Bat Earned Recognition Monitoring and Evaluation Report

Appendix 1 Bat Earned Recognition Questionnaires

October 2022

Natural England Research Report NERR128

NATURAL ENGLAND

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

Appendix 1 Figure
1 (A1).pdf

Accreditation Level	
In your opinion, were you able to apply for an Accreditation Level (AL) that you think aligns with your professional bat mitigation competence?	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	
Were you able to apply for the Species Annexes that you feel matches your competence?	Competency Framework. Earned Recognition Accreditation 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 from applying for the Species Annex 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)
Accreditation materials	
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 Disagree Strongly disagree
To what extent do you agree that the Competency Framework was sufficiently clear	Strongly agree Agree

to allow you to apply for the appropriate Accreditation Level?	Not sure Disagree Strongly disagree
If applicable, why do you think you were assigned a lower Accreditation Level than you applied for?	Unclear guidance I was marked unfairly Criteria were too strict Not sure Not applicable
Multiple Choice Questions (MCQ)	
Considering the MCQ Assessment, do you feel that this was an effective test of your knowledge, experience, and judgement?	It was too difficult It was too easy It was a good test of competence Not sure
How helpful did you find the guidance on MCQ Assessment?	Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
Please use the text box to provide any comments on the MCQ stage, e.g. difficulties, improvements, aspects to retain/that were welcomed	Free Text
Online Scenario Tests (OST)	
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement?	It was too difficult It was too easy It was a good test of competence Not sure
How helpful did you find the guidance on OST Assessment?	Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed	Free Text
Portfolio Assessment	
Considering the Portfolio Assessment, do you feel that this was an effective test of your knowledge, experience and judgement?	It was too difficult It was too easy 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
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	
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 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
If you were to apply for Accreditation through Earned Recognition again, which areas would you need additional support or guidance on? Select all that apply	Clearer guidance document Longer Further Information Request deadlines Other - please specify (free text box)
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 to provide any further details on the questions above and any suggestions you think would be helpful towards improving the scheme.	Free Text

Unsuccessful Candidate Ecologists (A2)   A2 raw data is provided in the embedded pdf at Figure 2

Appendix 1 Figure 2 (A2).pdf

Accreditation Level	
In your opinion, were you able to apply for an Accreditation Level (AL) that you think aligns with your professional bat mitigation competence?	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 Level 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 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 Levels Earned Recognition Species 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 and communication within the Accreditation documentation was clear and fit for purpose?	Strongly agree Agree Not sure Disagree Strongly disagree
To what extent do you agree 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
If applicable, how long did it take you to compile your portfolio?	< 5 hours 5 - 10 hours 10 - 20 hours > 20 hours
Assessment process	

Do you think that the assessment process was a fair and robust assessment of your competence?	Yes No
If you were to apply for a licence through Earned Recognition again which areas would you need additional support on?	Clearer guidance document Longer Further Information Request deadlines Other - please specify (free text box)
Further information Request (FIR)	
If you received a Portfolio 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 I did not receive a Portfolio FIR
Were there any aspects of the Portfolio 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)
To help us improve the process in the future, at which sage of the assessment were you unsuccessful?	Multiple Choice Questions Online Scenario Test Portfolio Interview
Assessment overall	
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
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 to provide any further details on the questions above and any suggestions you think would be helpful towards improving the scheme.	Free Text

Candidates that withdrew (A3)

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

Appendix 1 Figure 3 (A3).pdf

Accreditation Level	
In your opinion were you able to apply for the Accreditation Level (AL) that you feel aligns with your professional bat mitigation competence?	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	
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 standard of the availability of, and communication with Natural England/your Assessor(s) throughout your accreditation?	Strongly agree Agree Not sure Disagree Strongly disagree
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 to provide any further details on the questions above and any suggestions you think would be helpful towards improving the scheme.	Free Text

Non-engagement (A4)

A4 raw data is provided in the embedded pdf at

Appendix 1 Figure 4 (A4).pdf

Why did you decide not to proceed with the Accreditation Assessment?	Personal circumstance The application process
If you were deterred by our processes/guidance, please provide more detail	Free Text
Do you consider Bat Earned Recognition to be a positive step forward?	Yes No Not sure
If no, please tell us why	Free Text
Are you optimistic about the development and release of Bat Earned Recognition?	Yes No Not sure
If no, please tell us why	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 to provide any further details on the questions above and any suggestions you think would be helpful towards improving the scheme.	Free Text

Assessor Questionnaire (A5)

A5 raw data is provided in the embedded pdf at

Appendix 1 Figure 5 (A5).pdf

Training to become an Assessor	
To what extent do you agree that you fully understand all aspects of the BER Assessment process?	Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please tell us why	Free Text
In your opinion were the Assessor training sessions fit for purpose?	Yes No
If no, please explain why	Free Text
Assessment to become and Assessor	
In your opinion, were you able to apply for an Accreditation Level (AL) that you think aligns with your professional bat mitigation competence?	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	
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 Levels Earned Recognition Species 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 and communication within the Accreditation documentation was clear and fit for purpose?	Strongly agree Agree Not sure Disagree

	Strongly disagree
To what extent do you agree 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
If applicable, why do you think you were assigned a lower Accreditation Level than you applied for?	Unclear guidance I was marked unfairly Criteria were too strict Not sure Not applicable
Multiple Choice Questions (MCQ)	
Considering the MCQ Assessment, do you feel that this was an effective test of your knowledge, experience and judgement?	It was too difficult It was too easy It was a good test of competence Not sure
How helpful did you find the guidance on MCQ Assessment?	Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
Please use the text box to provide any comments on the MCQ stage, e.g. difficulties, improvements, aspects to retain/that were welcomed	Free Text
Online Scenario Tests (OST)	
Considering the OST Assessment, do you feel that this was an effective test of your knowledge, experience and judgement?	It was too difficult It was too easy It was a good test of competence Not sure
How helpful did you find the guidance on OST Assessment?	Very helpful Somewhat helpful Neither helpful nor unhelpful Somewhat unhelpful Very unhelpful
Please use the text box to provide any comments on the OST stage, e.g. difficulties, improvements, aspects to retain/that were welcomed	Free Text
Portfolio	
Considering the Portfolio Assessment, do you feel that this was an effective test of your knowledge, experience and judgement?	It was too difficult It was too easy 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 aligned with their level of competence?	Disagree Strongly disagree
If you felt that a candidate applied for an Accreditation Level that did NOT align with their level of competence, what factors do you think contributed to this?	Free Text
To what extent do you agree that the process of a candidate's progression from one Accreditation Level to another, in line with the relevant increase in competence, is appropriate?	Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please tell us why	Free Text
Do you judge the risk associated with each Accreditation Level to be appropriate?	Yes No Not Sure
If no, please tell us why	Free Text
To what extent do you agree that each of the four stages of assessment (MCQ, OST, Portfolio and Interview) test the relevant aspects of the Competency Framework for each Accreditation Level?	Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please tell us why	Free Text
If there are any aspects of the four stages that you feel are not an appropriate assessment of the Accreditation Level please detail.	Free Text
Do you feel that the requirements and approach to providing evidence for the Portfolio appropriately prove a candidate's competence?	Yes - appropriate to prove competence Yes - but requirements seem excessive Not sure No - doesn't ask enough to prove competence Other
If other, please provide more detail	Free Text
Which element of the Portfolio assessment did you feel best allowed candidates to evidence their competence?	Competency Statements only Competency Indicators only Both Competency Statements and Competency Indicators None of the above
If none of the above, please recommend another way a candidate's competence could be assessed	Free Text
To what extent do you agree that the interviews you have held were a useful	Strongly agree Agree Not sure

exercise in capturing a candidate's competency?	Disagree Strongly disagree
If Disagree/Strongly disagree, please tell us why	Free Text
To what extent do you agree that you were able to use your own experience and judgement to ask any additional questions during the candidate interview?	Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please tell us why	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 to provide any further details on the questions above and any suggestions you think would be helpful towards improving the scheme.	Free Text

BER Colleagues and Technical Group (A6)   A6 raw data is provided in the embedded pdf at Figure 6

Appendix 1 Figure
6 (A6).pdf

Considering your involvement with the Pilot, in your opinion is BER a positive step forward?	Yes No Not sure
If no, please explain why	Free Text
Considering your involvement with the Pilot, are you optimistic about the development and release of BER?	Yes No Not sure
If no, please explain why	Free Text
Considering your involvement with the Pilot, to what extent do you agree that BER Accreditation could be done in-house?	Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please suggest how it might be improved	Free Text
Considering your involvement with the Pilot, do you have and suggestions/comments as to how NE might improve communications to enhance the experience for BER Candidates?	Free Text
If applicable to your work area, to what extent do you agree that you fully understand all aspects of BER Assessment process?	Not applicable Strongly agree Agree Not sure 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 the guidance and communication within the Accreditation Framework was fit for purpose?	Not applicable Strongly agree Agree Not sure 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 the Competency Framework was sufficiently clear invite applications at the right Accreditation Level?	Not applicable Strongly agree Agree Not sure

	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 the Species Annexes matrix set the appropriate Accreditation Level thresholds?	Not applicable Strongly agree Agree Not sure 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 the Multiple-Choice Question (MCQ) Assessment was an effective way to test an applicant's knowledge, experience, and judgement?	Not applicable Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please suggest how it might be improved	Free Text
If applicable, in your opinion was the MCQ guidance clear?	Not applicable Yes No
If no, please suggest how it might be improved	Free Text
If applicable, to what extent do you agree that the Online Scenario Test (OST) Assessment was an effective way to test an applicant's knowledge, experience, and judgement?	Not applicable Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please suggest how it might be improved	Free Text
If applicable, in your opinion was the OST guidance clear?	Not applicable Yes No
If no, please suggest how it might be improved	Free Text
If applicable, to what extent do you agree that the Portfolio Assessment was an effective way to test an applicant's knowledge, experience, and judgement?	Not applicable Strongly agree Agree Not sure 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 the Competency Statement was an effective approach to evidencing an applicant's competence?	Not applicable Strongly agree Agree Not sure 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 the Interview is a necessary stage in the process?	Not applicable Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please suggest how it might be improved	Free Text
Technical Group -To what extent would you consider the standard and availability of, and communication with the Bat ER Project Team throughout the Pilot?	Not Technical Group Strongly agree Agree Not sure Disagree Strongly disagree
If Disagree/Strongly disagree, please suggest how it might be improved	Free Text
Considering your work area, do you identify any risks to the roll out of BER?	Yes No
If yes, please provide more detail	Free Text
Considering your work area, do you have any (significant) concerns about the roll out of BER?	Yes No
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.	Free Text

A7 raw data is provided in the embedded pdf at Figure 7

Appendix 1 Figure 7 (A7).pdf

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

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

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

BER Project Team Questionnaire (A8)

A8 raw data is provided in the embedded pdf at

Appendix 1 Figure 8 (A8).pdf

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

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

Moderator Questionnaire (A9)

A9 raw data is provided in the embedded pdf at

Appendix 1 Figure 9 (A9).pdf

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

Assessor Questionnaire (A10)

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

Appendix 1 Figure 10 (A10).pdf

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

ER Consultant Questionnaire (QL1)

Bat Earned Recognition Pilot - Site Registration process ('the Licensing Process')	QL1 raw data is provided in the embedded pdf at Figure 11 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'?	Yes No

Did you need the 'Minimum Expectations' guidance document when creating your mitigation and compensation plans for BER Pilot site registrations?	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?	Yes No
In your opinion, will BER increase compliance with best practice?	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?	Yes – please explain how/to what extent No Not sure
To what extent do you agree that the Licensing Process has the ability to maintain and/or improve outcomes for bats?	Strongly agree 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.	