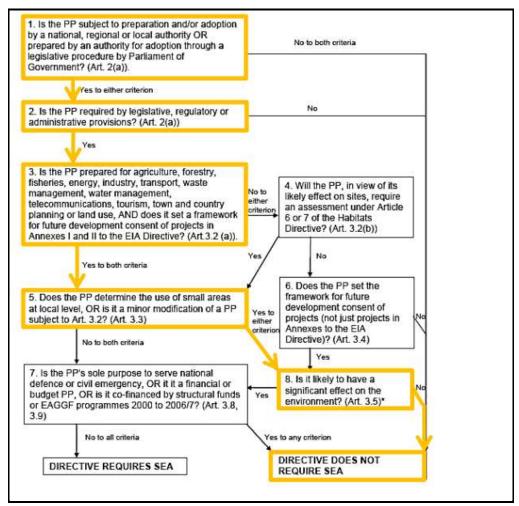


Figure 1 above: Application of the SEA Directive to Neighbourhood Plans.

5. The assessment of the Tivetshalls Neighbourhood Plan

Table 1 below assesses the need for full SEA of The Tivetshalls Neighbourhood Plan. The criteria in Table 1 are drawn from Figure 1 which sets out how the SEA Directive should be applied.

Table 1: Assessment of the Need for SEA for The Tivetshalls Neighbourhood Plan

Assessment Criteria	Yes or No	Assessment
1. Is the Plan subject to preparation and/or adoption by a national, regional or local authority OR prepared by an authority for adoption through a legislative procedure by Parliament or Government? (Art. 2(a0)	Yes	The intention is for the Tivetshalls Neighbourhood Plan to be adopted by South Norfolk Council through a legislative procedure.
2. Is the Plan required by legislative, regulatory or administrative provisions? (Art. 2(a))	Yes	The Tivetshalls Neighbourhood Plan would be a statutory document, prepared in accordance with the Neighbourhood Planning (General) Regulations 2012 as amended.
3. Is the Plan prepared for agriculture, forestry, fisheries, energy, industry, transport, waste management, water management, telecommunications, tourism, town and country planning or land use, AND does it set a framework for future development consent of projects in Annexes I and II to the EIX Directive?	Yes	The Tivetshalls Neighbourhood Plan is a document prepared for town and country planning purposes. It aims to influence and shape new development in line with the South Norfolk Plan and emerging Greater Norwich Local Plan.
5. Does the plan determine the use of small areas at local level, OR is it a minor modification of a Plan or Programme subject to Art. 3.2?	Yes	The Tivetshalls Neighbourhood Plan will determine the use of small areas at a local level and contains no site allocations for development. The plan supports a number of small developments within the parish to meet the total allocation of housing set in the Local Plan. In addition, proposals for a limited amount of new windfall residential development will be considered in locations where there is a current cluster of housing.
8. Is it likely to have a significant effect on the environment (Article 3.5)?	No	Justification is given for this decision in Table 2.

The final question in the SEA screening process for the Tivetshalls Neighbourhood Plan was question 8: Is it likely to have a significant effect on the environment? In asking this

question, the SEA Directive refers to Article 3.5, which states that the relevant criteria in Annex II of the SEA Directive shall be considered when determining whether there are likely to be significant effects. Table 2 below, uses the criteria in Annex II to determine if the Tivetshalls Neighbourhood Plan requires SEA.

Table 2: Determining the Likely Significant Effects of the of the Tivetshalls Neighbourhood Plan on the Environment.

Criteria in Annex II of the SEA Directive	Assessment	Is there a Significant Environmental effect?
(1) Characteristics of the plan and programmes, having regard, in particular, to:	N/A	N/A
The degree to which the plan or programme sets a framework for projects and other activities, either with regard to the location, nature, size and operating conditions or by allocating resources.	The draft Neighbourhood Plan sets a framework for development within the parish in accordance with the South Norfolk Local Plan and the emerging Greater Norwich Local Plan. The draft Neighbourhood Plan builds upon the existing framework by providing some additional details of the nature of development and supplements the existing policy on a local scale only. There are no site allocations within the Neighbourhood Plan. The plan supports a number of small developments within the parish to meet the total allocation of housing set in the Local Plan. In addition, proposals for a limited amount of new windfall residential development will be considered in locations where there is a current cluster of housing.	No
The degree to which the plan or programme influences other plans or programmes including those in a hierarchy.	The Tivetshalls Neighbourhood Plan will be adopted alongside the South Norfolk Local Plan and provides supplementary information on a local scale rather than influencing the overall direction of the Local Plan.	No
The relevance of the plan for the integration of environmental considerations in particular with	The policies in the Neighbourhood Plan promote sustainable development through protecting	No

a view to promoting sustainable	and enhancing the green and open	
development.	character of the parish including	
·	designated Local Green Spaces,	
	improving surface water drainage	
	issues, protecting views of	
	community importance, protecting	
	natural assets and dark skies and	
	should also achieve net gain in	
	biodiversity.	
Environmental problems relevant	There are no environmental	No
to the plan or programme.	problems relevant to the	
	Neighbourhood Plan.	
The relevance of the plan or	The Neighbourhood Plan is in	No
programme for the	conformity with the South Norfolk	
implementation of community	Local Plan and is therefore not	
legislation on the environment	directly relevant to the	
(e.g. plans and programmes	implementation of other European	
linked to waste management or	legislation.	
water protection).	o o	
(2) Characteristics of the effects	N/A	N/A
and of the area likely to be		
affected, having regard, to:		
The probability, duration,	The overall impacts of the	No
frequency, and reversibility of	Neighbourhood Plan will be in	
the effects.	accordance with the Local Plan and	
the effects.		
- 1	unlikely to have significant effects.	
The cumulative nature of the	The Neighbourhood Plan will not	No
effects.	lead to significant cumulative	
	negative effects.	
The transboundary nature of the	The Neighbourhood Plan is unlikely	No
effects.	to have an impact on neighbouring	
	parishes.	
The risks to human health or the	The Neighbourhood Plan is unlikely	No
environment (e.g. due to	to introduce significant risks to	
accidents).	human health or the environment.	
The magnitude and spatial extent	The Neighbourhood Plan area covers	No
of the effects (geographical area	the civil parish of Tivetshall, which	
and size of the population likely	has a resident population of 591	
to be affected.)	(2011 Census). The Neighbourhood	
	Plan policies are unlikely to have a	
	significant impact on a wider	
	geographical area or population.	
	There are no site allocations in the	
	Neighbourhood Plan.	
The value and vulnerability of the	The Neighbourhood Plan policies	No
area likely to be affected by the	should protect and enhance the	
plan due to:	green and open character of the	

- Special natural characteristics or cultural heritage
- Exceeded environmental quality standards or limit values
- Intensive land use
- The effects on areas or landscapes which have a recognised national, Community or international protection status.

parish and protect Non-designated Heritage Assets. There are no areas with national or international protection status. There are two County Wildlife Sites, the Dickleburgh Moor Nature Reserve and parts of the parish are in the Site of Special Scientific Interest (SSSI) Impact Risk Zones for Pulham Market Big Wood SSSI and Aslacton Parish Land SSSI. The Neighbourhood Plan does not include any site allocations and should contribute to achieving sustainable development in the parish.

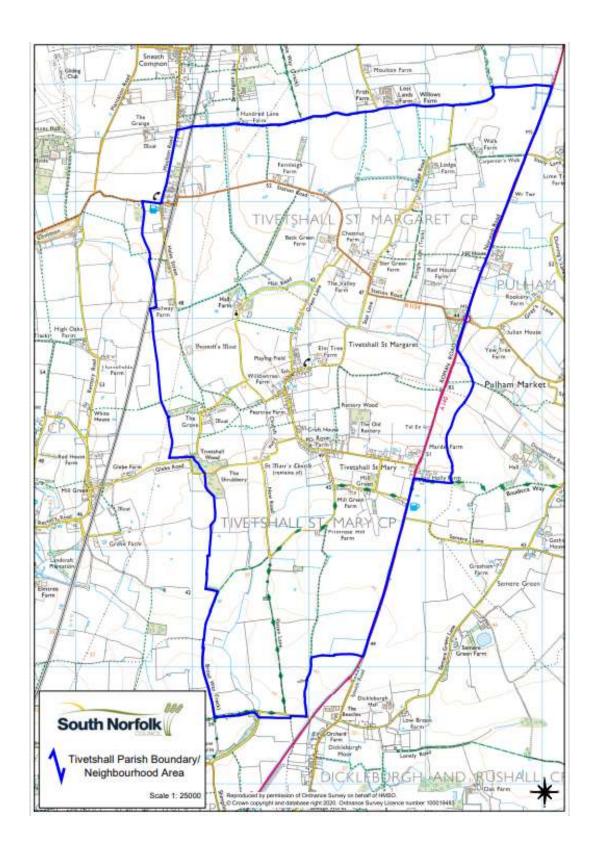
5. Screening Outcome

As a result of the findings in Table 1 and Table 2, it is concluded that the Tivetshalls Neighbourhood Plan is not likely to have significant environmental effects and full SEA is not required. There are no site allocations within the Neighbourhood Plan.

The three statutory consultation bodies, Historic England, Natural England and the Environment Agency have been consulted in accordance with regulation 9(2) of the Environmental Assessment of Plans and Programmes Regulations 2004. Responses have been received from Historic England and Natural England and agree with the outcome of this screening and can be seen in Appendix B.

Appendix A: Map showing the Tivetshalls Neighbourhood Plan Area

Source: South Norfolk Council



Appendix B: Consultation responses from Historic England and Natural England

Response from Historic England

Friday 3rd August

Dear Richard,

Thank you for inviting Historic England to comment on this consultation. As the Government's adviser on the historic environment Historic England is keen to ensure that the protection of the historic environment is fully taken into account at all stages and levels of the local planning process. Therefore we welcome this opportunity to review the Screening Report for this plan. For the purposes of this consultation, Historic England will confine its advice to the question, "Is it (the Tivetshall St Mary and St Margaret Neighbourhood Plan) likely to have a significant effect on the historic environment?". Our comments are based on the information supplied with the Screening Opinion.

The Screening Report indicates that the Council considers that the plan will not have any significant effects on the historic environment. We note that the plan does not propose to allocate any sites for development.

On the basis of the information supplied, and in the context of the criteria set out in Schedule 1 of the Environmental Assessment Regulations [Annex II of 'SEA' Directive], Historic England concurs with the Council that the preparation of a Strategic Environmental Assessment is not required.

The views of the other two statutory consultation bodies should be taken into account before the overall decision on the need for an SEA is made.

I should be pleased if you can send a copy of the determination as required by REG 11 of the Environmental Assessment of Plans and Programmes Regulations 2004.

We should like to stress that this opinion is based on the information provided by you with your correspondence. To avoid any doubt, this does not reflect our obligation to provide further advice on later stages of the SEA process and, potentially, object to specific proposals which may subsequently arise (either as a result of this consultation or in later versions of the plan) where we consider that, despite the SEA, these would have an adverse effect upon the environment.

Historic England strongly advises that the conservation and archaeological staff of the relevant local authorities are closely involved throughout the preparation of the plan and its assessment. They are best placed to advise on; local historic environment issues and priorities, including access to data held in the Historic Environment Record (HER), how the allocation, policy or proposal can be tailored to minimise potential adverse impacts on the historic environment; the nature and design of any required mitigation measures; and opportunities for securing wider benefits for the future conservation and management of heritage assets.

Please do contact me, either via email or the number below, if you have any queries.

Kind regards,
Edward
Edward James
Historic Places Adviser - East of England
Historic England

Response from Natural England

From: Wight, Victoria on behalf of SM-NE-Plan Cons Area Team (Norfolk, Suffolk) (NE)

Sent: 08 September 2021 07:28

To: Victoria West Subject:

RE: Tivetshall St Mary & St Margaret Neighbourhood Plan - SEA & HRA Screening Reports Attachments: HRA Screening - Tivetshalls Neighbourhood Plan.pdf; Tivetshalls NP SEA Screening July 2021.pdf

Dear Vicky,

Thank you for consulting Natural England and apologies for our delay in getting back to you. Based on the documents provided, it is Natural England's understanding that there are no housing allocations included within Tivetshall St Mary & St Margaret Neighbourhood Plan and that it is in general conformity with the Broadland and South Norfolk Local Plan. On this basis we agree with the conclusions of the HRA and SEA.

Many thanks

Victoria

Lead Adviser Sustainable Development

Norfolk and Suffolk Area Team Natural England

I work condensed hours – 9 day fortnight with every other Friday off