

Leconfield Industrial Estate – Main Works Site

784-B065555

Habitat Management and Monitoring Plan

Morgan Sindall Construction

May 2026

Document prepared on behalf of Tetra Tech Group Limited.

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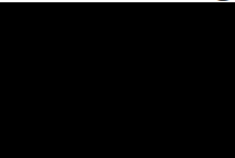
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SITE OVERVIEW

Contents	Summary
Scope of this Report	The overall aim of this Habitat Management and Monitoring Plan (HMMP) is to outline an appropriate and pragmatic habitat retention, creation, enhancement, management, and monitoring strategy, for the period of a minimum of 30-years as per the requirements of the Environment Act 2021.
Project Type	On-site and off-site Biodiversity Net Gain (BNG)
Development Name and Address	Plots 9 and 12 [Main Works Site], Leconfield Industrial Estate, Cleator Moor, CA25 5QB
Development Proposals	The proposals relate to planning application no. 4/25/2411/0F1: Full planning permission for the erection of 2no. Buildings for B2 general industrial and ancillary office use, comprising 6,356sqm GEA floorspace, associated car parking, hard and soft landscaping, associated infrastructure and landscaping and biodiversity enhancements across the wider Leconfield estate. A target of a minimum 10 % Biodiversity Net Gain (BNG) was required for the project in line with national and local planning policy. The planning application boundary includes the Main Site construction boundary (Plots 9 and 12), where the development will occur and the four BNG offsetting areas that have been identified as containing habitats that could be enhanced to achieve a minimum 10 % BNG for the Main Works Site. The construction boundary will be referred to in this report as the 'Main Works Site' and the BNG areas within the wider Leconfield Industrial Estate will be referred to as 'BNG off-setting areas' in this report (see Figure 1). The four BNG off-setting areas are as follows: • Area 1 (1.46 ha); • Area 2 (0.36 ha); • Area 3 (0.87 ha); and • Area 4 (0.37ha).
Landowner	Cumberland Council
Land Manager	Cumberland Council
Responsible Person / Organisation for Initial Creation / Enhancement of Habitat	Morgan Sindall Construction

Leconfield Industrial Estate – Main Works Site
Habitat Management and Monitoring Plan

Contents	Summary
Responsible Person / Organisation for 30 year management period	Cumberland Council
Planning Authority	Cumberland Council
Planning Reference (if applicable)	4/25/2411/0F1
BNG Register Reference (if applicable)	N/A
Metric Revision / Title	784- B065555_Leconfield_MS_Stat_Metric_Calculation_Tool_V5_P26
Metric Type	Standard
Are any Irreplaceable Habitats Present on Site?	Yes: ☐ No: ☒
Are there any Signs or Evidence that the Baseline Habitats Have Been Purposefully Degraded Since 30th January 2020?	Yes: ☐ No: ☒
Will the Proposed Measures be Delivered in Phases?	Yes: ☐ No: ☒

1.0 INTRODUCTION

1.1 BACKGROUND

Tetra Tech Limited (Tetra Tech) was commissioned by Morgan Sindall Construction in March 2026 to produce a Habitat Management and Monitoring Plan (HMMP) for Leconfield Industrial Estate, Main Works Site, hereafter referred to as “Main Works Site”.

This report has been prepared by Senior Ecologist Elizebeth Ferrier BSc (Hons), MSc, ACIEEM and the conditions pertinent to it are included within Appendix A.

1.2 SITE DESCRIPTION

The ‘Leconfield Main Works Site’ (also referred to as ‘the site’ in this report) is located in Cleator Moor and is centred at Ordnance Survey National Grid Reference NY 0169 1545 (see Figure 1 and Appendix B for site location plans). The site is within the wider industrial estate ownership boundary (Blue Line Boundary BLB, see Figure 1). The site comprises hardstanding and modified grassland, with the eastern part of the site being categorised as brownfield (referred to technically as ‘Open Mosaic Habitats on Previously Developed Land’ (OMHoPDL)); with a mosaic of ruderal / ephemeral vegetation, rush pasture, calcareous grassland, mixed and scattered scrub, wet woodland, broadleaved woodland, bare ground and wet ditches.

The planning application boundary (Figure 1) includes the Main Works Site construction boundary, where the development will occur and four biodiversity Net Gain (BNG) offsetting areas that have been identified as containing habitats that could be enhanced to achieve a minimum of 10 % BNG on site. Habitats present within the offsetting areas pre-intervention are modified grassland, other neutral grassland, bramble scrub, wet woodland, ruderal/ephemeral, hardstanding, OMHoPDL and other broadleaved woodland. These areas have been referred to as ‘BNG offsetting areas’ in this report.

The land surrounding the BLB is a mixture of built-up areas and agricultural fields. Cleator Moor town centre is located approx. 300 metres (m) southeast of the site.

1.3 DEVELOPMENT PROPOSALS

Cumberland Council seek to redevelop Leconfield Industrial Estate. This redevelopment is in two phases:

- **Phase 1** - Development of a new enterprise campus (iSH Hub)
- **Phase 2** - Levelling Up Fund (LuF) Project which includes the ‘Main Works Site’, Unit 1 and Unit 1A boundaries.

This report relates to Phase 2 only, and the Main Works Site and associated BNG offsetting areas.

The Main Works Site is approximately 2.28 hectares (ha) and consists of Plots 9 & 12 incorporating two main buildings classed as general industrial: Plot 9 Building 12 approx. 2041 m² footprint with 4no. internal ‘grow on’ units and Plot 12 Building 14 approx. 2555 m² footprint with 20no. ‘start up’ units. This is set within a mix of hard and soft landscaping to provide car parking and HGV access to the units as well as incorporating a shared cycle and pedestrian access route running east west at the south of the site. This

links with the exiting Coast-to-Coast (C2C) path just beyond the eastern boundary of the estate. The development proposals are shown on the Landscape Site Plan (Appendix B; Drawing Reference: LUF-ONE-ZZ-XX-D-L-0001-P26_LandscapeSitePlan).

The planning application no. for the project is 4/25/2411/0F1. The Local Planning Authority for the development is Cumberland Council. The planning application is under-going determination at the time of writing this report.

1.4 PURPOSE OF REPORT

The purpose of this report is to:

- Outline an appropriate and pragmatic habitat retention, creation, enhancement, management, and monitoring strategy, to be agreed with Cumberland Council, for the period of a minimum of 30-years as per the requirements of the Environment Act 2021.

The recommendations, herein, should be reviewed (and reassessed if necessary) should there be any changes to the red line boundary, site conditions (on the development site and the potential mitigation site) or development proposals which this document was based on.

Recommendations for reuse of materials from on site are recommendations only and appropriate due diligence should be undertaken to test if materials are contaminated and fit for purpose.

Scientific names are provided at the first mention of each species and common names (where appropriate) are then used throughout the rest of the report for ease of reading. Scientific names used conform to the nomenclature used within The New Flora of the British Isles (Stace, 2019).

This report should be read in conjunction with the Preliminary Ecological Appraisal (Tetra Tech, 2025a) and Biodiversity Net Gain Assessment report (Tetra Tech, 2026a). This HMMP corresponds with BNG Report version V5 and Landscape Site Plan P26 (Appendix B).

1.5 ROLES AND RESPONSIBILITIES

1.5.1 Morgan Sindall Construction

Morgan Sindall Construction will be responsible for the initial habitat creation, protection of habitats during construction and any initial enhancement measures, including the following:

- To ensure that all permissions are in place before works commence;
- To ensure that the contractors employed are suitably qualified and experienced to undertake works;
- To provide to the contractor, all information required to allow them to carry out appropriate habitat and landscape management **during construction** (this includes the up-to-date versions of the HMMP and CEMP); and
- To adhere to the relevant provisions made within this document for the course of the habitat creation and construction works;

1.5.2 Cumberland Council

Cumberland Council will be responsible for ongoing habitat management and enhancement measures, and monitoring beyond the Year 0 habitat creation and enhancement works. Cumberland Council's responsibilities include the following:

- To ensure that the contractors employed for the ongoing management and enhancement of the habitats on site are suitably qualified and experienced to undertake works;
- To provide to the contractor, all information required to allow them to carry out appropriate habitat and landscape management **after construction** (this includes up to date versions of the HMMP);
- To adhere to the relevant provisions made within this document for at least 30 years;
- To ensure / secure ongoing funding is available to be able to adhere to the relevant provisions made within this document for at least 30 years as required;
- To oversee that the created habitats on site are managed as per the HMMP for at least 30 years as required;
- To appoint a Suitably Qualified Ecologist (SQE) to monitor the condition of habitats and report on success / failure of establishment, including making recommendations for any remedial action, in line with the reporting schedule; and
- To ensure that remedial action is taken and this HMMP is updated where necessary for at least 30 years as required.

1.5.3 Contractor Responsibilities

Ecologist

Where additional issues are identified, or where it is considered that revised maintenance regimes are needed, the Ecologist can make changes to management prescriptions as appropriate.

The Ecologist will take photographs, make logbook entries of inspections and produce progress reports as appropriate to evidence that the above responsibilities are being upheld. This monitoring and review process will be carried out as an integral part of the overall HMMP.

Monitoring and reporting timescales are provided in Section 7.1 and Appendices C and D.

Construction and Landscaping Contractors

This HMMP will be distributed to all relevant personnel involved in the construction and landscaping works.

The Construction and Landscaping Contractors responsibilities include the following:

- To adhere to the relevant provisions made within this document and any method statements prepared by the Contractors;
- To adhere to the biosecurity procedures for invasive species under the advice of the Ecologist; and
- To contact the Landowner (Cumberland Council) or Ecologist, regarding any uncertainties or activities that may impact on ecological features on site.

1.6 TIMESCALES FOR ACTIONS

The construction period is expected to take up to two years, concluding in 2028. Any creation of habitats for BNG will be undertaken towards the end of this period, after the construction of the buildings.

The proposed management of the new, retained and enhanced ecological features is proposed for **30 years** following the completion of the construction and landscaping programme. For created habitats, after initial creation there is an establishment period of five years, after which the habitat will be managed for the remaining 30-year period.

The timescale for actions / management is presented in Table 1. Management actions following planting are summarised in Appendix E.

During Years 1-5 the contractor is to complete an annual check to inform upcoming management.

Dynamic ecological monitoring recommendations are to be provided at the reporting intervals as listed in Section 7.

Monitoring Reports will be produced after every scheduled monitoring event. Monitoring Reports should be completed using the Natural England HMMP Monitoring Report Template (Natural England, 2024).

Table 1: Timescales for Actions

Time Period	Action
Year 0	Creation / implementation of enhancements of habitats
Year 1 - 5	Establishment of habitats and initial management activities for BNG offsetting area
Years 5-30	Site visits for monitoring and reporting. Monitoring should be conducted in accordance with the schedule in Section 7. Monitoring will inform any additional management interventions required to achieve target condition.

1.7 FUNDING AND LEGAL AGREEMENTS

The 30 Year HMMP will be delivered in accordance with the Unilateral Agreement agreed by Cumberland Council. Under this Unilateral Agreement Cumberland Council agree to undertake monitoring of the enhancement and creation measures on the site in compliance with the BGP and this HMMP. A Unilateral Agreement is a legally binding agreement and acts alongside a maintenance contract with the appointed managing agent to secure the delivery of the HMMP. In this instance the responsibilities are:

- Landowner: Cumberland Council
- Managing Agent: To be appointed by Cumberland Council

2.0 BASELINE INFORMATION

2.1 PREVIOUS REPORTS

The following reports and documents were reviewed to inform this HMMP:

- Preliminary Ecological Appraisal (PEA) (Tetra Tech, 2025a);
- Biodiversity Net Gain (BNG) Assessment (Tetra Tech, 2026a);
- Biodiversity Net Gain (BNG) Offsetting Technical Note (Tetra Tech, 2025b); and
- Report to Inform Habitats Regulations Assessment (Tetra Tech, 2026b).
- Construction Environmental Management Plan (CEMP) (Tetra Tech, 2026c).

The landscape plans used to inform this document are listed in Appendix B.

2.2 HABITATS

The boundaries for the development and the off-setting habitats are shown on Figure 1. The construction boundary (Main Works Site) is shown as a Red Line Boundary (RLB) with red striping and the BNG off-setting areas are shown as a RLB with black striping. Both areas are within the wider Leconfield Industrial Estate boundary, shown on Figure 1 as a Blue Line Boundary (BLB).

Where ‘condition’ is referred to, this refers to the condition as per the Statutory Biodiversity Metric -The Statutory Biodiversity Metric -Technical Annex 1: Condition Assessment Sheets and Methodology November 2023 (Defra, 2024).

2.2.1 Main Works Site

The pre-development habitat plans for the Main Site are shown in Figure 2 and post-development plans are shown in LUF-ONE-ZZ-XX-D-L-0001-P26_LandscapeSitePlan (Appendix B) and Figure 3. Retained areas within the Main Site are shown in Figure 4. Habitat plans are summarised below and described in depth in Section 3.0 and Appendices C and D.

Retention

The development proposals are outlined in Section 1.3. Four habitats will be part-retained within the post-development design (Figure 4). This includes the following:

- 0.02 ha of modified grassland verges at the entrance to the Main Works Site from Leconfield Street;
- 0.03 ha of broadleaved woodland associated with access to the cycle path in the east and west of the Main Works Site;
- 0.03 ha of OMHoPDL on the east and west of the Main Works Site; and
- 0.18 ha of hardstanding to be used as an access track within the new development.

Enhancement

One habitat will be retained and enhanced. This is 0.06 ha of wet woodland on the western boundary (as shown in Figures 3 and 4). This retained area is continuous with BNG Offsetting Area 3 and these woodland parcels should be managed together as a whole.

Creation

The following habitat types will be created within the Main Site: other neutral grassland, introduced shrub, open mosaic habitat, developed land; sealed surface, and non-native hedgerows. It is proposed to include 127 small trees (urban trees) in moderate condition, within the Main Works Site landscaping. The trees will include 90 standard trees and 37 multi-stem trees as shown on LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet1of3 (Appendix B). See Appendix B Table B.2 for the conversion table of habitats listed on the site landscape plan (LUF-ONE-ZZ-XX-D-L-0001-P26_LandscapeSitePlan, Appendix B) into UKHab categories.

Newly created habitats include:

- 0.12 ha total area of other neutral grassland
- 0.18 ha of introduced shrub
- 0.33 ha of OMHoPDL
- 1.32 ha of developed land; sealed surface including buildings, roads and paths
- 0.51 ha (127 no. of trees) of urban trees
- 0.16 kilometres (km) of non-native hedgerows

2.2.2 BNG Off-Setting Areas

The pre-development habitat plans for the off-setting areas are shown in Figure 5 and post-intervention plans are shown in LUF-ONE-ZZ-XX-D-L-1001_BNGOffsetArea-SoftLandscapeGA (Appendix B) and Figure 6. Retained areas within the off-setting areas are shown in Figure 7. Habitat plans are summarised below and described in depth in Section 3.0 and Appendix D. The pre-intervention habitats and full condition assessment results including quadrat information are available in the BNG Assessment Report (Tetra Tech, 2026a).

Retention

Five areas will be retained within the post-intervention design (Figure 7). This includes the following:

- 0.01 ha of Modified grassland verge on the eastern boundary of Area 1 adjacent to Leconfield Street;
- 0.03 ha (six small trees in moderate condition) of urban trees in the south of Area 1
- 0.07 ha of other neutral grassland in the east of Area 2
- 0.01 ha of OMHoPDL on the eastern boundary of Area 3
- 0.17 ha of other broadleaved woodland in the south of Area 4

Enhancement

The following habitats are proposed for enhancement;

Area 1

- 0.33 ha of developed land; sealed surface;
- 0.28 ha of OMHoPDL;
- 0.14 ha of Other neutral grassland;
- 0.3 ha of wet woodland;
- 0.08 ha of Ruderal / ephemeral; and
- 0.07 ha of Bramble scrub.

Area 2

- 0.26 ha of OMHoPDL; and
- 0.02 ha of wet woodland.

Area 3

- 0.86 ha of wet woodland

Area 4

- 0.16 ha of OMHoPDL; and
- 0.04 ha Ruderal / ephemeral

2.3 PROTECTED OR NOTABLE SPECIES

The following protected species were considered during the Preliminary Ecological Appraisal (Tetra Tech, 2025a) and within the Reasonable Avoidance Measures report (Tetra Tech, 2025c). Further information on protected species and appropriate mitigation measures are included in Section 2.4.

Badger

The site offers suitable badger *Meles meles* sett creation and foraging habitat, however, no badger setts or signs were identified on site. The desk study returned one record of badger within 2 km of the site.

The site was assessed to be of Local value for badger (Tetra Tech, 2025a).

Bats

There are no buildings or structures within the site boundary pre-development.

The trees on site were subject to a ground level tree assessment and were categorised as NONE (Tetra Tech, 2025a), and thus have no bat roost potential.

The habitats onsite (including OMHoPDL, broadleaved woodland and wet woodland) were considered suitable for foraging bats. Habitats in the wider environment with suitability for foraging bats included the woodland to the south and east.

The site was assessed to be of Local value for bats (Tetra Tech, 2025a).

Nesting Birds

The habitats on site including OMHoPDL, scattered scrub and wet woodland are considered suitable for nesting birds. A total of 31 bird species were recorded over the six BBS survey visits (Tetra Tech, 2024a).

The site was assessed to be of Local value for nesting birds (Tetra Tech, 2025a).

Great Crested Newts and Common Amphibians

No great crested newts (GCN, *Triturus cristatus*) records post 2014 were available within a 2 km radius of the site. All waterbodies on site were surveyed for eDNA of GCN in 2024 and were negative.

GCN are considered likely absent from site.

Smooth *Lissotriton vulgaris* and palmate newt *Lissotriton helveticus*, common frog *Rana temporaria* and common toad *Bufo bufo* were recorded on site during the surveys in 2024 (Tetra Tech, 2025a).

There is suitable terrestrial habitat for amphibians on site and the C2C cycle path provides connectivity to the woodland and fields to the north.

Reptiles

Common lizard *Zootoca vivipara* were observed on site during Ecological Clerk of Works (ECoW) supervision in 2023 (Tetra Tech, 2025a).

Habitats on site including OMHoPDL, woodland and areas of bare ground are suitable for foraging, basking, sheltering and hibernating reptiles.

The site was assessed to be of Local value for reptiles (Tetra Tech, 2025a).

Invertebrates

Dingy skipper butterfly *Erynnis tages* and cinnabar moth *Tyria jacobaea* were recorded on site (Tetra Tech, 2025a). The foodplants of these two species (common bird's-foot trefoil *Lotus corniculatus*, greater bird's-foot trefoil *Lotus pedunculatus*, and kidney vetch *Anthyllis vulneraria*) were recorded from various locations onsite.

The site was assessed to be of Local value for invertebrates (Tetra Tech, 2025a).

Red Squirrel

The desk study returned 14 records of red squirrel *Sciurus vulgaris* within 2 km of the site.

No signs of red squirrel dreys were observed on site.

The woodlands offer suitability for foraging, commuting and drey-building and are connected to other suitable habitat in the wider environment.

The site was assessed to be of Local value for red squirrel (Tetra Tech, 2025a).

Invasive Non-Native Species (INNS)

Eight plant species listed on Schedule 9 of the Wildlife and Countryside Act (W&CA) 1981 as amended, were recorded within the site during the 2024 INNS survey, including bearberry cotoneaster *Cotoneaster dammeri*, bullate cotoneaster *Cotoneaster rehderi*, Himalayan cotoneaster *Cotoneaster simonsii*, hollyberry *Cotoneaster bullatus*, wall cotoneaster *Cotoneaster horizontalis*, giant hogweed *Heracleum mantegazzianum*, Japanese knotweed *Reynoutria (Fallopia) japonica* and rhododendron *Rhododendron ponticum* (Tetra Tech, 2025a).

2.4 SPECIFIED MITIGATION

Specific consideration will be required for sensitive receptors on or near the site during site management. Bespoke species and habitat on-site mitigation measures are detailed in the aforementioned reports (notably the PEA and RAMS report) and must be read in conjunction with this document (which considers solely management measures for on-site habitats during the 30-year period).

- Standard good practice measures for dust and water pollution measures as stated in the Construction Environmental Management Plan (Tetra Tech, 2026c) will be employed during the works. These measures are required as mitigation for the risk of pollution via surface water runoff and via groundwater seepage (during the construction and operational phases) as identified in the Habitat Regulations Assessment (HRA) (Tetra Tech, 2026b).
- Eradication and control of INNS through the INNS Management Plan (Tetra Tech, 2024b), as required for the mitigation of the risk of spread of INNS during the construction and operational phases, as identified in the HRA (Tetra Tech, 2026b)
- Retained on-site habitats, including scrub and trees will be protected in accordance with BS5837:2012 Trees in relation to design, demolition and construction (BSI, 2012);
- Reasonable Avoidance Measures (RAMS) Reports will be followed to minimise impacts on badgers, other mammals, GCN and common amphibians, reptiles, invertebrates and control the risk of spreading INNS (Tetra Tech, 2025c);
- Works undertaken during the nesting bird season (usually considered to be March to September inclusive) risks disturbing bird nests. Vegetation clearance and groundwork should be preceded by a nesting bird check; if nesting birds are found, active nests must remain undisturbed in situ;
- Refugia on site including brash piles, log piles and debris (bricks, fence panels) are to be hand searched prior to clearance and sheltering wildlife such as hedgehogs and amphibians moved to a safe location away from the works area. It is recommended that clearance of refugia is undertaken at a time of year when hedgehogs, amphibians and reptiles are most likely to be active, i.e. April to October;
- Good practice measures (such as covering excavations or providing means of escape) are recommended to prevent entrapment of wildlife;
- Site staff are to be vigilant for invasive / protected species and report any findings immediately;
- A sensitive lighting scheme is required to mitigate for the impact on foraging and commuting bats using the woodland adjacent the eastern boundary (see RAMS Report (Tetra Tech, 2025c)); and
- A CEMP is recommended with the aim of minimising indirect impacts such as dust, runoff, noise and lighting to ecologically important features.

3.0 LANDSCAPE PLAN INTERPRETATION

The site masterplan, landscaping drawings and planting schedules used to inform this document are listed within Appendix B.

4.0 GOOD PRACTICE MANAGEMENT

Climatic Conditions

All maintenance works shall be carried out while soil and weather conditions are suitable for the relevant operations.

Machines and Tools

Only machinery and tools suitable for the site conditions and the work to be carried out shall be used. Hand tools shall be used around trees / plants and in confined spaces where it is impracticable to use machinery. Cutting tools must be sharp and caution should be exercised to prevent the transmission of plant disease via tools.

Care should be taken when accessing sensitive areas such as the wet woodland in Offsetting Area 3. This area should be accessed on foot only without the use of tracked or wheeled machinery.

Excavation and Filling

Excavations shall be carried out in accordance BS3882:2015 (BSI, 2015), BS8601:2013 (BSI, 2013) and the DEFRA Construction Code of Practice for the Sustainable Use of Soils on Construction Sites (Defra, 2009). Good-quality subsoil / topsoil is to be stored on-site for re-use.

Topsoil used on-site is to comply with BS3882:2015 (BSI, 2015), with the handling of the topsoil to comply with BS3882, Annexe A (BSI, 2015).

Where soil (topsoil and subsoil) needs to be imported then it must be suitable for specific planting (e.g. heathland, other neutral and calcareous grassland creation).

Litter Clearance

Refuse is present including old furniture, tyres and masonry. The main concentration of refuse is within the hardstanding of Area 1. All types of litter should be removed on a periodic basis (i.e., every visit to site made by the contractor, January – December). Any materials that can be reused such as bricks, concrete blocks, etc should be stored appropriately until needed.

Chemical Fertilisers, Weedkillers and Sprays

Chemical fertilisers, weedkillers and sprays are to be avoided where possible or used sparingly and only where specified and measured by qualified personnel, ensuring no run-off or spray drift to adjoining areas. They shall conform in every respect to the mixture required and be applied strictly in accordance with the manufacturer's instructions. All chemicals are to be used and distributed by an appropriately trained contractor.

All chemicals to be used must have been approved for the use specified by DEFRA (Ministry of Agriculture, Fisheries and Food (MAFF) prior to 2002) in accordance with Control of Pesticides Regulations, 1986 (as amended)¹. All chemicals used will be non-toxic to humans, birds, and animals under normal use and only chemicals on the "Agricultural Chemicals Approved Scheme" current list of approved products may be used. The appropriate sections of the Health and Safety at Work Act of 1974², the Food and Environment

¹ [The Control of Pesticides Regulations 1986](#)

² [Health and Safety at Work etc. Act 1974](#)

Protection Act of 1985³ and the control of Substances Hazardous to Health Regulations 1988⁴, shall be adhered to in full.

Pruning Operations

Pruning, shaping and trimming of trees, woodland edge and hedges shall be carried out in accordance with BS 3998; 2010 (BSI, 2010). Dead, dying, or diseased wood, stumps or branches, unwanted epicormic shoots, climbing plants and rubbish accumulated in branch forks should be removed if there is a risk of harm (e.g., during management works or from the spread of disease). Where possible, cuttings should be retained on-site to provide further benefit to local biodiversity (e.g., breeding invertebrates).

Pruning cuts should be made at a fork or at the main stem and wounds shall be kept as small as possible. The final cut should be just outside the branch or collar or at an angle, which is the mirror image of the branch bark ridge. Treatment of wounds shall only take place where the risk of infection is high.

Formative pruning should produce a plant which is fair and symmetrical, and which will be free from major physical weaknesses.

Damaged roots or those that must be pruned should be cut so that the final wound will be as small as possible and free from ragged and torn ends. Exposed roots should be cut back to clean wood and covered with the indigenous soil.

Mowing

Mowing will be undertaken using a ride-on mower, or similar due to the extent of the areas requiring clearing. Slopes of over 30 degrees must be cut with a side-arm flail or remote-control mower, and a Safe System of Work will be required. Prior to each cut, the area should be made free from fallen leaves, weeds, litter, and domestic animal excrement. The timings for grassland cutting should be completed as detailed in Section 5.2 and 5.3 and as Appendix E.

³ [Food and Environment Protection Act 1985](#)

⁴ [The Control of Substances Hazardous to Health Regulations 1988](#)

Weeding

Trees, hedgerows and introduced shrub planting shall be inspected and maintained accordingly to make sure that they can develop without unnecessary competition. Weeding around the base of the plants shall be by hand or by carefully machine (strimming) to avoid accidental girdling or ring-barking of woody species.

Damage of Stock

Special care shall be taken when working in planting areas not to cause damage to plants by trampling, careless mechanical weeding, or in any other way. The planting material is to be checked as to whether it has been firmly planted monthly (or after periods of high wind) for the first three years after planting and firmed in as required.

Watering

All plants are to be thoroughly watered prior to planting. During long dry spells, within the initial three years or following re-sowing or re-planting, all plants shall be watered using a fine hose or a sprinkler until full depth of topsoil is saturated. This is to be conducted as deemed necessary by the management contractor. Trees are to be watered in accordance with an irrigation plan as per BS 8545: 2014 (BSI, 2014).

Pesticides

Pesticides shall not be used unless in the case of heavy infestation of insects, fungi or other pests, the plants shall be treated with an approved pesticide. Should application of pesticide be required treatment is to be conducted in January.

Frost Lift

All plants that have been lifted by frost, or have exposed roots, and plants not standing upright shall be lifted and replanted.

Protected / Notable Species Considerations

The management of the open mosaic habitat and the offsetting areas will be sympathetic to bats, birds, amphibians, reptiles and other species considered to use or potentially use the site.

All vegetation management of trees, shrubs and hedgerows between March and September, inclusive, will need to be subject to a nesting bird check prior to activities commencing.

Tall vegetation and scrub will require a two-stage cut to minimise the risk of injury to reptiles, amphibians and small mammals. The first cut will be to a height of no lower than 200 millimetres (mm), and the area cleared of arisings before commencing the second cut to the required height. Cutting should be directional, moving towards the boundaries of the site to displace any animals present from the work area.

Maintenance activities will be undertaken during daylight hours, to avoid the requirement for site lighting and thereby minimise impacts on nocturnal species (bats, badgers, etc).

Any evidence of protected species, such as badger setts or other protected species, must be reported to the landowner / ecologist.

5.0 HABITAT RETENTION AND ENHANCEMENT MEASURES

5.1 PROTECTION

Retained areas, including those marked for enhancement, will be protected and maintained during the construction period, to ensure they are not degraded from their current condition before management commences. Protection measures will include the use of signed Heras fencing (or similar), erected prior to commencement of works. Protective barriers will need to account for root protection zones (RPZ) of trees, as detailed in Section 2.4 above.

5.2 MAIN WORKS SITE

5.2.1 Retention

Modified Grassland

A modified grassland verge at the entrance of the site, from Leconfield Street will be retained. The habitat has the current condition of ‘good’ as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria., passing six out of seven criteria including Criterion A).

To maintain this condition, the current mowing / management scheme should continue. Scrub, bracken *Pteridium aquilinum* and INNS should not be allowed to colonise (Criteria C, F and G), physical damage such as access or storage on grassland should be avoided (Criterion E). The cover of bare ground should be between 1-10%.

Other Broadleaved Woodland

An area of broadleaved woodland associated with access to the cycle path in the east and west of the Main Works Site will be retained. The habitat has the current condition of ‘moderate’ as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria, passing 26 out of 32 criteria.

This woodland is currently managed by The Walk Wheel Trust (previously Sustrans) and will continue to be managed by the Walk Wheel Trust post-development.

OMHoPDL

Two small areas of OMHoPDL on the east and west of the Main Works Site will be retained. The areas have the current condition of moderate, as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria. To retain this condition, the habitats should pass two or more criteria, out of four.

To maintain this condition, OMHoPDL should form a mosaic, and a single structural habitat component or vegetation type should not account for more than 80% of the total habitat area. Vegetation structure is varied, providing opportunities for invertebrates to live, eat and breed (Criterion A). The parcel should contain different plant species that are beneficial for wildlife for example flowering species providing nectar sources for a range of invertebrates at different times of the year (Criterion B). No INNS should be present. The habitat should be monitored for INNS, and these should be removed if they become established.

5.2.2 Creation

A post-development habitat plan is shown in Figure 3, and relevant plans included in Appendix B, with full condition targets per habitat shown in Appendices C.

Other Neutral Grassland (Medium, High and Very High Distinctiveness)

Other neutral grassland will be created on the southern boundary of the site, adjacent to offsetting Area 4. There will also be a strip on the western boundary adjacent to the retained woodland. Other neutral grassland will also be present in verges throughout the site.

For the other neutral grassland, the target is ‘moderate’ condition as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria in five years. To achieve this three out of five Criteria must be achieved including essential ‘Criterion A: the parcel represents a good example of its habitat type, with a consistently high proportion of characteristic indicator species present relevant to other neutral grassland (g3c) type’. The monitoring schedule for the modified grassland is in Appendix C.

The seed mix ‘Meadowmania Species-rich grassland with pollinator focus’ (LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet3of3 Appendix B) or other suitable neutral grassland seed mix will be used at a rate as specified by the supplier. Species lists are included in Appendix F.

Ground Preparation

Minimum 300 mm depth of imported subsoil to BS 8601:2013 to be spread over all areas of proposed wildflower seeding. Any imported subsoil to be tested by soil analysis to confirm appropriate for landscape use. This is to be laid in layers as specified and lightly firmed. Topsoil to be freely draining, clean and sterile (Appendix B LUF-ONE-ZZ-XX-D-L-0604-P01_SoftLandscapeDetail). A clean, weed free seed bed is required to establish the meadow.

Sowing

Meadows will be planted as illustrated in Appendix B LUF-ONE-ZZ-XX-D-L-0604-P01_SoftLandscapeDetail.

Seed must be surface-sown and can be applied by machine or broadcast by hand. To get an even distribution and avoid running out divide the seed into two or more parts and sow in overlapping sections. Do not incorporate or cover the seed but lightly rake or harrow the seedbed after seeding and firm in with a lightweight roller to give good soil seed contact.

Meadow seed mix to be sown at any time of year, as long as the ground is workable and the area can be watered adequately. The best time to sow is autumn from early September to November as the ground is workable and the seeds benefit from a colder spell that aids germination. Avoid summer sowing unless plentiful regular irrigation can be provided.

First Season Management

In the first year of establishment, the grassland will be cut regularly throughout the winter until April to support plant diversity by helping to maintain a balance between faster growing grasses, and wildflowers which are slow to develop. Mowing during or shortly after periods of wet weather should be avoided as this can damage the sward. Therefore, how wet the winter is will determine how many cuts will be undertaken, however two / three cuts are anticipated to be sufficient. The grass will be cut to a height of

30-50 mm and all arisings must be removed (e.g. bailing and removed from site) to reduce and maintain low nutrient levels to inhibit the growth of coarse, aggressive grasses and increase diversity.

On-Going Management

From the second year from sowing, the grassland can be left uncut to flower for most of the year. A first cut should be undertaken in September - October after flowering plants have had an opportunity to set seed. All arisings should be left *in situ* for 1-7 days to allow for seed dispersal, before being removed.

Any large areas of undesirable species such as nettle *Urtica dioica* and dock *Rumex obtusifolius* or *Rumex crispus* will be spot treated with broad-spectrum herbicide, where required. However, natural management (such as hand pulling or cutting) is preferred. If any INNS, or any undesirable species (as identified below), are identified within the grassland as it establishes, these will be removed appropriately and disposed of as contaminated waste where necessary (for INNS). Undesirable species cover will be kept below 5 % of the total grassland area to meet Criterion E as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria.

Undesirable species include the following;

- Creeping thistle *Cirsium arvense*
- Spear thistle *Cirsium vulgare*
- Curled dock
- Broad-leaved dock
- Common nettle
- Creeping buttercup *Ranunculus repens*
- Greater plantain *Plantago major*
- White clover *Trifolium repens*
- Cow parsley *Anthriscus sylvestris*

Introduced Shrub

Introduced shrub planting is not assessed under Natural England Statutory Biodiversity Metric condition assessment criteria and receives an automatic condition of N/A. There are three different Planting Mixes proposed (Ornamental Planting Mix 1-3: LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet1of3, Appendix B). Planting Mix 1 will be present on the verge to Leconfield Street; Planting Mix 2 will be present surrounding the northern building and Planting Mix 3 is present south of Building 2. The species list for this habitat is included in Appendix F.

Planting

Introduced shrub planted areas are to be planted in 300 mm depth sandy loam topsoil to BS 3882:2015, laid in layers as specified and lightly firmed and 300 mm imported loamy sand subsoil, topped with 75 mm composted bark mulch (LUF-ONE-ZZ-XX-D-L-0604-P01_SoftLandscapeDetail Appendix B).

First Season Management

Following planting, the shrubs are to be maintained as often as is necessary throughout the first year to ensure survival.

The maintenance will comprise the following tasks:

- All planting beds to be kept weed-free through hand weeding;
- All litter to be picked and removed;
- Mulch to be topped up as required;
- Shrubs to be pruned at appropriate times of year for each species to promote healthy growth and desirable ornamental features;
- Watering of ornamental shrub planting as required. Soil is to be checked for dryness using either a soil moisture sensor or by observing the appearance of the soil. The full depth of topsoil should be wet without loosening or damaging plants. Any compacted soil should be broken up sufficiently to allow water to reach the rootzone; and
- Replacement of any failed plants.

On-Going Management

The areas should be kept mulched and weed free.

Open Mosaic Habitat

The open mosaic habitat will be present on the western boundary of the Main Works Site and in the central landscaped zone between the two buildings.

The Open Mosaic Habitat will comprise the following elements:

- open calcareous grassland;
- species rich neutral grassland;
- heathland habitats;
- cut concrete planks; and
- gabions.

These habitats have been chosen to emulate OMHoPDL and provide both spatial and structural diversity. The West Midlands Compensatory Habitat Guide (Nash, 2024) suggests that by designing alternative mosaics using eco-mimicry, the structural and ecological diversity of OMHoPDL can be replicated using standard habitats. The aim is to create a habitat that is structurally diverse, that will make use of materials onsite, including crushed concrete, and recreate existing habitats on site including calcareous and neutral grassland. The Open Mosaic Habitat will include plant species found on site pre-development and include the foodplants for notable invertebrates (i.e. dingy skipper and cinnabar moth).

The western boundary will comprise an area of open calcareous grassland with a central area with gabion baskets filled with crushed concrete and cut concrete planks. See Appendix B LUF-ONE-ZZ-XX-D-L-0001-P26_LandscapeSitePlan.

The zone between the two buildings will be comprised of four mounds in total: three roughly triangular mounds, with the points facing into the centre of the area and a smaller mound to the east. The 'inside'

faces of the three mounds will be stepped with 600 x 600 x 1200 mm gabions filled with crushed concrete and heathland planting and the rear of the mounds will be a 1:5 gradient slope with neutral grassland (1:3 gradient slope for the eastern mound). The central area between the mounds will comprise open calcareous grassland and cut concrete planks. See Appendix B LUF-ONE-ZZ-XX-D-L-0401-P08_TypicalMoundSections (Section 2), LUF-ONE-ZZ-XX-D-L-0001-P26_LandscapeSitePlan and LUF-ONE-ZZ-XX-D-L-0601-P02_HardLandscapeDetails. Tree planting will be present on the northern and southern boundaries and scattered throughout the open calcareous grassland.

The Open Mosaic Habitat target is ‘good’ condition as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria in ten years. To achieve this the habitat should comprise at least four early successional communities (a) – (i):

- (a) annuals,
- (b) mosses/liverworts,
- (c) lichens,
- (d) ruderals,
- (e) inundation species,
- (f) open grassland,
- (g) flower-rich grassland,
- (h) heathland, and
- (i) pools.

The above communities should form a mosaic, and a single structural habitat component or vegetation type should not account for more than 80 % of the total habitat area. The monitoring schedule for the Open Mosaic Habitat is in Appendix C.

The seed mixes / planting mixes for the three habitat types (as shown on LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet1of3 Appendix B) are as follows:

- Meadowmania Lowland calcareous grassland mix (UKHab g1b / NVC CG2)
- Meadowmania Species-rich neutral grassland Mix (UKHab g3a / NVC MG5)
- Heathland mix (as shown on LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet1of3 Appendix B)

Other suitable neutral grassland seedmixes can be used at a rate as specified by the supplier.

Species lists are included in Appendix F.

Common bird’s-foot trefoil *Lotus corniculatus*, greater bird’s-foot trefoil *Lotus pedunculatus*, kidney vetch *Anthyllis vulneraria* and common ragwort *Jacobaea vulgaris* should be included in seedmixes when appropriate (greater bird’s-foot trefoil is a species associated with damp grasslands, so although it is found on site currently it may not be suitable to include within the target Open Mosaic Habitat) as the foodplants of target invertebrates: dingy skipper and cinnabar moth. Any self-seeded ragwort should be retained.

Table 2. Habitat Creation and Management – Open Mosaic Habitat – Main Works Site

Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
Other neutral grassland	300 mm depth of imported subsoil to BS 8601:2013. Laid in layers as specified and lightly firmed. Topsoil to be free draining, clean and sterile. Appropriate pH: 5.0 – 6.5 (Jefferson, 2019). For further information on soil preparation for the creation of species-rich grasslands see (White, 2014).	Seed must be surfaced sown and can be applied by machine or broadcast by hand. To get an even distribution and avoid running out divide the seed into two or more parts and so in overlapping sections. Do not incorporate or cover the seed but lightly rake or harrow the seed bed after seeding and firm in with a lightweight roller to give good soil seed contact. Meadow seed mix to be sown at any time of year, as long as the ground is workable and the area can be watered adequately. The best time to sow is autumn from early September to November as the ground is workable and the seeds benefit from a colder spell that aids germination. Avoid summer	In the first year of establishment, the grassland will be cut regularly throughout the winter until April to support plant diversity by helping to maintain a balance between faster growing grasses, and wildflowers which are slow to develop. Mowing during or shortly after periods of wet weather should be avoided as this can damage the sward. Therefore, how wet the winter is will determine how many cuts will be undertaken, however two / three cuts are anticipated to be sufficient. The grass will be cut to a height of 30-50 mm and all arisings must be removed (e.g. bailing and removed from site) to reduce and maintain low nutrient levels to inhibit the growth of coarse, aggressive grasses and increase diversity.	From the second year from sowing, the grassland can be left uncut to flower for most of the year. A first cut should be undertaken in September-October after flowering plants have had an opportunity to set seed. All arisings should be left in situ for 1-7 days to allow for seed dispersal, before being removed. Any large areas of undesirable species such as nettle and dock will be spot treated with broad-spectrum herbicide, where required. However, natural management (such as hand pulling or cutting) is preferred. If any INNS, or species of suboptimal condition, are identified within the grassland as it establishes, these will be removed appropriately and disposed of as contaminated waste where necessary. Undesirable species (see

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
		sowing unless plentiful regular irrigation can be provided.		Section 'Other Neutral Grassland') cover will be kept below 5 % of the total grassland area to meet Criterion E as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria.
Open calcareous grassland	Surface soils of calcareous grasslands have shallow topsoil depths, Moderate to rapid drainage rates, high organic matter content and total nitrogen and low levels of available phosphorus (Ashwood, 2014). Ideal characteristics of soils suitable for creation of calcareous grassland (Taken from Table 1 (Ashwood, 2014): Topsoil depth: 100-200 mm Drainage: Moderate to rapid (can be sloped) pH: Alkaline to strongly alkaline (pH 7.8 – 8.5)	If substrates from site are used it is preferable to allow these to naturally colonise from the existing seedbank. To aid stabilisation of substrates and the rapid creation of an attractive sward a pioneer/nurse mix can be used (Ashwood, 2014). This may contain common bent, sheep's fescue, red fescues and smooth meadow grass. Seed must be surfaced sown and can be applied by machine or broadcast by hand. If seed is sown by hand, mix with damp sand to help ensure seed is evenly distributed. Do not incorporate or cover the seed	Grassland establishment typically takes 3-5 years. If grassland is not established on bare mineral substrate, cutting and removal of arisings is needed in the first year to keep the sward shorter than 10 cm.	In year 2 and year 3 grassland should be mowed once a year, after flowers and grasses have set seed (September-October). All arisings should be left in situ for 1-7 days to allow for seed dispersal, before being removed. If scrub species such as bramble and blackthorn become established this should not be allowed to become dense or cover more than 20 % of area. Scrub should be managed by cutting and spot spraying / stump treatment as necessary. Any large areas of undesirable species such as nettle and

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
	Available phosphorous: 25 mg L⁻¹ (5-10mg L⁻¹) Organic matter: 4 % (6 – 19 %) Total nitrogen: 0.2 % (0.30 – 1.16 %) Ideally Nitrogen provision should come from a seed-mix containing legumes (peas) rather than application of fertilisers. The suggested seed mix (Appendix F) includes the following pea species: Horseshoe vetch <i>Hippocrepis comosa</i>, common Bird's-foot Trefoil and Kidney vetch. For further information on soil preparation for the creation of species-rich grasslands see (White, 2014).	but lightly roll or tread the soil surface (Ashwood, 2014). Meadow seed mix to be sown at any time of year, as long as the ground is workable and the area can be watered adequately. The best time to sow is autumn from early September to November as the ground is workable and the seeds benefit from a colder spell that aids germination. Avoid summer sowing unless plentiful regular irrigation can be provided.		dock will be spot treated with broad-spectrum herbicide, where required. However, natural management (such as hand pulling or cutting) is preferred. If any invasive non-native species (INNS), or species of suboptimal condition, are identified within the grassland as it establishes, these will be removed appropriately and disposed of as contaminated waste where necessary. Undesirable species (see Section 'Other Neutral Grassland') cover will be kept below 5 % of the total grassland area to meet Criterion E as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria.
Heathland	600 mm imported subsoil over 75 mm bark mulch. Appropriate pH <5. Soil fertility should be very low. The availability of soil	Heathland can be created by spreading litter or brash from a donor site, by seeding or by planting plug plants (Nature After Minerals, 2026).	Water plants during dry spells or hot weather to aid establishment.	Manage undesirable species such as thistles <i>Cirsium</i> sp., bramble and bracken. If areas become grass-dominant, mow / cut and

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
	phosphorous should be less than 10 mg kg⁻¹ (Nature After Minerals, 2026). The pH of soil should be acidic and between pH 3-5 (Nature After Minerals, 2026).	Aim to use a mixture of seeding and plug plants to create a structural heathland with plants of different ages. Heathland comprises not only heather plants but also acid grassland and bare ground (Nature After Minerals, 2026).		remove arisings, to reduce grass dominance and to encourage heather to grow in a prostrate form (Nature After Minerals, 2026). Once heathland is established if it becomes even aged, introduce varied cutting cycles to encourage different ages of heather stands and increase structural diversity. Ling heather goes through four main stages of growth: Pioneer stage (5-6 years), Building (6-15 years), Mature (15-25 years) and Senescent (25-30 years).
Concrete plank	Concrete plank (c.150 x 600 x 1200 mm) over a 150 mm grit / sand layer.	N/A	N/A	Plants such as lichens and mosses should be allowed to colonise concrete planks and not cleaned off or treated with herbicide. Plants growing at the base of concrete planks should also be retained especially ragwort and wild carrot. Undesirable species (see Section 'Other Neutral Grassland' for list) can be spot

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
				treated with broad-spectrum herbicide, where required. However, natural management (such as hand pulling or cutting) is preferred. If any INNS, are identified these will be removed appropriately and disposed of as contaminated waste where necessary.
Gabions	600 x 600 x 600mm gabion basket with 100 % crushed concrete, 100 – 200 mm.	N/A	N/A	Plants should be allowed to colonise gabion baskets, and not cleaned off or treated with herbicide, with the exception of undesirable species; INNS; trees and scrub. These species can be spot-treated with herbicide, hand-pulled or cut. Any INNS will be removed appropriately and disposed of as contaminated waste where necessary.

Individual Trees

Individual trees are proposed to be planted throughout the site in road verges with introduced shrub, adjacent to hedgerows and within other neutral grassland and Open Mosaic Habitat. For the individual trees the target is 'moderate' condition as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria in 27 years. To achieve this, three to four criteria should be achieved. The monitoring schedule for the modified grassland is in Appendix C.

Planting

In order to achieve Criterion A (as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria), at least 70 % of the individual trees proposed on site will be native species. Species lists are included in Appendix F.

Trees will be planted between late October to late March. Carry out the work while soil and weather conditions are suitable. Do not plant in strong winds.

Root-balled trees 20-25 cm in girth will be planted in tree pits as illustrated in Appendix B LUF-ONE-ZZ-XX-D-L-0604-P01_SoftLandscapeDetail. Some of the birches will be multi-stemmed. A typical tree pit will consist of 600 mm imported sandy loam topsoil, on top of 400 mm imported loamy sand subsoil, over 100 mm depth clean gravel aggregate drainage layer. The tree pits will be installed with a RootRain Precinct GV1 tree irrigation system. For more detail on tree pits in the ornamental / hedge planting and other neutral grassland see Appendix B LUF-ONE-ZZ-XX-D-L-0604-P01_SoftLandscapeDetail.

Management

Management of the trees will include the following:

- Removal and replacement of dead saplings within the first five years of planting.
- Removal of any protective sheaths once the trees have established.
- New planting may require watering in times of drought and replacement where new stock has failed to take.
- Trees should be allowed to have as natural a canopy as possible with limited pruning.

Non-Native hedgerows

Non-native hedgerows are proposed in the verges adjacent to Leconfield street, along the access road into the site and at the end of parking bays. Non-native hedgerows are not assessed under Natural England Statutory Biodiversity Metric condition assessment criteria and receives an automatic condition of poor in three years.

Planting

The hedgerow will be comprised of *Prunus lusitanica* Portuguese laurel and will be planted in 300 mm depth sandy loam topsoil to BS 3882:2015, laid in layers as specified and lightly firmed and 300 mm imported loamy sand subsoil, topped with 75mm composted bark mulch (LUF-ONE-ZZ-XX-D-L-0604-P01_SoftLandscapeDetail Appendix B).

First Season Management

Early management of the hedgerows will be limited to replacement of dead plants. Initially, to encourage dense and bushy growth, the newly planted hedges should be pruned during the winter for the first couple of years.

Watering is important during the first growing season; hedges should be watered once or twice weekly for the first three months and then weekly in dry weather until the hedge has been established for a year.

On-Going Management

Hedging should be watered up to once a week during dry periods or if displaying signs of drought such as drooping or browning leaves.

Hedges can be pruned to the desired shape. Light trimming encourages branching and thicker foliage. The most suitable time to prune is late Spring (May-June) and in Early Autumn (September).

Where any diseased and dead plants are identified, these should be removed by an appropriately skilled contractor and replaced accordingly. The trees within the hedgerows should be monitored for signs of damage from human activity, such as cutting through.

5.2.3 Enhancement

Wet Woodland

Existing wet woodland is present on the western boundary of the site. For the wet woodland the target is 'good' condition as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria in 30+ years. To achieve this a score of >32 of 39 should be achieved. The wet woodland currently scores 27. The monitoring schedule for the wet woodland is in Appendix C. The parcel of wet woodland forms a continuous area with offsetting Area 3 (Figure 1) and the two areas should be managed together. For management of the wet woodland see Section 5.3.2.

5.3 OFF-SETTING AREAS

The locations of the BNG off-setting areas for the Main Works Site are shown on Figure 1. There are four BNG off-setting areas within the wider BLB as shown on Figure 1. Different habitats will be created or enhanced in the four areas as indicated on Figure 6, and the LUF-ONE-ZZ-XX-D-L-1201-P03_BNGOffsetArea-PlantingPlan included in Appendix B, with full condition targets per habitat shown in Appendix D.

The following sections are ordered by the area location on site and then by the management type. Areas 1 and 2 cover most of the northwest of the site and are considered together.

5.3.1 Areas 1 and 2

5.3.1.1 Enhanced

OMHoPDL

Existing OMHoPDL is present within off-setting Areas 1 and 2. The OMHoPDL in this part of the site is currently considered to be in poor condition as it currently fails Criterion A as it has a closed sward and

lacks bare ground (Tetra Tech, 2026a), the scrub cover is c.20 % which is greater than the JNCC OMHoPDL description of 10-15 % (JNCC, 2010) and the habitat does not have spatial variation.

Two scrapes will be created within existing OMHoPDL in the east of Area 2 to create areas of bare ground suitable for invertebrates to live and breed in and to add additional structural diversity to the site. The management will have the desired effect of creating bare ground for invertebrates to live / breed and where early-successional plants can colonise. The monitoring schedule for the Open Mosaic Habitat is in Appendix D. The two scrapes are identified as Scrapes 1 and 2 on LUF-ONE-ZZ-XX-D-L-1001-P04_BNGOffsetArea-SoftLandscapeGA (Appendix B).

To maintain open ground low-fertility substrates can be spread onto areas of bare ground. There should be diversity in the substrates used including leaving areas as bare earth. The scrapes should be allowed to naturally colonise.

First Season Management

Invasive Species Management

The following invasive species have been found within Areas 1 and 2: hollyberry cotoneaster, wall cotoneaster and montbretia *Crocsmia × crocosmiiflora*.

It is recommended that a walkover survey to map INNS locations is conducted. The location map of INNS can be supplied to contractors to control / remove. Refer to INNS Management Plan (Tetra Tech, 2024b) for eradication options. A Method Statement for INNS removal should be supplied by the contractor.

Logpile / Hibernacula Creation

Three logpiles / hibernacula will be created as habitat for invertebrates, amphibians and reptiles. Information on logpile creation is included within Appendix G. The locations of these are shown on LUF-ONE-ZZ-XX-D-L-1001-P04_BNGOffsetArea-SoftLandscapeGA in Appendix B.

Logpiles can be created from cut woody material removed from the development site. Logpiles should include a minimum of six logs at least 5cm in diameter stacked in a pyramidal shape. Logpiles should not be covered but should be left open.

Hibernacula can be created from broken up concrete, rocks, logs and soil. Guidance on creating hibernacula is included in Appendix G.

Logpiles and hibernacula should be placed on habitat boundaries such as on the edge of the wet woodland and broadleaved woodland.

Ongoing Monitoring

The OMHoPDL should be monitored at the intervals outlined in Appendix D. The monitoring should be conducted in the summer months (June – August), with condition assessment and quadrat data collected as per The Statutory Biodiversity Metric - Technical Annex 1 (Defra, 2024), for comparison with previous years.

Ongoing Management

The ongoing management will be dependent on the results of the monitoring data. OMHoPDL should form a mosaic, and a single structural habitat component or vegetation type should not account for more than 80 % of the total habitat area. If the area becomes dominated by one habitat type, remedial action will be

required to reintroduce bare ground or other habitat types into the area. If scrub becomes dense or covers greater than 20 % of area, then this should be managed. Monitoring for INNS and removal if become established.

On the western and southern boundary of Area 1, the existing habitats of other neutral grassland, bramble *Rubus fruticosus* agg. scrub and ruderal ephemeral will be managed alongside the created and enhanced OMHoPDL to achieve the habitat mosaic structure beneficial for wildlife. The habitat types forming the OMHoPDL within Areas 1 and 2 post-intervention include:

- Open grassland
- Ruderal / ephemeral
- Flower rich grassland
- Annuals
- Pools
- Scattered scrub

Other Neutral Grassland

This area will be included and assessed with the OMHoPDL habitat to form a mosaic of habitats.

Other neutral grassland is present in the northwest of the site. Approximately 0.09 ha of the 0.14 ha area comprises a flat area adjacent to the hardstanding area. The other 0.05 ha is on a south-facing slope to Leconfield Street.

It is proposed to retain the sloped area with no new management and to manage the 0.09 ha area to increase the species richness of the grassland sward. The sward currently contains coarse grasses including abundant false-oat grass *Arrhenatherum elatius* and cock's-foot *Dactylis glomerata* with tall herbs such as common knapweed *Centaurea nigra* and ruderal species such as common hogweed *Heracleum sphondylium* and creeping thistle *Cirsium arvense* (Tetra Tech, 2026a).

The recommended grassland management is regular mowing with removal of cuttings to reduce soil fertility and to reduce the dominance of coarse grasses. Techniques include:

- For the first five years of cutting a spring cut (in March – April and no later than the end of April) and a late summer cut (August / September) should be completed. For the first few years a winter cut may also be suitable, if grass growth is particularly vigorous (Plantlife, 2024b). See Plantlife 2024b: <https://www.plantlife.org.uk/learning-resource/how-to-manage-a-meadow/> for further details on management.
- For Year 7+ the grassland should be cut annually in autumn (see ongoing management).
- It is important to remove cuttings to avoid nutrients returning to the system.
- Don't cut when ground conditions are damp or wet, to avoid damage or rutting.

Ongoing Monitoring

The grassland should be monitored at the intervals outlined in Appendix D. The monitoring should be conducted in the summer months (June – August), with condition assessment and quadrat data collected as per The Statutory Biodiversity Metric - Technical Annex 1 (Defra, 2024), for comparison with previous years.

Ongoing Management

The ongoing management will be dependent on the results of the monitoring data. If the grassland does not exhibit a change in vegetation structure and composition in the first five years of cutting (Years 3 - 7), then alternative / additional management may be required.

If the grassland is still dominated by a grass-dominated sward the area could be over-seeded with a yellow rattle *Rhinanthus minor* crop to help control the vigorous grass species. See (Plantlife, 2024c) page 18, for further information on introducing yellow rattle. The resulting sward should continue to be cut yearly, with arisings removed to continue to reduce the fertility, before overseeding with a suitable wildflower mix or introduction of plug plants. Guidance on buying native plants and seeds can be found in Natural England Technical Information Note 038 (Natural England, 2019).

Alternatively green hay can be used. This should be available as cut material from other parts of the site. Green hay is harvested wildflowers and grasses that are still shedding seeds, that can be used as a seed source for the site (Magnificent Meadows, 2024). If green hay is not available, the grasslands could be over-sown with a native wildflower meadow mix.

Ruderal / Ephemeral

This area will be included and assessed with the OMHoPDL habitat to form a mosaic of habitats.

Ruderal / ephemeral habitat is present in the northwest of Area 1 adjacent to the broad-leaved woodland on the site boundary. This area currently comprises rosebay willowherb, meadow sweet and bramble, providing nectar and fruit for invertebrates and other species. This area should be monitored for INNS and control measures introduced as needed.

Bramble Scrub

Bramble scrub with scattered trees is present in the southwestern corner of Area 1.

The bramble scrub forms a continuous area that merges directly into the adjacent other neutral grassland. This will be managed as part of the Open Mosaic Habitat. The monitoring schedule for the Open Mosaic Habitat is in Appendix D.

First Season Management

It is proposed to create glades within the bramble scrub to increase the volume of edge habitats on site. This will be undertaken by one to two persons with trimmers cutting pockets into the bramble edge to create a wavy margin.

Two logpiles will be created within cleared areas adjacent to scrub for sheltering reptiles and as invertebrate habitat. Information on logpile creation is included within Appendix G. The locations of these are shown on LUF-ONE-ZZ-XX-D-L-1001-P04_BNGOffsetArea-SoftLandscapeGA in Appendix B.

Logpiles can be created from cut woody material removed from the development site. Logpiles should include a minimum of six logs at least 5 centimetres (cm) in diameter stacked in a pyramidal shape. Logpiles should not be covered but should be left open.

Hibernacula can be created from broken up concrete, rocks, logs and soil. Guidance on creating hibernacula is included in Appendix G.

Logpiles and hibernacula should be placed on habitat boundaries such as on the edge of the wet woodland and broadleaved woodland.

Ongoing Management

The extent of the bramble scrub should be monitored. Any scrub present should account for less than 20 % of the total grassland area. If the scrub covers a greater than 20 % area or is dense, then the scrub can be cut to create / re-open glades.

Wet Woodland

Wet woodland is present on the southern boundary of Areas 1 and 2. It is proposed to enhance the woodland from poor to moderate condition as per Appendix D and Natural England Statutory Biodiversity Metric condition assessment criteria in 30+ years. To achieve this a score of 26 – 32 should be achieved. The wet woodland currently scores 23. The monitoring schedule for the wet woodland is in Appendix D.

The management aims to reduce disturbance, create a varied structure within the woodland, to promote native tree and shrub growth and increase the volume of deadwood (Table 3).

Table 3. Summary of Management Recommendations and Targeted Condition Assessment Criteria

Management Recommendation	Current Condition Criteria	Target Condition Criteria	Estimated Change in Point Value
Litter picking and reducing disturbance	More than 1 ha of nutrient enrichment and / or more than 20 % of woodland area has damaged ground	No nutrient enrichment or damaged ground evident	Baseline: 1 Post-intervention: 2-3 (1-2 points)
Deadwood provision	Less than 25 % of all survey plots within the woodland parcel have deadwood, such as standing and fallen deadwood, large dead branches and / or stems, stubs and stumps, or an abundance of small cavities.	Between 25 % and 50 % of all survey plots within the woodland parcel have standing deadwood, large dead branches / stems and stumps	Baseline: 1 Post-intervention: 2 (1+ point)
Coppicing / pollarding	No classes or coppice regrowth present in woodland	Two age classes present in woodland of the following trees 4-7 cm diameter at breast height (dbh), saplings and seedlings or advanced coppice regrowth	Baseline: 1 Post-intervention: 2 (1+ point)
	One or less story across survey plots	Two canopy / shrub storeys across all survey plots	Baseline: 1 Post-intervention: 2 (1+ point)
Total			4-5 additional points

Initial intervention (One to 10 years)

Reducing Disturbance

- Disturbance within the woodland should be minimised.
- Litter should be removed, and litter picks should be completed on an annual basis.

Deadwood Provision

- The woodland should be managed with wildlife in mind. Management should be minimal with fallen deadwood left in situ as a resource for invertebrates and fungi. Standing deadwood should also be retained (unless dangerous) as roosting resource for bats and birds.
- Trees can also be ‘felled to waste’ this is the removal of one to two trees and leaving them to rot and decay where they fall, providing a base for moss growth. As the woodland area is small it is suggested that only one tree is felled in this manner.

Pollarding

- In order to improve the structure of the woodland, willow (*Salix* spp.) pollarding should be implemented on mature willows. The pollarding should be managed on an eight to 10 year cycle.
- The objective is to provide a variation in woodland structure, extend the lives of the trees, provide a heterogenous habitat and create habitat for invertebrates and fungi.
- Wood generated from pollarding activities can be used to create log piles for invertebrates and other wildlife.

Ongoing Management

- No INNS should be present. The habitat should be monitored for INNS during the main growing season from May to August and these should be removed if they become established.
- On-going litter picking.

5.3.1.2 Retained

Modified Grassland

A small section of modified grassland verge that is connected to a verge south of Leconfield Street will be retained (Figure 7). The habitat has the current condition of ‘moderate’ as per Appendix D and Natural England Statutory Biodiversity Metric condition assessment criteria, passing four out of seven criteria including Criterion A.

To maintain this condition, the current mowing / management scheme should continue.

Scrub, bracken and INNS should not be allowed to colonise (Criteria C, F and G); and physical damage (such as access or storage on grassland) should be avoided (Criterion E).

Urban Trees

Six small urban trees in moderate condition in the south of Area 1 will be retained (Figure 7). The habitat has the current condition of ‘moderate’ as per Appendix D and Natural England Statutory Biodiversity Metric condition assessment criteria, passing four out of seven criteria.

To maintain this condition, the current management scheme should continue, the trees should remain within semi-natural vegetation, with a limited pruning regime so that trees retain >75 % of expected canopy for their age range and height.

Other Neutral Grassland

A 0.07 ha area of other neutral grassland in the east of Area 2 will be retained (Figure 7). The habitat has the current condition of ‘good’ as per Appendix D and Natural England Statutory Biodiversity Metric condition assessment criteria, passing five out of seven criteria including Criterion A.

To maintain this condition, the current mowing / management scheme should continue. Scrub, bracken and INNS should not be allowed to colonise (Criteria C, F and G), physical damage such as access or storage on grassland should be avoided (Criterion E). For further guidance on neutral grassland management see Table 2.

5.3.1.3 Created

Open Mosaic Habitat

In addition to the enhanced existing OMHoPDL present within Areas 1 and 2, the intention is to create OMHoPDL within Area 1 by breaking up an existing area of hardstanding slab. Existing mounds of rubble and refuse will be removed, and a mound of varied height will be created on the western boundary adjacent to the broadleaved woodland, using material from the Main Works Site. The mound will be seeded with other neutral grassland. Where the hardstanding slab has been removed, this area will be flat and seeded with open calcareous grassland on a suitable low fertility substrate. There will be three scrapes created in this area, of varying sizes and substrates. These are the scrapes numbered as Scrapes 3, 4 and 5 as shown on LUF-ONE-ZZ-XX-D-L-1001-P04_BNGOffsetArea-SoftLandscapeGA (Appendix B).

The created Open Mosaic Habitat in Areas 1 and 2 will comprise the following elements:

- open calcareous grassland;
- mounds with species rich neutral grassland;
- scrapes comprising bare ground; and
- scrapes filled with low fertility substrates.

For the open mosaic the target is ‘good’ condition as per Appendix C and Natural England Statutory Biodiversity Metric condition assessment criteria in ten years. To achieve this the habitat should comprise at least four early successional communities (a) – (i): (a) annuals, (b) mosses/liverworts, (c) lichens, (d) ruderals, (e) inundation species, (f) open grassland, (g) flower-rich grassland, (h) heathland, (i) pools and should form a mosaic and a single structural habitat component or vegetation type should not account for more than 80% of the total habitat area. The monitoring schedule for the open mosaic habitat is in Appendix D.

The seed mixes / planting mixes for the species-rich neutral grassland and lowland calcareous grassland (as shown on LUF-ONE-ZZ-XX-D-L-1201-P03_BNGOffsetArea-PlantingPlan Appendix B) are as follows:

- Meadowmania Lowland calcareous grassland mix (UKHab g1b / NVC CG2)
- Meadowmania Species-rich neutral grassland Mix (UKHab g3a / NVC MG5)

The species lists are included in Appendix F.

Table 4. Habitat Creation and Management – Created Open Mosaic Habitat – Off-setting Areas 1 and 2

Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
Other neutral grassland	Break-up existing slab. A Civil Engineer should be consulted for detail on how to complete this task and advice on reuse of materials. Any existing vegetated areas can be retained if not contaminated or containing INNS. Fill material from the Main Works Site will be used to create a series of mounds as shown on LUF-ONE-ZZ-XX-D-L-1201-P03_BNGOffsetArea-PlantingPlan (Appendix B). Material that can be used to create mounds, includes gravels and crushed concrete. The mounds will be initially seeded but some areas can be left bare to become vegetated over time. The mounds should include south-facing banks comprised of bare-stoney substrates, these should be allowed to	Seed must be surfaced sown and can be applied by machine or broadcast by hand at a rate of 3g/m². To get an even distribution and avoid running out; divide the seed into two or more parts and sow in overlapping sections. Do not incorporate or cover the seed but lightly rake or harrow the seed bed after seeding and firm in with a lightweight roller to give good soil seed contact. Meadow seed mix to be sown at any time of year, as long as the ground is workable and the area can be watered adequately. The best time to sow is autumn from early September to November as the ground is workable and the seeds benefit from a colder spell that aids germination. Avoid summer	Limited management in the first year of establishment.	From the second year from sowing, the grassland can be left uncut to flower for most of the year. A first cut should be undertaken in September-October after flowering plants have had an opportunity to set seed. All arisings should be left in situ for 1-7 days to allow for seed dispersal, before being removed. Leaving some sections of sward on a longer cutting rotation and cutting sward to different heights in different sections will increase structural diversity. If any INNS, or undesirable species as listed in Section 5.2.2, are identified within the grassland as it establishes, these will be removed appropriately and disposed of as contaminated waste where necessary.

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
	naturally colonise with creeping plants such as bird's-foot trefoil. This will create egg-laying opportunities for species such as dingy skipper (Slater, 2025). The mounds will create the diversity in topography and a variety of aspects found in OMHoPDL (Nash, 2024).	sowing unless plentiful regular irrigation can be provided. Areas of bare substrate can be left to naturally vegetate over time.		Management should focus on maintaining open/bare areas alongside a mosaic of habitat types. Periodic disturbance, such as scrape creation (removal of topsoil) will be needed to maintain bare substrates.
Open calcareous grassland	Break-up existing slab. A Civil Engineer should be consulted for detail on how to complete this task and advice on reuse of materials. Any existing vegetated areas can be retained if not contaminated or containing INNS. Surface soils of calcareous grasslands have shallow topsoil depths, Moderate to rapid drainage rates, high organic matter content and total nitrogen and low levels	If substrates from site are used it is preferable to allow these to naturally colonise from the existing seedbank. To aid stabilisation of substrates and the rapid creation of an attractive sward a pioneer/nurse mix can be used (Ashwood, 2014). This may contain common bent <i>Agrostis capillaris</i>, sheep's fescue <i>Festuca ovina</i>, red fescues <i>Festuca rubra</i> agg. and smooth meadow grass <i>Poa pratensis</i> agg. Seed must be surfaced sown and can be applied by	Grassland establishment typically takes 3-5 years. If grassland is not established on bare mineral substrate, cutting and removal of arisings is needed in the first year to keep the sward shorter than 10cm.	The aim is to create a fine grassland sward with bare areas, comprised of friable substrates. The grassland should need little management. However, if a closed sward is formed the grassland should be mowed once a year, after flowers and grasses have set seed (September-October). All arisings should be left in situ for 1-7 days to allow for seed dispersal, before being removed. If scrub species such as bramble and blackthorn

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
	of available phosphorus (Ashwood, 2014). Ideal characteristics of soils suitable for creation of calcareous grassland (Taken from Table 1 (Ashwood, 2014): Topsoil depth: 100-200mm Drainage: Moderate to rapid (can be sloped) pH: Alkaline to strongly alkaline (pH 7.8 – 8.5) Available phosphorous: 25 mg L⁻¹ (5-10mg L⁻¹) Organic matter: 4% (6 - 19%) Total nitrogen: 0.2% (0.30 – 1.16%) For further information on soil preparation for the creation of species-rich grasslands see (White, 2014).	machine or broadcast by hand. If seed is sown by hand, mix with damp sand to help ensure seed is evenly distributed. Do not incorporate or cover the seed but lightly roll or tread the soil surface (Ashwood, 2014). Meadow seed mix to be sown at any time of year, as long as the ground is workable and the area can be watered adequately. The best time to sow is autumn from early September to November as the ground is workable and the seeds benefit from a colder spell that aids germination. Avoid summer sowing unless plentiful regular irrigation can be provided.		become established this should not be allowed to become dense or cover more than 20% of area. Scrub should be managed by cutting and spot spraying/stump treatment as necessary. Management should focus on maintaining open/bare areas alongside a mosaic of habitat types. Periodic disturbance, such as scrape creation (removal of topsoil) will be needed to maintain bare substrates.
Scrapes comprising bare ground	Scrape locations are indicated on LUF-ONE-ZZ-XX-D-L-1201-P03_BNGOffsetArea-PlantingPlan (Appendix B).	Scrapes should be allowed to naturally colonise with vegetation.	No management expected in Year 1.	Limited management should be needed as scrapes should be left as pockets of bare ground for invertebrates to live/breed and to where early-

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
	However, scrapes should be micro-sited to avoid scattered scrub/wet woodland and potential root damage from machinery. Scrapes are created by removing the topsoil to a maximum depth of 150mm. Scrapes can contain a variety of depths and do not need to be uniform in depth. Bare ground scrapes will be left as created with no additional material added.			successional plants can colonise. If over time scrapes fully vegetate then periodic disturbance, (removal of vegetation to expose soil) will be needed to maintain bare substrates.
Scrapes filled will low fertility substrates	Scrape locations are indicated on LUF-ONE-ZZ-XX-D-L-1201-P03_BNGOffsetArea-PlantingPlan (Appendix B). Scrapes are created by removing the topsoil to a maximum depth of 150mm. Scrapes can contain a variety of depths and do not need to be uniform in depth.	Scrapes should be allowed to naturally colonise with vegetation.	No management expected in Year 1.	Limited management should be needed as scrapes should be left as pockets of bare ground for invertebrates to live/breed and to where early-successional plants can colonise. If over time scrapes fully vegetate then periodic disturbance, (removal of vegetation to expose soil) will

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
	Spread low fertility substrates as a base to allow colonisation by vegetation. The low fertility substrates should be sourced locally, ideally the slab material should be reused to form the new site substrate. A Civil Engineer should be consulted for detail on how to complete this task and advice on reuse of materials, including the depth of substrates. If the materials on site cannot be reused. Low fertility substrates should be sourced locally. The type of substrates used may be dictated by the availability of supply. For guidance on low-fertility substrates see (Wilson, 2023). Substrates can differ in pH, permeability etc. Ideally at least one of the substrates used should be impermeable to allow water to pool on site. Neutral or calcareous substrates are suitable to be used on site (based on current			be needed to maintain bare substrates.

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Habitat Type	Ground Preparation	Sowing / Planting	First Season Management	On-Going Management
	vegetation and species present).			

5.3.2 Area 3

Retention

A small area of OMHoPDL on the eastern boundary of Area 3 will be retained. The area has the current condition of moderate, as per Appendix D and Natural England Statutory Biodiversity Metric condition assessment criteria. To retain this condition, the habitats should pass two or more criteria, out of four.

To maintain this condition, OMHoPDL should form a mosaic and a single structural habitat component or vegetation type should not account for more than 80 % of the total habitat area. Vegetation structure is varied, providing opportunities for invertebrates to live, eat and breed (Criterion A). The parcel should contain different plant species that are beneficial for wildlife for example flowering species providing nectar sources for a range of invertebrates at different times of the year (Criterion B). No INNS should be present. The habitat should be monitored for INNS and these should be removed if they become established.

Enhancement

Wet Woodland

Wet woodland is present within Area 3 in the southeast of the wider site boundary. It is proposed to enhance the woodland from moderate to good condition as per Appendix D and Natural England Statutory Biodiversity Metric condition assessment criteria in 30+ years. To achieve this a score of > 32 - 39 should be achieved. The wet woodland currently scores 27. The monitoring schedule for the wet woodland is in Appendix D.

The management aims to minimise invasive species, create a varied structure within the woodland, increase the volume of deadwood and reduce disturbance, as outlined in Table 5.

Table 5. Summary of Management Recommendations and Targeted Condition Assessment Criteria

Management Recommendation	Current Condition Criteria	Target Condition Criteria	Estimated Change in Point Value
Cotoneaster control	<i>Rhododendron ponticum</i> or laurel <i>Prunus laurocerasus</i> not present, other invasive species < 10 % cover	No invasive species present in woodland.	Baseline: 2 Post-intervention: 3 (1+ point)
Willow coppicing	One or less story across plots	Two storeys across all plots	Baseline: 1 Post-intervention: 2 (1+ point)
Deadwood provision	Less than 25 % of all survey plots within the woodland parcel have standing deadwood, large dead branches / stems and stumps	50 % of all survey plots within the woodland parcel have deadwood, such as standing and fallen deadwood, large dead branches / stems and stumps or an abundance of small cavities.	Baseline: 1 Post-intervention: 3 (2+ points)

Management Recommendation	Current Condition Criteria	Target Condition Criteria	Estimated Change in Point Value
Thin out ash in woodland	Greater than 25% tree mortality and or any high-risk pest or disease present.	Tree mortality less than 10 %, no pests or diseases and no crown dieback	Baseline: 1 Post-intervention: 3 (2+ point)
Litter picking and reducing disturbance	Less than 1 hectare in total of nutrient enrichment across woodland areas and or less than 20% of woodland area has damaged ground.	No nutrient enrichment or damaged ground evident	Baseline: 2 Post-intervention: 3 (1+ point)
Total			7 additional points

Initial Intervention

Cotoneaster removal

Removal of non-native *Cotoneaster* species is required. This will open up glades and spaces where native species can colonise and open up glades, gaps and rides in the woodland, and encourage natural regeneration. Removal of cotoneaster targets Criterion C (Invasive plant species), but also Criterion J (vertical woodland structure) as creating open space will encourage regeneration and result in more stories within the woodland and a more complex structure.

Clearance should be completed as outlined below:

- In winter, stems of scrub should be cut as near to the base as possible.
- As the site is small it is suitable to use hand tools such as saws, mattocks, axes or loppers. These can be used on scrub 1 centimetre (cm) – 10 cm in diameter.
- Power tools such as chain saws, clearing saws and brush cutters can be used on bigger growth.
- Stumps of *Cotoneaster* should be painted with herbicide in autumn / winter.
- Cuttings should be removed off-site to avoid smothering the grassland and enriching the soil. Material can be chipped off site.
- The kill rate of treated shrubs should be assessed the following year. In the summer after the initial clearance stumps may need to be re-cut and treated.

Ash Die-Back

- The condition assessment identified ash trees with crown damage.
- It is recommended that affected ash are thinned out of the woodland. The deadwood can be retained as wood piles as a resource for invertebrates and fungi, (deadwood provision, Criterion L).
- If infected ash are removed, monitoring of any remaining ash trees should take place to assess the condition of any retained trees with the intention to promote trees that are resistant to the disease.

Willow coppicing

- In order to improve the structure of the woodland, willow (*Salix* spp.) coppicing should be implemented on mature willows. The coppicing should be managed on a 10-year cycle.
- The objective is to provide a variation in woodland structure, extend the lives of the trees, provide a heterogeneous habitat and create habitat for invertebrates and fungi.
- Wood generated from coppicing activities can be used to create log piles for invertebrates and other wildlife.

Reducing Disturbance

- Disturbance within the woodland should be minimised.
- Litter should be removed, and litter picks should be completed on an annual basis.

Deadwood Provision

- The woodland should be managed with wildlife in mind. Management should be minimal with fallen deadwood left in situ as a resource for invertebrates and fungi. Standing deadwood should also be retained (unless dangerous) as roosting resource for bats and birds.

Ongoing Management

- No INNS should be present. The habitat should be monitored for INNS during the main growing season from May to August and these should be removed if they become established.

5.3.3 Area 4

Retention

A 0.17 ha area of other broadleaved woodland in the south of Area 4 will be retained. The area has the current condition of moderate, as per Appendix D and Natural England Statutory Biodiversity Metric condition assessment criteria. To retain this condition, a score of 26 out of 32 should be achieved.

To maintain this condition, no INNS should be present. The habitat should be monitored for INNS, and these should be removed if they become established. Fallen and standing deadwood should be retained, when safe to do so. Regular litter picking and removal of any fly tipping.

Enhancement

A 0.16 ha area of existing OMHoPDL on the northern boundary of Area 4 (adjacent to the southern boundary of the Main Works Site) will be retained and enhanced from poor to good condition. There is a 0.04 ha area of Ruderal / ephemeral habitat in the east of Area 4. The ruderal/ephemeral habitat will be included and assessed with the OMHoPDL habitat to form a mosaic of habitats.

First Season Management

Cotoneaster removal was conducted in this area in March 2025. A walkover survey to be conducted in Year 1 to check for presence of INNS with remedial action to control and eradicate INNS as required.

Ongoing Monitoring

The OMHoPDL should be monitored at the intervals outlined in Appendix D. The monitoring should be conducted in the summer months (June – August), with condition assessment and quadrat data collected

as per The Statutory Biodiversity Metric - Technical Annex 1 (Defra, 2024), for comparison with previous years.

Ongoing Management

The ongoing management will be dependent on the results of the monitoring data. OMHoPDL should form a mosaic, and a single structural habitat component or vegetation type should not account for more than 80 % of the total habitat area. If the area becomes dominated by one habitat type, remedial action will be required to reintroduce bare ground or other habitat types into the area. If scrub becomes dense or covers greater than 20 % of area, then this should be managed. No INNS should be present. The habitat should be monitored for INNS and these should be removed if they become established.

6.0 RISKS AND REMEDIAL MEASURES

Table 6 below identifies the perceived risks associated with the above prescriptions. Where applicable, suggested initial remedial measures are outlined, which will require review if risks are realised.

Table 6: Risks and Remedial Measures

Risk Identification Date	Habitat Type	Risk Factor	Trigger for Action	Remedial Measure
Main Site				
During monitoring (Year 1+)	Modified grassland	Reduction in condition from good to moderate due to damage	Monitoring survey identifies damage from use / materials storage etc.	Removal of any stored materials, communication to stop damaging activities and overseeding of bare ground if needed
During monitoring (Year 1+)	Other neutral grassland	Created habitat does not represent a good example of type (g3c) and lacks indicators and does not achieve the required species-richness	Monitoring survey identifies that the m ² quadrats have less than 10 vascular plants or lack forbs	Overseeding or introduction of plug plants
During monitoring (Year 1+)	Other neutral grassland	Cover of bare ground less than 1 % or more than 10 %	Monitoring survey identifies no bare ground, or an excess of bare ground	Provision of scrapes where there is too little bare ground Overseeding of bare ground areas where there is too much
During monitoring (Year 1+)	Other neutral grassland	Cover of scrub is more than 5 %	Monitoring survey identifies excess of scrub	Removal of scrub
During monitoring (Year 1+)	Other neutral grassland	Species indicative of suboptimal condition (undesirable species) more than 5%	Monitoring survey identifies undesirable species	Removal of undesirable species

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During monitoring (Year 1+)	Other neutral grassland	Invasive non-native species present	Monitoring survey identifies invasive non-native species	Removal of invasive non-native species
During monitoring (Year 3+) after establishment	Open Mosaic Habitat – calcareous grassland	Soil fertility too high – calcareous species out competed by rank grasses	Monitoring survey identifies – closed sward, grass litter build-up or lack of calcareous indicators	Reduce soil fertility through addition of low fertility substrates and strict removal of arisings after cutting.
During monitoring (Year 1+)	Open Mosaic Habitat – heathland	Plants die due to drought or hot weather	Dead plants	Replacement of plants and water plants during dry spells or hot weather
During monitoring (Year 1+)	Open Mosaic Habitat – heathland	Species indicative of suboptimal condition (undesirable species) more than 5%	Monitoring survey identifies undesirable species	Removal of undesirable species
During monitoring (Year 1+)	Non-native hedgerow	Failure of saplings	Dead saplings	Replacement of saplings
During monitoring (Year 1+)	Non-native hedgerow	Invasive non-native species present	Monitoring survey identifies invasive non-native species	Removal of invasive non-native species
During monitoring (Year 1+)	Individual Trees	Failure of saplings	Dead saplings	Replacement of saplings
Offsetting Areas				
During monitoring (Year 1+)	Other neutral grassland	Cover of scrub is more than 5 %	Monitoring survey identifies excess of scrub	Removal of scrub
During monitoring (Year 1+)	Other neutral grassland	Species indicative of suboptimal condition (undesirable	Monitoring survey identifies undesirable species	Removal of undesirable species

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		species) more than 5%		
During monitoring (Year 1+)	Open Mosaic Habitat	Invasive non-native species present	Monitoring survey identifies invasive non-native species	Removal of invasive non-native species
During monitoring (Year 1+)	Open Mosaic Habitat	Lacks spatial diversity and bare ground (area becomes homogeneous)	Monitoring survey identifies lack of bare ground and lack of diversity of early successional communities	Introduction of scrapes
During monitoring (Year 1+)	Wet woodland	Invasive non-native species present	Monitoring survey identifies invasive non-native species	Removal of invasive non-native species

7.0 MONITORING AND REPORTING SCHEDULE

7.1 MONITORING AND REPORTING STRATEGY

A Monitoring Report will be produced at the beginning of the intervention period and then at Years 5, 10, 15, 20, 25 and 30. To inform this report, an inspection of the site should be undertaken at the monitoring frequency noted in Tables 7 and 8 and Appendices C and D, these results would be included within the Monitoring Report alongside a summary of the management of the site over the last period and the measures achieved.

The report need not be produced by an Ecologist, but by someone with sufficient authority and time on site to influence activities that may affect biodiversity as well as monitor the measures that have been put in place.

Reports should be completed using the Natural England HMMPT Monitoring Report Template (Natural England, 2024).

Table 7. Monitoring and reporting schedule per habitat type – Main Works Site

Area	Habitat Measure	Habitat type	Ecological Monitoring Years
Main Site			
Main Site	Retained	Modified grassland	Years 1, 5, 10, 15, 20, 25 and 30.
		Other broadleaved woodland	Years 1, 5, 10, 20 and 30.
		Open Mosaic Habitats on Previously Developed Land	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
	Creation	Other neutral Grassland	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
		Urban – Introduced shrub	N/A
		Urban trees	Six months and Years 1, 3, 5, 7, 10, 13, 15, 20, 25 and 30.
		Open Mosaic Habitats on Previously Developed Land	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
		Urban – Developed land; Sealed surface	N/A
		Non-native hedgerow	N/A
	Enhanced	Woodland and forest – Wet woodland	Years 1, 5, 10, 20 and 30.

Table 8. Monitoring and reporting schedule per habitat type – BNG Offsetting Areas

Area	Habitat Measure	Habitat type	Ecological Monitoring Years
BNG Offsetting Areas			
Area 1	Retained	Modified grassland	Years 1, 5, 10, 15, 20, 25 and 30.
		Urban trees	Years 1, 5, 10, 15, 20, 25 and 30.
Area 2	Retained	Other neutral grassland	Years 5, 10, 15, 20, 25 and 30.
Area 3	Retained	Open Mosaic Habitats on Previously Developed Land	Years 1, 5, 10, 15, 20, 25 and 30.
Area 4	Retained	Other broadleaved woodland	Years 1, 5, 10, 20 and 30.
Area 1 and 2	Creation	Open Mosaic Habitats on Previously Developed Land	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
Area 1	Enhanced	Other neutral grassland - OMHoPDL	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
		Ruderal / ephemeral - OMHoPDL	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
		Bramble scrub - OMHoPDL	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
		Wet woodland	Years 1, 5, 10, 20 and 30.
Areas 1 and 2	Enhanced	Open Mosaic Habitats on Previously Developed Land	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
Area 3	Enhanced	Wet woodland	Years 1, 5, 10, 20 and 30.
Area 4	Enhanced	Ruderal / Ephemeral - OMHoPDL	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
		Open Mosaic Habitats on Previously Developed Land	Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.

7.2 ADAPTIVE MANAGEMENT

Adaptive management is a systematic approach to natural resource management that involves monitoring and evaluating the effectiveness of management actions then adjusting as necessary to improve outcomes over time. It is an iterative process in which management actions are followed by targeted monitoring outcomes. These, in turn, inform the ongoing management.

In consideration of the risks identified in Table 6, these will be evaluated within subsequent monitoring surveys and reports. Where risks have been highlighted, or further risks are identified throughout the monitoring process, remedial measures will be put in place. Where the initial remedial measures detailed

in Table 6 are considered to be failing at addressing any identified risks, further remedial strategies will be detailed within subsequent monitoring reports.

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FIGURES

Figure 1 – Biodiversity Net Gain (BNG) Boundaries

Figure 2 – Pre-Development Habitat Plan – Main Works

Figure 3 – Post-Development Plan – Main Works

Figure 4 – Retained Areas – Main Works

Figure 5 – BNG Off-setting Options – Pre-intervention

Figure 6 - BNG Off-setting Options – Post-intervention

Figure 7 - Retained Areas – Off-Setting Areas



Biodiversity Net Gain (BNG)
Boundaries - Main Works Site
Leconfield Industrial Estate – Main Works



Morgan Sindall Construction
Legend

-  Wider site boundary
-  Biodiversity Net Gain (BNG) offsetting sites
-  Construction boundary

Notes:

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Figure No. 1
Revision No. A
05 May 2026

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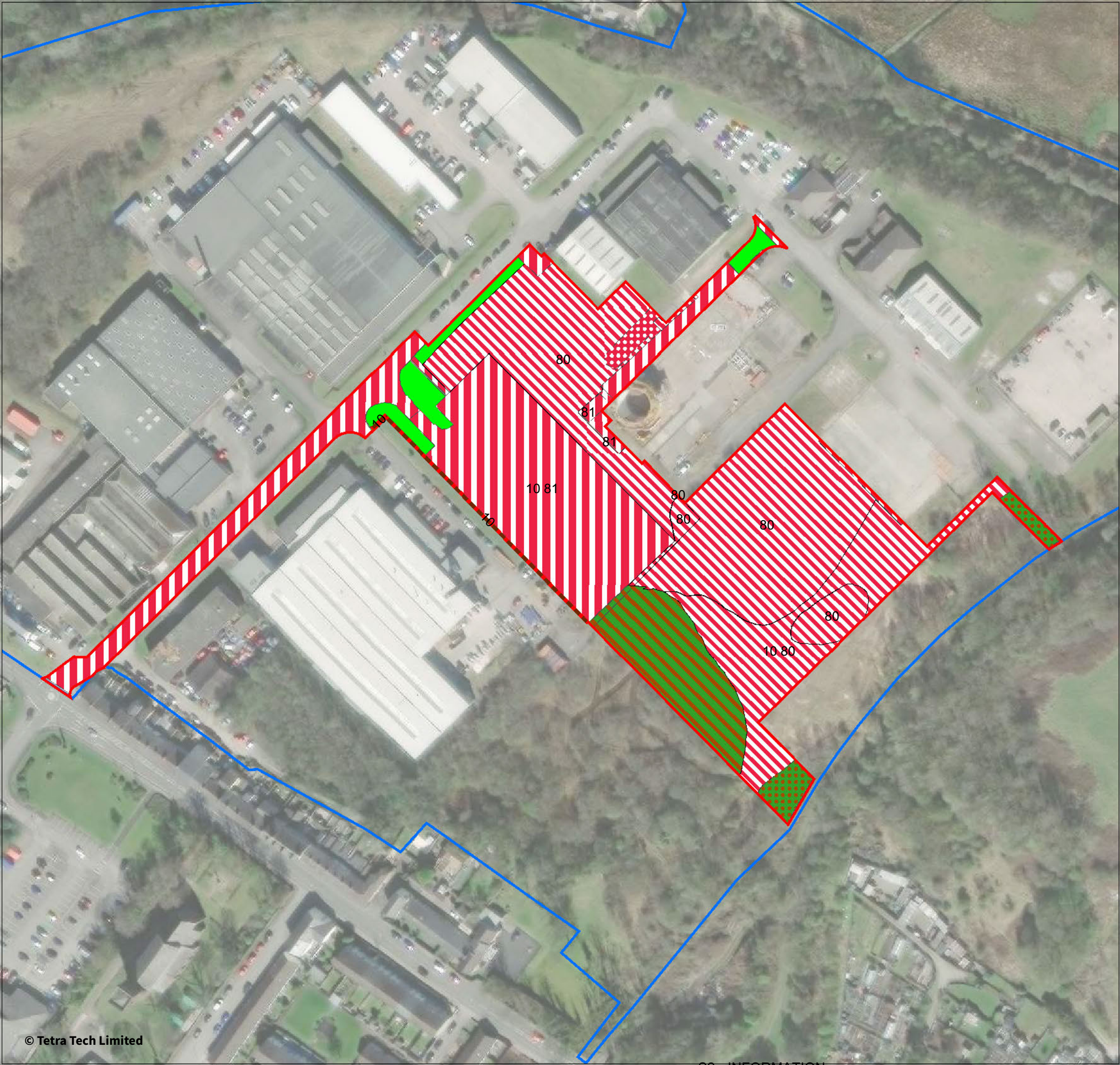
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Pre-Development Plan - Main Works Site

Leconfield Industrial Estate – Main Works



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Legend

- Construction boundary
- Ownership boundary
- g4 - Modified grassland
- u1b - Developed land, sealed surface
- u1c - Artificial unvegetated unsealed surface
- u1f - Sparsely vegetated urban land
- w1d - Wet woodland
- w1g - Other woodland, broadleaved
- u1e - Built linear feature

Secondary Code:
10 - Scattered scrub
80 - Open mosaic habitats on previously developed land
81 - Ruderal or ephemeral

Symbology defined by UK Habs. <https://ukhab.org/ukhab-documentation/>

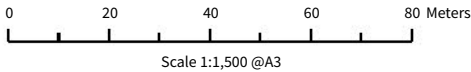
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Figure No. 2

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Post-Development Plan - Main Works Site



Leconfield Industrial Estate – Main Works

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Legend

- Construction boundary
- g3c - Other neutral grassland
- g4 - Modified grassland
- u1 - Built-up areas and gardens
- u1b - Developed land, sealed surface
- u1b5 - Buildings
- u1f - Sparsely vegetated urban land
- w1d - Wet woodland
- w1g - Other woodland, broadleaved
- h2b - Non-native and ornamental hedgerow
- Urban tree

Symbology defined by UK Habs. <https://ukhab.org/ukhab-documentation/>

Notes: For further information on post-development condition and management, see Appendix K.

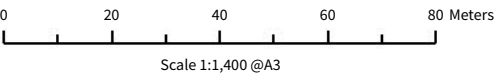
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Figure No. 3

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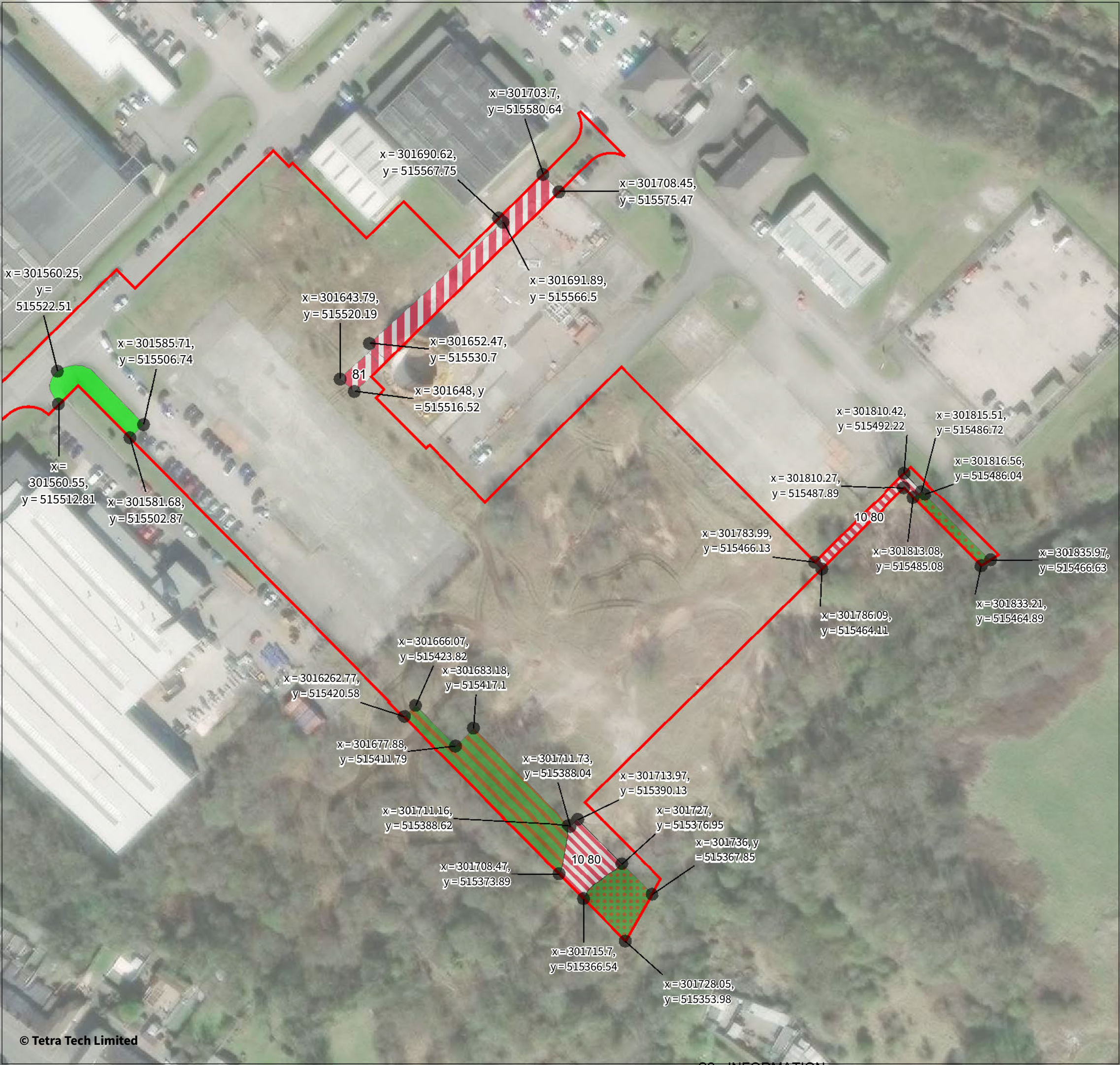
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Retained Areas - Main Works Site

Leconfield Industrial Estate - Main Works



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Legend

- Construction boundary
- u1f - Sparsely vegetated urban land
- w1d - Wet woodland
- w1g - Other woodland, broadleaved
- g4 - Modified grassland
- u1b - Developed land, sealed surface
- Retention points

Secondary Code:
10 - Scattered scrub
80 - Open mosaic habitats on previously developed land
81 - Ruderal or ephemeral

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Notes: For further information on post-development condition and management, see Appendix K.

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Figure No. 4

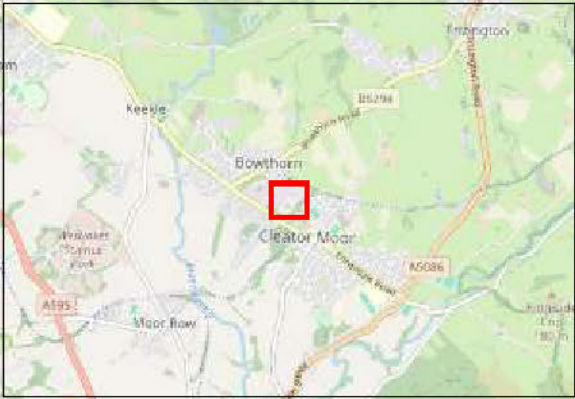
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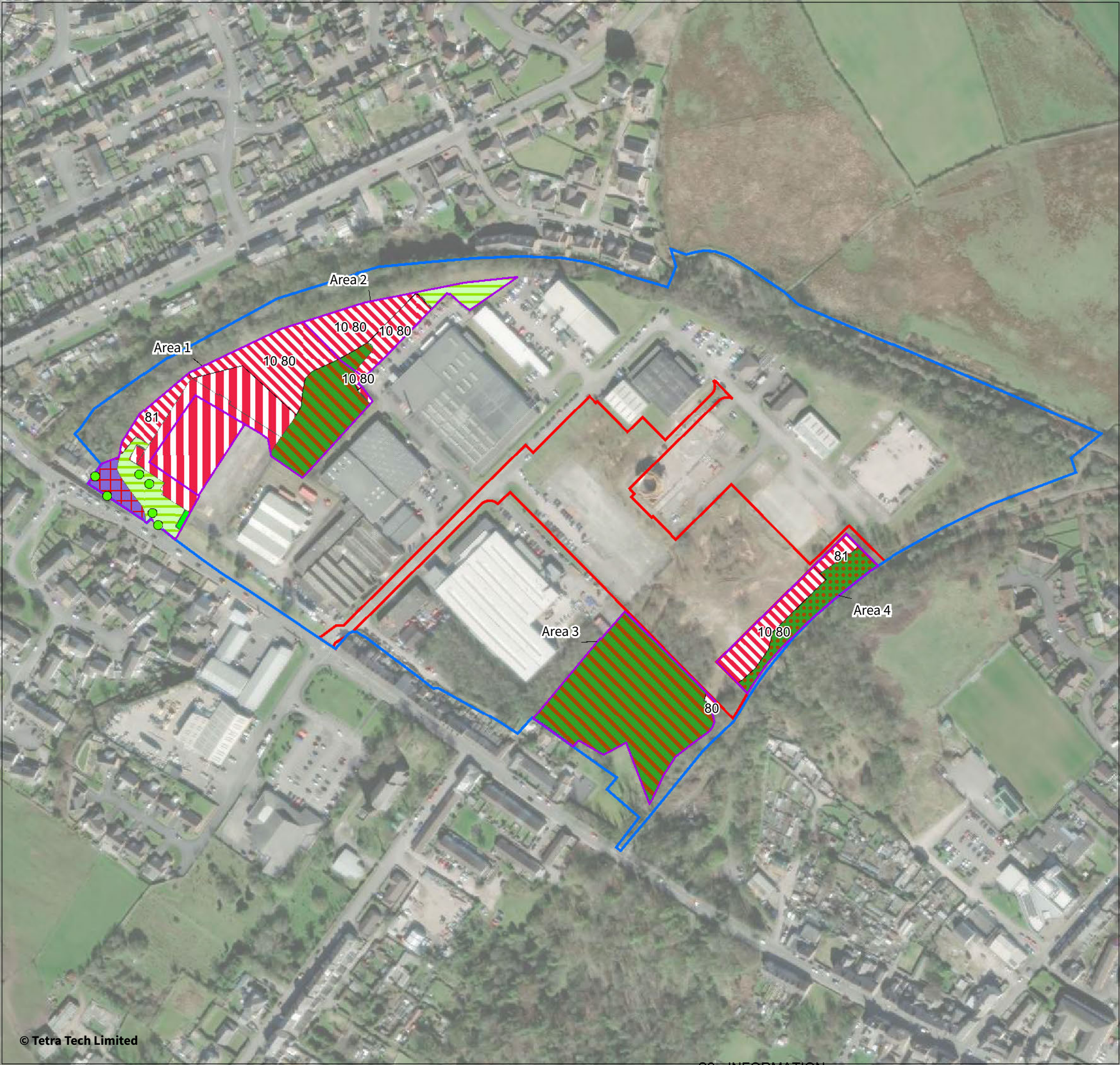
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BNG Offsetting Options – Pre-Intervention - BNG Offsetting Area

Leconfield Industrial Estate – Main Works



Morgan Sindall Construction

Legend

- Construction boundary
- Ownership boundary
- BNG offsetting areas
- g3c - Other neutral grassland
- g4 - Modified grassland
- h3d - Bramble scrub
- u1b - Developed land, sealed surface
- u1f - Sparsely vegetated urban land
- w1d - Wet woodland
- w1g - Other woodland, broadleaved
- Urban trees (6)

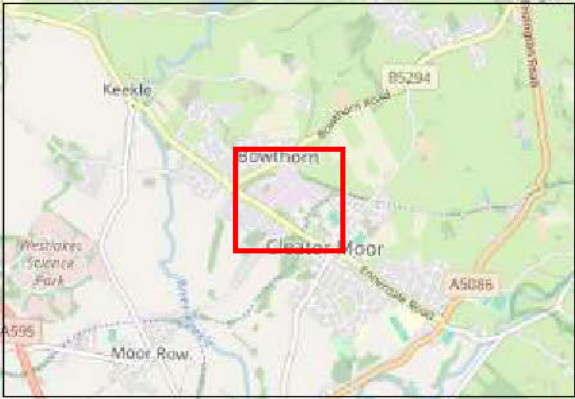
Secondary Codes:
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80 - Open mosaic habitats on previously developed land
81 - Ruderal or ephemeral

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Existing open mosaic habitat.
Enhance to good condition through creation of bare ground/scrapes.

Break up existing slab and create OMHoPDL by spreading low fertility substrates on site as a base to allow colonisation by vegetation. These areas can be seeded or allowed to naturally colonise.

Enhance wet woodland to moderate condition by protecting from disturbance and encouraging structural diversity by introducing rotational coppicing. Opening up of the canopy will encourage woodland regeneration and native understory planting can be introduced if needed.

Area 1

Area 2

Area 3

Area 4

Habitats considered together and managed as a mosaic of OMoPDL habitat. Management includes grading of grassland and scrub ecotomes.

Enhance to good condition. Cotoneaster removal was conducted in this area in March 2025. This should be monitored for INNS with remedial action to control and eradicate INNS as required.

Enhance wet woodland to good condition by protecting from disturbance and retention of deadwood.

BNG Offsetting Options – Post-Intervention - BNG Offsetting Area

Leconfield Industrial Estate – Main Works

Morgan Sindall Construction

Legend

- Construction boundary
- Ownership boundary
- BNG offsetting areas
- g3c - Other neutral grassland
- g4 - Modified grassland
- u1b - Developed land, sealed surface
- u1f - Sparsely vegetated urban land
- w1d - Wet woodland
- w1g - Other woodland, broadleaved
- Urban trees

Secondary Codes:

- 10 - Scattered scrub
- 80 - Open mosaic habitats on previously developed land
- 81 - Ruderal or ephemeral

Symbology defined by UK Habs. <https://ukhab.org/ukhab-documentation/>

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Figure No. 6

Revision No. A

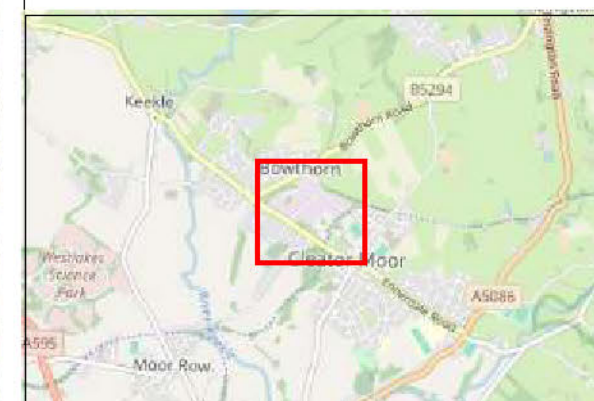
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Retained Areas - Off-setting Areas - Main Works Site

Leconfield Industrial Estate - Main Works



Morgan Sindall Construction

Legend

- Construction boundary
- BNG offsetting areas
- Ownership boundary
- g3c - Other neutral grassland
- g4 - Modified grassland
- u1f - Sparsely vegetated urban land
- w1g - Other woodland, broadleaved
- Urban trees
- Retention points

Symbology defined by UK Habs. <https://ukhab.org/ukhab-documentation/>

Notes: For further information on post-development condition and management, see Appendix K.

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Figure No. 7

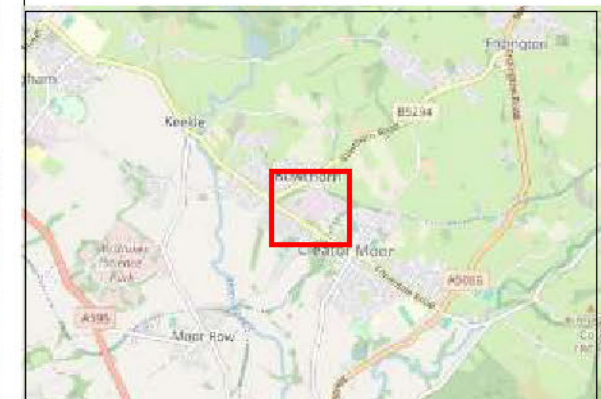
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APPENDICES

APPENDIX A: REPORT CONDITIONS

APPENDIX B: MASTERPLAN AND LANDSCAPING DRAWINGS

APPENDIX C: MAIN SITE WORKS - HABITAT CREATION, RETENTION AND ENHANCEMENT

APPENDIX D: OFFSETTING AREAS - HABITAT CREATION, RETENTION AND ENHANCEMENT

APPENDIX E: MANAGEMENT CHECKLIST

APPENDIX F: SPECIES LISTS

APPENDIX G: HABITAT CREATION GUIDANCE

APPENDIX A: REPORT CONDITIONS

This Report has been prepared using reasonable skill and care for the sole benefit of Morgan Sindall Construction (“the Client”) for the proposed uses stated in the report by Tetra Tech Limited (“Tetra Tech”). Tetra Tech exclude all liability for any other uses and to any other party. The report must not be relied on or reproduced in whole or in part by any other party without the copyright holder’s permission.

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The report refers, within the limitations stated, to the environment of the site in the context of the surrounding area at the time of the inspections. Environmental conditions can vary and no warranty is given as to the possibility of changes in the environment of the site and surrounding area at differing times. No investigative method can eliminate the possibility of obtaining partially imprecise, incomplete or not fully representative information. Any monitoring or survey work undertaken as part of the commission will have been subject to limitations, including for example timescale, seasonal and weather-related conditions. Actual environmental conditions are typically more complex and variable than the investigative, predictive and modelling approaches indicate in practice, and the output of such approaches cannot be relied upon as a comprehensive or accurate indicator of future conditions. The “shelf life” of the Report will be determined by a number of factors including; its original purpose, the Client’s instructions, passage of time, advances in technology and techniques, changes in legislation etc. and therefore may require future re-assessment.

The whole of the report must be read as other sections of the report may contain information which puts into context the findings in any executive summary.

Tetra Tech reserves the right to share this Report and any related materials, surveys, drawings and/or documents at any time with the relevant Local Ecological Records Centre (LERC), any relevant statutory body or organisation as Tetra Tech may reasonably require from time-to-time.

The performance of environmental protection measures and of buildings and other structures in relation to acoustics, vibration, noise mitigation and other environmental issues is influenced to a large extent by the degree to which the relevant environmental considerations are incorporated into the final design and specifications and the quality of workmanship and compliance with the specifications on site during construction. Tetra Tech accept no liability for issues with performance arising from such factors.

APPENDIX B: MASTERPLAN AND LANDSCAPING DRAWINGS

Table B.1 Landscaping Documents Used to Inform the HMMP

Part of Site	Document Title
Main Works	LUF-ONE-ZZ-XX-D-L-0001-P26_LandscapeSitePlan
Main Works	LUF-ONE-ZZ-XX-D-L-0601_P02_HardLandscapeDetails
Main Works	LUF-ONE-ZZ-XX-D-L-0604-P01_SoftLandscapeDetail
Main Works	LUF-ONE-ZZ-XX-D-L-0601_P02_HardLandscapeDetails
Main Works	LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet1of3
Main Works	LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet2of3
Main Works	LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet3of3
Main Works	LUF-ONE-ZZ-XX-D-L-0401-P08_TypicalMoundSections
BNG Offsetting Areas	LUF-ONE-ZZ-XX-D-L-1001-P04_BNGOffsetArea-SoftLandscapeGA
BNG Offsetting Areas	LUF-ONE-ZZ-XX-D-L-1201-P03_BNGOffsetArea-PlantingPlan
BNG Offsetting Areas	LUF-ONE-ZZ-XX-D-L-1401-P02_BNGOffsetArea-MoundSection
BNG Offsetting Areas	Romar Views

Table B.2: Post-Development Landscaped Habitats and their Conversion into UKHab (as shown on Figures 3 and 6) and BNG Category

Habitat Terminology on Landscape Plan (Appendix B) Drawing: LUF-ONE-ZZ-XX-D-L-0001-P26_LandscapeSitePlan	UKHab Code	UKHab Secondary Codes	Corresponding BNG Metric Category
Ornamental planting	u1 - Built-up areas and gardens	847 – Introduced shrub	Urban – Introduced shrub

Leconfield Industrial Estate – Main Works Site
Habitat Management and Monitoring Plan

Hedgerow	h2b – Non-native and ornamental hedgerow hedgerow		Non-native and ornamental hedgerow
Wildflower meadow / Species rich grassland	g3c – Other neutral grassland		Grassland - Other neutral grassland
Open calcareous grassland	u1f – Sparsely Vegetated Urban Land	80 – Open Mosaic habitats on previously developed land	Urban – Open mosaic habitats on previously developed land
Species rich neutral grassland			
Heathland mix			
Cut concrete planks			
Gabions			
Proposed trees	Urban tree		Individual tree – Urban tree
Vehicular grade Asphalt	u1b – Developed land; sealed surface		Urban - Developed land; sealed surface
Pedestrian grade Asphalt			
Building edge concrete block paving			
Gravel			
Concrete hardstand			
Permeable concrete paving type 1			
Permeable concrete paving type 2			
Tactile Blister paving			
Tactile Corduroy paving			

APPENDIX C: MAIN WORKS SITE - HABITAT CREATION, RETENTION AND ENHANCEMENT

The below habitat retention, creation and enhancements measures are based on the required management to fulfil the habitat conditions as per Natural England Statutory Biodiversity Metric condition assessment criteria (Defra, 2024). Habitat management is subject to change based on any dynamic management recommendations provided after monitoring.

Monitoring is to be completed by a suitably qualified Ecologist in the years stated to ensure the habitat is meeting the required (UKHab Ltd. , 2023) category and condition. Reports will be produced after every scheduled monitoring event. Reports should be completed using the Natural England HMMPT Monitoring Report Template (Natural England, 2024).

Table C1. Ways of Generating Habitat Units in the Metric and Key for Table C2

Action Type	Description
Retention (no change in condition)	The habitat is managed to maintain the current condition.
Creation (Habitat change)	The baseline habitat is changing from one habitat type to a higher distinctiveness habitat type.
Enhancement (Condition change)	The baseline habitat condition is reviewed. The Condition Assessment criteria that the habitat is failing are identified. The identified criteria are targeted for management, with the aim of improving the baseline habitat condition.

Table C2. Summary of Condition Required and Associated Management for Habitats within the Main Site

Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
Retained habitats						
Modified grassland	Retention	Good	N/A	Grassland (Low distinctiveness)	The habitat should be retained at the current condition of good. To achieve this six to seven criteria should be achieved including essential Criterion A. There are 6-8 vascular plant species per m² present, including at least two forbs. Any scrub present accounts for less than 20% of the total grassland area. (Some scattered scrub such as bramble <i>Rubus fruticosus</i> agg. may be present). Physical damage is evident in less than 5 % of total grassland area. Cover of bare ground is between 1 % and 10 %, including localised areas (for example, a concentration of rabbit warrens). Cover of bracken is less than 20 %. There is an absence of invasive non-native plant species (as listed on Schedule 9 of Wildlife and Countryside Act 1981 as amended).	Modified grassland to be monitored at Years 1, 5, 10, 15, 20, 25 and 30.
Other broadleaved woodland	Retention	Moderate	N/A	Woodland	To achieve this a score of 26 - 32 should be achieved. An age distribution of trees. - Three age classes present (3)	Woodland to be monitored

Leconfield Industrial Estate – Main Works Site

Habitat Management and Monitoring Plan

Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
					- Two age classes present (2) - One age class present (1) B Wild, domestic and feral herbivore damage - No significant browsing damage evident in woodland (3) - Evidence of significant browsing pressure is present in 40 % or less of whole woodland (2) - Evidence of significant browsing pressure is present in 40 % or more of whole woodland (1) C Invasive plant species - No invasive species present in woodland (3) - Rhododendron or laurel not present, other invasive species < 10 % cover (2) - Rhododendron or laurel present, or other invasive species > 10% cover (1) D Number of native tree species - Five or more native tree or shrub species found across woodland parcel (3) - Three to four native tree or shrub species found across woodland parcel (2) - None to two native tree or shrub species across woodland parcel (1) E Cover of native tree and shrub species - > 80 % of canopy trees and >80 % of understory shrubs are native (3) - 50-80 % of canopy trees and 50-80 % of understory shrubs are native (2) - < 50 % of canopy trees and <50 % of understory shrubs are native (1)	at Years 1, 5, 10, 20 and 30.

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Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
					F Open space within woodland - 10 – 20 % of woodland has areas of temporary open space, unless woodland is <10 ha in which case lower threshold of 10% does not apply (3) - 21- 40 % of woodland has areas of temporary open space (2) - More than 40 % of woodland has areas of temporary open space (1) G Woodland Regeneration - All three classes present in woodland; trees 4-7 cm dbh, saplings and seedlings or advanced coppice regrowth (3) - One or two classes only present in woodland (2) - No classes or coppice regrowth present in woodland (1) H Tree health - Tree mortality less than 10 %, no pests or diseases and no crown dieback (3) - 11 % to 25 % mortality and/or crown dieback or low risk pest or disease present (2) - Greater than 25 % tree mortality and or any high risk pest or disease present (1) I Vegetation and ground flora - Ancient woodland flora indicators present (3) - Recognisable NVC plant community present (2) - No recognisable NVC community (1) J Woodland vertical structure - Three or more canopy / shrub storeys across all survey plots or a complex woodland (3)	

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Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
					- Two canopy / shrub storeys across all survey plots (2) - One or less canopy / shrub storey across all survey plots (1) K Veteran trees - Two or more veteran trees per hectare (3) - One veteran tree per hectare (2) - No veteran trees present in woodland (1) L Amount of deadwood - 50 % of all survey plots within the woodland parcel have standing deadwood, large dead branches/ stems and stumps (3) - Between 25 % and 50 % of all survey plots within the woodland parcel have standing deadwood, large dead branches/ stems and stumps (2) - Less than 25 % of all survey plots within the woodland parcel have standing deadwood, large dead branches/ stems and stumps (1) M Woodland disturbance - No nutrient enrichment or damaged ground evident (3) - Less than 1 hectare in total of nutrient enrichment across woodland area and / or less than 20 % of woodland area has damaged ground (2) - More than 1 hectare of nutrient enrichment and/or more than 20 % of woodland area has damaged ground (1)	

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Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
Open Mosaic Habitats on Previously Developed Land	Retention	Moderate	N/A	Urban	The habitat should be retained at the current condition of moderate. To achieve this two to three criteria should be achieved. OMHoPDL should form a mosaic and a single structural habitat component or vegetation type should not account for more than 80 % of the total habitat area. Vegetation structure is varied, providing opportunities for invertebrates to live, eat and breed. The parcel should contain different plant species that are beneficial for wildlife for example flowering species providing nectar sources for a range of invertebrates at different times of the year. If scrub becomes dense or covers greater than 20 % of area, then this should be managed. Monitoring for INNS and removal if become established.	OMHoPDL to be monitored at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
Urban – Developed land; Sealed surface	Retention	N/A	N/A	N/A	This condition is pre-set in the metric. NA – no set prescription required due to the habitat's pre-set condition.	N/A
Created habitats						
Other neutral grassland	Creation	Moderate	5	Grassland (medium to high distinctiveness)	Target condition is 'moderate' in five years. To achieve this, must achieve three to four criteria including essential Criterion A.	Other neutral grassland to be monitored

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Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
					Effort should be made to relate the plants and habitats within this area the retained OMHoPDL within the Main Works Site and Offsetting Area 4 this will encourage connectivity between the site and offsetting areas and increase the resources available to pollinators, (see Appendix F for a species list). A native meadow seed mix (e.g. EM3 Special general purpose meadow mix by Emorsgate) should be used to establish the grassland or seeds of local provenance should be used. A seed mix containing at least nine different species, should be used. To contribute towards grassland diversity (Criterion A) an infrequent mowing regime should be implemented to ensure flowers are allowed to set seed. Removal of arisings will reduce fertility and aid species richness. Scrub and bracken should not be allowed to colonise the grassland and if present should be managed so that cover is less than 20 % of the area (Criterion D). Physical damage such as access or storage on grassland should be avoided (Criterion E).	at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
Urban – Introduced shrub	Creation	N/A	1	Urban	Target condition is 'N/A' in one year. This condition is pre-set within the metric. NA – no set prescription required due to the habitat's pre-set condition.	N/A
Urban trees	Creation	Moderate	27 years	Individual Trees	Target condition is 'moderate' in 27 years. To achieve these three to four criteria should be achieved.	Urban trees to be

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Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
					Trees should be native (when possible). The canopy should be continuous, with gaps in canopy cover making up <10 % of total area and no gap being >5 m wide. The trees are mature (after 27 years). Ensure that trees are oversailing vegetation not hardstanding (Criterion 6) and maintain tree protection areas. Avoid physical damage and vandalism, including mowing to the base of trees, waste tipping or excessive pruning (Criterion 4).	monitored at six months and Years 1, 3, 5, 7, 10, 13, 15, 20, 25 and 30.
Open Mosaic Habitat	Creation	Good	10	Urban	Target condition is 'Good' in 10 years. To achieve these four criteria should be achieved including a complete absence of non-native species. Created OMHoPDL should form a mosaic and a single structural habitat component or vegetation type should not account for more than 80% of the total habitat area. Vegetation structure is varied, providing opportunities for invertebrates to live, eat and breed. The habitat should include at least four early successional communities (a) – (i): (a) annuals, (b) mosses/liverworts, (c) lichens, (d) ruderals, (e) inundation species, (f) open grassland, (g) flower-rich grassland, (h) heathland, (i) pools. The parcel should contain different plant species that are beneficial for wildlife for example flowering species providing nectar sources for a range of invertebrates at different times of the year.	OMHoPDL to be monitored at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.

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Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
					If scrub becomes dense or covers greater than 20% of area, then this should be managed. Monitoring for INNS and removal if become established.	
Urban – Developed land; Sealed surface	Creation	N/A	0	N/A	This condition is pre-set in the metric. NA – no set prescription required due to the habitat's pre-set condition.	N/A
Non-native hedgerow	Creation	Poor	3	N/A	Target condition is 'poor' in three years. This condition is pre-set within the metric. N/A – no set prescription required due to the habitat's pre-set condition.	N/A
Enhanced Habitats						
Woodland and forest – Wet woodland	Enhanced	Moderate - good	30+ years	Woodland	To achieve this a score of >32 of 39 should be achieved. Woodland currently scores 27. Remove any litter or fly tipping. Retain deadwood (+1-2). Protect from disturbance, monitor and remove any new litter or flytipping (Criteria M: +2). Removal of invasive species including hollyberry and rhodendron (Criteria C: +1)	Woodland to be monitored at Years 1, 5, 10, 20 and 30.

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Habitat Type	Habitat Measure	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
					Encourage structural diversity of canopy and understory, by introducing rotational coppicing (Criteria J: +1)	

APPENDIX D: OFFSETTING AREAS - HABITAT CREATION, RETENTION AND ENHANCEMENT

The below habitat creation and enhancements measures are based on the required management to fulfil the habitat conditions as per Natural England Statutory Biodiversity Metric condition assessment criteria (Defra, 2024). Habitat management is subject to change based on any dynamic management recommendations provided after monitoring.

Monitoring is to be completed by a suitably qualified Ecologist in the years stated to ensure the habitat is meeting the required (UKHab Ltd. , 2023) category and condition. Reports will be produced after every scheduled monitoring event. Reports should be completed using the Natural England HMMPT Monitoring Report Template (Natural England, 2024).

Table D1. Ways of Generating Habitat Units in the Metric and Key for Table D2

Action type	Description
Retention (no change in condition)	The habitat is managed to maintain the current condition.
Creation (Habitat change)	The baseline habitat is changing from one habitat type to a higher distinctiveness habitat type.
Enhancement (Condition change)	The baseline habitat condition is reviewed. The Condition Assessment criteria that the habitat is failing are identified. The identified criteria are targeted for management, with the aim of improving the baseline habitat condition.

Table D2. Summary of Condition Required and Associated Management for Habitats within the Offsetting Areas

Existing habitat Type	Habitat Measure	Target Habitat	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
Retained habitats							
Area 1							
Modified grassland	Retention	Modified grassland	Moderate	N/A	Grassland (Low distinctiveness)	The habitat should be retained at the current condition of moderate. To achieve this four to five criteria should be achieved including essential Criterion A. There are six to eight vascular plant species per m² present, including at least two forbs. Any scrub present accounts for less than 20 % of the total grassland area. (Some scattered scrub such as bramble may be present). Physical damage is evident in less than 5 % of total grassland area. Cover of bracken is less than 20 %. There is an absence of invasive non-native plant species (as listed on Schedule 9 of Wildlife and Countryside Act 1981 as amended).	Modified grassland to be monitored at Years 1, 5, 10, 15, 20, 25 and 30.
Urban trees	Retention	Urban trees	Moderate	N/A	Individual tree	The habitat should be retained at the current condition of moderate. To achieve this three to four criteria should be achieved. The tree is native.	Existing urban trees to be monitored

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Existing habitat Type	Habitat Measure	Target Habitat	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
						The tree canopy is continuous. More than 20 % of the tree is oversailing vegetation.	at 5, 10, 15, 20, 25 and 30.
Area 2							
Other neutral grassland	Retention	Other neutral grassland	Good	N/A	Grassland (medium to high distinctiveness)	The habitat should be retained at the current condition of good. To achieve this, the grassland must achieve five to six criteria including essential Criterion A. Scrub and bracken should not be allowed to colonise the grassland and if present should be managed so that cover is less than 20 % of the area (Criterion D). Physical damage such as access or storage on grassland should be avoided (Criterion E).	Other neutral grassland to be monitored at Years 5, 10, 15, 20, 25 and 30.
Area 3							
OMHoPDL	Retention	OMHoPDL	Moderate	N/A	Urban	The habitat should be retained at the current condition of moderate. To achieve this two to three criteria should be achieved. OMHoPDL should form a mosaic and a single structural habitat component or vegetation type should not account for more than 80 % of the total habitat area. Vegetation structure is varied, providing opportunities for invertebrates to live, eat and breed. The parcel should contain different plant species that are beneficial for wildlife for example flowering species	OMHoPDL to be monitored at Years 1, 5, 10, 15, 20, 25 and 30.

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Existing habitat Type	Habitat Measure	Target Habitat	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
						providing nectar sources for a range of invertebrates at different times of the year. If scrub becomes dense or covers greater than 20 % of area, then this should be managed. Monitoring for INNS and removal if become established.	
Area 4							
Other broadleaved woodland	Retention	Other broadleaved woodland	Moderate	N/A	Woodland	To achieve this a score of 26 - 32 should be achieved. To maintain this condition, no INNS should be present. The habitat should be monitored for INNS and these should be removed if they become established. Fallen and standing deadwood should be retained, when safe to do so. Regular litter picking and removal of any flytipping.	Woodland to be monitored at Years 1, 5, 10, 20 and 30.
Created habitats							
Areas 1 and 2							
Developed land; sealed surfaces	Created	OMHoPDL	Good	10	Urban	Break up existing slab. The created open mosaic habitat will comprise mounded areas of species-rich neutral grassland, lowland calcareous grassland and scrapes. The scrapes will either comprise bare ground or low fertility substrates. The aim is to create a structurally and spatially diverse habitat, that supports a range of plant and invertebrate species.	OMHoPDL to be monitored at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.

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Existing habitat Type	Habitat Measure	Target Habitat	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
						Target condition is 'Good' in 10 years. To achieve this four criteria should be achieved including a complete absence of non-native species. Created OMHoPDL should form a mosaic and a single structural habitat component or vegetation type should not account for more than 80 % of the total habitat area. Vegetation structure is varied, providing opportunities for invertebrates to live, eat and breed. The habitat should include at least four early successional communities (a) – (i): (a) annuals, (b) mosses/liverworts, (c) lichens, (d) ruderals, (e) inundation species, (f) open grassland, (g) flower-rich grassland, (h) heathland, (i) pools. The parcel should contain different plant species that are beneficial for wildlife for example flowering species providing nectar sources for a range of invertebrates at different times of the year. If scrub becomes dense or covers greater than 20 % of area, then this should be managed. Monitoring for INNS and removal if become established.	
Enhanced Habitats							
Area 1							
Other neutral grassland	Enhanced	OMHoPDL	Good	10	Urban	This area will be included and assessed with the OMHoPDL habitat to form a mosaic of habitats.	OMHoPDL to be monitored

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Existing habitat Type	Habitat Measure	Target Habitat	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
						Other neutral grassland is present in the northwest of the site. Approximately 0.09 ha of the 0.14 ha area comprises a flat area adjacent to the hardstanding area. The other 0.05 ha is on a south-facing slope to Leconfield Street. It is proposed to retain the sloped area with no new management and to manage the 0.09ha area to increase the species richness of the grassland sward. The recommended grassland management is regular mowing with removal of cuttings to reduce soil fertility and to reduce the dominance of coarse grasses.	at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
Ruderal/ephemeral	Enhanced	OMHoPDL	Good	10	Urban	This area will be included and assessed with the OMHoPDL habitat to form a mosaic of habitats. Passes all four criteria and meets the requirements for good condition including Criterion C (complete absence of INNS).	OMHoPDL to be monitored at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
Bramble scrub	Enhanced	OMHoPDL	Good	10	Urban	Glades are created within the bramble scrub to increase the volume of edge habitats on site. Create two logpiles within cleared areas adjacent to scrub for sheltering reptiles and as invertebrate habitat.	OMHoPDL to be monitored at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.

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Existing habitat Type	Habitat Measure	Target Habitat	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
						Passes all four criteria and meets the requirements for good condition including Criterion C (complete absence of INNS).	
OMHoPDL	Enhanced	OMHoPDL	Good	10	Urban	Current condition poor, target condition is good in 10 years. The existing OMHoPDL within Areas 1 and 2 currently fails criterion A as it has a closed sward and lacks bare ground (Tetra Tech 2025⁵). The area also failed Criterion D as hollyberry cotoneaster is present and scrub covered 20 % of the area. INNS mapping and method statement for removal. Creation of bare ground/scrapes. To maintain open ground low-fertility substrates can be spread onto areas of bare ground. There should be diversity in the substrates used including leaving areas as bare earth. The scrapes should be allowed to naturally colonise. Three logpiles and hibernacula can be created as habitat for invertebrates, amphibians and reptiles.	OMHoPDL to be monitored at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.
Wet woodland	Enhanced	Wet woodland	Moderate	10	Woodland	Current condition is poor, with a score of 23. Target condition is moderate with a score of 26+. The management aims to reduce disturbance (Criterion M), create a varied structure within the woodland (Criterion J), to promote native tree and shrub growth	Woodland to be monitored at Years 1,

⁵ Tetra Tech (2025): Leconfield Industrial Estate – Main Works, Biodiversity Net Gain Assessment V4 2025, Project Number: 784-B065555. Unpublished.

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Existing habitat Type	Habitat Measure	Target Habitat	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
						(Criterion G) and increase the volume of deadwood (Criterion L). Management includes litter picking, reduction of disturbance, retention of fallen deadwood, felling for waste and willow pollarding.	5, 10, 20 and 30.
Area 3							
Wet woodland	Enhanced	Wet woodland	Good	30+	Woodland	Current condition is moderate, with a score of 27. To achieve this a score of >32 of 39 should be achieved. The management aims to eradicate invasive species (Criterion C), create a varied structure within the woodland (Criterion J), increase the volume of deadwood (Criterion L) and reduce disturbance (Criterion M). Treat or remove affected ash trees, replant after ash removal, or allow natural regeneration to occur in gaps.	Woodland to be monitored at Years 1, 5, 10, 20 and 30.
Area 4							
Ruderal / ephemeral	Enhanced	OMHoPDL	Good	10	Urban	This area will be included and assessed with the OMHoPDL habitat to form a mosaic of habitats. Passes all 4 criteria and meets the requirements for good condition including Criterion C (complete absence of INNS).	OMHoPDL to be monitored at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.

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Existing habitat Type	Habitat Measure	Target Habitat	Target Condition	Time to Target Condition (Years)	Habitat Condition Sheet	Condition Criteria and Maintenance Actions	Ecological Monitoring Years
OMHoPDL	Enhanced	OMHoPDL	Good	10	Urban	Current condition is moderate, target condition is good in 10 years. Failed Criterion C (presence of INNS). Cotoneaster removal was conducted in this area in March 2025. A walkover survey to be conducted in Year 1 to check for presence of INNS with remedial action to control and eradicate INNS as required. If the area becomes dominated by one habitat type, remedial action will be required to reintroduce bare ground or other habitat types into the area. If scrub becomes dense or covers greater than 20 % of area, then this should be managed.	OMHoPDL to be monitored at Years 1, 2, 3, 4, 5, 10, 15, 20, 25 and 30.

APPENDIX E: MANAGEMENT CHECKLIST

Summary of management actions (excluding initial planting) are shown in Tables E1 and E2. The corresponding HMMP report section must be referred to before undertaking any actions. The contractor is to undertake any checks to inform upcoming management, and dynamic ecological monitoring recommendations are to be provided at the intervals as listed in Appendices C and D.

Table E1: Main Works Site Management Checklist – Created Areas

Task / Month		J	F	M	A	M	J	J	A	S	O	N	D
Initial Habitat Creation (Year 0)													
Tree and hedgerow planting.													
Heathland planting													
Grass sowing (best time of year but can be sown all year round as long as ground is workable and can be watered. Summer should be avoided unless plentiful irrigation is available).													
Creation of gabion baskets and concrete planking													
Shrub planting (species dependant).													
Ongoing Management													
Urban Trees, Introduced Shrub and Hedgerows		J	F	M	A	M	J	J	A	S	O	N	D
Year 1	Water trees once a month, during the growing season, for the first year at a rate of 120 L per tree, with additional watering during periods of drought.												
Year 1	Top up mulch as needed.												
Years 1-2	Check planted tree stakes and ties.												
Years 1-2	Adjust tree ties if required.												

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Every two to three years	Prune trees and shrubs if required.												
Years 1-3	Weeding around planted trees as required (urban trees and shrubs).												
Years 1-5	Planted trees and shrubs checked and replaced if failed.												
Every two to three years	Hedge trimming.												
Other Neutral Grassland (created)		J	F	M	A	M	J	J	A	S	O	N	D
Year 1	Cut regularly throughout the winter until April												
Annual	Trim, cut, hand pull or otherwise remove undesirable species if required.												
Annual	Annual grassland cut (above 50 mm) and arising removal.												
Open Mosaic – calcareous grassland (created)		J	F	M	A	M	J	J	A	S	O	N	D
Years 1	Cutting and removal of arisings is needed in the first year to keep the sward shorter than 10 cm.												
Years 2-3	In Year 2 and Year 3 grassland should be mowed once a year, after flowers and grasses have set seed (September-October). All arisings should be left in situ for one to seven days to allow for seed dispersal, before being removed.												
Annual	Trim, cut, hand pull or otherwise remove undesirable species if required.												
Ongoing	Cut and remove any colonising scrub, including bramble.												
Open Mosaic – Heathland (created)		J	F	M	A	M	J	J	A	S	O	N	D
Year 1	Water plants during dry spells or hot weather to aid establishment.												
Annual	Trim, cut, hand pull or otherwise remove undesirable species if required.												
Annual	If areas become grass-dominant, mow/cut and remove arisings, to reduce grass dominance and to encourage heather to grow in a prostrate form (if needed).												
Every 5 years	Once heathland is established if it becomes even aged, introduce varied cutting cycles to encourage different ages of heather stands and increase structural diversity. Ling heather goes through four main												

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	stages of growth: Pioneer stage (5-6 years), Building (6-15 years), Mature (15-25 years) and Senescent (25-30 years).													
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Table E2: Main Works Site Management Checklist – Enhanced Areas

Task		J	F	M	A	M	J	J	A	S	O	N	D
Ongoing Management													
Wet Woodland (Main site and Area 4)		J	F	M	A	M	J	J	A	S	O	N	D
Year 1	Cotoneaster control												
Year 1	Thinning/removal of affected ash trees and retention of deadwood.												
Year 1	Litter picking.												
Years 10 and 20	Willow coppicing												
Years 1, 10 and 20	Log pile creation, retention of deadwood, after removal of affected ash and willow coppicing activities.												
Years 1, 5, 10 and 20	Condition monitoring of woodland.												
Ongoing (yearly)	Cotoneaster control, monitoring for other INNS.												
Ongoing (yearly)	Litter picking.												

Table E3: Off-Setting Areas Management Checklist – Created Areas

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Task / Month		J	F	M	A	M	J	J	A	S	O	N	D
Initial Habitat Creation (Year 0)													
Break up existing slab													
Mound creation													
Grass sowing (best time of year but can be sown all year round as long as ground is workable and can be watered. Summer should be avoided unless plentiful irrigation is available).													
Scrape creation													
Ongoing Management													
Other Neutral Grassland (created)		J	F	M	A	M	J	J	A	S	O	N	D
Annual	Trim, cut, hand pull or otherwise remove undesirable species if required.												
Annual from Year 2	Annual grassland cut (above 50 mm) and arising removal. Leaving some sections of sward on a longer cutting rotation and cutting sward to different heights in different sections will increase structural diversity.												
Years 10 and 20	Periodic disturbance, such as scrape creation (removal of topsoil) will be needed to maintain bare substrates.												
Open Mosaic – calcareous grassland (created)		J	F	M	A	M	J	J	A	S	O	N	D
Years 1	Cutting and removal of arisings is needed in the first year to keep the sward shorter than 10cm.												
Year 5+	The grassland should take three to five years to establish. The aim is a fine grassland sward. If the sward shows signs of fertility, then the grassland should be mowed once a year, after flowers and grasses have set seed (September-October). All arisings should be left in situ for one to seven days to allow for seed dispersal, before being removed.												
Annual	Trim, cut, hand pull or otherwise remove undesirable species if required.												
Ongoing	Cut and remove any colonising scrub, including bramble.												

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Years 10 and 20	Periodic disturbance, such as scrape creation (removal of topsoil) will be needed to maintain bare substrates.												
Open Mosaic – Scrapes (created)		J	F	M	A	M	J	J	A	S	O	N	D
As needed	Periodic disturbance (removal of topsoil) may be needed to maintain bare substrates.												

Table E4: Offsetting Areas Management Checklist – Enhanced Areas

Task		J	F	M	A	M	J	J	A	S	O	N	D
Ongoing Management													
Other Neutral Grassland		J	F	M	A	M	J	J	A	S	O	N	D
Year 1 - 5	Cut grassland two times a year and remove arisings.												
Year 7+	Annual grassland cut (above 50 mm) and arising removal.												
Year 7+	Adjust management based on monitoring (if needed), including over seeding with yellow rattle, a wildflower seed mix, use of greenhay or introducing plug plants.												
Bramble Scrub		J	F	M	A	M	J	J	A	S	O	N	D
Year 1	Selective clearance of scrub to create glades within areas of continuous scrub.												
Year 1	Creation of hibernacula and log piles												
Years 10 and 20	Maintain glades and rides.												
OMHoPDL		J	F	M	A	M	J	J	A	S	O	N	D
Year 1	INNS management / control (cotoneaster and montbretia)												
Year 1	Creation of hibernacula and log piles												
Years 10 and 20	Periodic disturbance, such as scrape creation (removal of topsoil) will be needed to maintain bare substrates.												
Wet Woodland (Area 1 and 2)		J	F	M	A	M	J	J	A	S	O	N	D

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Year 1	Litter picking.												
Year 5 and 15	Single tree felled to waste to generate deadwood												
Year 10 and Year 20	Willow pollarding												
Years 10 and 20	Log pile creation, retention of deadwood.												
Years 1, 5, 10 and 20	Condition monitoring of woodland.												
Ongoing (yearly)	Monitoring for other INNS.												
Ongoing (yearly)	Litter picking.												

APPENDIX F: SPECIES LISTS

Table F.1 Other Neutral Grassland Species List

Meadowmania Species-rich grassland with pollinator focus (LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet3of3 Appendix B).

Common Name	Latin Name
Common / black knapweed	<i>Centaurea nigra</i>
Oxeye daisy	<i>Leucanthemum vulgare</i>
Bird's-foot trefoil	<i>Lotus corniculatus</i>
Red clover	<i>Trifolium pratense</i>
Lesser trefoil	<i>Trifolium dubium</i>
Self-heal	<i>Prunella vulgaris</i>
Yarrow	<i>Achillea millefolium</i>
Field scabious	<i>Knautia arvensis</i>
Lady's bedstraw	<i>Galium verum</i>
Meadow buttercup	<i>Ranunculus acris</i>
Ribwort plantain	<i>Plantago lanceolata</i>
Viper's-bugloss	<i>Echium vulgare</i>
Wild carrot	<i>Daucus carota</i>
Musk mallow	<i>Malva moschata</i>
Wild marjoram	<i>Origanum vulgare</i>
Crested dog's-tail	<i>Cynosurus cristatus</i>
Sheep's fescue	<i>Festuca ovina</i>
Red fescue	<i>Festuca rubra</i>
Sweet vernal grass	<i>Anthoxanthum odoratum</i>
Yellow oat grass	<i>Trisetum flavescens</i>
Meadow fescue	<i>Festuca pratensis</i>

Table F.2 Introduced Shrub Species List

Ornamental Planting Mix 1-3: LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet1of3, Appendix B.

Common Name	Latin Name
Planting Mix 1	
'Ice dance'	<i>Carex sp.</i>
'White-ness'	<i>Geranium macrorrhizum</i>
'Green globe'	<i>Hebe sp.</i>
'Harvington Shades of the Night'	<i>Helleborus x hybridus</i>
'Grosso'	<i>Lavandula x intermedia</i>
'Superba'	<i>Persicaria bistorta</i>
'White flower carpet'	<i>Rosa sp.</i>
'Soldsturm'	<i>Rudbeckia fulgida sullivantii</i>
'Pony tails'	<i>Stipa tenuissima</i>
Planting Mix 2	
'Gold plate'	<i>Achillea filipendulina</i>
'Thrive'	<i>Cistus x obtusifolius</i>
'Goldtau'	<i>Deschampsia cespitosa</i>
'The bride'	<i>Gaura lindheimeri</i>
'Pink princess'	<i>Hesperantha coccinea</i>
'Blue spire'	<i>Peroviskia</i>
'Manteau d'hermine'	<i>Philadelphus</i>
'Hot lips'	<i>Salvis microphylla</i>
Golden oats	<i>Stipa gigantea</i>
Purple top	<i>Verbena bonariensis</i>
Planting Mix 3	
	<i>Choisya ternata</i>
'Blackbird'	<i>Dierama pulcherrimum</i>
'Limelight'	<i>Hydrangea paniculata</i>
'Winter sun'	<i>Mahonia media</i>

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‘Transparent’	<i>Molinia caerulea</i>
Elder - ‘Black lace’	<i>Sambucus nigra</i>
‘Album’	<i>Veronicastrum virginicum</i>

Table F.3 Open Calcareous Grassland

Meadowmania Lowland calcareous grassland mix (UKHab g1b / NVC CG2): LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet1of3, Appendix B.

Common Name	Latin Name
Wild thyme	<i>Thymus polytrichus</i>
Horseshoe vetch (key calcareous indicator)	<i>Hippocrepis comosa</i>
Bird’s-foot trefoil	<i>Lotus corniculatus</i>
Kidney vetch	<i>Anthyllis vulneraria</i>
Meadow clary (if available)	<i>Salvia pratensis</i>
Small scabious	<i>Scabiosa columbaria</i>
Field scabious	<i>Knautia arvensis</i>
Greater knapweed	<i>Centaurea scabiosa</i>
Common knapweed	<i>Centaurea nigra</i>
Lady’s bedstraw	<i>Galium verum</i>
Bladder campion	<i>Silene vulgaris</i>
Clustered bellflower	<i>Campanula glomerata</i>
Harebell	<i>Campanula rotundifolia</i>
Salad burnet	<i>Sanguisorba minor</i>
Hoary plantain	<i>Plantago media</i>
Salad burnet (alternative name)	<i>Poterium sanguisorba</i>
Cowslip	<i>Primula veris</i>
Germander speedwell	<i>Veronica chamaedrys</i>
Rough hawkbit	<i>Leontodon hispidus</i>
Carline thistle	<i>Carlina vulgaris</i>
Common rock-rose	<i>Helianthemum nummularium</i>

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Common Name	Latin Name
Wild marjoram	<i>Origanum vulgare</i>
Common toadflax	<i>Linaria vulgaris</i>
Wild mignonette	<i>Reseda lutea</i>
Wild carrot	<i>Daucus carota</i>
Bulbous buttercup	<i>Ranunculus bulbosus</i>
Yarrow	<i>Achillea millefolium</i>
Sheep's fescue	<i>Festuca ovina</i>
Red fescue	<i>Festuca rubra</i>
Tor-grass (sparingly if needed)	<i>Brachypodium pinnatum</i>
Crested hair-grass	<i>Koeleria macrantha</i>
Quaking grass	<i>Briza media</i>
Downy oat-grass	<i>Helictotrichon pubescens</i>
Sweet vernal grass	<i>Anthoxanthum odoratum</i>
Common bent	<i>Agrostis capillaris</i>

Table F.4 Species Rich Neutral Grassland

Meadowmania Species-rich neutral grassland Mix (UKHab g3c/ NVC MG5): LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet1of3, Appendix B.

Common Name	Latin Name
Common (lesser) knapweed	<i>Centaurea nigra</i>
Oxeye daisy	<i>Leucanthemum vulgare</i>
Field scabious	<i>Knautia arvensis</i>
Meadow cranesbill	<i>Geranium pratense</i>
Red clover	<i>Trifolium pratense</i>
Bird's foot trefoil	<i>Lotus corniculatus</i>
Yellow rattle	<i>Rhinanthus minor</i>
Yarrow	<i>Achillea millefolium</i>
Selfheal	<i>Prunella vulgaris</i>

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Common Name	Latin Name
Salad burnet	<i>Sanguisorba minor</i>
Musk mallow	<i>Malva moschata</i>
Ribwort plantain	<i>Plantago lanceolata</i>
Sorrel	<i>Rumex acetosa</i>
Teasel	<i>Dipsacus fullonum</i>
Greater knapweed	<i>Centaurea scabiosa</i>
Wild carrot	<i>Daucus carota</i>
Browntop bent	<i>Agrostis capillaris</i>
Crested dog's tail	<i>Cynosurus cristatus</i>
Strong creeping red fescue	<i>Festuca rubra subsp. rubra</i>
Chewings fescue	<i>Festuca rubra subsp. commutata</i>
Sweet vernal grass	<i>Anthoxanthum odoratum</i>
Yellow oat	<i>Trisetum flavescens</i>

Table F.5 Heathland

LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet3of3 Appendix B)

Common Name	Latin Name
Ling heather	<i>Calluna vulgaris</i>
Bell heather	<i>Erica cinerea</i>
Cross-leaved heath	<i>Erica tetralix</i>

Table F.6 Urban Trees

LUF-ONE-ZZ-XX-D-L-0200-P01_PlantingPlanSheet3of3 Appendix B)

Common Name	Latin Name
Alder	<i>Alnus glutinosa</i>
Silver birch	<i>Betula pendula</i>
Hornbeam	<i>Carpinus betulus 'Frans Fontaine'</i>
Plena wild cherry	<i>Prunus avium 'Plena'</i>

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Common Name	Latin Name
English oak	<i>Quercus robur</i>

Table F.7 Species currently found on site, or locally that would be appropriate to include within seedmixes or site planting.

Common Name	Latin Name
Neutral grassland	
Red fescue	<i>Festuca rubra</i>
Common knapweed	<i>Centaurea nigra</i>
Creeping bent	<i>Agrostis stolonifera</i>
Creeping cinquefoil	<i>Potentilla reptans</i>
Ribwort plantain	<i>Plantago lanceolata</i>
Wild angelica	<i>Angelica sylvestris</i>
Common bird's-foot trefoil	<i>Lotus corniculatus</i>
Yorkshire-fog	<i>Holcus lanatus</i>
Meadow buttercup	<i>Ranunculus acris</i>
Meadow vetchling	<i>Lathyrus pratensis</i>
Ribwort plantain	<i>Plantago lanceolata</i>
Creeping cinquefoil	<i>Potentilla reptans</i>
Oxeye daisy	<i>Leucanthemum vulgare</i>
Rough hawkbit	<i>Leontodon hispidus</i>
Tufted vetch	<i>Vicia cracca</i>
Common bird's-foot trefoil	<i>Lotus corniculatus</i>
Yarrow	<i>Achillea millefolium</i>
Cock's-foot	<i>Dactylis glomerata</i>
Common bent	<i>Agrostis capillaris</i>
Crested dog's tail	<i>Cynosurus cristatus</i>
Common cat's-ear	<i>Hypochaeris radicata</i>
Red clover	<i>Trifolium pratense</i>

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Common Name	Latin Name
Selfheal	<i>Prunella vulgaris</i>
Calcareous	
Kidney vetch	<i>Anthyllis vulneraria</i>
wild thyme	<i>Thymus polytrichus</i>
small scabious	<i>Scabiosa columbaria</i>
salad burnet	<i>Sanguisorba minor</i>
fairy flax	<i>Linum catharticum</i>
mouse-ear hawkweed	<i>Pilosella officinarum</i>
yellow-wort	<i>Blackstonia perfoliata</i>
quaking-grass	<i>Briza media</i>
sheep's fescue	<i>fescue ovina</i>
Common bird's foot trefoil	<i>Lotus corniculatus</i>
Zigzag clover	<i>Trifolium medium</i>
Bulbous buttercup	<i>Ranunculus bulbosus</i>
Rough hawkbit	<i>Leontodon hispidus</i>
Wild carrot	<i>Daucus carota</i>
Sweet vernal grass	<i>Anthoxanthum odoratum</i>
Common bent	<i>Agrostis capillaris</i>
Eyebright sp.	<i>Euphrasia</i>
Common restharrow	<i>Ononis repens</i>
Crested hair-grass	<i>Koeleria macrantha</i>
Yellow oat-grass	<i>Trisetum flavescens</i>
Crosswort	<i>Cruciata laevipes</i>
Sheep's sorrel	<i>Rumex acetosella</i>
Lady's bedstraw	<i>Galium verum</i>
Wild marjoram	<i>Origanum vulgare</i>
Viper's Bugloss	<i>Echium vulgare</i>
Herb-dominated – tall herbs	

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Common Name	Latin Name
Rosebay willowherb	<i>Chamaenerion angustifolium</i>
Great willowherb	<i>Epilobium hirsutum</i>
Wild carrot	<i>Daucus carota</i>
Toadflaxes	<i>Linaria spp.</i>
Mugwort	<i>Artemisia vulgaris</i>
Wormwood	<i>Artemisia absinthium</i>
Common fleabane	<i>Pulicaria dysenterica</i>
Dyer's green weed	<i>Reseda luteola</i>
Wild mignonette	<i>Reseda lutea</i>
Common knapweed	<i>Centaurea nigra</i>
Vipers bugloss	<i>Echium vulgare</i>
Common ragwort	<i>Jacobaea vulgaris</i>
St. John's wort	<i>Hypericum sp.</i>
Herb-dominated – creeping herbs	
Creeping cinquefoil	<i>Potentilla reptans</i>
Wild strawberry	<i>Fragaria vesca</i>
Mouse-ear hawkweed	<i>Pilosella officinarum</i>
Common bird's foot trefoil	<i>Lotus corniculatus</i>
Silverweed	<i>Potentilla anserina</i>

APPENDIX G: HABITAT CREATION GUIDANCE

HIBERNACULUM



This activity sheet will tell you all about how to create your very own hibernaculum. A hibernaculum is somewhere for reptile and amphibians to hunt for food, hide away and hibernate in winter.

Materials:

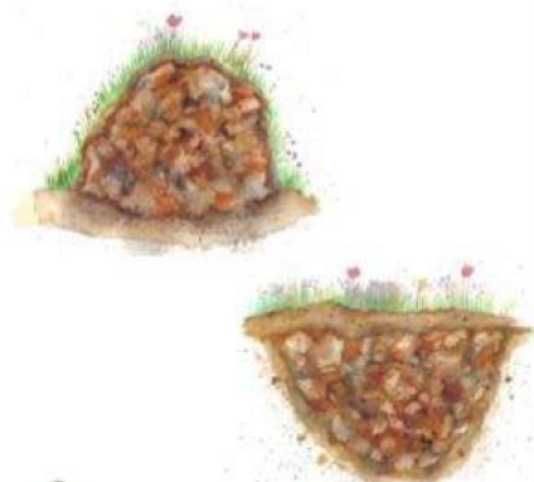
- Rocks/bricks
- Stones
- Logs
- Soil
- Turf/wildflower seed
- Twigs/deadwood

Tools:

- Spades
- Gloves
- Safety boots
- Wood saw

Step 1: Choose a spot in the garden

Choose a place for your hibernaculum in the garden that won't flood, is quiet and that isn't in sunlight all of the time.



Step 2: Dig a hole or make a pile

If placing your hibernaculum on dry soil then dig a small hole. If constructing your hibernaculum on wetter soil, simply pile the materials on top of the soil.

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Step 3: Construct your hibernaculum

Your hibernaculum needs small holes low down for wildlife to access, but too many larger holes will make your hibernaculum draughty.



Step 4: Add soil

Cover your hibernaculum in soil or compost.

Step 5: Finishing touches

Finish your hibernaculum with wild-flower seed or turf. This will attract insects to your new shelter and help it blend in with its surroundings.



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MAKING A LOG PILE

Dead wood supports more life than a living tree. It is an important place for bugs to live in, and creates a hiding place and feeding station for other animals.



Materials:

- Logs, twigs and sticks
- Compost, leaves and grass cuttings

What to do:

Step 1: Choose a spot in the garden

Somewhere that isn't in direct sunlight all day is perfect, especially if it is near other features which provide cover e.g. hedges, shrubs or long grass. If you have a pond, setting it nearby will attract many amphibians.



Step 2: Build your pile

Start with larger logs, layering them so there are plenty of gaps in between. As it gets bigger use smaller sticks and twigs. Make sure the structure is stable or it could be dangerous to wildlife and you. It does not have to be huge, even a small pile will provide nooks and crannies for creatures to hide in.



Step 4: Add a final layer (optional)

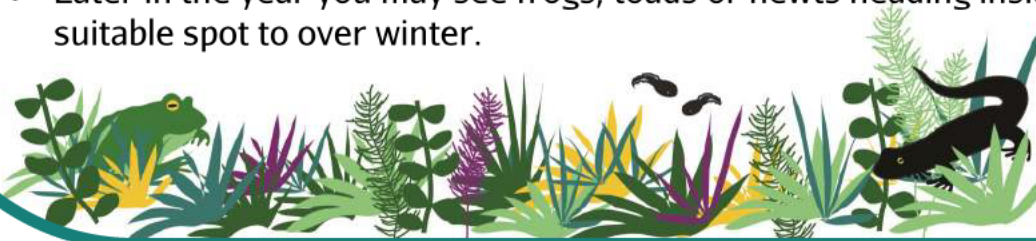
Once your pile is complete it is a good idea to put a layer of soil and cut vegetation over the top to trap extra warmth. Or, with smaller piles, leave them open to encourage plants to grow in the gaps.

Step 3: Start log watching!

It might not sound very exciting but keep an eye on your pile for wildlife going in and out of the gaps.

Who will use it?

- Lizards or grass snakes (in some parts of the UK), coming out on early summer mornings to bask in the sun on top of the pile.
- Later in the year you may see frogs, toads or newts heading inside to find a suitable spot to over winter.



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