



## Meeting Summary: Biodiversity Working Group - 26th November 2025

**Attendees:** [Chair] Lee Outhwaite (LO), [Secretariat] Claire Rogerson (CR); Lauren Godfrey (LG); Hester Sharpe (HS), Sophie Rich (SR) [Trout Club]; Ceri Williams (CW); Chris Adamson (CA)

**Apologies:** Iain Webb (IW) [Wildlife Trust]; Melanie Pankhurst (MP) [WGCL]; Dave Keating (DK); Sabine Eckert (SE); Carla Stark (CS); Michelle Starling (MS); Neil Rawling (NR); Emma Manners (EM); Lena Hughes-Hallet (LHH); Rocio Ruiz de la Chica (RC); Jack Monaghan (JM); Jo McClintock (JMC); Frankie Brook (FB); Andrii Iudin (AI); Tim Leech (TL); Terry Sadler (TS); Norman Cobley (NC)

Topic:	Minutes:
<b>Matters arising:</b> <i>Lee Outhwaite</i>	<p><b>Herbicide update:</b> Work continues with the wider Campus regarding consistent herbicide practices across the existing Campus and adjacent development areas.</p> <p><b>Dog Waste Bin update:</b> The original request for one dog waste bin has developed into a wider review of dog waste provision across the Campus. As part of the work to redesign landscape zoning on both sides of the road, dog waste bins are being considered strategically to support how people move across the site. Senior management is exploring the option of appointing a local company to supply, empty, and clean the bins.</p> <p>The recent closure of Orchard Bridge highlighted the scale of the issue, where many walkers diverted through the orchard, resulting in a significant increase in dog waste in this area, where individuals chose not to pick up after their pets. LO also noted past incidents of wildlife deaths caused by dogs, which reinforces the need for clear and safe policies. The group discussed whether specific dog-walking routes should be designated while keeping more sensitive areas dog-free to protect wildlife. As part of wider community communication, CW offered to include information about this issue in the parish magazine.</p> <p><b>Himalayan balsam strategy &amp; river management:</b> LO/MP recently met with residents at Hinxton Mill to discuss ongoing Himalayan balsam management and challenges related to water levels and local flooding. Maintaining the mill requires specific water levels, and although the idea of a weir was raised, its potential ecological impacts and effects on flooding require careful consideration. This is a complex issue inherited from earlier discussions with Urban &amp; Civic and involves multiple parties with differing views.</p> <p>WGCL has now joined <a href="#">CURAT</a>, establishing its own river-focused group to oversee the section running through Campus. While Hinxton currently has no equivalent group, steps are being taken to establish one. Clearance efforts will be coordinated through CURAT with support from volunteers, including village residents, staff, the Trout Club, and the Wildlife Trust.</p> <p><b>'Friends of Campus' group:</b> WGCL has established a new 'Friends of Campus' group, bringing together representatives from Darwin Tree of Life, Trout Club, CURAT, Wildlife Trust, RSPB, tree surgery, etc. This collective aims to ensure that biodiversity and ecological considerations remain central to planning and development decisions, particularly as zoning work progresses.</p>

<p><b>Grounds update</b> <i>Lee Outhwaite</i></p>	<p>The Grounds teams are transitioning into seasonal tasks such as preparing Christmas trees and utilising repurposed wood for crafts. Work in the wetlands will focus on removing younger trees and enhancing the structure of woodland belts. One of the lakes has benefited from extensive reed removal, improving water flow and appearance. No further contractor work is scheduled until next September, so efforts will concentrate on routine maintenance.</p> <p><b>Wetlands Maintenance:</b> The group discussed sediment build-up within the wetlands, which prevented a full scrape this year. The drying and silting patterns observed appear linked to broader river system issues, including upstream flooding and sediment load.</p>
<p><b>Campus Planning</b> <i>Melanie Pankhurst</i></p>	<p><i>MP</i> was unavailable to attend this meeting but provided this post-meeting update:</p> <p><b>Construction progress:</b> We have shared development updates and what to expect. Those on Campus have had an email linking to a Campus Life post. Those in neighbouring villages have had the attached communication (see <b>Appendix A</b>)</p> <p><b>Sustainable energy:</b> We are currently pulling together communications messages and a PR plan for the energy farm and sustainable energy systems for the Campus.</p> <p><b>In a nutshell:</b></p> <ul style="list-style-type: none"> <li>• A new microgrid power network and ambient loop heating and cooling system will serve the Campus, integrating photovoltaics, heat pumps, battery storage, EV charging and other technologies to deliver resilient, cost-effective energy.</li> <li>• An energy farm will generate and store renewable energy, which is then distributed via the ambient loop district energy network. We are preparing an RMA (planning application) to submit to South Cambs District Council early in the new year.</li> </ul>
<p><b>Trout Club update</b> <i>Sophie Rich</i></p>	<p>SR updated that the colder weather has triggered brown trout spawning activity. Females create gravel scrapes known as redds, where eggs hatch. The Trout Club will map redds along the river stretch to assess spawning activity and develop a baseline for the adult population's health. Monitoring will also include checks to ensure young trout have adequate bankside cover after leaving the redds.</p> <p>A detailed habitat and river morphology survey was recently carried out. Early findings indicate that the river has historically been heavily dredged and widened, reducing its natural chalk stream characteristics. These interventions have slowed the water, causing silt accumulation, which has allowed invasive plants to dominate. Additionally, dredged material was historically used to build up the riverbanks, disconnecting the river from its natural floodplain—evident from the dominance of nettles along the top of the raised banks. The forthcoming report, expected before Christmas, will likely recommend measures including tree hinging into the river for in-channel shelter, reintroducing woody debris, and improving gravel quality.</p> <p>The river only rises in Newport, but a growing programme of downstream improvement works is underway, so it is really positive to see the increase in collaboration and activity across this stretch of the Cam.</p>

<b>Audley End river work</b> <i>Lee Outhwaite</i>	LO recently visited Audley End estate to observe similar restoration work, where re-meandering, tree hinging, and bank reshaping have produced significant improvements. During the visit, issues with ageing sluice gates were discussed, including the observation that gates believed to be half-open were actually releasing much more water than expected.
<b>Wildlife Trust update</b>	<i>No representative available today - update to be provided next meeting.</i>
<b>AOB</b> <i>Group members</i>	SR reported evidence of otters near the culvert by the bridge, as well as patches of a rare chalk stream plant that appears only on the Campus stretch of the river and nowhere else on the Cam. SR will share the species name and location so it can be appropriately protected.

Action:	Assigned to:	Status:
<b>Flea treatment poster:</b> (raised 27/08/2025)  Awaiting WGCL review of flea treatment poster  Raise flea treatment concerns at parish council  Circulate poster publicly once approved (newsletters, notice boards).	  Hester Sharpe / WGCL <i>[in progress]</i>  Melanie Pankhurst <i>[in progress]</i>  Melanie Pankhurst / Dave Keating / Ceri Williams	  In progress  In progress  Not started
<b>Herbicide practices:</b> (raised 27/08/2025)  Investigate herbicide use across Campus for consistency on both sides.	  Lee Outhwaite	  In progress
<b>Dog waste bins:</b> (raised 27/08/2025)  Explore options for dog waste bins on Campus.  Raise dog fouling issue to residents (26/11/2025)	  Lee Outhwaite  Ceri Williams / Dave Keating	  In progress  Not started
<b>Himalayan balsam:</b> (raised 27/08/2025)  Develop Himalayan balsam clearance strategy and liaise with Hinxton Mill on sluice gate management.	  Sophie / Lee Outhwaite / Iain Webb	  In progress

**Date of next meeting:** 25 February 2026 at 11:00

**External visitors:** Please inform [sustainability@sanger.ac.uk](mailto:sustainability@sanger.ac.uk) if intending to join a session in person so Security Reception can be notified of your planned arrival.



**Biodiversity**

## Campus Expansion Update

19 November 2025



Dear resident

We are preparing for the first phase of construction on the Wellcome Genome Campus expansion and wanted to let you know what to expect over the coming months as work progresses.

Site preparation is ongoing, including earthworks and the creation of internal site haul roads. In late November the site will be fenced off with hoardings alongside the A1301, ready for our contractors to set up compounds and begin construction in early 2026. Each construction partner will have their own offices, welfare, and parking facilities for staff and subcontractors.

### Hours of work

Normal construction hours are 8am to 6pm Monday to Friday, and 8am to 1pm on Saturdays.

No construction will take place on Sundays or Bank Holidays unless specifically required and with permission from South Cambridgeshire District Council.

### Traffic and deliveries

All construction site traffic will use main roads, avoiding local roads and villages. A booking system and holding area will keep site traffic off the highway, with regular road sweeping and wheel washes to keep highways clear. Deliveries will be scheduled to avoid peak hours, with abnormal loads arriving by 7am when possible.

### Highways

Some temporary changes to the A1301 and main Campus entrance are expected, as well as temporary changes to the shared pedestrian/cycle paths near the bridge works. Full details will be shared nearer the time following agreement with Cambridgeshire County Council.

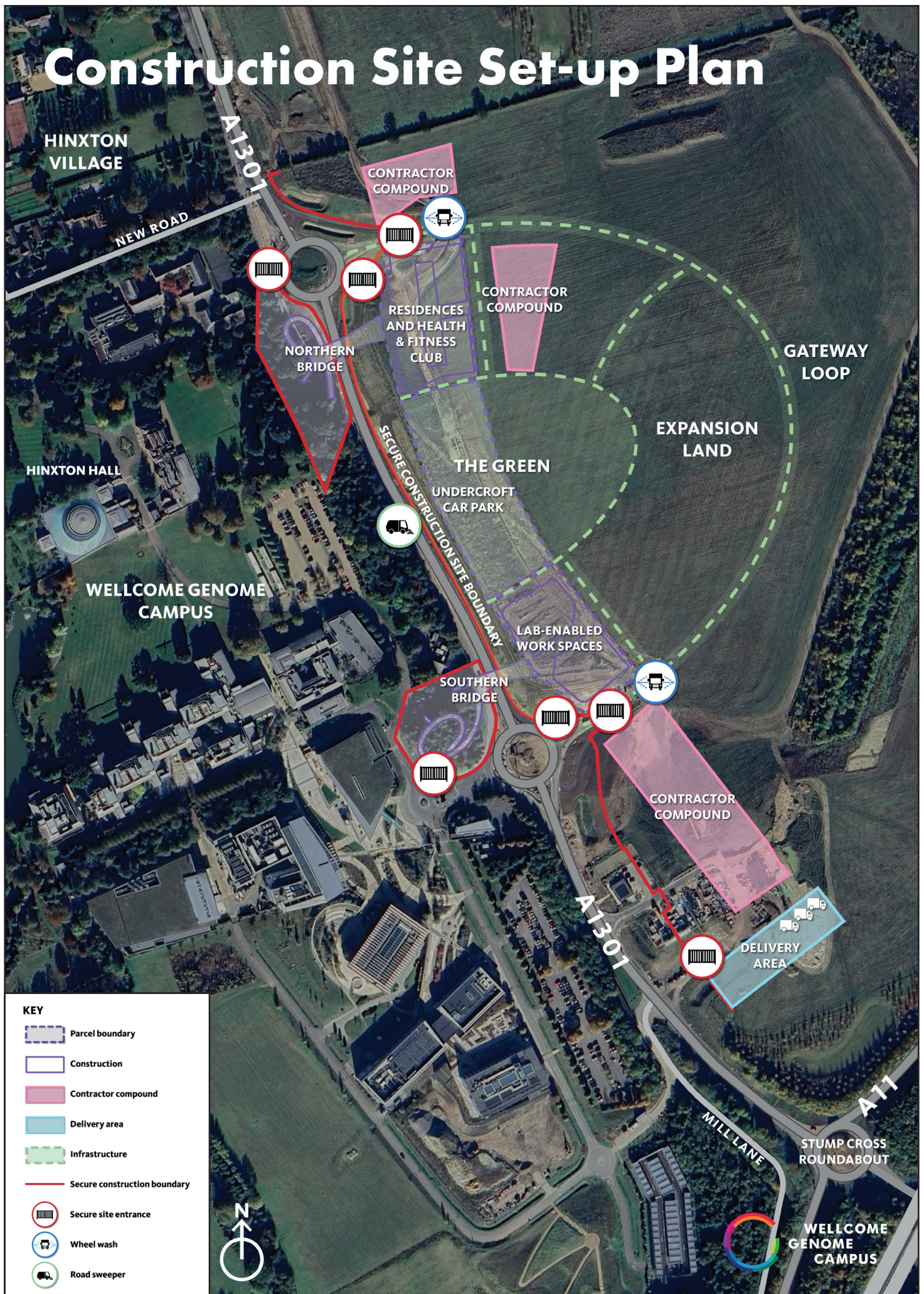
### Considerate construction

All our principal contractors will be registered with the national Considerate Constructors Scheme and are committed to continuous improvement and high standards of consideration to their workforce, the environment and our local communities.

We have worked closely with arboriculturists, ecologists, and tree surgeons to minimise the impact on wildlife, reflecting our commitment to nature and sustainability.



# Construction Site Set-up Plan





## What are we building?

### Research & Technology (R&T) buildings

Two state-of-the-art lab-enabled workspace buildings designed for flexibility and innovation. The new workspace can be configured and fitted out for wet and/or dry laboratories, other research and translation, technology or associated uses. Highly sustainable and adaptable, they offer a new home for companies of all sizes. The design includes incubator and accelerator spaces and facilities for start-ups and growing companies, along with end-of-trip cycle facilities and a ground floor hospitality outlet overlooking The Green.



### New homes and health and fitness facilities

83 one- and two-bedroom apartments will be available for rent by Campus workers and their families, helping to create a unique residential community. Sustainable materials, energy, and water management are central to the design. The scheme also includes a health and fitness club with a swimming pool, gym, climbing wall, studio space, and café – with membership open to Campus and other users.



### Landscaped bridges

Two bridges for pedestrians and cyclists will span the A1301, connecting both sides of the Campus and delivering on our ambition to create One Campus. Each bridge deck will feature planters with native and drought-tolerant species, supporting climate resilience and our biodiversity strategy.



### **Supporting infrastructure and energy**

Alongside these developments, we are installing the infrastructure needed to support the first buildings and future growth. This includes an undercroft car park, roads and pathways, utilities, and The Green, plus landscaped terraces and a sustainable drainage system.

Advancing the Campus towards carbon net zero, a new microgrid power network and ambient loop heating and cooling system will serve the Campus. This will integrate photovoltaics, heat pumps, battery storage, EV charging and other technologies to provide resilient and cost-effective energy.

### **Timelines**

Construction will start in early 2026, with the first commercial buildings ready for fitting out and occupation by Easter 2028, when the new homes will also be resident ready.


### **Minimising disruption**

This is a significant and exciting project and we understand that, at times, the works may cause disruption. We've carefully considered how these changes might affect our neighbouring communities, those who work on and visit the Campus, and those travelling in the area. We've taken steps to minimise inconvenience and will give as much notice as we can about any changes that may impact your daily routine.

Thank you in advance for your patience and understanding.

If you have any questions or concerns, please get in touch - email the team on [hello@wellcomegenomecampus.com](mailto:hello@wellcomegenomecampus.com) or call us on **01799 934766**.

Best regards



Melanie Pankhurst  
Head of Community Engagement