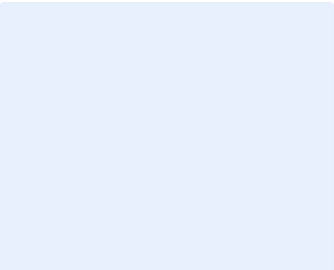


Habitat Management and Monitoring Plan

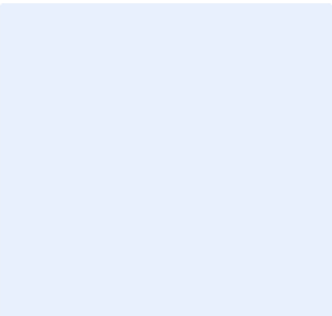
Site Name:	Anglia Business Centre, Mill Green Road, Pinchbeck, Spalding, Lincolnshire, PE11 3PU
Date:	June 2025
Version:	Version 3



Author: Mr Graham
Prior CMLI



Client: Anglia (UK) Ltd



Contents

1. Project Background..... 2

Summary of Management Plan 2

Site Boundary Plan PB-F01..... 4

Site Context Plan PB-F02..... 5

Phasing strategy..... 6

Roles and Responsibilities 6

Land Use Summary..... 8

Site Context Photos PB-F03..... 8

Site Baseline, Environmental Information and Associated Impacts Checklist PB-T01 10

Baseline and Environmental Information 11

2. Planned Management Activities 12

Principles Informed by Design Stage 12

Habitat and Condition Targets PM-T01 13

Habitat Retention..... 15

Habitat Retention Plan PM-F01 15

Creation, Enhancement and Management Targets and Prescriptions 16

Habitat Creation and Management – Risk Register and Remedial Measures PM-T02 26

3. Monitoring Schedule 26

Monitoring Strategy 27

Monitoring Methods and Intervals MS-T01..... 27

Monitoring Reports 29

Adaptive Management 30

Version Control

The version control is used for updates to the content. Record the initial version and further version control details in this table each time the management plan is altered throughout the management and monitoring period.

Version	Issue Status	Prepared by / Date	Approved by / Date
HMMP_001	Draft	G. Prior 14.02.2025	
HMMP_002	Final	G.Prior 20.03.2025	
HMMP_003	Updated Final	G.Prior 15.06.2025	

Document Details

Provide ownership, copyright and licensing information within this table.

Authorship Details
 Robert Doughty Consultancy Robert Doughty Consultancy Ltd, 32 High Street, Helpringham, Sleaford, Lincolnshire NG34 0RA

1. Project Background

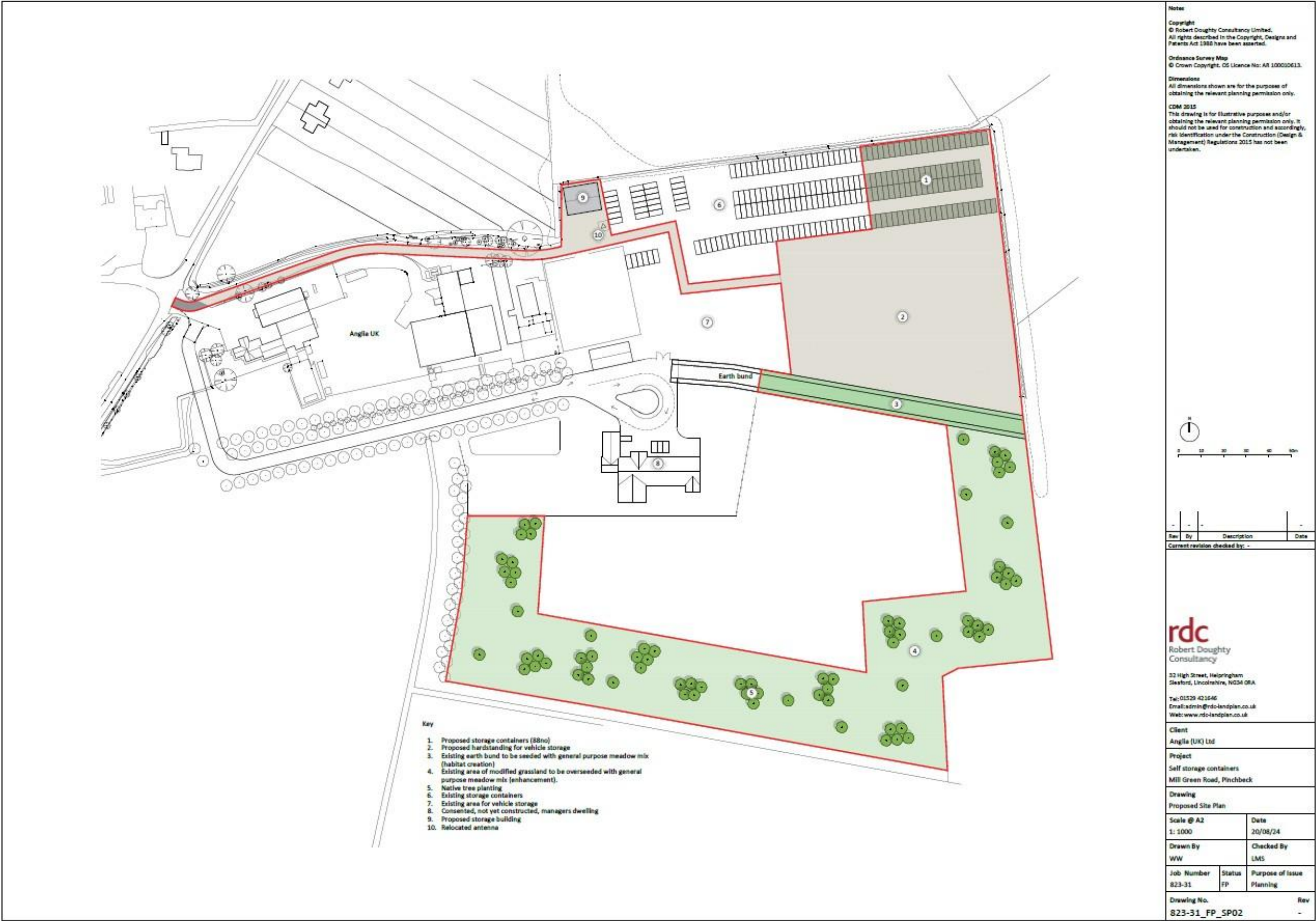
Summarise the key aspects of your management plan in this section. Table PB-B01 can be extended to suit the specific needs of individual projects.

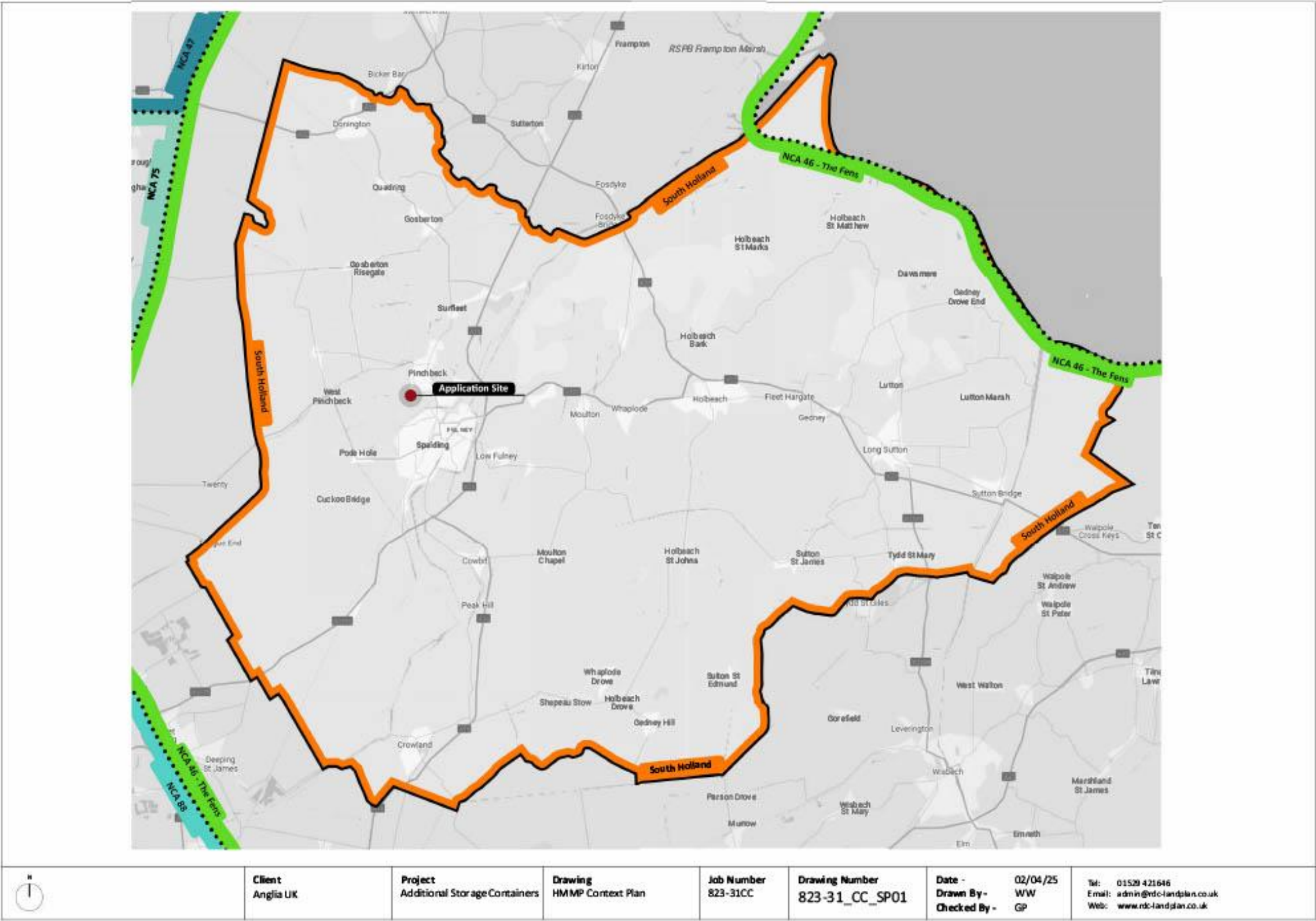
Site Overview PB-B01	
Project type	Non-residential (On-Site)
Development Name and Address	The Anglia Business Centre, Mill Green Road, Pinchbeck, Spalding
BNG Project Name and Address	NA
Author Organisation	Mr Graham Prior CLMI Robert Doughty Consultancy Limited
Landowner	Anglia (UK) Ltd
Land Manager	Mr M Scotney
Responsible person/organisation for creating or enhancing the habitat	Mr M Scotney, Anglia (UK) Limited
Period covered by this management plan	30 year period as outlined in Condition 4 of the Planning Approval.
Planning authority	South Holland District Council
Planning reference (if applicable)	PP:13789433
BNG register reference (if applicable)	NA
Central OS grid reference	TF 23647 24690
Metric revision/title	2024.06.27_Stat_Metric_Op_3
Are any Irreplaceable Habitats present onsite	Yes: ☐ No: ☒

Summary of Management Plan

Habitats to be Retained, Created and Enhanced PB-B02
Retained Habitats: Developed Land/Sealed Surface and Artificial, Unvegetated, Unsealed Surfaces Created Habitat: Developed Land/Sealed Surface; Artificial, Unvegetated, Unsealed Surfaces; Rural Trees and Other Neutral Grassland (ONG) Enhanced Habitat: Modified Grassland to create Other Neutral Grassland
Timescales for Actions PB-B03
Delay in starting habitat creation and enhancement works set at 1 year but it is anticipated that Other Neutral Grassland creation works and enhancement works to the existing Modified grassland habitat to create Other Neutral Grassland will commence in the late Summer/Autumn of 2025 with associated tree planting to be undertaken in the Planting Season and dormant stock period of November to March 2025/26. On this basis it is anticipated that the first year of management and monitoring of grassland will commence in the late Summer, early Autumn of 2025 and maintenance and monitoring of tree planting following implementation in early 2026.
Monitoring Requirements PB-B04
It is intended that monitoring should be proportionate and appropriate to the habitat creation and enhancement proposals. It is envisaged that typically reports will be required for years: 2, 5, 10, 15, 20, 25 and 30 as a maximum.
Required Consents and Licences PB-B05
Compliance with Conditions 1-10 associated with Planning permission dated 19th December 2024 from South Holland District Council for Proposed Additional Self-Store Containers, Vehicle Storage, Enhanced Landscaped Earth Bund, Grounds Maintenance Building, Biodiversity Net Gain, Planting and Relocation of Approved (Not Yet Erected) Radio Antenna
Funding PB-B06
Privately funded.
Legal Agreement PB-B07

Management and monitoring to be in accordance with and comply with Conditions 9 & 10 of Planning permission dated 19th December 2024 from South Holland District Council for Proposed Additional Self-Store Containers, Vehicle Storage, Enhanced Landscaped Earth Bund, Grounds Maintenance Building, Biodiversity Net Gain, Planting and Relocation of Approved (Not Yet Erected) Radio Antenna.





Phasing strategy

Will the proposed work measures be delivered in phases? PB-B08Yes: ☐ No: ☒

It is not intended to phase the project and works will be implemented as a single operation. This document represents a site wide management plan covering operations associated with the approved development proposals.

management and monitoring of the habitats to be created in accordance with the approved landscape proposals including all necessary timings and monitoring intervals.

Statement of Competency

The person named above (Graham Prior) and deemed to be the Competent person is a Chartered Landscape Architect (CMLI) having been elected to membership of The Landscape Institute in 1994. Having previously undertaken roles as a County Phase 1 Habitat Surveyor, been employed as an assistant technician at the Institute of Terrestrial Ecology and practiced as a fully qualified Landscape Architect for in excess of 30 years the named person is considered competent in identifying

- habitats present on site (pre-development): and
- management requirements for habitats to be created or enhanced within the landscape design (post-development).

Roles and Responsibilities

Provide details of the responsible persons and organisation(s) for delivering this management plan.

Ecologist or Other Professional Responsible for HMMP PB-B09

Name or Initials		Mr Graham Prior – Principal Landscape Architect		
Organisation		Robert Doughty Consultancy Limited		
Responsibility	Start Date:	February 2025 – Preparation of the HMMP	End Date:	At the receipt of discharge of Condition 10 of the Planning Approval dated 24/12/2024

Summary of relevant responsibilities:

- Liaise with the client/Landowner to obtain all necessary information for the production of the HMMP and obtain consent/approval prior to submission for discharge of Condition 10 of the Planning Approval.
- Production of a completed HMMP in sufficient detail to satisfy and discharge Condition 10 of the Planning Approval and provide the Client with adequate information for the

Landowner or Land Manager PB-B10

Name or Initials		Mr M Scotney		
Organisation		Anglia (UK) Limited		
Responsibility	Start Date:	Date of approval of Condition Compliance and completion of the implementation works	End Date:	30 years to the date from date of approval of condition compliancexsw

- Provide sufficient and adequate information to allow the preparation of the HMMP and confirm approval of the HMMP and all associated responsibilities and commitments for the entire period of the Management and Monitoring plan.
- Implementation of the approved landscape scheme in accordance with the approved drawings, plant schedule and soft landscape specification along with all requirements set out within the HMMP. Appoint an ecological consultant or other competent person to carry out the agreed monitoring at the agreed time intervals and as necessary and as appropriate and necessary engage a Landscape Management Contractor to undertake the required management works.

Statement of Competency				
Demonstrate management and monitoring competency and, or, relevant site knowledge and skills through relevant training, qualifications or experience, or a combination of these.				
Management Organisation(s) Responsible for Implementing the HMMP PB-B11				
Name or Initials		Mr Mark Scotney		
Organisation		Anglia (UK) Limited		
Responsibility	Start Date:		End Date:	
Summarise the relevant responsibilities of the Management Organisation(s) in the production and, or, implementation of this HMMP. Responsibilities: • Preparation and implementation of the habitat creation and enhancement works in accordance with the approved plans and specification • Implementation of the stated management regimes at the times identified • Organising and implementing the required monitoring and engagement of suitable competent personnel to carry out such monitoring				
Statement of Competency				
Demonstrate the knowledge, skills and, or, experience to manage the habitats to achieve the BNG requirements, through relevant training, qualifications, experience, or combination of these.				
LPA or Responsible Body for Reviewing HMMP PB-B12				
Name or Initials				
Organisation		South Holland District Council		
Responsibility	Start Date:	Date of approval of Condition Compliance	End Date:	30 years to the date from date of approval of condition compliance

Summarise the agreed relevant responsibilities of the LPA or Responsible Body in the review, auditing and, or, long-term involvement in the implementation of this HMMP (if applicable)

Land Use Summary

Overview of Baseline Site Use PB-B13

Both the intended container and vehicle storage lie within an area, the southern boundary for which is defined by an existing earth bund which is to be augmented and landscaped as part of the biodiversity net gain requirement for the development. The area has historically been used by the applicant as a motor cross track for personal use.

To the south of the existing bund and around the eastern, southern and western boundaries of the applicant’s field, habitat creation and enhancement comprising of Other Neutral Grassland and native tree planting is proposed to meet the statutory requirements for biodiversity net gain.

The application site (where the containers and vehicle storage will take place) was used for many years as an all-terrain vehicle racetrack for the applicant, his family and friends. The land had a number of earth jumps and berms and the land was generally covered in weeds around the outside of the earth track and areas of modified grassland.

Pre-development activities resulted in partial disturbance to a portion of the application site. The Baseline habitats to such areas were based upon grassland remnants present at time of survey and considered representative of the cleared area. Generally, species poor vegetation predominantly grass species dominated by a few fast growing grasses. The area to the south of the bund and specifically those associated with proposed habitat enhancement comprise modified grassland again dominated by a few fast-growing grasses.

Areas of bare ground (Unvegetated substrate) partially used for material storage and disturbed by vehicular use, were assessed as predominantly annual, biennial and perennial non-woody stands of vegetation with additional areas of predominantly short and patchy unmanaged vegetation (Ruderal/ephemeral) with no clear dominant species.

The modified grassland to the south of the bund has no specific management plan and is cut one to two times a year and arisings left in situ.

Overview of Proposed Site Use PB-B14

Planning permission was granted by South Holland District Council on 19th December 2024 for additional self-store containers, external vehicle storage, an enhanced landscaped earth bund, a grounds maintenance building, biodiversity net gain planting and the relocation of a radio antenna which although approved under an earlier grant of planning permission, has yet to be erected. It is intended to erect a single storey building from which the estate/grounds maintenance will be coordinated and associated machinery stored. This building will go in a corner along the northern boundary which is currently used as a secure compound.

The building is required to store machinery used as part of the ongoing maintenance of the premises including the existing bund to the south and around the eastern, southern and western boundaries of the applicant’s field where habitat creation and enhancement comprising of Other Neutral Grassland and native tree planting is proposed to meet the statutory requirements for biodiversity net gain. This will create areas of grassland managed by traditional meadow management with scattered groups of native trees linking existing habitat corridors.

Site Context Photos PB-F03

Please include two overview photographs of the site in its current form here. Include additional photographs in an appendix if needed. Tick if additional photographs are provided in the Appendices



Site Baseline, Environmental Information and Associated Impacts Checklist PB-T01

Consider the Baseline and Environmental Information listed below. These are likely to be appropriate factors informing your proposals and project design. They can provide the reviewer with important contextual information for the management prescriptions provided later in this document. Use your professional judgement to determine which factors are relevant to your specific project.

Please use the check box to indicate which are included in your plan. For any not included, provide brief reasons why the factor is not relevant to your project using your professional judgement. Where this information is provided elsewhere, you can reference existing reports and, or, plans that have informed your decisions. For the templates for each heading see pages 3-20 of the Companion Document.

Baseline and Environmental Information	Prompts for when these may be relevant. This is not an exhaustive list. Use your professional judgement to determine which are required for your HMMP	Check box if included	Document Reference or Reason if not included
Statutory / Non-statutory Designated Sites	There are no direct or indirect effects on designated sites	☐	
Protected and Notable Species	There are no known constraints in relation to the presence or proximity of specific species on or near the site.	☐	
Invasive Non-Native Species (INNS)	There are no known INNS present onsite.		
Biological Records Plan - Sites and Species	There are no known constraints associated with the presence of designated sites or specific species on or near the site.	☐	
Baseline Habitats Survey	Refer to approved Statutory Metric dated 10 th July 2024 and Baseline Condition Sheets.	☒	2024.06.27_Stat Metric_Op_3 / 2024.07.09_BNG Condition_Assessments_Op_3 / Drg No.823-31_FP_SP03
Public Access	There is no public access to the site.	☐	
Climate	A variety of tree species have been chosen to address possible climate change issues	☐	
Geology and Topography	There are no known geological or topographical constraints.	☐	
Agricultural Land Status	The land is currently laid to modified grassland	☐	
Soils and Substrates	There are no known soil or substrate constraints.	☐	
Contaminated Land	There are no known contamination issues.	☐	
Hydrology and Drainage	It is not anticipated that site hydrology will present any constraints.	☐	
Flood Risk Zones	The proposed site for the proposed development is shown to be within Flood Zone 3 but the proposed development is classified as “Less Vulnerable” use. No obvious constraints have been identified that may impact the proposed development and the type of mitigation measures that can be used to reduce the flood risk, there is no increase in the flood risk to others.	☒	Flood Risk Assessment produced by RM Associates dated September 2024 Version 1

Landscape Character and Designations	It is not considered that the landscape character of Settled Fens Character Type associated with the site presents any particular constraints or opportunities to the site.	☐	
Historic Land Use	It is not anticipated that any historic land use presents any constraints or opportunities on the site.	☐	
Historic Environment and Earth Heritage	There are no known historic environment designations that impact upon the site.	☐	
Other – please specify	There are no known services or utilities that may impact upon the proposals.	☐	

Baseline and Environmental Information

Refer to Statutory Metric (2024.06.27_Stat_Metric_Op_3) and Condition Assessments (2024.07.09_BNG_Condition_Assessments Op 3)

2. Planned Management Activities

Provide the site-wide aims and objectives. These should consider the Project Background information section outlined above as well as the outcomes of the Metric.

Management Plan Aims and Objectives PM-B01

The intention is to create areas of open grassland managed by traditional meadow management with scattered groups of native trees linking existing habitat corridors.

Other Neutral Grassland

The aim is to achieve ‘moderate’ condition grassland which will show:

- A minimum of 9 native plant species (grasses, sedges and wildflowers) per square metre on average, created or enhanced through,
 - soil testing to check habitat will be on neutral, low fertility soils, informing the grassland species suitability
 - sowing a species-rich, native grassland seed mix with wildflowers as specified, or by spreading green hay from a local donor site providing appropriate species for the location
- Wildflowers (and may include sedges) growing over at least 20% of the habitat area.
- Less than 30% of grassland covered by perennial ryegrass *Lolium perenne* and white clover *Trifolium pratense* combined.
- A diverse range of native grasses and wildflower species managed to prevent the more dominant ‘species to avoid taking over the grassland.
- Less than 5% scrub and less than 20% bracken cover.
- No invasive non-native plant species as listed on Schedule 9 of the Wildlife and Countryside Act (1981).
- Protection from physical damage so that bare ground and other signs of damage covers below 5% of the total area.

Tree Planting (Native Species) – It is intended that 75No trees will be planted as record on the SSM and associated plans. In accordance with the SSM with the aim to achieve ‘moderate’ condition the rural individual trees will show:

- The tree is a native species. It is intended that 3No. English Oaks will be planted
- The trees are protected from adverse impacts by people and can grow to at least 75% of its expected canopy area in relation to its age, height and species, because it is in an area where there is enough space to grow, and it is not pruned regularly.

Principles Informed by Design Stage

The project's BNG target(s) should be set and documented early in the design process. Outline how background and baseline information influenced key design principles for the project from an early stage. This can provide useful context for the proposed retention, creation and enhancement measures.

Design Principles Informed by Baseline Information PM-B02

The existing modified grassland field to the south of the existing business premises and within the same ownership offers the opportunity for habitat creation/enhancement as part of meeting mandatory Biodiversity Net Gain requirements associated with the approved development and an enhancement of the existing habitat.

Strategic Significance associated with the development proposals is based upon the Adopted Local Plan statement that there are no Nature Improvement Areas (NIAs) in South east Lincolnshire.

Habitat and Condition Targets PM-T01

This table presents a summary record of what you have agreed to deliver based on the biodiversity metric. These habitat condition targets form the basis of what the management plan is setting out to achieve. Include the relevant ‘Area’, ‘Hedgerow’, and ‘Watercourse’ types to be implemented and managed throughout the period of 30 years or more.

Baseline Habitat Type	Target Habitat Type	Parcel / Feature Refs	Baseline Condition	Targeted Condition	Years to Targeted Condition	Condition Assessment Targets	Comments
Ruderal/Ephemeral	Other neutral grassland	Plan ref 5 & 4 Condition Assessment Parcel Reference 3	Good	Moderate	6 Years	Moderate condition for Other Neutral Grassland will be targeted by achieving a pass in criteria A, B, C, D, and E. Criterion F will not be targeted-	
Tall Forbs	Other neutral grassland	Plan refs 6 & 5 Condition Assessment Parcel Reference 4	Moderate	Moderate	6 Years	Moderate condition for Other Neutral Grassland will be targeted by achieving a pass in criteria A, B, C, D, and E. Criterion F will not be targeted-	
Modified Grassland	Other neutral grassland	Plan refs 7 & 6 Condition Assessment Parcel Reference 3	Moderate	Moderate	6 Years	Moderate condition for Other Neutral Grassland will be targeted by achieving a pass in criteria A, B, C, D, and E. Criterion F will not be targeted-	
Modified Grassland	Rural Trees	Plan refs 7 & 6 Condition Assessment Parcel Reference 3	Moderate	Moderate	28 Years	Moderate condition for Rural Tree planting will be targeted by achieving a pass in criteria A, B and D. Criterion C, E and F will not be targeted-	

Habitat and Condition Targets Further Comments

Management regimes as described are aimed are achieving the Condition Assessment Targets within the time frames stated.

Provide a concise description of the habitats that are to be retained in their baseline condition. Habitats being retained may still require ongoing measures to maintain their baseline condition.

The only habitats to be retained on site are those recorded in the Baseline assessment as Developed Land, Sealed Surface and Artificial Unvegetated, Unsealed Surface Plan references 1 & 2.

Boundary vegetation outside the site boundary but associated with any works during the construction phase of the project will be protected with suitable protective fencing. Adjacent areas of modified grassland will continue to be maintained in line with existing management regimes.

Provide a plan with the locations of habitats to be retained (including whether to be protected and, or, enhanced) and those to be created under this HMMP. Include parcel references if needed. Tick box if any additional plans are provided in the Appendices ☐ . Reference: 823-31_FP_SP04

Creation, Enhancement and Management Targets and Prescriptions

Grassland (Medium, High, and Very High Distinctiveness)

Creation, Enhancement and Management Summary (GH-T01)

Target Habitat						
Condition Assessment Criteria		Targeted	Relevant Parcels	Creation Approach	Enhancement Approach	Management Approach
A	The parcel represents a good example of its habitat type, with a consistently high proportion of characteristic indicator species present relevant to the specific habitat type. Note – this criterion is essential for achieving Moderate or Good condition for non-acid grassland types only.	Yes	4,5 & 6	Create new areas of grassland: Control and eradicate existing sparsely vegetated land, prepare existing soil in accordance with the agreed planting specification and seed with Standard General Purpose Meadow Mixture (Emorsgate EM2 or similar approved) grass and wildflower seed.	Enhance existing grassland: Cut the grass as short as possible and thoroughly scarify or rake the ground to expose the soil and remove any thatch, moss and other debris from the area. Prepare existing soil in accordance with the agreed planting specification and seed with Standard General Purpose Meadow Mixture (Emorsgate EM2 or similar approved) grass and wildflower seed. Remove weeds from the area before sowing.	Once Established in the second and subsequent years manage EM2 sowings by traditional meadow management based around a main summer hay cut in combination with autumn and possibly spring mowing. Meadow grassland should not be cut or grazed from spring through to late July/August to give the sown species an opportunity to flower. Where overseeding into grassland, in the early years it is recommended incorporating at least two 10cm cuts each year; at the beginning of March and November. This reduces the grass canopy, allowing light and air to reach the wildflowers and encourage growth. Where aggressive grasses are dominating, it may be necessary to employ a more regular cutting regime to ensure the wildflowers are not smothered.
B	Sward height is varied (at least 20% of the sward is less than 7 cm and at least 20 per cent is more than 7 cm) creating microclimates which provide opportunities for insects, birds and small mammals to live and breed.	Yes	4,5 & 6	NA	NA	Manage through traditional grassland methods to encourage a diverse and species rich sward.
C	Cover of bare ground between 1% and 5%, including localised areas, for example, rabbit warrens.	Yes	4,5 & 6	NA	NA	Undertake rabbit control as appropriate and necessary and implement remedial ground works and reseedling operations where disturbance occurs.

D	Cover of bracken <i>Pteridium aquilinum</i> less than 20% and cover of scrub (including bramble) less than 5%.	Yes	4,5 & 6	NA	NA	Manage through traditional grassland methods to prevent the encroachment and development of scrub species.
E	Combined cover of species indicative of suboptimal condition and physical damage (such as excessive poaching, damage from machinery use or storage, damaging levels of access, or any other damaging activities) accounts for less than 5% of total area. If any invasive non-native species (as listed on Schedule 9 of WCA) are present, this criterion is automatically failed.	Yes	4,5 & 6	NA	NA	Use appropriate forms of mechanical management and avoid overgrazing if non mechanical methods are used.
F	There are 10 or more vascular plant species per m ² present, including forbs that are characteristic of the habitat type. Note – this criterion is essential for achieving Good condition for non-acid grassland types only.	No	NA	NA	NA	NA

Additional Management Prescriptions (GH-B01)
NA

Grassland (Medium, High, and Very High Distinctiveness)

Creation, Enhancement and Management Detailed Methods (GH-T02)

Provide detailed prescriptions for the creation and management of the habitat.

Action	Relevant Parcels	Timing	Prescriptions
Habitat Creation	4 & 5	Wildflower Grass Seed is best sown in the autumn or spring but can be sown at other times of the year if there is sufficient warmth and moisture. For the purpose of the project it is intended that implementation works will be completed by 30th September 2025 unless unanticipated circumstances result in delay, in which case the landowner will inform the authority of the change prior to this date.	Do not spread topsoil to proposed Wildflower Grassland Area and endeavour to create non-fertile conditions and does not have a problem with perennial weeds. Good preparation is essential to success so aim to control weeds and produce a good quality seed bed before sowing. To prepare a seed bed first remove weeds using repeated cultivation. Then plough or dig to bury the surface vegetation, harrow or rake to produce a medium tilth, and roll, or tread, to produce a firm surface. Where possible avoid the use of herbicides and only apply approved herbicide to control weed growth where areas have become overgrown and only if absolutely necessary to avoid the spread of noxious weeds. Avoid blanket treatment and spot treat pernicious perennial weeds and allow period of time to elapse as recommended by the manufacturer before further cultivation. The 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 firm in with a roll, or by treading, to give good soil/seed contact.
Habitat Enhancement	6	Wildflower Grass Seed should be sown between March and November. Spring and autumn provide ideal conditions as moisture and warmth are in good supply. Where overseeding into grass, it is best to sow during autumn when grass growth has slowed down. For the purpose of the project it is intended that implementation works will be completed by 30th September 2025 unless unanticipated circumstances result in delay, in which case the landowner will inform the authority of the change prior to this date.	Cut the grass as short as possible and thoroughly scarify or rake the ground to expose the soil and remove any thatch, moss and other debris from the area. Finish the seedbed by treading or lightly rolling the area, so that it is firm enough to stand on without leaving indentations. Remove weeds from the area before sowing. Where drilling the seed into existing grassland, the seed must not be buried deeper than 0.7cm. The recommended sowing rate also applies when overseeding into grassland as many seeds may fail to germinate due to the increased competition from the existing grasses, and some seeds not reaching the soil surface.
Habitat Management	4,5 & 6	Habitat Creation - During establishment resist cutting the annual weeds until mid to late summer, especially if the mixture contains Yellow Rattle, or has been sown with a nurse of cornfield annuals. Early August is the preferred	Habitat Creation - Most of the sown meadow species are perennial and are slow to establish. Soon after sowing there will be a flush of annual weeds, arising from the soil seed bank. These weeds can look unsightly, but they will offer shelter to the sown seedlings, are beneficial to invertebrates, and they will die before the year is out. Resist cutting the annual weeds until mid to late summer, especially if the mixture contains Yellow Rattle, or has been sown with a nurse of cornfield annuals. Then cut, remove and compost. This will reveal the young meadow, which can then be kept short by mowing through to the end of March of the following year. Dig out any residual perennial weeds such as docks.

	time. This will reveal the young meadow, which can then be kept short by mowing through to the end of March of the following year. Once established manage around a main summer hay cut in combination with autumn and possibly spring mowing. Meadow grassland should not be cut or grazed from spring through to late July/August to give the sown species an opportunity to flower. After flowering in July or August take a ‘hay cut’ Mow the re-growth through to late autumn/winter to c 50mm and again in spring if needed. Habitat Enhancement – In the first year regularly remove the grass canopy in early spring and late autumn. Second Year - Simply follow the same regular cutting pattern (in spring and autumn). It is recommended incorporating at least two 10cm cuts each year; at the beginning of March and November.	Once established in the second and subsequent years EM2 sowings can be managed in a number of ways which, in association with soil fertility, will determine the character of the grassland. The best results are usually obtained by traditional meadow management. Meadow grassland should not be cut or grazed from spring through to late July/August to give the sown species an opportunity to flower. After flowering take a ‘hay cut’: cut back with a scythe, petrol strimmer or tractor mower to c 50mm. Leave the ‘hay’ to dry and shed seed for 1-7 days then remove from site. Mow the re-growth through to late autumn/winter to c 50mm and again in spring if needed. Habitat Enhancement - First Year - During the first year for overseeded swards remove any weeds which grow before they run to seed, either by topping, mowing or by hand for smaller areas. Weed growth is common due to the action of disturbing the ground (rather than being caused by contaminated seed mixtures). Some of the perennial species within the mix can be slow to establish and are unlikely to flower in the first year, however, Annual species will generally flower in year one and provide more immediate colour. It is important to regularly remove the grass canopy in early spring and late autumn to allow the wildflowers to become established and compete with the grasses in the area. Cut the area down to around 10cm using a strimmer or mower, leaving the cuttings for up to a week before removing. This will allow them to dry and shed seeds back into the soil. Second Year - After twelve months the sward should be well established. Simply follow the same regular cutting pattern (in spring and autumn). If the weather is particularly mild or the grass growth is strong, additional cuttings may be required, however avoid doing so before or immediately after flowering to ensure best results. As an ongoing process, observe and remove any weeds which invade the area. Over time, some species within the mixture may become more dominant due to environmental factors and natural selection. To encourage diversity, simply reduce the number of dominant plants in order to restore the balance. In some areas with more dominant grasses, it may be necessary to overseed occasionally with the mixture to ensure the wildflowers remain competitive. Where overseeding into grassland, it is recommended incorporating at least two 10cm cuts each year; at the beginning of March and November. This reduces the grass canopy, allowing light and air to reach the wildflowers and encourage growth. Where aggressive grasses are dominating, it may be necessary to employ a more regular cutting regime to ensure the wildflowers are not smothered.
--	--	--

Grassland (Medium, High, and Very High Distinctiveness) Species Lists (GH-T03)

Provide a detailed species list for the habitat to be created

Common Name	Scientific Name	Abundance / %	Comments
Agrimony	Achillea millefolium	0.75	
Yarrow	Agrimonia eupatoria	0.3	
Common Knapweed	Centaurea nigra	1.5	
Wild Carrot	Daucus carota	0.9	
Common Sorrel	Rumex acetosa	0.3	
Ladys Bedstraw	Galium verum	1.5	

Field Scabious	Knautia arvensis	0.45	Wildflowers
Oxeye Daisy	Leucanthemum vulgare	1.27	
Musk Mallow	Malva moschata	1.8	
Ribwort Plantain	Plantago lanceolata	1.8	
Salad Burnet	Poterium sanguisorba spp sanguisorba	0.9	
Cowslip	Primula veris	0.3	
Meadow Buttercup	Ranunculus acris	0.75	
Red Campion	Silene dioica	1.5	
Yellow Rattle	Rhinanthus minor	0.98	
			Grasses
Common Bent	Agrostis capillaris	8.5	
Crested Dogtail	Cynosurus cristatus	29.75	
Red Fescue	Festuca rubra	25.5	
Smaller Cats-tail	Phleum bertolonii	4.25	
Smoothstalked Meadow Grass	Poa pratensis	17.0	

Other Supporting Information

Supporting Information (GH-B02)

Proposals to be read in conjunction with summary planting specification

What Does Success Look Like? (GH-F01)



(Source: Emorsgate Seeds)

Individual Trees

Creation, Enhancement and Management Summary (UT-T01)

Provide details of the approach to delivering each of the targeted condition criteria and habitat. Conditions from Statutory Biodiversity Metric habitat condition assessment sheets – Sheet 9. Individual Trees

Target Habitat:						
Condition Assessment Criteria		Targeted	Relevant Features	Creation Approach	Enhancement Approach	Management Approach
A	The tree is a native species (or more than 70% within the block are native species).	Yes	Proposed Tree Planting (Ac, Bp, Cb, Pav, Qr, Sau, Tc)	Specification of a variety of native tree species of varying ultimate sizes with the intention of creating small individual tree groups within a wildflower meadow setting	NA	All planting to be in accordance with the approved Planting Plan.

B	The tree canopy is predominantly continuous, with gaps in canopy cover making up <10% of total area and no individual gap being >5 m wide (individual trees automatically pass this criterion).	Yes	Proposed Tree Planting (Ac, Bp, Cb, Pav, Qr, Sau, Tc)	Natural establishment of tree canopies. Intervention of good horticultural/arboricultural practice where considered appropriate to create balanced crowns	NA	Allow natural growth and development to occur but undertake works to tree canopies in accordance with good horticultural and arboricultural practice as may be required to compliment such natural growth.
C	The tree is mature (or more than 50% within the block are mature).	No	NA			
D	There is little or no evidence of an adverse impact on tree health by human activities (such as vandalism, herbicide or detrimental agricultural activity). And there is no current regular pruning regime, so the trees retain >75% of expected canopy for their age range and height.	Yes	Proposed Tree Planting (Ac, Bp, Cb, Pav, Qr, Sau, Tc)	Implementation of protection measures as appropriate	NA	Undertake regular inspections to check tree stakes, ties and any tree protection measures.
E	Natural ecological niches for vertebrates and invertebrates are present, such as presence of deadwood, cavities, ivy or loose bark.	No	NA	NA	NA	NA
F	More than 20% of the tree canopy area is oversailing vegetation beneath.	No	NA	NA	NA	NA

Additional Management Prescriptions (UT-B01)
NA

Individual Trees

Creation, Enhancement and Management Detailed Methods (UT-T02)

Provide detailed prescriptions for the creation and management of the habitat.

Action	Relevant Features	Timing	Prescriptions
Habitat Creation	Individual trees	Allow for field grown stock from 1 November to 31 March and the use of container stock during the period 1 April to 31 October. For the purpose of the project it is intended that implementation works will be completed by 31st December 2025 unless unanticipated circumstances result in delay, in which case the landowner will inform the authority of the change prior to this date.	All tree planting to be in accordance with the approved planting Plan and associated summary specification. Tree Planting will be in accordance with: BS 8545:2014 Trees: from nursery to independence in the landscape – Recommendations. All plant material is to be supplied at the sizes specified. Planting during hard frosts should be avoided. All plants shall conform be in accordance with the National Plant Specification. Supplying nurseries shall be Registered under the HTA Nursery Certification Scheme. All plants shall be packed and transported in accordance with the Code of Practice for Plant Handling as produced by CPSE. As far as practically possible to do so, all stock should be from the relevant provenance zone. Any reputable nursery can advise on provenance. Bare root transplant stock will be adequate for this proposal and in accordance with the specification. Species, planting percentages, stock sizes and quantities of material are shown on the planting plan. During periods of storage bare rooted plants should be firmly heeled in to a prepared trench spreading the roots and covering with peat or topsoil. Trees should be planted at the original root collar depth with allowance made for soil settlement and should be positioned centrally within the pit, the stem in an upright position. Tree pits and tree support to be in compliance with and in accordance with the approved planting plan.

Individual Trees Species Lists (UT-T03)

Provide a detailed species list for the habitat to be created

Common Name	Scientific Name	Abundance / %	Comments
Field Maple	Acer campestre	12	Planted in groups in accordance with the approved Planting Plan
Silver Birch	Betula pendula	25	
Hornbeam	Carpinus betulus	16	
Wild Cherry	Prunus avium	12	
English Oak	Quercus robur	8	
Rowan	Sorbus aucuparia	20	
Small Leaved Lime	Tilia cordata	7	

Other Supporting Information

Supporting Information (UT-B02)

Proposals to be read in conjunction with summary planting specification

What Does Success Look Like? (UT-F01)



Habitat Creation and Management – Risk Register and Remedial Measures PM-T02

Provide a site-wide risk register associated with creating, enhancing and, or, managing each habitat type. Consider your approach to delivering the BNG targets in case the management prescriptions do not deliver as expected.

Risk Identification Date	Habitat Type	Risk Factor	Trigger for Action	Remedial Measure
21.02.2025	Other Neutral Grassland	Newly seeded and overseeded areas failing to establish	10% of habitat area found to failed to establish at the end of the second year	Prepare and overseed areas at the appropriate time as described above and consider increasing sowing rate to compensate for poor early establishment and an adjustment to the seed mix composition.
21.02.2025	Other Neutral Grassland	Failure to adhere to prescribed mowing regimes	Changes in grass composition and appearance. Course and tussocky character. Presence of pernicious weeds	Re-instatement of prescribed mowing regimes and monitoring and suitable management works to eradicate the presence of pernicious weeds
21.02.2025	Native Tree Planting	Newly planted trees failing to establish	Presence of dead trees at the end of Years 2 and 5	Replace with like species in accordance with the planting specification and consider amendments to size of stock at time of planting at aid establishment
21.02.2025	Native Tree Planting	Failure to adhere to prescribed maintenance regimes and requirements	Poor establishment and growth at the end of years 2 and 5. Signs of wind rock/blow, damaged and ineffective stacking	Re-instatement of prescribed tree maintenance regimes and monitoring and consideration of amendments to specification requirements to take account of specific site conditions which could ot be identified at the time of planting.

3. Monitoring Schedule

To deliver BNG, a robust strategy is critical to monitor successes and challenges. Routine monitoring informs progress and facilitates the required management plan updates at set intervals.

Monitoring Strategy

Provide details of the monitoring strategy to encourage successful implementation of the management plan (MS-B01)

Undertake an update baseline assessment immediately prior to the implementation of the habitat creation and enhancement works to establish any site specific changes which could aid and inform the implementation and establishment of the habitat and enhancement proposals. Use species records and habitat assessment information including a comprehensive and detailed photographic record from such an update to compare with monitoring assessments undertaken at the agreed monitoring schedule times to establish staged before and after photographic records and species comparison lists and condition evaluations. Grid reference coordinates or mark posts to be used to ensure that photographic records are taken from the same positions and locations within the habitat creation and enhancement areas.

The monitoring reports as referenced below shall contain as a minimum:

1) A summary of management actions taken over the previous monitoring period and their timing;

2) A summary of problems encountered in meeting management objectives and any mediation actions taken or planned to address problems;

3) A current UK habitat condition assessment for each post-development habitat accompanied by the following supporting evidence:

i) species composition and % cover quadrat data for grassland habitats following sampling methods of the National Vegetation Classification or similar (NVC; Rodwell 1992*);

ii) species composition and whole feature assessment of hedgerow habitat; and

iii) representative photographs of each habitat parcel.

*Rodwell, J.S (ed) (1992) British Plant Communities. Volume 3 – Grasslands and montane communities. Cambridge University Press, Cambridge.”

Monitoring Methods and Intervals MS-T01

Provide details of the methods you will use to adequately monitor the progress towards the targets stated in the management plan and as agreed with the Local Planning Authority.

Habitat Type	Monitoring Methods	Monitoring Interval and Timing
Other Neutral Grassland	To be undertaken on habitat parcels 4, 5 and 6. Separate records to be kept for areas 4/5 and area 6 to identify and determine differences between habitat creation on the earth bund and habitat enhancement on existing grassland. Assessment of species composition and condition survey at time of monitoring inspection. Recording of any damage and areas of bare ground and the need for any remedial works. Presence of trimmings and debris. Any changes in ground conditions. Undertake quadrat sampling to identify the habitat type that is establishing and then number of species per m² and habitat composition. Estimate percentage of bare ground, bramble and bracken cover. Identify areas of damage particularly rabbit damage Identify any invasive species and record location and extent. Collect a botanical species list across grassland to check against target species list and original composition	It is intended that monitoring should be proportionate. It is envisaged that typically reports will be required for years: 2, 5, 10, 15, 20, 25 and 30. It is anticipated that Other Neural Grassland creation works and enhancement works to the existing Modified grassland habitat to create Other Neutral Grassland will be completed by 30th September 2025 unless unanticipated circumstances result in delay, in which case the landowner will inform the authority of the change prior to this date. On this basis it is anticipated that monitoring of grassland will commence in the late Summer of 2027 and subsequently in 2030, 2035, 2040, 2045 2050 and a final inspection at year 30 in the Summer months of 2055. Surveys to be completed between August and September.

[DOCUMENT TITLE]

PAGE | 27

BIODIVERSITY NET GAIN - HABITAT MANAGEMENT AND MONITORING PLAN

Contents

Project Background

Planned Management Activities

Monitoring Schedule

Native Tree Planting	Condition surveys to be undertaken at the time of the monitoring inspection. Recording of any damage, disease or dead stock and the need for replacement planting. Signs of plant stress. Any changes in ground conditions. Obvious indications of a change in character and appearance and growth habit and form. Signs of restricted or stunted growth and poor crown development and branch structure and a lack of normal and expected extension growth. Signs of die back and bark splitting. Record girth measurement at 1.0m above ground level Identify any die-back, gaps in the tree canopy and % leaf cover within the canopy. Record extent of canopies in north, east, south and western directions to evaluate uneven growth patterns and canopy spread	It is anticipated that tree planting will be undertaken in the Planting Season and dormant stock period of November to March 2025/26. For the purpose of the project it is intended that implementation works will be completed by 31st December 2025 unless unanticipated circumstances result in delay, in which case the landowner will inform the authority of the change prior to this date. On this basis it is anticipated that monitoring of tree planting will commence in early 2027 and subsequently in 2030, 2035, 2040, 2045 2050 and a final inspection at year 30 in the Spring months of 2055. Surveys to be completed between April and May.

Monitoring Reports

Following completion of habitat creation and initial enhancement works, prepare for your monitoring report for the Local Planning Authority or Responsible Body. You should monitor each habitat type comprising the BNG project. Provide sufficient detail for the reviewing authority to assess the progress. The ‘Monitoring Report Template’ can help you do this. The requirements and regularity with which the monitoring reports are required are at the discretion of the LPA or Responsible Body. Prepare the monitoring requirements below.

Monitoring Report Schedule MS-T02

Provide details of the person or organisation that will be responsible for submitting the monitoring reports. Also state the responsible organisation for receiving and reviewing the reports.

Organisation Responsible for Submitting the Monitoring Reports	Organisation Receiving and Responsible for Reviewing Reports
Anglia (UK) Ltd	Anglia (UK) Ltd

Provide details of when the monitoring surveys and reports will be undertaken and submitted. You can extend the table and adjust according to your required schedule.

Project Year	Month Report to be Submitted	Month Management Plan to be reviewed	Comments
Y2	December	December or January	Report on results of the first two years of grassland creation and enhancement measures and native tree planting.
Y5	December	December or January	Report on results at year 5 stage of grassland creation and enhancement measures and native tree planting.
Y10	December	December or January	Report on results at year 10 stage of grassland creation and enhancement measures and native tree planting.
Y15	December	December or January	Report on results at year 15 stage of grassland creation and enhancement measures and native tree planting and identify milestones and overall

			conclusions at the mid point of the overall monitoring period.
Y20	December	December or January	Report on results at year 20 stage of grassland creation and enhancement measures and native tree planting. Assess the impact of any adjustments to the management regimes identified at the Yr 15 mid term monitoring stage.
Y25	December	December or January	Report on results at year 25 stage of grassland creation and enhancement measures and native tree planting.
Y30	December	December or January	Overall Report on the 30 year management of all habitats identifying successes, outcomes and added value, overall changes in composition and the significance of the habitat created and recommendations for further management and monitoring beyond the 30 year period.

Adaptive Management

Summary of Adaptive Management Approaches (MS-B02)

It is envisaged that the monitoring identified above will have the primary objective of supporting and enabling adaptive management for the duration of the management and monitoring period. 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 to meet target objectives and conditions. It is a continuous and iterative process in which management actions are followed by targeted monitoring outcomes. These, in turn, inform the ongoing management and is a cyclical process to be undertaking at all monitoring stages of the management and monitoring plan. Following submission of the monitoring report and subsequent review, any actions and recommendations will then be incorporated into a revised and updated management plan and regime with all such actions then being introduced at the appropriate times.

Monitoring results inform necessary management changes to promote achieving BNG targets stated in the statutory biodiversity metric and HMMP. The monitoring will pick up any unexpected, external influences such as dealing with a new plant disease, invasive species and impacts due to climate change, or changes to site conditions. Formal monitoring by a competent person will be supplemented by observations and notes from day-to-day on site activities which will be recorded in written or electronic format and include photographic records as appropriate. Such information will be kept in an agreed location on site and made available at the times of the formal monitoring inspections for incorporation into the monitoring reports to provide a secondary longer term baseline and represent an important source of information for delivering adaptive management. It is envisaged that this process will additionally capture the occurrence, however unlikely, of extreme unforeseeable events including external factors which may impact upon the site and whilst potentially short term, may have longer term repercussions for management and achieving target outcomes. Such impacts may relate to environmental issues or factors such as a change of ownership and should be recorded reported at the earliest opportunity. Such matters should be reviewed and any changes recorded in the management plan and schedule.