Bat Earned Recognition Monitoring and Evaluation Report

Appendix 1 Bat Earned Recognition Questionnaires

October 2022

Natural England Research Report NERR128



About Natural England

Natural England is here to secure a healthy natural environment for people to enjoy, where wildlife is protected and England's traditional landscapes are safeguarded for future generations.

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Appendix 1 Bat Earned Recognition Pilot Questionnaires

Successful Accredited Ecologists (A1)

A1 raw data is provided in the embedded pdf at Figure 1



Accreditation Level	
In your opinion, were you able to apply for an	Yes
Accreditation Level (AL) that you think aligns	No
with your professional bat mitigation	
competence?	
If no, which aspect may have prevented you	Competency Framework
from applying for an AL that you feel matches	Earned Recognition Accreditation
your competence. Select all that apply	Levels Earned Recognition Species Annexes
	Evidence Requirements for Bat ER
	Class Licence Annexes
	Other - please specify (free text box)
Species Annexes	
Were you able to apply for the Species	Competency Framework.
Annexes that you feel matches your	Earned Recognition Accreditation
competence?	Levels Earned Recognition Species
	Annexes
	Evidence Requirements for Bat ER
	Class Licence Annexes
	Other - please specify (free text box)
If no, which aspect may have prevented you	Competency Framework
from applying for the Species Annex that you	Earned Recognition Accreditation
feel matches your competence. Select all that	Levels Earned Recognition Species
apply	Annexes
	Evidence Requirements for Bat ER
	Class Licence Annexes
A 116 (* (*)	Other - please specify (free text box)
Accreditation materials To what extent do you agree that the guidence	Strangly agree
To what extent do you agree that the guidance and communication within the Accreditation	Strongly agree
	Agree Not sure
documentation was clear and fit for purpose?	
	Disagree Strongly disagree
To what extent do you agree that the	Strongly agree
Competency Framework was sufficiently clear	3, 3
Competency Framework was sufficiently clear	Agree

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to allow you to apply for the appropriate	Not sure
to allow you to apply for the appropriate	
Accreditation Level?	Disagree
	Strongly disagree
If applicable, why do you think you were	Unclear guidance
assigned a lower Accreditation Level than you	I was marked unfairly
applied for?	Criteria were too strict
	Not sure
	Not applicable
Multiple Choice Questions (MCQ)	
Considering the MCQ Assessment, do you	It was too difficult
feel that this was an effective test of your	It was too easy
knowledge, experience, and judgement?	It was a good test of competence
intermedge, experience, and judgement.	Not sure
How helpful did you find the guidance on MCQ	Very helpful
Assessment?	Somewhat helpful
Assessificiti:	•
	Neither helpful nor unhelpful
	Somewhat unhelpful
	Very unhelpful
Please use the text box to provide any	Free Text
comments on the MCQ stage, e.g. difficulties,	
improvements, aspects to retain/that were	
welcomed	
Online Scenario Tests (OST)	
Online Occhano 1 Coto (OO1)	
Considering the OST Assessment, do you feel	It was too difficult
Considering the OST Assessment, do you feel	
Considering the OST Assessment, do you feel that this was an effective test of your	It was too easy
Considering the OST Assessment, do you feel	
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement?	It was too easy It was a good test of competence Not sure
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST	It was too easy It was a good test of competence Not sure Very helpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement?	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment?	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties,	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties,	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
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Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed Portfolio Assessment	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful Free Text
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed Portfolio Assessment Considering the Portfolio Assessment, do you	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful Free Text It was too difficult
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed Portfolio Assessment Considering the Portfolio Assessment, do you feel that this was an effective test of your	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful Free Text It was too difficult It was too easy
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed Portfolio Assessment Considering the Portfolio Assessment, do you feel that this was an effective test of your knowledge, experience and judgement?	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful Free Text It was too difficult It was too easy It was a good test of competence Not sure
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed Portfolio Assessment Considering the Portfolio Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? Please use the text box to provide any	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful Free Text It was too difficult It was too easy It was a good test of competence
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed Portfolio Assessment Considering the Portfolio Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? Please use the text box to provide any comments on the Portfolio stage, e.g.	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful Free Text It was too difficult It was too easy It was a good test of competence Not sure
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? How helpful did you find the guidance on OST Assessment? Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed Portfolio Assessment Considering the Portfolio Assessment, do you feel that this was an effective test of your knowledge, experience and judgement? Please use the text box to provide any	It was too easy It was a good test of competence Not sure Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful Free Text It was too difficult It was too easy It was a good test of competence Not sure

To what extent do you agree that the Competency Statement was a good approach to evidence your competence? How difficult was it to find supporting evidence for the competencies and annexes?	Strongly agree Agree Not sure Disagree Strongly disagree Very difficult Difficult Not sure
How long did it take you to compile your portfolio?	Easy Very easy < 5 hours 5 - 10 hours 10 - 20 hours > 20 hours
Interview	
To what extent do you agree that the interview was an effective test of your knowledge?	Strongly agree Agree Not sure Disagree Strongly disagree
Further Information Request (FIR)	
If you received a FIR, did it clearly state what information/action was required from you?	Yes, it was clear and understandable No, it was too ambiguous I understood it but needed to follow up questions to clarify some aspects
To what extent did we respond to your FIR queries in a timely manner?	Strongly agree Agree Not sure Disagree Strongly disagree
Were there any aspects of the FIR process that you found unsatisfactory? Select all that apply	The questions were unclear The deadlines were too strict There was a lack of support None Other - please specify (free text box)
Assessment overall	Ctrongly agree
To what extent do you believe that each stage of the assessment took an appropriate amount of time to complete?	Strongly agree Agree Not sure Disagree Strongly disagree
Please provide insight into any aspect(s) you felt took an unreasonable amount of time to complete	Free Text

Do you agree with the outcome of the	Yes
assessment?	No
Do you think that the assessment process was	Yes
a fair and robust assessment of your	No
competence?	
To what extent do you consider your	Strongly agree
Assessor/Assessors to be fair?	Agree
	Not sure
	Disagree
	Strongly disagree
To what extent would you consider the	Strongly agree
standard of the availability of, and	Agree
communication with Natural England/your	Not sure
Assessor(s) throughout your accreditation?	Disagree
	Strongly disagree
If you were to apply for Accreditation through	Clearer guidance document
Earned Recognition again, which areas would	Longer Further Information Request
you need additional support or guidance on?	deadlines
Select all that apply	Other - please specify (free text box)
We recognise that, as a Pilot scheme, there	Free Text
will be improvements to be made after	
considering the feedback we receive. Please	
use the text box to provide any further details	
on the questions above and any suggestions	
you think would be helpful towards improving	
the scheme.	

Unsuccessful Candidate Ecologists (A2)

A2 raw data is provided in the embedded pdf at Figure 2



Accreditation Level	
In your opinion, were you able to apply for an	Yes
Accreditation Level (AL) that you think aligns	No
with your professional bat mitigation	
competence?	
If no, which aspect may have prevented you	Competency Framework
from applying for an AL that you feel matches	Earned Recognition Accreditation Level
your competence. Select all that apply	Earned Recognition Species Annexes
	Evidence Requirements for Bat ER
	Class Licence Annexes
	Other - please specify (free text box)
Species Annexes	
Were you able to apply for the Species	Yes
Annexes that you feel matches your	No
competence?	
If no, which aspect may have prevented you	Competency Framework
from applying for the Species Annex that you	Earned Recognition Accreditation
feel matches your competence. Select all that	Levels Earned Recognition Species
apply	Annexes
	Evidence Requirements for Bat ER
	Class Licence Annexes
	Other - please specify (free text box)
Accreditation materials	
To what extent do you agree that the guidance	Strongly agree
and communication within the Accreditation	Agree
documentation was clear and fit for purpose?	Not sure
	Disagree
	Strongly disagree
To what extent do you agree that the	Strongly agree
Competency Framework was sufficiently clear	Agree
to allow you to apply for the appropriate	Not sure
Accreditation Level?	Disagree
	Strongly disagree
If applicable, how long did it take you to	< 5 hours
compile your portfolio?	5 - 10 hours
	10 - 20 hours
	> 20 hours
Assessment process	

r	T
Do you think that the assessment process was	Yes
a fair and robust assessment of your	No
competence?	
If you were to apply for a licence through	Clearer guidance document
Earned Recognition again which areas would	Longer Further Information Request
you need additional support on?	deadlines
	Other - please specify (free text box)
Further information Request (FIR)	
If you received a Portfolio FIR, did it clearly	Yes, it was clear and understandable
state what information/action was required	No, it was too ambiguous
from you?	I understood it but needed to follow up
	questions to clarify some aspects
	I did not receive a Portfolio FIR
Were there any aspects of the Portfolio FIR	The questions were unclear
process that you found unsatisfactory? Select	The deadlines were too strict
all that apply	There was a lack of support
- The state of the	None
	Other - please specify (free text box)
To help us improve the process in the future,	Multiple Choice Questions
at which sage of the assessment were you	Online Scenario Test
unsuccessful?	Portfolio
	Interview
Assessment overall	
To what extent would you consider the	Strongly agree
standard of the availability of, and	Agree
communication with Natural England/your	Not sure
	Disagree
Assessor(s) throughout your accreditation?	
We recognize that as a Dilet scheme there	Strongly disagree
We recognise that, as a Pilot scheme, there	Free Text
will be improvements to be made after	
considering the feedback we receive. Please	
use the text box to provide any further details	
on the questions above and any suggestions	
you think would be helpful towards improving	
the scheme.	

A3 raw data is provided in the embedded pdf at Figure 3



Accreditation Level	
In your opinion were you able to apply for the Accreditation Level (AL) that you feel aligns with your professional bat mitigation	Yes No
If no, which aspect may have prevented you from applying for an AL that you feel matches your competence. Select all that apply	Competency Framework Earned Recognition Accreditation Levels Earned Recognition Species Annexes Evidence Requirements for Bat ER Class Licence Annexes Other - please specify (free text box)
Species Annexes	Other please speelly (free text bex)
Were you able to apply for the Species Annexes that you feel matches your competence?	Yes No
If no, which aspect may have prevented you from applying for the Species Annex that you feel matches your competence. Select all that apply	Competency Framework Earned Recognition Accreditation Level Earned Recognition Species Annexes Evidence Requirements for Bat ER Class Licence Annexes Other - please specify (free text box)
To what extent do you feel that the Competency Framework was sufficiently clear to allow you to apply for the appropriate Accreditation Level?	Strongly agree Agree Not sure Disagree Strongly disagree
Process overall	
At which stage of the Accreditation did you leave the process?	Multiple Choice Questions Online Scenario Test Portfolio Interview
What were your reasons for leaving the process?	Free Text
To what extent do you consider your Assessor/Assessors to be fair?	Strongly agree Agree Not sure Disagree Strongly disagree

To what extent would you consider the	Strongly agree
standard of the availability of, and	Agree
communication with Natural England/your	Not sure
Assessor(s) throughout your accreditation?	Disagree
	Strongly disagree
We recognise that, as a Pilot scheme, there	Free Text
will be improvements to be made after	
considering the feedback we receive. Please	
use the text box to provide any further details	
on the questions above and any suggestions	
you think would be helpful towards improving	
the scheme.	

Non-engagement (A4)

A4 raw data is provided in the embedded pdf at Figure 4



Why did you decide not to proceed with the	Personal circumstance
Accreditation Assessment?	The application process
If you were deterred by our	Free Text
processes/guidance, please provide more	
detail	
Do you consider Bat Earned Recognition to be	Yes
a positive step forward?	No
	Not sure
If no, please tell us why	Free Text
Are you optimistic about the development and	Yes
release of Bat Earned Recognition?	No
	Not sure
If no, please tell us why	Free Text
We recognise that, as a Pilot scheme, there	Free Text
will be improvements to be made after	
considering the feedback we receive. Please	
use the text box to provide any further details	
on the questions above and any suggestions	
you think would be helpful towards improving	
the scheme.	

A5 raw data is provided in the embedded pdf at Figure 5



To what extent do you agree that you fully understand all aspects of the BER Assessment process? If Disagree/Strongly disagree, please tell us why In your opinion were the Assessor training sessions fit for purpose? If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an Accreditation Level (AL) that you think aligns	Strongly agree Agree Not sure Disagree Strongly disagree Free Text Yes No Free Text Yes No Competency Framework Earned Recognition Accreditation
understand all aspects of the BER Assessment process? If Disagree/Strongly disagree, please tell us why In your opinion were the Assessor training sessions fit for purpose? If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an	Agree Not sure Disagree Strongly disagree Free Text Yes No Free Text Yes No Competency Framework
Assessment process? If Disagree/Strongly disagree, please tell us why In your opinion were the Assessor training sessions fit for purpose? If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an	Not sure Disagree Strongly disagree Free Text Yes No Free Text Yes No Competency Framework
If Disagree/Strongly disagree, please tell us why In your opinion were the Assessor training sessions fit for purpose? If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an	Strongly disagree Free Text Yes No Free Text Yes No Competency Framework
why In your opinion were the Assessor training sessions fit for purpose? If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an	Strongly disagree Free Text Yes No Free Text Yes No Competency Framework
why In your opinion were the Assessor training sessions fit for purpose? If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an	Free Text Yes No Free Text Yes No Competency Framework
In your opinion were the Assessor training sessions fit for purpose? If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an	No Free Text Yes No Competency Framework
sessions fit for purpose? If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an	No Free Text Yes No Competency Framework
If no, please explain why Assessment to become and Assessor In your opinion, were you able to apply for an	Yes No Competency Framework
Assessment to become and Assessor In your opinion, were you able to apply for an	Yes No Competency Framework
In your opinion, were you able to apply for an	No Competency Framework
, , , , , , , , , , , , , , , , , , , ,	No Competency Framework
LACCIANISIINN LAVALTAL LINSI VOILININK SIINNE	Competency Framework
with your professional bat mitigation	1
competence?	1
If no, which aspect may have prevented you	1
from applying for an AL that you feel matches	
your competence. Select all that apply	Levels Earned Recognition Species
your componence. Coloot all that apply	Annexes
	Evidence Requirements for Bat ER
	Class Licence Annexes
	Other - please specify (free text box)
Species Annexes	cure product specify (index toxic perior
Were you able to apply for the Species	Yes
Annexes that you feel matches your	No
competence?	
If no, which aspect may have prevented you	Competency Framework
from applying for the Species Annex that you	Earned Recognition Accreditation
feel matches your competence. Select all that	Levels Earned Recognition Species
apply	Annexes
	Evidence Requirements for Bat ER
	Class Licence Annexes
	Other - please specify (free text box)
Accreditation materials	
	Strongly agree
, ,	
	Disagree
To what extent do you agree that the guidance and communication within the Accreditation documentation was clear and fit for purpose?	Strongly agree Agree Not sure

	Strongly disagree
To what extent do you agree that the	Strongly agree
Competency Framework was sufficiently clear	Agree
to allow you to apply for the appropriate	Not sure
Accreditation Level?	Disagree
	Strongly disagree
If applicable, why do you think you were	Unclear guidance
assigned a lower Accreditation Level than you	I was marked unfairly
applied for?	Criteria were too strict
applied io.	Not sure
	Not applicable
Multiple Choice Questions (MCQ)	
Considering the MCQ Assessment, do you	It was too difficult
feel that this was an effective test of your	It was too easy
knowledge, experience and judgement?	It was a good test of competence
, , ,	Not sure
How helpful did you find the guidance on MCQ	Very helpful
Assessment?	Somewhat helpful
	Neither helpful nor unhelpful
	Somewhat unhelpful
	Very unhelpful
Please use the text box to provide any	Free Text
comments on the MCQ stage, e.g. difficulties,	
improvements, aspects to retain/that were	
welcomed	
Online Scenario Tests (OST)	
Considering the OST Assessment, do you feel	It was too difficult
that this was an effective test of your	It was too easy
knowledge, experience and judgement?	It was a good test of competence
	Not sure
How helpful did you find the guidance on OST	Very helpful
Assessment?	Somewhat helpful
	Neither helpful nor unhelpful
	Somewhat unhelpful
	Very unhelpful
Please use the text box to provide any	Free Text
comments on the OST stage, e.g. difficulties,	
improvements, aspects to retain/that were	
welcomed	
Portfolio	
Considering the Portfolio Assessment, do you	It was too difficult
feel that this was an effective test of your	It was too easy
knowledge, experience and judgement?	It was a good test of competence
, , ,	Not sure

Please use the text box to provide any comments on the Portfolio stage, e.g. difficulties, improvements, aspects to retain/that were welcomed	Free Text
To what extent do you agree that the Competency Statement was a good approach to evidence your competence?	Strongly agree Agree Not sure Disagree Strongly disagree
How difficult was it to find supporting evidence for the competencies and annexes?	Very difficult Difficult Not sure Easy Very easy
How long did it take you to compile your portfolio?	< 5 hours 5 - 10 hours 10 - 20 hours > 20 hours
Assessor Assessment overall	
To what extent do you agree that each stage of the assessment took you an appropriate amount of time to complete?	Strongly agree Agree Not sure Disagree Strongly disagree
Please provide insight into any aspect(s) you felt took an unreasonable amount of time	Free Text
Do you agree with the outcome of the assessment?	Yes No
Do you think that the assessment process was a fair and robust assessment of your competence?	Yes No
To what extent do you consider your Assessor/Assessors to be fair?	Strongly agree Agree Not sure Disagree Strongly disagree
To what extent would you consider the standard of the availability of, and communication with Natural England/your Assessor(s) throughout your accreditation?	Strongly agree Agree Not sure Disagree Strongly disagree
Assessor assessment on Candidates	
To what extent do you agree that the candidates you assessed applied for the	Strongly agree Agree Not sure

correct Accreditation Level, which they felt	Disagree
aligned with their level of competence?	Strongly disagree
If you felt that a candidate applied for an	Free Text
Accreditation Level that did NOT align with	
their level of competence, what factors do you	
think contributed to this?	
To what extent do you agree that the process	Strongly agree
of a candidate's progression from one	Agree
Accreditation Level to another, in line with the	Not sure
relevant increase in competence, is	Disagree
appropriate?	Strongly disagree
If Disagree/Strongly disagree, please tell us	Free Text
why	1100 1000
Do you judge the risk associated with each	Yes
Accreditation Level to be appropriate?	No
recording to the se appropriate.	Not Sure
If no, please tell us why	Free Text
To what extent do you agree that each of the	Strongly agree
four stages of assessment (MCQ, OST,	Agree
Portfolio and Interview) test the relevant	Not sure
aspects of the Competency Framework for	Disagree
each Accreditation Level?	
	Strongly disagree Free Text
If Disagree/Strongly disagree, please tell us	Free rext
If there are any aspects of the four stages that	Free Text
	Fiee lext
you feel are not an appropriate assessment of	
the Accreditation Level please detail.	Vac annuanista ta musua asmantana
Do you feel that the requirements and	Yes - appropriate to prove competence
approach to providing evidence for the	Yes - but requirements seem excessive
Portfolio appropriately prove a candidate's	Not sure
competence?	No - doesn't ask enough to prove
	competence
16 (1)	Other
If other, please provide more detail	Free Text
Which element of the Portfolio assessment did	Competency Statements only
you feel best allowed candidates to evidence	Competency Indicators only
their competence?	Both Competency Statements and
	Competency Indicators
	None of the above
If none of the above, please recommend	Free Text
another way a candidate's competence could	
be assessed	
To what extent do you agree that the	Strongly agree
interviews you have held were a useful	Agree
	Not sure

	D'
exercise in capturing a candidate's	Disagree
competency?	Strongly disagree
If Disagree/Strongly disagree, please tell us	Free Text
why	
To what extent do you agree that you were	Strongly agree
able to use your own experience and	Agree
judgement to ask any additional questions	Not sure
during the candidate interview?	Disagree
	Strongly disagree
If Disagree/Strongly disagree, please tell us	Free Text
why	
We recognise that, as a Pilot scheme, there	Free Text
will be improvements to be made after	
considering the feedback we receive. Please	
use the text box to provide any further details	
on the questions above and any suggestions	
you think would be helpful towards improving	
the scheme.	

BER Colleagues and Technical Group (A6)

A6 raw data is provided in the embedded pdf at Figure 6



Yes
No
Not sure
Free Text
Yes
No
Not sure
Free Text
Strongly agree
Agree
Not sure
Disagree
Strongly disagree
Free Text
Free Text
Not applicable
Strongly agree
Agree
Not sure
Disagree
Strongly disagree
Free Text
Not applicable
Strongly agree
Agree
Not sure
Disagree
Strongly disagree
Free Text
Not applicable
Strongly agree
Agree

	Disagree
	Strongly disagree
If Disagree/Strongly disagree, please suggest how it might be improved	Free Text
If applicable, to what extent do you agree that	Not applicable
the Species Annexes matrix set the	Strongly agree
appropriate Accreditation Level thresholds?	Agree
	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly disagree, please suggest	Free Text
how it might be improved	
If applicable, to what extent do you agree that	Not applicable
the Multiple-Choice Question (MCQ)	Strongly agree
Assessment was an effective way to test an	Agree
applicant's knowledge, experience, and	Not sure
judgement?	Disagree
	Strongly disagree
If Disagree/Strongly disagree, please suggest	Free Text
how it might be improved	
If applicable, in your opinion was the MCQ	Not applicable
guidance clear?	Yes
	No
If no, please suggest how it might be improved	Free Text
If applicable, to what extent do you agree that	Not applicable
the Online Scenario Test (OST) Assessment	Strongly agree
was an effective way to test an applicant's	Agree
knowledge, experience, and judgement?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly disagree, please suggest	Free Text
how it might be improved	
If applicable, in your opinion was the OST	Not applicable
guidance clear?	Yes
	No
If no, please suggest how it might be improved	Free Text
If applicable, to what extent do you agree that	Not applicable
the Portfolio Assessment was an effective way	Strongly agree
to test an applicant's knowledge, experience,	Agree
and judgement?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly disagree, please suggest	Free Text
how it might be improved	

If applicable, to what extent do you agree that Not applicable
the Competency Statement was an effective Strongly agree
approach to evidencing an applicant's Agree
competence?
Disagree
Strongly disagree
If Disagree/Strongly disagree, please suggest Free Text
how it might be improved
If applicable, to what extent do you agree that Not applicable
the Interview is a necessary stage in the Strongly agree
process? Agree
Not sure
Disagree
Strongly disagree
If Disagree/Strongly disagree, please suggest Free Text
how it might be improved
Technical Group -To what extent would you Not Technical Group
consider the standard and availability of, and Strongly agree
communication with the Bat ER Project Team Agree
throughout the Pilot? Not sure
Disagree
Strongly disagree
If Disagree/Strongly disagree, please suggest Free Text
how it might be improved
Considering your work area, do you identify Yes
any risks to the roll out of BER?
If yes, please provide more detail Free Text
Considering your work area, do you have any Yes
(significant) concerns about the roll out of No
BER?
If yes, please provide more detail Free Text
We recognise that, as a Pilot scheme, there
will be improvements to be made after
considering the feedback we receive. Please
use the text box below to provide any further
details on the questions above and any
suggestions you think would be helpful
towards improving the scheme.



Bat Earned Recognition (BER) process	
Considering your involvement with the Pilot, in your	Yes
opinion is BER a positive step forward?	No
	Not sure
If no, please explain why	Free text
Considering your involvement with the Pilot, are you	Yes
optimistic about the development and release of BER?	No
	Not sure
If no, please explain why	Free text
Considering your involvement with the Pilot, do you	Free text
have and suggestions/comments as to how NE might	
improve communications to enhance the experience	
for BER Candidates?	
Accreditation Materials	
To what extent do you agree that the guidance and	Strongly agree
communication within the suite of Assessment	Agree
materials was fit for purpose?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly Disagree, please suggest how it	Free text
might be improved	
To what extent do you agree that the Competency	Strongly agree
Framework was sufficiently clear to invite applications	Agree
at the right Accreditation Level?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly Disagree, please suggest how it	Free text
might be improved	
To what extent do you agree that the Species Annexes	Strongly agree
matrix set the appropriate Accreditation Level	Agree
thresholds?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly Disagree, please suggest how it	Free text
might be improved	
To what extent do you agree that the Multiple-Choice	Strongly agree
Question (MCQ) Assessment was an effective way to	Agree
test an applicant's knowledge, experience, and	Not sure
judgement?	Disagree

	Strongly disagree
If Disagree/Strongly Disagree, please suggest how it	Free text
might be improved	
In your opinion was the MCQ guidance for Assessors	Yes
clear?	No
If no, please suggest how it might be improved	Free text
In your opinion was the MCQ guidance for Candidates	Yes
clear?	No
If no, please suggest how it might be improved	Free text
To what extent do you agree that the Online Scenario	Strongly agree
Test (OST) Assessment was an effective way to test	Agree
an applicant's knowledge, experience, and judgement?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly Disagree, please suggest how it	Free text
might be improved	
In your opinion was the OST guidance for Assessors	Yes
clear?	No
If no, please suggest how it might be improved	Free text
In your opinion was the OST guidance for Candidates	Yes
clear?	No
If no, please suggest how it might be improved	Free text
To what extent do you agree that the Portfolio	Strongly agree
Assessment was an effective way to test an applicant's	Agree
knowledge, experience, and judgement?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly Disagree, please suggest how it	Free text
might be improved	
In your opinion was the Portfolio guidance for	Yes
Assessors clear?	No
If no, please suggest how it might be improved	Free text
In your opinion was the Portfolio guidance for	Yes
Candidates clear?	No
If no, please suggest how it might be improved	Free text
To what extent do you agree that the Interview	Strongly agree
Assessment was an effective way to test an applicant's	Agree
knowledge, experience, and judgement?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly Disagree, please suggest how it might be improved	Free text
In your opinion was the Interview guidance for	Yes
Assessors clear?	No
If no, please suggest how it might be improved	Free text
	I .

In your opinion was the Interview guidance for	Yes
Candidates clear?	No
If no, please suggest how it might be improved	Free text
To what extent do you agree that the Competency	Strongly agree
Statement was an effective approach to evidencing an	Agree
applicant's competence?	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly disagree, please suggest how it	Free text
might be improved	
Accreditation and Assessment Process Overall	
To what extent do you agree that you fully understand	Strongly agree
all aspects of BER Assessment process?	Agree
	Not sure
	Disagree
	Strongly disagree
If Disagree/Strongly disagree, please suggest how it	Free text
might be improved	
From your experience, do you agree that the LMS	Yes
(Moodle) worked well as the platform for Accreditation?	No
Considering the question above, please share your	Free text
experience and any measures for improvement, e.g.	
what worked well/not so well	
We recognise that, as a Pilot scheme, there will be	Free Text
improvements to be made. Please use the text box to	
provide any comments/suggestions you think would be	
helpful towards improving the scheme.	

A8 raw data is provided in the embedded pdf at Figure 8



	· /1
Section 1 – The Moderator/Moderator Role	
To what extent do you agree that the guidance and	Agree
communication about the remit of the Moderator was	Not Sure
clear and fir for purpose?	Disagree
Do you feel the BER Pilot approach to moderation	Yes
enabled the Moderator to carry out a robust and	No
evidence-based assessment?	
If no, please explain why not	Free text
In your opinion, does the Moderator remit need	Yes
improvement and/or any additional safeguards, to	No
ensure an appropriate, fair, and consistent approach?	
If yes, please explain	Free text
To what extent do you agree that measures were in	Agree
place to ensure no conflict of interest arose between	Not sure
Candidate(s) and the Moderator?	Disagree
If Disagree, please explain why	Free text
What are your views on the need for some form of	Free text
continued moderation?	
In your opinion, would the moderation process benefit	Yes
from having more than one moderator in place?	No
If Yes/No, please explain why	Free text
Is there anything you wish to add/suggest with regard	Free text
to the Moderator role/process that you think would be	
helpful towards further improving the scheme?	
Section 2 – The Assessor/Assessor Role	
To what extent do you agree that the guidance and	Agree
communication about the remit of the Assessor role	Not Sure
was clear and fit for purpose?	Disagree
Do you feel the Competency Framework and	Yes
assessment process enabled Assessors to carry out a	No
robust and evidence-based assessment?	
If no, please explain why not	Free text
To what extent do you agree that the assignment of	Agree
Candidates to Assessors was fair, ensuring no conflict	Not Sure
of interest?	Disagree
If Disagree, please explain why	Free text
In your opinion, does the Assessor remit need	Yes
improvement and/or any additional safeguards, to	No
ensure an appropriate, fair, and consistent approach?	

If yes, please provide details	Free text
Is there anything you wish to add/suggest with regard	Free text
to the Assessor role/process that you think would be	
helpful towards further improving the scheme?	

A9 raw data is provided in the embedded pdf at Figure 9



Section 1 – Moderator on Assessors/Assessor Role	
To what extent do you agree that the guidance and	Agree
communication about the remit of the Assessor role	Not Sure
was clear and fit for purpose?	Disagree
Do you feel the Competency Framework and	Yes
assessment process enabled Assessors to carry out a	No
robust and evidence-based assessment?	
If No, please explain why not	Free text
To what extent do you agree that the assignment of	Agree
Candidates to Assessors was fair, ensuring no conflict	Not Sure
of interest?	Disagree
If Disagree, please explain why	Free text
In your opinion, does the Assessor remit need	Yes
improvement and/or any additional safeguards, to	No
ensure an appropriate, fair, and consistent approach?	
If Yes, please provide details	Free text
Is there anything you wish to add/suggest with regard	Free text
to the Assessor role/process that you think would be	
helpful towards further improving the scheme?	
Section 2 – Moderator on Moderator Role	
Section 2 – Moderator on Moderator Role To what extent do you agree that the guidance and	Agree
	Agree Not Sure
To what extent do you agree that the guidance and	
To what extent do you agree that the guidance and communication about the remit of the Moderator role	Not Sure
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based	Not Sure Disagree
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation	Not Sure Disagree Yes
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not	Not Sure Disagree Yes
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment?	Not Sure Disagree Yes No
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need improvement and/or any additional safeguards, to	Not Sure Disagree Yes No Free text
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need	Not Sure Disagree Yes No Free text Yes
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need improvement and/or any additional safeguards, to ensure an appropriate, fair, and consistent approach? If Yes/No, please explain why	Not Sure Disagree Yes No Free text Yes
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need improvement and/or any additional safeguards, to ensure an appropriate, fair, and consistent approach? If Yes/No, please explain why To what extent do you agree that measures were in	Not Sure Disagree Yes No Free text Yes No Free text Agree
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need improvement and/or any additional safeguards, to ensure an appropriate, fair, and consistent approach? If Yes/No, please explain why To what extent do you agree that measures were in place to ensure no conflict of interest arose between	Not Sure Disagree Yes No Free text Yes No Free text
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need improvement and/or any additional safeguards, to ensure an appropriate, fair, and consistent approach? If Yes/No, please explain why To what extent do you agree that measures were in place to ensure no conflict of interest arose between Candidate(s) and you, as Moderator?	Not Sure Disagree Yes No Free text Yes No Free text Agree Not sure Disagree
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need improvement and/or any additional safeguards, to ensure an appropriate, fair, and consistent approach? If Yes/No, please explain why To what extent do you agree that measures were in place to ensure no conflict of interest arose between Candidate(s) and you, as Moderator? If Disagree, please explain why	Not Sure Disagree Yes No Free text Yes No Free text Agree Not sure Disagree Free text
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need improvement and/or any additional safeguards, to ensure an appropriate, fair, and consistent approach? If Yes/No, please explain why To what extent do you agree that measures were in place to ensure no conflict of interest arose between Candidate(s) and you, as Moderator? If Disagree, please explain why Is there anything you wish to add/suggest with regard	Not Sure Disagree Yes No Free text Yes No Free text Agree Not sure Disagree
To what extent do you agree that the guidance and communication about the remit of the Moderator role was clear and fit for purpose? Do you feel the BER Pilot approach to moderation enabled you to carry out a robust and evidence-based assessment? If No, please explain why not In your opinion, does the Moderator remit need improvement and/or any additional safeguards, to ensure an appropriate, fair, and consistent approach? If Yes/No, please explain why To what extent do you agree that measures were in place to ensure no conflict of interest arose between Candidate(s) and you, as Moderator? If Disagree, please explain why	Not Sure Disagree Yes No Free text Yes No Free text Agree Not sure Disagree Free text

Assessor Questionnaire (A10)

A10 raw data is provided in the embedded pdf at Figure 10



Assessor on Moderator/Moderator role	
To what extent do you agree that the	Agree
guidance and communication about the	Not sure
remit of the Moderator role was clear and fit	Disagree
for purpose?	Disagree
Do you feel the BER Pilot approach to	Yes
moderation enabled the Moderator to carry	No
out a robust and evidence-based	140
assessment?	
If No, please explain why not	Free text
In your opinion, does the Moderator remit	Yes
need improvement and/or any additional	No
,	INO
safeguards, to ensure an appropriate, fair,	
and consistent approach?	Free hout
If Yes, please explain why	Free text
To what extent do you agree that measures	Agree
were in place to ensure no conflict of	Not Sure
interest arose between Candidate(s) and	Disagree
the Moderator?	
If Disagree, please explain why	Free text
What are your views on the need for some	Free text
form of continued moderation?	
In your opinion, would the moderation	Yes
process benefit from having more than one	No
moderator in place?	
If Yes/No, please explain why	Free text
Is there anything you wish to add/suggest	Free text
with regard to the moderator role/process	
that you think would be helpful towards	
further improving the scheme?	
1	

ER Consultant Questionnaire (QL1)

Bat Earned Recognition Pilot - Site	QL1 raw data is provided in the embedded
Registration process ('the Licensing	pdf at <u>Figure 11</u>
Process')	POF J.
	Appendix 1 Figure 11 (QL1).pdf

	Appendix 1 Figure 11 (QL1).pdf
Considering your experience with the Licensing Process:	
Are you a Bat Mitigation Class Licence (BMCL) Registered Consultant?	Yes - branch = In your opinion is the BER Pilot online system more streamlined than the BMCL/EPS-MIT individual licence application process?
	 Yes – please explain in what way (free text box) No – please explain why (free text box) Not sure
	No
Does the process of submitting site registration (SR) documentation reduce the application time compared to BMCL?	Yes No
Does the process of submitting SR documentation reduce the time compared to bat mitigation individual licence applications (do not include the time of applying to be Accredited)?	Yes No – please explain why (free text box)
Is the online process of submitting SR sufficiently simple to understand?	Yes No – please explain why (free text box)
Did an unforeseen circumstance(s) with the Licensing Process result in any unexpected delay(s) to your SR submission?	Yes – please explain the circumstance(s) (free text box) No
Were you happy with the time between date of submitting the Site Registration form and the date you received a decision?	Yes No – please explain why (free text box)
In your opinion is the BER Pilot Site Registration Form a positive step forward?	Yes – please explain why (free text box) No – please explain why (free text box) Not sure
Are you optimistic about the further development, and release of BER?	Yes – please explain why (free text box) No – please explain why (free text box) Not sure
Did you have to change any licensable activities or works for an approved site?	No – Why is this? No licensable activities or works needed changing.

	 The licence was flexible enough without the need to change any site registration details. Yes – Compared to BMCL/Bat mitigation individual licence modifications, how easy was it to request a change on a site registration? Very easy Somewhat easy Neither easy nor difficult Somewhat difficult branch – please suggest ways to improve the process Very difficult branch - please suggest ways to improve the process
Site registration materials	
Considering your experience with the Licensing Process: Did your proposals comply with 'Minimum Expectations'? Did you need the 'Minimum Expectations' guidance document when creating your mitigation and compensation plans for BER Pilot site registrations?	Yes No No Yes – How helpful did you find the 'Minimum Expectations' document? • Very helpful • Somewhat Helpful • Neither helpful nor unhelpful • Somewhat unhelpful • branch – please suggest ways to improve the document • Very unhelpful • branch - please suggest ways to improve the document
Did you need the 'Bat ER (Pilot) Overview for ER Consultants (CL47Guidance01)' document when using the Site Registration online form for BER Pilot site registrations?	No – Please explain why you did not use the document. Yes – How helpful did you find the 'Bat ER (Pilot) Overview for ER Consultants (CL47Guidance01)' document? • Very helpful • Somewhat Helpful • Neither helpful nor unhelpful

	 Somewhat unhelpful branch – please suggest ways to improve the document Very unhelpful branch – please suggest ways to improve the document
To what extent do you agree that the suite of guidance documents related to the Licensing Process was sufficiently clear and fit for purpose?	Strongly agree Agree Not sure Disagree – please suggest how it might be improved Strongly disagree – branch = please suggest how it might be improved
Following a site registration, have you received feedback on how to improve the way you input data on site registrations?	No Yes – How helpful did you find this feedback for your next site registration? Very helpful Somewhat Helpful Neither helpful nor unhelpful Somewhat unhelpful branch – please suggest how we might improve our request for feedback Very unhelpful branch – please suggest how we might improve our request for feedback
Maintaining and raising professional standards	
As an Accredited BER Consultant: Are you aware of the planned increase in compliance checks? In your opinion, will BER increase compliance with best practice?	Yes No Yes – please explain in what way No – please explain why Not sure
In your opinion, is the Licensing Process sufficiently robust to ensure that only suitably competent ecologists are accredited? To what extent do you agree that the	Yes – please explain how/to what extent No Not sure Strongly agree
Licensing Process has the ability to maintain and/or improve outcomes for bats?	Agree Not sure Disagree – please suggest how it might be improved

	Strongly disagree – please suggest how it might be improved
Licence Return Form	
Have you used the licence return form?	Yes – branch to questions below No – move onto next section
How confident are you that the form will collect enough data to monitor the favourable conservation status outcomes of registered sites?	Strongly agree Agree Not sure Disagree – please suggest how it might be improved Strongly disagree – please suggest how it might be improved
Licensing Process Overall	
To what extent do you agree that you fully understand all aspects of the Licensing Process for BER?	Strongly agree Agree Not sure Disagree – please tell us may have helped your understanding Strongly disagree – please tell us may have helped your understanding
Do you feel your knowledge and understanding of applying for EPS-MIT individual licences has assisted you in applying for and understanding the Bat ER (Pilot) Class Licence?	Yes No – please explain why
In your opinion, would you have found training in the Site Registration Process helpful?	Yes – please explain what kind of training you would have liked No – please explain why Not sure
Considering your response to the question above, please share your experience and any measures for improvement, e.g. what worked well/not so well.	Free text
How satisfied were you with the standard of communication with the BER Team in regard to SRs?	Very satisfied Somewhat satisfied Neither satisfied nor dissatisfied Somewhat dissatisfied Very dissatisfied
Do you have any suggestions/comments as to how NE might improve communications to enhance the ER Consultant experience?	Free text
We recognise that, as a Pilot scheme, there will be improvements to be made. Please use the text box to provide any comments/suggestions you think would be	Free Text

helpful towards improving the Licensing	
Process.	

