

Applicant: **Simmons, Danny Rodney Mark**
Organisation: **The Department of Parks for the Bermuda Botanical Gardens**
Funding Sought: **£48,653.19**

DPLR5\1056

2025 Certified Practical Horticulture Qualification for the Bermuda Botanical Gardens

This Project will bring suitably qualified overseas trainers and assessors to Bermuda to deliver certified Practical Horticulture Training for staff of the Bermuda Botanical Gardens. This training will meet Target 9 of the BGCI Botanic Garden Accreditation Standard.

PRIMARY APPLICANT DETAILS

Title	Mr
Name	Danny Rodney Mark
Surname	Simmons
Organisation	The Department of Parks for the Bermuda Botanical Gardens
Website (Work)	www.gov.bm
Tel (Work)	[REDACTED]
Email (Work)	[REDACTED]
Address	[REDACTED]

DPLR5\1056

2025 Certified Practical Horticulture Qualification for the Bermuda Botanical Gardens

Section 1 - Project Title & Contact Details

Q1. Project Title

2025 Certified Practical Horticulture Qualification for the Bermuda Botanical Gardens

Q2. Please select whether you are applying as an organisation or as an individual (Guidance section 3 and Guidance Glossary)

☒ Organisation

PRIMARY APPLICANT DETAILS

Title	Mr
Name	Danny Rodney Mark
Surname	Simmons
Organisation	The Department of Parks for the Bermuda Botanical Gardens
Website (Work)	www.gov.bm
Tel (Work)	
Email (Work)	
Address	

GMS ORGANISATION

Type	Organisation
Name	The Department of Parks for the Bermuda Botanical Gardens
Phone	
Email	
Website	
Address	

Section 2 - Overseas Territory(ies)

Q3. Please state whether the same (or a similar) project proposal has previously been submitted (or you are planning to submit it) to the UK Government for funding. This includes through Darwin Plus Local, Defra's other Darwin Plus grant schemes or other UK Government funding mechanisms. Failure to share this information may result in the application being ineligible (see Guidance section 2.1.1).

☒ Yes

Please provide details including the grant scheme applied for, round number, project and/or application number, whether your submission was successful and in case this is a resubmission, how you have addressed the feedback in your cover letter.

We began the process of applying for the Darwin Plus People & Skills R13 but encountered challenges during application research & preparation process, with the result that our submission was not entered by the 23-Sep-24 deadline. On further review, we are now of the view that the Darwin Plus Local is more appropriately geared to our project needs and would be the more suitable resource for our proposed objectives.

Q4. Overseas Territory (Guidance section 1.3):

Which UK Overseas Territory(ies) will your project be working in?

☒ Bermuda

*** if you have indicated a territory group with an asterisk, please give detail on which territories you are working on here:**

No Response

In addition to the UKOT(s) you have indicated, will your project directly benefit any other UK OT(s) or country(ies)?

☒ No

Section 3 - Project Partners

Q5. Project partners (Guidance section 3.2)

In this section, please give details of all the partners involved (including the Lead Organisation) and provide a summary of their roles.

Project Leader name: (Guidance section 3.1)	Danny Rodney Mark Simmons
Lead Organisation name: (if applying as an organisation; Guidance section 3.1)	The Department of Parks on behalf of the Bermuda Botanical Gardens
Lead Organisation Website (if applicable):	<i>No Response</i>
Is the Lead Organisation based in a UKOT where the project is working? (Guidance section 3.1)	☒ Yes
List other partners involved and where are they based:	The Bermuda Botanical Society (https://bermudabotanicalsociety.org/about/) is a Registered Charity (#249) based in Bermuda. A suitably qualified UK-based Training Provider (The Royal Botanic Garden Edinburgh, ASU Writtle College, Berkshire College of Agriculture, B.E.S.T. in Horticulture Group, Merrist Wood College, Sparsholt College, or similarly qualified Training Provider).
Summary of roles and responsibilities of each partner in the project:	As a Registered Charity, the Bermuda Botanical Society will assist the Bermuda Botanical Gardens as the Project's Grant Administrator. This is a legal requirement and is authorized by a signed Financial Mechanism Memorandum of Understanding between the Society and the Government of Bermuda. Under this arrangement the Society will receive, manage and disburse donated funds (including grants) as advised by the Department of Parks for the express use of improvement projects or initiatives related to the Bermuda Botanical Gardens. The selected UK-based Training Provider will travel to Bermuda to deliver in-territory assessment and certified training to Bermuda Botanical Garden staff. Final Training Provider selection is subject to the procurement requirements of the Bermuda Government.
I confirm that all listed partners are aware of this application and have indicated support:	Checked

Attach a Cover Letter for your application (Guidance section 4.2).

Section 4 - Project Summary & Description

Q6. Project Summary (Guidance section 3.8)

Please provide a brief summary of your project. This may be used in communication activities and/or published online, if your application is successful.

This Project will bring suitably qualified overseas trainers and assessors to Bermuda to deliver certified Practical Horticulture Training for staff of the Bermuda Botanical Gardens. This training will meet Target 9 of the BGCI Botanic Garden Accreditation Standard.

Q7a. Description (Guidance section 2.1 and 6)

Please provide a description of your project, including:

- the overall objective
- the current situation and the problem the project is trying to address
- what success will look like and how you will measure it

Please be as specific as possible when describing the project, using quantified data and evidence where available. You may wish to consider: what are the specific threats to the environment that the project will attempt to address, and what should we know about these threats? What does your successful project look like? And how will you demonstrate whether and how your project has been successful?

The Department's objective is to upskill its workforce to ensure all field staff have a certified basic level of Landscape Management competence. Currently there are wide gaps and variable levels of competency in addition to impacts of ageing across its workforce, which have negatively impacted service delivery and quality over time. As a result, the Department has targeted certified basic training as a priority for all field staff, which includes workers at the Bermuda Botanical Gardens. In particular, provision of horticultural training for Garden staff is critical to meeting Target 9 of the Botanic garden Conservation International (BGCI)'s Botanical Garden Accreditation Standards which have been adopted for the Bermuda Botanical Gardens. In-house consultation and industry review indicates there is ongoing staff and management interest in obtaining Landscape Management training levels across public and private sectors.

There are no certified Landscape Management (LM) training programs in Bermuda that fully meet the National Occupational Certification (Landscape Gardeners) Regulations 2014, even though "Landscape Gardener" is a protected industry area requiring compliance with the Regulations. As a result, trainers from outside jurisdictions will be sought, and given the long historic connection, suitable UK based trainers will be sought to arrange training and assessment in Bermuda. Certified training will occur within a month and successful candidates will receive a BGCI and Bermuda National Training Board approved Qualification in Practical Horticulture.

Successful training results for this project would be for participating staff to obtain an industry standard certificate of competency, through satisfactory completion of basic training in practical horticulture. Other important indicators of success would be progress toward legal compliance with relevant National Occupancy Certificate Regulations as well as compliance with Target 9 of the BGCI Botanic Gardens Accreditation Standards,

in addition to increased staff satisfaction, greater workplace motivation, professional credibility and stakeholder confidence.

Q7b. Long-term sustainability (Guidance section 2.1 and 6)

Please describe the long-term benefits of the project and the change it will bring about. How will the outcomes of the project be sustained after the funding is finished?

Key outputs for the training project will be an increased number of staff with industry standard and Board (BNTB) approved landscape management training, legal compliance with relevant National Occupancy Certificate Regulations, compliance with Target 9 of the BGCI Botanic Gardens Accreditation Standards. This training is expected to have a significant impact on workplace motivation, job satisfaction, landscape management standards and public perception. Immediate and future On-The-Job application of the training is expected to re-inforce the learning and sustain project impact after grant completion.

(Optional) Please upload any additional and supporting materials or files (such as maps of project sites, etc) below. Maximum of 5 sides of A4, and is combined as a single PDF:

No Response

Section 5 - Project Outcome(s)

Q8. Project Outcome(s) (Guidance section 1.2)

Successful Darwin Plus Local projects must demonstrate measurable outcomes in at least one of the themes of Darwin Plus with a clear focus on biodiversity and the natural environment, either by the end of the project or soon after through a credible plan.

Please note: Any proposals including research or monitoring are required to demonstrate a clear link to tangible outcomes for conservation of biodiversity and the natural environment. Please explain how any new research will be applied to drive environmental outcomes on the ground.

Please confirm that your project has a clear focus on biodiversity and the natural environment.

Checked	Biodiversity: improving and conserving biodiversity, and slowing or reversing biodiversity loss and degradation;
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Please tick which additional theme(s) of Darwin Plus your project contributes to (if relevant):

Unchecked	Climate change: responding to, mitigating and adapting to climate change and its effects on the natural environment and local communities;
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Unchecked	Environmental quality: improving the condition and protection of the natural environment
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Checked	Capability and capacity building: enhancing the capacity within OTs, including through community engagement and awareness, to support the environment in the short- and long-term.
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Please justify your selection. Please use quantitative information where possible here.

This project proposal promotes the upskilling the Bermuda Botanical Gardens staff, which will help to establish clear career and development pathways (while sustaining an ageing workforce), comply with the National Occupational Certification Act 2004 and help meet BGCI's Botanical Gardens Accreditation Standards. Worldwide, botanic gardens and seed banks maintain at least 1/3 of all known plant biodiversity and 40% of the world's most threatened plants. These facts mean that support of these institutions should be critical to reversing the current loss of plant biodiversity and global plant extinction, particularly within the subtropical and tropical UKOTs.

Section 6 - Workplan

Q9. Workplan (Guidance section 2.2)

Please provide anticipated dates for the start and end of your planned project here. Please use the Darwin Plus Local Project Workplan (available at: <https://darwinplus.org.uk/how-to-apply/local-applications/>) to provide a list of the individual activities you have planned for this project, a brief description of what each activity entails, and the months in which the activities will be carried out. If the project involves only one activity (e.g. a purchase), please still provide project start and end dates (noting estimated times for procurement). Please note that your project must start after 1 April 2025 and be completed by 31 March 2026.

Start date:	End date:	Duration (e.g. 3 months):
29 June 2025	30 September 2025	4 months

Please upload the completed Darwin Plus Local Project Workplan with your proposed project activities here


[R5 DPlus Local Implementation Timetable BBG](#)
 25/11/2024
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Section 7 - Costs

Q10. Costs (Guidance section 2.2 and please read the Finance Guidance)

Please provide a breakdown of costs to be funded through Darwin Plus Local (in GBP).

Are you seeking any matched funding for this project? (Please note that this is optional and there is no requirement to seek matched funding for Darwin Plus Local projects).

☒ Yes

How much matched funding are you seeking and where from?

The Department of Parks will cover project costs for the following: Instructor transport & orientation with Rentals, Onboarding, Tour / Orientation, Meet & Greet Officials; Course Materials (PC Training Room, Horticultural EQ, Supplies, Tools & Awards); Support for Special Learner Needs (e.g. Deaf Interpreter if required); Course Lunches (12 staff candidates + 5 instructors, 13 days).

Budget line	Explanation	Cost in GBP
Staff costs:	These are in-house costs for staff taking the training and as such are not applicable to the grant application. The Government of Bermuda's Department of Parks will cover all staff related costs to attend training.	
Consultancy costs:	These will be costs to procure UK certified trainers and assessors to deliver training services, and are understood to be course tuition fees.	
Overhead costs:	These are in-house costs to facilitate training and as such are not applicable to the grant application. The Government of Bermuda's Department of Parks will cover overhead costs. This should include provision of an internet enabled training room, training materials, training laptops, lunch for staff & trainers, required PPE and equipment (valued under GBP [REDACTED] per piece) for training & assessment.	
Travel & subsistence costs:	This is the cost to bring UK certified trainers and assessors to Bermuda to deliver services. Selection of the actual training firm shall be from a pool of potential service providers as governed by Code of Practice procurement requirements of the Government of Bermuda. Provided costs are best estimates based on online price research as of the 25-Nov-24. Justification is based on the fact that Bermuda currently has no qualified training centres that can provide the required training.	
Operating costs:	Operating costs as described in Section 1.5 are not anticipated for this project. All such required operating costs shall be supplied by the Government of Bermuda's Department of Parks. As such costs for this section are thus not applicable.	
Capital equipment:	Capital costs as described in Section 1.6 are not anticipated for this project. All such required capital assets shall be supplied by the Government of Bermuda's Department of Parks. As such costs for this section are thus not applicable.	
Other Costs	No other costs are anticipated for this project. Any such additional costs shall be supplied by the the Government of Bermuda's Department of Parks. As such costs for this section are thus not applicable.	
Total:		

This section provides more information on the budget to help evaluators understand how you will use the funds you are requesting. You do not need to list all costs, but please list and detail costs of more than £1,000 per item below, under the appropriate budget line.

Details of staff costs over £1,000 (if relevant)

The Government of Bermuda's Department of Parks will cover all staff related costs to attend training.

Details of overhead costs over £1,000 (if relevant):

The Government of Bermuda's Department of Parks will cover all overhead costs associated with this project.

Details of travel and subsistence costs over £1,000 (if relevant):

Allow for 5 certified UK based instructors (max.) travelling to Bermuda for 25 days to train, assess & certify 12 Botanical Gardens staff within an intensive, hands-on two week style block practical horticulture course with assessment. Allow for instructor accomodation, meals, ground transportation and related incidentals. Allow 8 days for overseas Instructor arrival, orientation, pre-course site visits, meetings & set-up; 13 days for course delivery & assessment; 3 days for assessment processing, report & award preparation, printing & award ceremony; 1 day for Instructors' submission of preliminary industry observations to Department management team with suggested actions, and instructor return.

Details of operating costs over £1,000 (if relevant):

The Government of Bermuda's Department of Parks will cover all operating costs associated with this project.

Details of capital equipment costs over £1,000 (if relevant):

None anticipated as described above. The Government of Bermuda's Department of Parks will cover capital equipment costs associated with this project.

Details of consultancy costs over £1,000 (if relevant):

These are Course Fees for 12 candidates, aged 20 - 40 yrs, based on UK tuition costs for a UK based training center providing a 10 week Certificate in Practical Horticulture at GBP [REDACTED] per candidate.

Details of other costs over £1,000 (if relevant)

No other costs are anticipated for this project. Any such additional costs arising shall be supplied by the the Government of Bermuda's Department of Parks.

If your project budget was prepared in another currency and converted to GBP, please provide the exchange rate, its source, and the date it was accessed:

Other currency:	Exchange rate:	Source of this exchange rate:	Date exchange rate accessed:
Bermuda Dollars	1 BMD = 0.7957 GBP	XE Currency Convertor (https://www.xe.com/en-gb/currencyconverter/)	25 November 2024

Darwin Plus Local has been created to build capacity and contribute to local economies in-territory (Guidance section 2.1.1 and section 1.8.4 of the Finance Guidance).

In-territory spend is defined in Darwin Plus Local as including funding spent on:

- Equipment purchased in-territory;
- Equipment that cannot be acquired in-territory and is therefore purchased abroad, but will remain and be used in-territory beyond the life of the proposed Darwin Plus Local project;
- Training or skills that cannot be acquired in-territory and are therefore purchased abroad, but will be used in-territory beyond the life of the proposed Darwin Plus Local project;
- Time for consultants or staff based in-territory.

In-territory spend does not include:

- Time for consultants or staff who are based abroad, even if they travel to the OT to undertake the work;
- Shipping and import costs for equipment purchased abroad;
- Travel and subsistence costs where they incur spend outside the OT.

What % of the total will be spent in-territory? 64

If less than 80% of the total project spend is to be spent in-territory, please explain why.

The Department of Parks has identified certified basic training as a priority for its field workforce which includes the Bermuda Botanical Gardens (BBG) staff. This priority has arisen to address gaps in workplace standards as well as to meet legal, regulatory and industry requirements. This includes compliance with National Occupational Certification (Landscape Gardeners) Regulations 2014 as well as with Target 9 of the Botanic Garden Conservation International (BGCI)'s Botanical Garden Accreditation Standards.

As there are no in-territory certified Landscape Management (LM) training centers that provide training that fully complies with the above requirements, outside training centers are needed to address our territory needs.

Section 8 - Local and National Priorities

Q11. Local and national priorities

Please explain how this project aligns with local and national priorities? You may wish to consider the project in the context of national environmental laws, objectives, strategies, territory specific agreements, action plans or policies.

Strengthening the capability and capacity of botanic gardens contributes to the global protection of plant biodiversity, as at least 1/3 of the world's biodiversity is contained in botanic gardens. The Global Strategy for Plant Conservation (GSPC), a key programme of the Convention for Biological Diversity recognizes botanical gardens as a critical line of defense against the further plant extinctions. In particular, renewal of botanic gardens is a regional conservation strategy promoted by the Caribbean Strategy for Plant Conservation (CSPC). The CSPC, supported by the Caribbean and Central American Botanic Gardens Network, calls for "at least one effective garden operating in every country of the Caribbean with staff and capacity for plant conservation and environmental education."

This project provides a new training opportunity for staff which will strengthen the capability and capacity of the Bermuda's at-risk but only Botanical Garden. Theoretical and hands-on learning, worksheet quizzes and practical skills assessment will be provided, enabling staff to earn a recognized Qualification in Practical Horticulture.

Will the project...

Take place on Government owned land or water?

☒ Yes

Involve biocontrol, invasive alien species control or eradication?

☒ Yes

Require permit(s) from Government departments for completion of activities?

☒ No

If you have answered yes to any of the questions above, please attach evidence that you have Government support for this project i.e. a Letter of Support. Applications which indicate that they do not take place on Government land or water, but which propose work that appears to the reviewers would be difficult/impossible to carry out without working on government land or waters may be ineligible if no Letter of Support is provided.

 Letter of Support - Bermuda

 25/11/2024

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Section 9 - Project Risks

Q12. Project Risks

Please demonstrate your consideration of any risks involved in this project and how you intend to manage them. Please note the importance of health and safety and environmental risk assessment in the design of your project. If there is any possibility that your project may have negative impacts on the environment or human health, it is important that you provide a comprehensive analysis of potential environmental and human health risks, and the prevention measures you will take to ensure the work does not cause harm.

Depending on your project, you may wish to consider:

- Biosecurity risks – particularly for projects involving external equipment.
- Safeguarding risks – particularly for projects involving vulnerable groups such as children, older people or people with disabilities.
For example, you should consider the ratio of vulnerable people or children to adults, ensuring there are appropriate background checks of all staff, and informing vulnerable groups and children of their right to safety and protection.

Risk	Mitigation
Financial & Capacity Risks: Airfare, Accommodation & rental estimates and capacity are extremely time-sensitive and may encounter cost increases. Capacity (in the form of available resources) may similarly be impacted in the case of prolonged procurement processes.	The Government fo Bermuda's Department of Parks will be sought for assistance in expediting procurement of time-sensitive resources to ensure best possible Value For Money as well as sufficient capacity / availability. This may have the effect of reducing the spend value of the grant.
Procurement Risk: Certified Uk based training providers sought are unable / unwilling to deliver training by 2025 to Bermuda. This may delay or otherwise threaten training servic delivery.	Request brief intention to bid emails from potential training providers to quickly gauge interest and capacity to deliver training requirements and thus have time to reach out to additional bidders or jurisdictions as needed. Additionally a shorter period of RFP return will be requested to ensure time-sensitive responses.
Scheduling / Training Alignment Risks: Theh Department may not be able to release staff for proposed training dates to scheduling conflicts with Bermuda Botanic Garden events or emergency events arising.	Early requests will be submitted to the Department to block out BBG staff training dates to minimize the risk of scheduling conflicts. Advanced public notice and an emergency management plan with contact list of non-participating staff & managers will be developed to protect training time for BG staff.

Do you require more fields?

☒ Yes

Risk	Mitigation
Human Resource / Staff Risks: Due to years of neglect, loss / instability of key staff and management, loss of needed capital infrastructure and previously failed management initiatives etc., current staff struggle with low morale, skepticism and suspicion of any new management efforts at Garden renewal.	Early and sustained staff engagement workshops will be requested and established with sufficient time to build a level of consensus. Engagement will be geared to hear staff concerns, understand their motivational centers, submit proposed training opportunities and explain how staff & the Bermuda Botanical Garden will benefit in terms that are relevant and reasonable to staff perspectives and concerns. Incentivized training initiatives will be included for participating staff to encourage voluntary involvement.
No Response	No Response
No Response	No Response
No Response	No Response
No Response	No Response

Section 10 - Terms & Conditions

Q13. Terms and conditions (Guidance section 3.10)

By applying for Darwin Plus Local you are adhering in full to the grant Terms and Conditions in full (available at: <https://darwinplus.org.uk/how-to-apply/local-applications/> and as referenced in the Guidance at section 3.10). For information, the Terms and Conditions include requirements for all applicants to (amongst other requirements as per the full Terms and Conditions):

- Uphold a zero tolerance for inaction approach to tackling sexual exploitation, abuse, and harassment.
- Where appropriate, make all reasonable and adequate efforts to address gender inequality and other power imbalances.
- Notify all cases of fraud and theft (whether proven or suspected) relating to the project to the Grant Administrator as soon as they identified.

Please indicate you have read, and understood, and will adhere to the Terms and Conditions.

Checked

Supporting documents list (please have these ready to attach with application)

- Cover Letter of no more than two A4 pages. (Guidance section: 4.2 has information on what this cover letter should include).
- If the project takes place on public land or water, is addressing invasive alien species or includes activities requiring a permit, a Letter of support from OT Government.
- Project Workplan in the template provided for Darwin Plus Local (available at: <https://darwinplus.org.uk/how-to-apply/local-applications/>).
- Map and additional information (optional) maximum five additional pages.

If your application is successful

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If your project application is successful, the Fund Administrator (NIRAS) will ask you to provide some financial evidence for due diligence checks before you receive your project grant. (Please see section 3.3 of the Darwin Plus Local Finance Guidance). Please be ready to provide this evidence promptly.

- **Financial evidence for organisations:** Year-end financial statements, the latest management accounts or audited accounts (if you have these).
- **Financial evidence for individuals:** Proof of identity such as a passport, ID card or driving licence and solvency (such as bank statements) and a police check.

Section 11 - Certification

Certification

I certify that, to the best of my knowledge and belief, the statements made in this application are true and the information provided is correct.

Checked

I have the authority to submit an application on behalf of my organisation.

Checked

Name:	Danny Rodney Mark Simmons
Position in the organisation: (if applicable)	Government Landscape Architect
Signature (please upload e-signature)	 DPL-R5 Grant Signature - DSimmons  25/11/2024  20:46:18  pdf 16 KB
Date:	25 November 2024

Section 12 - Submission Checklist

Checklist for submission

	Check
I have read the Guidance documents, including the “Darwin Plus Local Guidance” and the “Darwin Plus Local Finance Guidance”.	Checked
If my proposed project takes place on public lands or water or is addressing alien invasive species, I have uploaded a Letter of Support from Government.	Checked
I have uploaded a cover letter that details the information requested in the guidance (Guidance section 4.2 has information on what this cover letter should include).	Checked

I have read, and can meet, the current Terms and Conditions for this fund (found at: https://darwinplus.org.uk/apply/local-applications/) for this fund.	Checked
I have provided actual start and end dates for my project that fit this Round.	Checked
I have provided my summary budget based on UK government financial years i.e. 1 April – 31 March and in GBP in the application form.	Checked
I have uploaded my project workplan using the specific template provided (available at: https://darwinplus.org.uk/apply/local-applications/).	Checked
I have uploaded all supplementary documents if I have any.	Checked
(If copying and pasting into Flexi-Grant) I have checked that all my responses have been successfully copied into the online application form.	Checked
The application has been signed by a suitably authorised individual (clear electronic or scanned signatures are acceptable).	Checked
I have checked the Darwin Plus website immediately prior to submission to ensure there are no late updates.	Checked
I have read and understood the Privacy Notice on the Darwin Plus website.	Checked

We would like to keep in touch!

Please check this box if you would be happy for the lead applicant (Flexi-Grant Account Holder) and project leader (if different) to be added to our mailing list. Through our mailing list we share updates on upcoming and current application rounds under Darwin Plus. We also provide occasional updates on other UK Government activities related to biodiversity conservation and share project news. You are free to unsubscribe at any time.

Checked

Data protection and use of personal data

Information supplied in the application form, including personal data, will be used by Defra as set out in the **Privacy Notice**, available from the [Forms and Guidance Portal](#).

This Privacy Notice must be provided to all individuals whose personal data is supplied in the application form. Some information may be used when publicising Darwin Plus including project details (usually title, lead partner, project leader, location, and total grant value).