Habitat Management and Monitoring Plan (HMMP)	
For:	Willmott Dixon Construction Ltd
Site	Castle Sports Complex, 37 Albion Street, Spalding, PE11 2AJ
Report Date:	8th April 2026
Planning reference:	H16-0854-25 – South Holland District Council
Condition numbers:	21
Report Reference	SQ-4268.HMMP

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Client:	Willmott Dixon Construction Ltd
Site Name:	Castle Sports Complex, 37 Albion Street, Spalding, PE11 2AJ
Grid Reference	TF 25024 23136
Report:	Habitat Management and Monitoring Plan
Assessing Ecologist:	Aimee McManus BSc (Hons)

Issue:	Revision:	Stage:	Date:	Prepared by:	Approved by:
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1 Introduction

1.1 Background

1.1.1 The following Habitat Management and Monitoring Plan (HMMP) has been prepared by Estrada Ecology Ltd for the proposed development at Castle Sports Complex, 37 Albion Street, Spalding, PE11 2AJ (hereon referred to as 'the site').

1.1.2 This document outlines mitigation methodologies for the benefit of ecology and the habitats on site during the development of the site. Furthermore, this report sets out the habitat creation, protection, and management approaches for the proposed development.

1.1.3 This document has been produced in conjunction with the following reports, plans, and consultation responses:

- Estrada Ecology Ltd – Preliminary Ecological Appraisal: Report Ref: SQ-1167, dated May 2024.
- Estrada Ecology Ltd – Statutory Biodiversity Metric – Castle Sports Centre. January 2026.
- Estrada Ecology Ltd - BNG Castle Sports Centre, Spalding. January 2026. NEW SQ-3974.
- ONE Environments – Rev P08 Detailed Planting Plan (Sheet 1): M00514-ONE-ZZ-XX-D-L-0201.
- ONE Environments – Rev P08 Detailed Planting Plan (Sheet 2): M00514-ONE-ZZ-XX-D-L-0202.
- ONE Environments – Rev P08 Detailed Planting Plan (Sheet 3): M00514-ONE-ZZ-XX-D-L-0203.
- ONE Environments – Landscape Management Plan: M00514-ONE-ZZ-XX-RP-L-0001-P01.

1.1.4 This document has been prepared to discharge planning condition number 21 of planning application number H16-0854-25. This condition states:

Condition 21: *No work shall commence other than the redevelopment of the H&WH building and parking contained within Phase 1 as shown on drawing number M00514-SBA-00-00-DR-A-0105 Rev P06 until the submission of a biodiversity gain plan and habitat management and monitoring plan (HMMP) to be approved by the Local Planning Authority.*

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The development shall be carried out in accordance with the approved details.

Reason: *In the interest of Protected Species. This Condition is imposed in accordance with Policy 28 of the South East Lincolnshire Local Plan, 2019 and national guidance contained in Section 15 of the National Planning Policy Framework (December 2024)*

1.2 The Site, Location and Setting, and Proposal

1.2.1 The survey site is approximately 5.8 hectares in size, the majority of which comprises of modified grassland, built linear features, and developed land, sealed surface. Numerous scattered trees are present throughout the plot along with lines of trees around the northeastern site boundary and additionally in the west and southwest. introduced shrubs and ornamental hedges are recorded across the site.

1.2.2 The site is located within the Fulney area of Spalding approximately 1 km northeast of Spalding town centre. The survey site's central OS grid reference is TF 25024 23136.

1.2.3 Under the current proposals, the existing swimming pool building will be demolished and replaced with a two-storey extension (including basement) to the Castle Sports Complex, providing upgraded indoor leisure and health facilities such as two swimming pools, plant areas, and changing rooms. The scheme also includes reconfiguration of existing facilities, a new 3G artificial turf pitch, informal outdoor games and play areas, a running trail, a health and wellbeing garden, an outdoor splash pad, additional car parking, and landscaping.

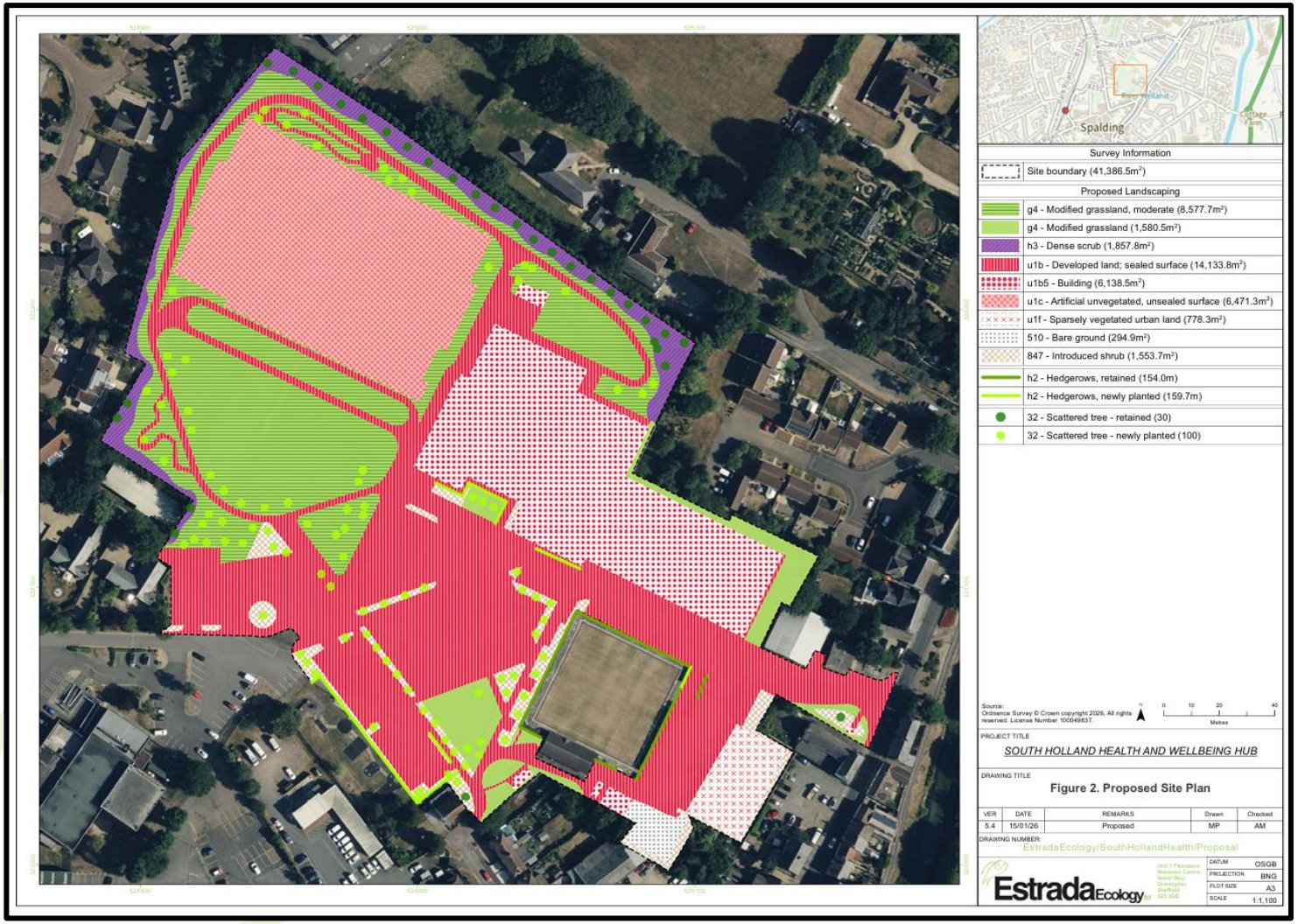
1.3 Legislation & Policy

1.3.1 The Environment Act (2021) introduced a mandatory requirement for new developments to achieve a minimum of 10% Biodiversity Net Gain, which must be maintained for a minimum period of 30 years following completion of the development. Key parts of the Environment Act relating to Biodiversity Net Gain and its delivery are contained within Schedule 7A of the Town and Country Planning Act 1990 (as inserted by the Environment Act 2021).

1.3.2 All relevant EU and UK nature conservation law will be adhered to in relation to the protection of ecological features and ecological enhancement. This includes the protection afforded to nesting birds under the Wildlife and Countryside Act 1981 (as amended).

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Figure 1: Site Illustrative Landscaping Plan – One Environments



2 Roles and Responsibilities

2.1 It is understood that the Castle Sports Complex will be responsible for the long-term management of the site. An appointed manager will oversee delivery and adaptation of the management prescriptions over the 30-year period as necessary. Should the appointed manager change, the HMMP will be updated accordingly.

2.2 The named land manager may choose to outsource the management / maintenance responsibility to suitably qualified landscapers (etc.). No such management organisation has been appointed at this stage. This HMMP should be amended to include reference to the acting management organisation(s) responsible for implementing the prescriptions outlined herein if other organisations are employed.

2.3 The LPA or Responsible Body for Reviewing HMMP is South Holland District Council. This LPA / organisation will be contactable within the 30-year management period regarding approval of any significant changes to this HMMP document.

2.4 The management and maintenance schedule outlined in this HMMP will last 30 years and commence on the finalisation of the site development works and the proposed landscaping. This HMMP should be seen as a fluid document over its 30-year period and subject to change dependent on the success or otherwise of the planting and management regime.

3 Vision, Aims, and Objectives

3.1 The landscape design strategy has been prepared in the context of a thorough and detailed understanding of the site landscape and its local context and within the framework of relevant policy and design guidance.

3.2 The recommendations regarding the landscape design are supported by a robust ecological survey and aim to provide suitable ecological and environmental enhancements functional for the site and the wider landscape.

3.3 The aims of this report are as follows:

3.3.1 Maintain and enhance biodiversity value within the site:

- **Objective 1:** Protect and maintain retained habitats within the site, as well as any protected species which may be using them.
- **Objective 2:** Create new, ecological viable, and locally appropriate habitats suitable for native species of local area.

3.3.2 Manage the site for biodiversity in the long-term.

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- **Objective 3:** To ensure new and existing habitats establish and are suitably maintained to ensure long-term biodiversity gain (30 years).

3.3.3 Monitor the created habitats to ensure long-term success.

- **Objective 4:** Provide a framework of monitoring and outline review timeframes.

4 Protect and Maintain Retained Habitats within the Site

4.1 Where feasible, existing habitats will be retained on-site within the development. All retained habitats, along with the species capable of utilising them, will be protected throughout the pre-construction and construction phases in accordance with best practice and relevant ecological guidance. Multiple scattered trees identified during the baseline survey will be retained where possible, as well as a small amount of low distinctiveness habitats and an ornamental hedgerow.

4.2 Pre-Construction Mitigation Measures

4.2.1 The following measures will be implemented in advance of site works to reduce measurable impacts on retained habitats and any protected species which may be using them.

4.2.2 Multiple trees within the site development boundary are proposed to be retained within the landscaping for the site. They should not be subject to regular management unless otherwise required for reasons of health and safety or to benefit the habitats.

4.2.3 Prior to the onset of construction, tree root protection areas (RPA) will be calculated and implemented as per British Standards (BS5837:2012). These protection measures should be drafted pre-construction and be retained in situ throughout the construction phase. Similar protection principles should be applied to retained hedgerows by maintaining a minimum buffer to avoid soil compaction and physical damage.

4.2.4 The removal or management of trees or hedgerows on-site should not, where possible, be undertaken within the recognised breeding bird season (March to September inclusive). Should works be unavoidable during this period, a walkover survey must be undertaken in advance of site clearance by a suitably qualified ecologist to ensure no active nests are present. The timing of any required habitat removal should be carefully considered prior to the onset of development works.

4.2.5 Should birds be recorded breeding then a suitable buffer should be erected as advised by a suitably qualified ecologist. The buffer should be retained until breeding has ceased and the young have fledged.

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4.3 Mid-Construction Mitigation Measures - Habitats

4.3.1 Root protection fencing and barriers installed pre-construction must remain in place and intact for the duration of works. Periodic checks should be undertaken to ensure they have not been displaced or encroached upon by machinery or materials.

4.3.2 Should any trees require felling or management, then works should be undertaken by a suitably qualified arborist to the relevant British Standard. Where feasible, any tree works should be undertaken outside the breeding bird season which typically runs March to September inclusive to minimise the risk of disturbance to breeding birds (see above).

4.4 Mid-Construction Mitigation Measures – Site Storage / Works

4.4.1 Any hydrocarbon materials should be stored suitably to avoid contamination of surrounding habitats inside and outside the site boundary. Where possible the use of non-toxic and other hazardous materials should be avoided. If such materials are to be used on the site, they should be stored appropriately following manufacturer's guidelines and a relevant COSHH risk assessment produced and stored on-site.

4.4.2 The impact of vehicles and machinery on retained and proposed habitats on the site should be minimised, where feasible, with most of the works being undertaken from pre- designated areas and the retained / proposed habitats offered a suitable level of protection throughout the works on site.

4.5 Mid-Construction Mitigation Measures – Excavations

4.5.1 Any trenches dug on site should contain means for any trapped fauna to escape. A small wooden ramp should be placed within the trench each evening and left overnight as a means of escape.

4.5.2 Any trenches should be checked each morning to ensure no trapped fauna.

5 Create Ecological Viable and Locally Appropriate Habitats, Ensuring New and Existing Habitats Establish and are Suitably Maintained for Long-term Biodiversity Gain

5.1 General

5.1.1 The habitat creation and enhancement measures as outlined in the provided landscaping scheme have been designed to compensate for the loss of existing habitats within the site resulting from the development.

5.1.2 The proposed planting scheme comprises the creation of:

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- Scattered Trees
- Modified Grassland (of both Poor and Moderate target condition)
- Mixed Scrub
- Native Hedgerow
- SuDS / Swale
- Introduced Shrub

5.1.3 A landscaping planting schedule has been submitted for this application (Figure 1), details of species composition of the habitats proposed can be found within: *Detailed Planting Plan (Sheet 1): Rev P08 M00514-ONE-ZZ-XX-D-L-0201, Detailed Planting Plan (Sheet 2): Rev P08 M00514-ONE-ZZ-XX-D-L-0202, Detailed Planting Plan (Sheet 3): Rev P08 M00514-ONE-ZZ-XX-D-L-0203.*

5.1.4 A Landscape Management Plan has also been submitted for this application: M00514-ONE-ZZ-XX-RP-L-0001-P01. This Habitat Management and Monitoring Plan (HMMP) should be read in conjunction with the Landscape Management Plan (LMP). The LMP provides detailed contractor-led specifications and maintenance operations, while this HMMP sets out the ecological objectives, target habitat conditions, and outcome-led management requirements necessary to secure and maintain Biodiversity Net Gain. Where prescriptions overlap, the two documents are intended to be complementary. Where differences in detail occur, the prescriptions within this HMMP shall take precedence for habitats contributing toward Biodiversity Net Gain.

5.1.5 The following outlines the specification and implementations of new plantings as well as including the management prescriptions for the proposed and retained habitats.

5.2 Individual Trees

5.2.1 Scattered trees are present on the on-site baseline, which are all due to be retained. These were recorded to be of multiple sizes and of both Good and Moderate condition. The retained trees are expected to be kept and maintained throughout the thirty-year period. No change in assessed condition is anticipated, and no enhancements are proposed.

5.2.2 All newly planted trees post-development have been assessed at a Moderate condition (passing a minimum of three or four criteria, either A, B, D and F, minimum).

5.2.3 The proposed trees have all been assessed as 'small sized' trees. To achieve a small size classification, all proposed trees will be expected to achieve between 75 mm to 300 mm diameter at breast height before the end of the thirty-year management period post-planting. The progress of the growth of these trees will be monitored and corrections to any under-performing trees will need to be addressed.

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5.2.4 This includes a mix of native and non-native species, such as field maple (*Acer campestre*), wild cherry (*Prunus avium*), Himalayan birch (*Betula utilis* var. *jacquemontii*), Norway maple (*Acer platanoides*), and silver birch (*Betula pendula*).

5.2.5 Any fertiliser use for newly planted trees shall be restricted to slow-release products and only applied where trees show signs of nutrient deficiency, to avoid excessive vegetative growth and impacts on surrounding habitats.

5.2.6 All existing retained and proposed trees have been assessed as having a high strategic significance as they are formally identified in *South and East Lincolnshire Councils Partnership Tree Strategy 2022 – 2027*.

Table 1: Retained / Proposed Habitat Conditions – Individual Trees

Condition Criteria		Targeted	Creation Approach	Management Approach
A	The tree is a native species (or more than 70% within the block are native species).	Yes	Majority of created trees are proposed to be mixed native species. Some according to planting schemes to be of non-native origin – therefore these non-native trees must pass B, D and F, minimum.	Any trees requiring to be replaced shall be done like-for-like with native species.
B	The tree canopy is predominantly continuous, with gaps in canopy cover making up 5 m wide (individual trees automatically pass this criterion).	Yes	Individual trees automatically pass this criterion. Trees proposed not crowded.	
C	The tree is mature (or more than 50% within the block are mature)	Yes (Good condition existing trees)/No	Proposed trees not mature specimens	Maturity of existing trees not expected to change.
D	There is little or no evidence of an adverse impact on tree health by human activities (such as vandalism, herbicide or	Yes/No	Trees are considered likely to be subject to some level of disturbance or management given the leisure centre setting; however, non-native species should be retained as planted to support the achievement of the target	

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	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		condition, notwithstanding their non-native origin.	
E	Natural ecological niches for vertebrates and invertebrates are present, such as presence of deadwood, cavities, ivy or loose bark.	No	Proposed trees not expected to present ecological niches.	Any ecological niches present on existing trees to remain unchanged, excluding for health and safety reasons.
F	More than 20% of the tree canopy area is oversailing vegetation beneath	Yes	Proposed and retained trees provided with >20% ground cover on average which is not expected to change over the course of the management period.	

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Table 2: Individual Trees Management Prescriptions

Action	Timing	Prescriptions
New Trees - Planting	Year 0	Newly planted trees should be acquired and planted at a suitable girth to allow time to establish. New specimens should be watered in, staked and tree guards applied.
		Planting of newly created habitats are recommended to be undertaken by a competent landscape contractor such as a member of The British Association of Landscape Industries (BALI).
		New trees should ideally be planted between October and March, avoiding periods of inundation or prolonged ground frost. Bare root deciduous planting shall not be carried out in waterlogged or frozen ground to prevent the trees failing.
New Trees – Early Management	Years 1, 2, 3, 4, 5 or until end of establishment	No regular pruning of the trees should occur in years 1 to 5 to allow establishment. In periods of prolonged drought additional watering should be undertaken to prevent the specimens from failing during establishment.
		Suitable tree guards, support stakes, or shelters will be used to protect plants from damage until established. Tree guards will be removed once the planting is established. All stakes, tubes, and ties to be inspected and where required, replaced, or adjusted. Tree guards and ties can be removed once trees have become established. If trees are yet to establish, guards, ties and spacers should be adjusted to enable growth.
		Newly planted trees will be treated with mulch around stem to aid establishment and prevent growth of weeds. Mulch to be re-applied every spring until trees are suitably established. Water in and regularly water in periods of prolonged drought
		A minimum 600 mm diameter weed-free mulched zone shall be maintained around the base of each tree during establishment to reduce competition and aid moisture retention.
General Management - Pruning	Throughout the thirty-year management period.	The canopies should not be habitually pruned / managed and be allowed to develop into the natural shape of the species selected and should be allowed to gain at least >75% of expected canopy for their age range and height (excluding for health and safety). Periodic inspections to check for pests, disease or damage should be conducted routinely outside the breeding bird season typically from end September to beginning of March. Any defects should be addressed immediately, and any treatments required to rectify the issues applied.

		Where required for access, visibility or safety, crown lifting may be undertaken in accordance with site operational requirements, provided this does not compromise the tree's target condition.
		Any deceased specimens should be removed immediately and disposed of accordingly and replaced like-for-like at a suitable size.
General Management - Health	Annually	Periodic inspections to check for pests, disease or damage should be conducted routinely outside the breeding bird season (end September to beginning of March). Any defects should be addressed immediately, and any treatments required to rectify the issues applied. Any deceased specimens should be removed immediately and disposed of accordingly, with the specimen replaced like-for-like or similar within the scope of the management plan.
Replacement	As and when required.	Any trees lost or predicted to not achieve the target size classification (Small, equivalent to >75mm diameter at breast height) by the end of the thirty-year management period will be required to be removed and replaced like-for-like at a planting size deemed able to achieve the target size. Asny existing trees that are lost must also be replaced on a like for like basis at the same size.
		Any tree planted as part of the scheme, which is removed, severely damaged, or is found to be dying or seriously diseased within 30 years of planting shall be replaced within the next available planting season or earliest available opportunity.

5.3 Modified Grassland

5.3.1 Areas of both amenity grassland and species-rich grassland are proposed as part of this scheme.

5.3.2 The amenity grassland areas will primarily comprise verges and general open spaces accessible to the public. These areas have been assessed within the Biodiversity Metric with a target condition of Poor. This condition corresponds to failure to meet Criterion A of the Metric. The surface will be sown with E2 – Tough Turf (Barenbrug) or similar.

5.3.3 Areas of species-rich grassland are proposed within the site. This habitat is targeted to reach Moderate condition, meeting Criteria A, C, E, F, and G of the Biodiversity Metric.

5.3.4 The species-rich grassland will be sown with General Purpose – Classic Hay Meadow (Barenbrug) or similar. Access should be restricted or controlled to prevent trampling and soil compaction. A tailored management regime will include seasonal mowing (after flowering and seed set) with arisings removed to maintain nutrient balance and promote floristic diversity.

Table 3: Proposed Habitat Conditions – Modified Grassland (Poor)

Condition Criteria		Targeted	Creation Approach	Management Approach
A	There are 6-8 vascular plant species per m^2 present, including at least 2 forbs. **Note - this criterion is essential for achieving Moderate or Good condition**	No	There is no expectation for the created grassland to achieve a species-rich composition.	No management to encourage / protect species rich composition required.
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)	No	There is no expectation for the created grassland to demonstrate a mixed sward height	No management to encourage / protect mixed sward height required. **The habitat currently fails to meet Core Criterion A; therefore, meeting subsequent condition criteria is not applicable**.
C	Any scrub present accounts for less than 20% of the total grassland area. (Some scattered scrub may be present)	No	Scrub species not proposed for created grassland	Dense parcels of scrub if recorded should be removed or thinned to not detrimentally impact the composition of the grassland on site. **The habitat currently fails to**

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				meet Core Criterion A; therefore, meeting subsequent condition criteria is not applicable.
D	Physical damage is evident in less than 5% of total grassland area Examples of physical damage include excessive poaching, damage from machinery use or storage, erosion caused by high levels of access, or any other damaging management activities.	No	Newly establishing grassland should be afforded some level of protection to avoid possible wear and damage which may affect the success of the habitat. (For grasscrete area, given likely compaction, bare ground is expected and therefore to likely fail this criteria)	Sowing with a general grass seed mix is recommended to recover from bare ground, if needed. If required, sowing should be conducted as per the instructions of the seed manufacturer. **The habitat currently fails to meet Core Criterion A; therefore, meeting subsequent condition criteria is not applicable.**
E	Cover of bare ground between 1% and 10%, including localised areas.	No		
F	Cover of bracken (*Pteridium aquilinum*) less than 20%.	No	Bracken species not proposed for created grassland	Dense parcels of bracken if recorded should be removed or thinned to not detrimentally impact the composition of the grassland on site. **The habitat currently fails to meet Core Criterion A; therefore, meeting subsequent condition criteria is not applicable.**
G	There is an absence of invasive non-native species (as listed on Schedule 9 of WCA).	No	Invasive species not proposed for created grassland	An annual inspection for the presence of non-native invasive flora should be undertaken and action taken should colonisation be recorded. A specialist contractor will be required to safely dispose of these species. The following guidance note can be referred to:

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				Environment Agency (2023). Guidance Note RSP 178 - Treatment and disposal of invasive native plants. **The habitat currently fails to meet Core Criterion A; therefore, meeting subsequent condition criteria is not applicable.**

Table 4: Proposed Habitat Conditions – Modified Grassland (Moderate)

Condition Criteria		Targeted	Creation Approach	Management Approach
A	There are 6-8 vascular plant species per m^2 present, including at least 2 forbs. **Note - this criterion is essential for achieving Moderate or Good condition**	Yes	Species-rich grass seed mix planted to create grassland of suitable composition to pass criterion.	Management to encourage / protect species rich composition required.
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)	No	There is no expectation for the created grassland to demonstrate a mixed sward height	No management to encourage / protect mixed sward height required.
C	Any scrub present accounts for less than 20% of the total grassland area. (Some scattered scrub may be present)	Yes	Scrub species not proposed for created grassland	Dense parcels of scrub if recorded should be removed or thinned to not detrimentally impact the composition of the grassland on site
D	Physical damage is evident in less than 5% of total grassland area Examples of physical damage include excessive poaching, damage from machinery use or storage, erosion caused by high levels of access, or any	No	Newly establishing grassland should be afforded some level of protection to avoid possible wear and	Sowing with a general grass seed mix is recommended to recover from bare ground, if needed. If required, sowing should

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	other damaging management activities.		damage which may affect the success of the habitat.	be conducted as per the instructions of the seed manufacturer.
E	Cover of bare ground between 1% and 10%, including localised areas.	Yes		
F	Cover of bracken (*Pteridium aquilinum*) less than 20%.	Yes	Bracken species not proposed for created grassland	Dense parcels of bracken if recorded should be removed or thinned to not detrimentally impact the composition of the grassland on site.
G	There is an absence of invasive non-native species (as listed on Schedule 9 of WCA).	Yes	Invasive species not proposed for created grassland	An annual inspection for the presence of non-native invasive flora should be undertaken and action taken should colonisation be recorded. A specialist contractor will be required to safely dispose of these species. The following guidance note can be referred to: Environment Agency (2023). Guidance Note RSP 178 - Treatment and disposal of invasive native plants

5.3.5 Areas sown with E2 – Tough Turf (Barenbrug), comprise 80% Perennial Ryegrass and 20% Slender Creeping Red Fescue. The species-rich grassland (General Purpose – Classic Hay Meadow, Barenbrug), composed as follows:

24% Slender Creeping Red Fescue, 24% Hard Fescue, 12.8% Crested Dogstail, 8% Smooth-stalked Meadow Grass, 4% Small-leaved Timothy, 4% Browntop Bent, 1.6% Sweet Vernal Grass, 1.6% Meadow Foxtail, 3.2% Meadow Buttercup, 4% Common Knapweed, 1% Oxeye Daisy, 1% Salad Burnet, 1.8% Red Campion, 1.6% Wild Carrot, 1.4% White Campion, 1% Lady's Bedstraw, 1.5% Selfheal, 0.5% Common Sorrel, 0.2% Ribwort Plantain, 0.3% Yarrow, and 2.5% Yellow Rattle.

5.3.6 All proposed grasslands should be installed and established in accordance with the manufacturer's directions provided by Barenbrug for the respective seed type.

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Table 5: Modified Grassland Management Prescriptions

Action	Timing	Prescriptions
New grass – Installation	Year 0	Installation of the proposed areas with chosen seed mix as outlined by landscaping plan. Installation of grassland/wildflower seed mix done in accordance with manufacturer's recommendations or provided methods.
		Water as required during the first 2–4 weeks post-sowing to maintain soil moisture and support germination, then only during prolonged dry periods to aid establishment.
New Grass - Establishment	Year 1	During the first year of establishment, only mow as necessary to gradually reduce the sward height to the desired levels over winter. Any perennial weeds which colonise the area should be removed so they do not out compete the establishing grassland.
	Years 1 and 2	To aid the establishment of new hay meadow mix, areas of newly sown seed should be protected from public access. Measures to prevent trampling should be implemented to restrict pedestrian access until the grassland is well established. Amenity grassland will remain open for public access during this period.
		Any perennial weeds which colonise the area should be removed so they do not out compete the establishing grassland.
General Management - Mowing	As and when needed during thirty-year management period after establishment period.	**Amenity grassland** will be subject to regular mowing to maintain a short sward height (typically 25–75 mm). Grass cutting shall be reduced during prolonged dry periods and avoided in very wet conditions. No mechanical tools should be used around the base of trees; grass should be hand-cut to avoid damage to trunks.
		Hay meadow areas where practicable, cutting shall be undertaken on a rotational basis, leaving small areas uncut in any one year to provide structural diversity and refuge for invertebrates.
General Management	Throughout the management period	Litter picks the area as and when required.
		Fertiliser application within species-rich grassland areas shall be avoided in order to maintain low soil nutrient status and support floristic diversity. Amenity grassland may receive fertiliser where required to maintain public-facing functionality.

Remediation of worn ground	As and when needed during thirty-year management period	Re-seed as necessary to infill any areas of bare ground and maintain the desired sward cover across the site. Re-seeding should utilise the same species mix as originally specified and be carried out in accordance with the manufacturer's recommendations and best practice guidance.
Invasive Species Management	Annually throughout thirty-year management period.	An annual inspection for the presence of nonnative invasive flora should be undertaken and action taken should colonisation. Site checks for invasive species should be done in the growing season (April to September inclusive).

5.4 Mixed Scrub

5.4.1 Areas of 'Native Shrub Planting' are proposed within the site, assessed as mixed scrub in Moderate condition (passing criteria A, C, and D, expected to fail B and E).

Table 6: Proposed Habitat Conditions – Mixed Scrub

Condition Criteria		Targeted	Creation Approach	Management Approach
A	The parcel represents a good example of its type (mixed scrub) based on its UKHabs definition. At least 80% of the scrub is native, there are at least three native woody species with no species comprising more than 75% of the composition.	Yes	Scrub created will comprise a mix of 4-5 native woody species.	Native species mix includes ≥3 woody species (hazel, hawthorn, blackthorn, guelder rose, etc.). Planting proportions ensure no species exceeds 75% cover.
B	Seedlings, saplings, young shrubs, and mature shrubs are all present.	No	Newly created scrub will not contain multiple age classes at establishment. Age structure develops naturally over time and is not required for Moderate Condition.	
C	There is an absence of invasive non-native species (as listed on Schedule 9 of WCA) and species indicative of a suboptimal condition make up less than 5% of the ground cover.	Yes	Invasive species not proposed for created scrub.	An annual inspection for the presence of non-native invasive flora should be undertaken and action taken should colonisation be recorded. A specialist contractor will be required to safely dispose of these species. The following guidance note can be referred to: Environment Agency (2023). Guidance Note RSP 178 - Treatment and disposal of invasive native plants
D	The scrub has a developed edge with	Yes	Area of scrub planted as	Management of scrub and adjacent grassland

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	scattered scrub edge and tall grassland, and forbs present between scrub and adjacent habitat		per landscaping plan during creation.	subject to encourage transition.
E	There are clearings, glades, and rides present within the scrub, providing sheltered edges.	No	Not targeted. Scrub belts and pockets are too small to support internal glades or rides. This criterion is not required for Moderate Condition.	

5.4.2 The native scrub, as indicated in the landscape plans, is considered to include:

- Guelder Rose (*Viburnum opulus*)
- Wayfaring Tree (*Viburnum lantana*)
- Goat Willow (*Salix caprea)*
- Elder (*Sambucus nigra*)
- Dog rose (*Rosa canina*)
- Spindle (*Euonymus europaeus*)
- Hawthorn (*Crataegus monogyna*)
- Hazel (*Corylus avellana*)
- Common Dogwood (*Cornus sanguinea*)
- Blackthorn (*Prunus spinosa*)
- Field maple (Acer campestre)

5.4.3 Management of this area will aim to promote a moderate understory of vegetation whilst ensuring that no single scrub species dominates the composition.

5.4.4 Detailed establishment practices for native scrub planting, including guard checks, watering, and weed control, shall accord with the Landscape Management Plan, provided such practices do not conflict with the ecological objectives and target condition of the mixed scrub habitat set out in this HMMP.

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Table 7: Mixed Scrub Management Prescriptions

Action	Timing	Prescriptions
Installation	Year 0	Remove perennial weeds from proposed scrub areas before planting. If planting in areas currently grass-dominated, strip small planting patches to reduce competition. Lightly loosen compacted soil if needed. The use of fertilisers should be avoided to prevent excessive nutrient enrichment.
		Planting should be undertaken during the dormant season, preferably in late autumn (November–December) or early spring (February–March), avoiding periods of ground frost.
		Mixed scrub should comprise a mix of at least 5–7 native woody species, ensuring that no single species dominates the planting mix. A planting density of approximately 2–3 plants per m² is recommended, using a mixture of shrub heights and species composition. Planting should be undertaken in naturalistic clumps rather than rows, spacing smaller shrubs more closely and larger species further apart to encourage structural diversity.
Establishment	Year 1	During the first year following planting, the scrub areas should be inspected twice annually to ensure successful establishment. Competing vegetation such as grasses, nettles or brambles should be cleared from around the base of newly planted shrubs to reduce competition for nutrients and light.
	Years 1 and 2	To aid successful establishment, planting areas should be protected from public access or disturbance where necessary, such as through temporary fencing or signage. These measures will reduce trampling or damage until the scrub habitat becomes well established.
Long-term maintenance	Year 5 onwards	Management of scrub / forb areas avoided to be done all at once, varying the timing of trimming of sections to vary the composition and structure. As a general rule of thumb, 10%-20% of the scrub should be subject to a yearly cutting, changing which areas are cut annually. Any cutting / cropping should ideally be done in the winter, avoiding the breeding bird season.

		Where unwanted self-set trees (e.g. oak, sycamore, ash) begin to dominate the scrub area, they should be selectively removed or coppiced to prevent excessive shading and to maintain the intended scrub structure.
		Along the edges of the scrub parcel, adjacent grassland should be allowed to grow longer and develop scattered scrub and tall forb vegetation, creating a gradual transition between habitats. This will help establish a well-developed scrub edge.
		Any specimens which have failed to establish or have died during the management period should be replaced on a like-for-like basis to maintain a full and diverse habitat.
General Management	Throughout the management period	Litter picks the area as and when required.
		Pesticide and herbicide applications should be avoided where practical. Where the need outweighs the risk, a suitably qualified contractor should apply applications.
		Regularly inspect for signs of pests or disease and counter any afflictions as soon as noted. Inspect after first winter and following summer and replant any gaps.
		Any perennial weeds which colonise the area should be removed so they do not out compete the establishing native species.
Invasive Species Management	Annually throughout thirty-year management period.	An annual inspection for the presence of non-native invasive flora should be undertaken and action taken should colonisation. Site checks for invasive species should be done in the growing season (April to September inclusive).

5.5 Native Hedgerow

5.5.1 Multiple lengths of native hedgerow are proposed within the scheme as well as the retention of an existing ornamental hedgerow. The new native hedgerow will comprise of majority *Fagus sylvatica*. The newly planted hedgerow is expected to reach a Moderate condition (Passing A2, B1, B2, C2 and D1; failing criteria A1, C1 and D2.

5.5.2 Detailed establishment measures such as watering, guard checks, and weed control shall be carried out in accordance with the Landscape Management Plan, provided they do not conflict with the target hedgerow condition set out in this HMMP.

Table 8: Proposed Habitat Conditions – Native Hedgerow

Condition Criteria		Targeted	Creation Approach	Management Approach
A1	Greater than 1.5 meters height along length (new hedgerow planting fails this unless at size at planting)	No	Proposed hedgerow not of size to pass this criterion. No management expectation to achieve this criterion.	
A2	Greater than 1.5 meters width along length.	Yes	Whips planted in a double staggered row	If width drops below 1.5 m, undertake light coppicing or gapping-up, and adjust mowing to allow regrowth. Exclude hedge margins from routine mowing to maintain width and structural diversity.
B1	Gap between ground and canopy less than 0.5 meters for greater than 90% of total length.	Yes	Whips planted in a double-staggered row, which will naturally fill in over time.	Management will encourage lateral and basal growth, ensuring gaps between ground and canopy remain <0.5 m along >90% of the length as the hedge matures.

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B2	Gaps along length make up less than 10% and no gaps are more than 5 meters.	Yes	Hedgerow created with continuous stock with no gaps.	Any gaps created with failed plantings to be re-instated when next feasible.
C1	More than 1 meter of undisturbed perennial herbaceous vegetation for more than 90% of the length at least on one side of the hedge.	No	Habitats either side of hedge not undisturbed.	No measured to create transitional undisturbed habitats along hedgerows.
C2	Plan species indicative of nutrient enrichment of soils dominate less than 20% of the undisturbed ground adjacent.	Yes	Vegetation present is predominantly native perennial species; nutrient-enriched species cover <20%.	Encourage ground vegetation establishment through selective mowing and weeding; control nutrient-loving or invasive species to maintain native dominance.
D1	There is an absence of invasive non-native species (as listed on Schedule 9 of WCA) for greater than 90% of the hedgerow's length and undisturbed land adjacent.	Yes	Invasive species not proposed.	An annual inspection for the presence of non-native invasive flora should be undertaken and action taken should colonisation be recorded. A specialist contractor will be required to safely dispose of these species. The following guidance note can be referred to: Environment Agency (2023). Guidance Note RSP 178 - Treatment and disposal of invasive native plants.

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D2	More than 90% of the hedgerow or undisturbed land adjacent is free from damage caused by human activities.	No	Given setting and anticipated management, not targeted for condition criteria.

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Table 9: Hedgerow Management Prescriptions

Action	Timing	Prescriptions
New Hedge – Installation	Year 0	Specimens should ideally be planted between October and March, avoiding periods of inundation or prolonged ground frost. Bare root deciduous planting shall not be carried out in waterlogged or frozen ground to prevent the specimens from failing. Ground preparation shall include removal of competitive vegetation and light cultivation where appropriate.
New Hedge - Establishment	Year 1, 2, 3 (or until full establishment)	Minimal trimming in the first two years to allow strong root and shoot development. In Year 2 or 3, carry out light formative pruning in late winter to encourage low branching and dense growth.
		To aid the establishment of the proposed hedgerows, establishing hedging should be protected from public disturbance. Measures to avoid damage of newly planted hedgerows to be implemented to restrict pedestrian impacts until successful establishment.
		Suitable hedge guards, spiral shelters, or tree guards (as appropriate) will be used to protect plants from damage until established. Guards will be removed once the planting is established. All stakes, tubes, and ties to be inspected at least twice yearly (spring and autumn), and after severe storms. Tree / hedge guards and ties can be removed once trees have become established. If trees are yet to establish, guards, ties and spacers should be adjusted to enable growth.
		Water during prolonged dry periods until established. Apply mulch around base avoiding tree stems of a minimum 75 mm depth, reapply in spring. Maintain base mulch where possible to suppress weeds and retain soil moisture. Spot-treat persistent perennial weeds if hand removal is impractical.
General Management	As and when needed during thirty-year management period after	Trim no more than once annually, and preferably on a rotational basis (cutting different sections in different years) to retain some fruiting and flowering habitat for wildlife. Carry out cutting in late winter (January or February) to avoid disturbance to nesting birds and to retain autumn/winter food sources. Use hand tools or flails set high enough to avoid damaging basal growth.

	establishment period.	
	As and when needed during thirty-year management period.	Water at base of hedge when required, particularly during dry spells. Should periods of extreme drought occur, hedging which have yet to establish should be watered if signs of stress intolerances are visible.
	Annually	Periodic inspections to check for pests, disease or damage should be conducted annually outside the breeding bird season (end September to beginning of March). Any defects should be addressed immediately, and any treatments required to rectify the issues applied. Any deceased specimens should be removed immediately and disposed of accordingly, with the specimen replaced like-for-like or similar within the scope of the management plan.
Replacement	As and when required.	Any length of hedgerow lost during the thirty-year management period will be required to be replaced like-for-like to demonstrate no net-loss of hedgerow. Species composition of any replacement hedgerow must comprise the same for the hedgerow (e.g., maintain species rich composition where required).
		Any hedgerow specimen planted as part of the scheme, which is removed, severely damaged, or is found to be dying or seriously diseased within 30 years of planting shall be replaced within the next available planting season or earliest available opportunity.

5.6 SuDS / Swale

5.6.1 An attenuation basin and a section of swale are proposed for the site to manage surface water. The target condition for these features is poor, passing criteria C and E2, minimum) reflecting their primary function as engineered drainage features rather than high-value ecological habitats. These features may not retain water permanently and are not intended to provide constant wet conditions.

5.6.2 Both the attenuation basin and swale are proposed to be sown with E10 Clay/Waterlogged Soils (Barenbrug) or similar, which comprises: 40% perennial ryegrass (*Lolium perenne*), 40% tall fescue (*Festuca arundinacea*), and 20% strong creeping red fescue (*Festuca rubra* ssp. *rubra*). Surrounding the basin and swale features will be areas of species-rich grassland sown with the Classic Hay Meadow Mix.

5.6.3 Management prescriptions post-establishment will largely coincide with the management of grassland outlined in Table 5. Occasional wear is expected due to public use, particularly during periods of moderate inundation.

5.6.4 Routine inspection and maintenance of SuDS features, including vegetation management and debris removal, shall be undertaken in accordance with the Landscape Management Plan, provided these activities do not conflict with the drainage function of the SuDS or the target habitat condition set out in this HMMP.

Table 10: Proposed Habitat Conditions – SuDS / Swale

Condition Criteria		Targeted	Creation Approach	Management Approach
A	Vegetation structure is varied. A single structural habitat component or vegetation type does not account for more than 80% of the total habitat area.	No	Proposed swale area will be planted with one composition (E10). No expectation for creation / maintenance of varied structure habitat or species rich composition.	
B	The habitat parcel contains different plant species that are beneficial for wildlife.	No		
C	Invasive non-native species (listed on Schedule 9 of the Wildlife and Countryside Act	Yes	No non-native invasive species or detrimental species are	An annual inspection for the presence of non-native invasive flora should be undertaken and action taken should

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	1981) and others which are to the detriment of native wildlife cover less than 5% of the total habitat area.		proposed to be planted.	colonisation be recorded. A specialist contractor will be required to safely dispose of these species. The following guidance note can be referred to: Environment Agency (2023). Guidance Note RSP 178 - Treatment and disposal of invasive native plants
E1	Plant species are mostly native. If non-native species are present, they should not be detrimental to the habitat or native wildlife.	Yes	No non-native invasive species or detrimental species are proposed to be planted.	
E2	The vegetation is comprised of plant species suited for wetland or riparian situations.	No	E10 mixture is best described as a waterlogged-soil tolerant grass mix rather than a wetland or riparian seed mix.	

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Table 11: SuDS / Swale Management Prescriptions

Action	Timing	Prescriptions
New grass – Installation	Year 0	Sowing of the proposed areas with chosen grass seed mix as outlined by landscaping plan. Sowing of grassland seed done in accordance with manufacturer's recommendations or provided methods.
New Grass - Establishment	Years 1 and 2	To aid the establishment of new grassland, newly created swale areas should be protected from public access. Measures to avoid trampling of newly sown grassland to be implemented to restrict pedestrian access to such areas until successful establishment.
General Management - Mowing	As and when needed during thirty-year management period after establishment period.	Grass cutting shall be carried out as required over the management period, however, reduced during prolonged dry periods and very wet areas. It is recommended that the first cut is avoided until mid to late summer (early August) to allow any perennial seedlings to establish.
General Management	Throughout the management period	Litter picks the area as and when required.
		Inspect inlets, outlets, vents and overflows, for swale, check silt accumulation and inspect vegetation coverage.
		Pesticide and herbicide applications should be avoided where practical. Where the need outweighs the risk, applications should be applied by a suitably qualified contractor.
Remediation of worn ground	As and when needed during thirty-year management period	Re-seed as necessary to cover any patches that show bare ground to maintain expected cover across the site. Sowing of grassland should use similar species mix to proposed turf and should be conducted in accordance with the seed mix manufacturer's recommendations or provided methods.
Invasive Species Management	Annually throughout thirty-year management period.	An annual inspection for the presence of non-native invasive flora should be undertaken and action taken should colonisation. be recorded. Site checks for invasive species should be done in the growing season (April to September inclusive).

5.7 Introduced Shrubs

5.7.1 Areas within the site are comprised of introduced shrubs and bulbs. These introduced species are considered to be of low ecological value and are not applicable for condition assessment. No specific ecological target is proposed for these areas during the thirty-year management period.

5.7.2 Species proposed include, but are not limited to:

- Tête-à-Tête daffodil (*Narcissus cyclamineus*)
- Peeping Tom daffodil (*Narcissus*)
- Elephant's ears (*Bergenia cordifolia* 'Eroica')
- Variegated Japanese spurge (*Pachysandra terminalis* 'Variegata')
- Lesser periwinkle (*Vinca minor*)
- Purple moor grass (*Molinia caerulea* 'Poul Petersen')
- Purple moor grass 'Heidebraut' (*Molinia caerulea* 'Heidebraut')
- Purple moor grass 'Moorhexe' (*Molinia caerulea* subsp. *caerulea* 'Moorhexe')
- Dwarf cherry laurel (*Prunus laurocerasus* 'Otto Luyken')
- Oregon grape (*Mahonia aquifolium* 'Apollo')

5.7.3 These species are typically ornamental, low-maintenance plants, contributing to aesthetic value and site landscaping, but are not managed for biodiversity targets.

5.7.4 Detailed horticultural maintenance practices for introduced shrub planting, including visit frequency, mulch topping, and detailed pruning regimes, are set out in the Landscape Management Plan and shall be implemented where they do not conflict with the objectives of this HMMP.

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Table 12: Introduced Shrub Management Prescriptions

Action	Timing	Prescriptions
Installation	Year 0	Prepare planting areas by removing perennial weeds and lightly cultivating soil. Install plants in accordance with the landscape plan and supplier's recommendations. Plant in appropriate density for species and bed size, ensuring taller species are placed towards the back of beds. Apply a 75 mm depth of ornamental mulch immediately after planting, keeping mulch clear of stems. Water in thoroughly.
Establishment	Years 1-2	Water regularly during dry spells, ensuring soil is moist but not waterlogged. Top up mulch in spring to maintain weed suppression and moisture retention. Replace any failed specimens with like-for-like species in the next planting season.
Pruning	Annually or as required throughout the management period	Light pruning to maintain desired shape permitted, removing dead / diseased / damaged shrub materials as required. Pruning recommended to be undertaken late winter / early spring appropriate for the species. Where shrub beds form dense thickets, breeding bird checks may be required to avoid disturbance towards nesting birds (March / September inclusive).
General Management	Throughout the management period	Litter picks the area as and when required.
		Pesticide and herbicide applications should be avoided where practical. Where the need outweighs the risk, a suitably qualified contractor should apply applications.
		Regularly inspect for signs of pests or disease and counter any afflictions as soon as noted. Inspect after first winter and following summer and replant any gaps. Deadwood should be removed due to health and safety.
		Any perennial weeds which colonise the area should be removed so they do not out compete the establishing species.

5.8 General Maintenance

5.8.1 Planting and maintenance of retained and newly created habitats should be undertaken by a competent landscape contractor such as a member of The British Association of Landscape Industries (BALI).

5.8.2 Any works affecting Protected Species should be undertaken by a suitable qualified ecologist and said ecologist should be on call during the onset of site works to ensure any protected species issues that may arise are dealt with in a competent manner and act as an ecological clerk of works.

5.8.3 An annual inspection for the presence of non-native invasive flora should be undertaken and action taken should colonisation be recorded.

6 Provide a Framework for Management and Monitoring in the Long-term

6.1 Following implementation of the approved landscaping scheme, all habitats within both the on-site and off-site enhancement areas shall be monitored by a suitably qualified ecologist or other competent person to assess habitat establishment and long-term condition.

6.2 Habitat creation and enhancement work in accordance with this Habitat Management and Monitoring Plan will be completed no later than 12 months after the completion of development work.

6.3 At present, no specific monitoring years have been prescribed by the Local Planning Authority (LPA). Monitoring is recommended in **years 1, 2, 3, 5, 10, 15, 20, 25, and 30** following habitat creation. These reports should be sent to an Ecologist from the acting LPA (South Holland District Council) for assessment and review if the monitoring survey was not conducted by the LPA or an LPA representative. Monitoring reports shall be submitted to the LPA on the 1st of November of each monitoring year after habitat creation. Any DEFRA Metric produced for this site after the habitat creation which is referenced within a monitoring report should be supplied along with the report. The data recorded shall be provided in standardised format to allow use of data in district-wide biodiversity network database.

6.4 The content of these reports should include a description of the state and condition of the habitats on site as well as relevant photos of assessed habitats. Details of all issues identified for any habitats (e.g. loss or degradation of proposed habitats) shall also be outlined. The reports shall also include any reported / recorded issues which are present or have been resolved in the interim between reports.

6.5 Reports will be compiled which outline the habitats and their condition as recorded on the survey. These should be based on a robust ecological assessment of the site and condition of the habitats and species in line will

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condition assessments outlined within the DEFRA Metric. Where problems with establishment and growth of habitats are identified, it should be documented such that measures can be implemented to remediate any failure, as well as allowing the management strategy and the management plan be adapted.

6.6 Monitoring survey of the site should be conducted within the growing season (typically April to September inclusive) such that an accurate ecological assessment of the habitats can be conducted. The below table outlines any specific monitoring methods which may need to be used to assess each proposed habitat.

Table 13: Monitoring Methods

Habitats	Monitoring Methods	Monitoring Interval and Timing
All habitats	Ensure the habitats as assessed within the BNG report have not been removed or replaced by other habitats. **Visual inspection and reporting of any issues recorded.**	During every monitoring survey, years 1, 2, 3, 5, 10, 15, 20, and 30.
New proposed Trees	Checks to be undertaken on the proposed trees' establishment and the integrity of the protective measures in place. Checks should also be done to report any pruning or management during the establishment period. **Visual inspection and reporting of any issues recorded.**	Annually from years 1-5 (establishment).
	Checks to be undertaken on the proposed trees' growth during the monitoring period after establishment. Measure and log sizes of all proposed trees to allow for assessment of whether trees are predicted to achieve the target size class. **Physical measurement, monitoring report, and reporting of any issues recorded**	At ten-year intervals after establishment period (years 10, 20, and 30).
All Trees	Inspections of all trees on site to assess health. **Visual inspection, monitoring report, and reporting of any issues recorded.**	Years 5, 10, 15, 20, and 30.

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All grassland including SuDS / Swale and introduced shrubs	To be undertaken on proposed grassland and SuDS parcels. Check for extent of bare ground, scrub cover, ruderal ephemeral / tall forbs cover which is indicative of improper management or degradation of habitat. **Visual inspection and reporting of any issues recorded.**	Annually from years 1-5 (establishment), then years 10, 20, and 30. Surveys to be completed during the growing season (April to September inclusive)
	Check to monitor correct establishment and report any failure or dominance of inhibiting vegetation such as ruderal ephemeral / tall forbs. **Visual inspection and reporting of any issues recorded.**	During every monitoring survey, years 1, 2, 3, 5, 10, 15, 20, and 30. Surveys to be completed during the growing season (April to September inclusive)
Mixed scrub and native hedgerow	Assessment of species composition and report findings, highlighting when not meeting compositional requirements. **Visual inspection and documentation of composition, reporting of any issues recorded.**	During every monitoring survey, years 1, 2, 3, 5, 10, 15, 20 and 30.

6.7 Risks Register and Remedial Measures

6.7.1 The proposed landscaping plan is expected to be implemented as described and as assessed within the BNG assessment for the whole of the thirty-year period following its creation on site. Any significant deviation to the proposed habitats will likely result in a change in the calculated net gain value of the project proposal. It is important to maintain the habitats proposed to ensure the calculated percentage net gain value for the scheme remains.

6.7.2 The following is a risk register outlining some (not exhaustive) risks regarding the implementation, establishment, enhancement, and maintenance of the proposed and retained habitats, as applicable to the provided scheme.

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Table 14: Risk Register for Landscaping Scheme

Habitat	Risk Factor	Trigger for Action	Remedial Measure
Trees -Newly proposed	**Failure to establish** Low risk, Moderate severity, Low likelihood	Any of the trees proposed failing to establish after planting.	Trees that have failed to establish should be removed and replaced like-for-like with a replacement specimen which is expected to meet expectations of the planting (e.g. correct size and target condition).
	Failure to achieve target size Moderate risk, Moderate severity, Moderate likelihood	Any of the proposed trees failing to achieve the target size class at the end of the thirty-year management period or predicted to fail the target size class as identified during the thirty-year monitoring period.	Trees which during the monitoring portion of the management plan which are predicted to likely not achieve the target size classification (small size above 75mm diameter at breast height) should be removed and replaced with a similar specimen which is expected to meet size and condition expectations of the planting.
Trees – Newly proposed and retained (all trees)	**Loss** Moderate risk, Moderate severity, Low likelihood	Loss or predicted loss of the retained / proposed trees due to unexpected or unavoidable causes, as identified via the monitoring during the thirty-year monitoring period.	Any of the proposed trees that are lost or are required to be replaced should be replaced like-for-like with a similar specimen which is expected to meet expectations of the planting (e.g. correct size and target condition). The retained trees if lost should be replaced like-for-like with a replacement specimen which is of the same size class and target condition.
	Damage causing health and safety risk Low risk, Low severity, Low likelihood.	Natural damage to present trees which produces a health and safety risk (e.g. branches which may fall following high winds etc.).	Safe felling / management by a qualified arborist. If whole tree lost, see above

Grassland / SuDS	**Failure to establish** Low risk, Low severity, Low likelihood	Failure to establish grassland or SuDS plantings.	If the area of wear is extensive, the habitat should be fenced off from the cause of the wear, and remediation methods should commence to aid the reinstatement of the grassland cover. Seeding grass cover should be done as per manufacture instructions. **SuDS** – inspect and clear sediment and debris build up, replant affected areas as necessary.
	Degradation Low risk, Low severity, Low likelihood	Excessive wear degrades habitat to bare ground / mud. **SuDS** – excessive sedimentation and poor drainage.	
	Species composition (Moderate condition grassland only) Low risk, low severity, Moderate likelihood	Species composition of hay meadow areas not comprising a suitable species richness / composition to pass critical Criterion A (See Table 4).	Evaluation of management methods. Reseeded with appropriate species mix to re-establish appropriate species composition and richness.
Mixed Scrub	**Failure to establish** Low risk, Low severity, Low likelihood	Any of the scrub species proposed failing to establish after planting.	Specimens that have failed to establish should be removed and replaced like-for-like with a replacement specimen of the same composition as the particular compartment of scrub (willow, blackthorn, mixed etc).
	Species composition Low risk, low severity, Low likelihood	Species composition of scrub compartment changes to no longer reflect the intended / required composition (e.g., willow no longer dominant in willow scrub compartment or hawthorn becomes dominant in mixed scrub compartment)	Evaluation of management methods. Specimens removed / replanted with appropriate species mix to re-establish appropriate species composition.
Introduced Shrubs	**Failure or Loss** Low risk, Low severity, Low likelihood	Failure or loss of habitat / failure of proposed species to establish.	Any area of introduced shrubs that have failed to establish should be removed and replaced like-for-like.

Hedgerows	**Failure to establish** Low risk, Moderate severity, Low likelihood	Any of the hedgerows proposed failing to establish after planting.	Lengths of hedgerow that have failed to establish should be removed and replaced like-for-like.
	Failure or Loss Low risk, Low severity, Low likelihood	Any length of hedgerow which has failed or is predicted to fail (e.g., due to disease or human disturbance.)	

7 Reviewing the Management Plan

7.1 Results of the monitoring reports will inform the ongoing management strategy. The strategy should be seen as a fluid document over its 30-year period and subject to change dependent on the success or otherwise of the planting and management regime. The management plan will run for a period of 30 years with monitoring years outlined in section 6.

7.2 Where problems with establishment and/or growth of habitats is identified, measures should be implemented to remediate any failure and the management strategy, and the management plan be adapted. Results of the monitoring will inform the management strategy.

7.3 The results of the site surveys will be fed back to the land manager within one month of the report being written. This monitoring report will be passed onto the land manager to inform the required habitat maintenance measures, if they have changed from the standard as outlined in this report. If land manager(s) identify any adaptations required to the site management, this will also be recorded within this document. Any significant changes to the habitat management plan will be reported to the responsible authority before being undertaken. Monitoring will identify any damage or deterioration of assessed habitats, and any issues will be addressed by replacement / reinstatement of these lost or deteriorated habitats. The goal of the management and monitoring of the site should be to maintain and be compliant with the habitats proposed on the accepted landscaping plan referenced in this report, at their assessed conditions.

7.4 It is the responsibility of the appointed land manager to uphold the implemented management / maintenance programme as outlined within this report. Any third parties must be informed of the details of this management / maintenance programme as to fully comply with the details outlined in this report. Likewise, it is the applicant's responsibility to inform any construction / development companies involved in the development of the site such that they can inform their workers to comply with the outlined requirements for development-stage responsibilities regarding habitats and protected species.

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