NATURAL ENGLAND

Department for Environment Food & Rural Affairs

Habitat Management and Monitoring Plan

Site Name:	Land adjacent to Holly Cottage, Old Fen Dike, Sutton St James, PE12 0HE
Date:	22/10/2026
Version:	2

Author:

C Smith

Contents

1. Project Background 2

Summary of Management Plan 2
Site Boundary Plan PB-F01 4
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 9

2. Planned Management Activities 10

Principles Informed by Design Stage 10
Habitat and Condition Targets PM-T01 11
Habitat Creation, Enhancement and Management Plan EM-F01 12
Grassland (Medium, High, and Very High Distinctiveness) 13
Creation, Enhancement and Management Summary (GH-T01) 13
Grassland (Medium, High, and Very High Distinctiveness) 15
Creation, Enhancement and Management Detailed Methods (GH-T02) 15
Grassland (Low Distinctiveness) - Retained - Management Summary (GL-T01) 15
Creation, Enhancement and Management Detailed Methods (GH-T01) 15
Individual Trees - Creation, Enhancement and Management Summary (UT-T01) 16
Individual Trees - Creation, Enhancement and Management Detailed Methods (UT-T02) 17
Habitat Creation and Management – Risk Register and Remedial Measures PM-T02 18

3. Monitoring Schedule 20

Monitoring Strategy 20
Monitoring Methods and Intervals MS-T01 20
Monitoring Reports 21
Adaptive Management 22

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
1	Draft	Jonathan Pounder 08/04/2026	Carolyn Smith 09/04/2026
2	Issued	Carolyn Smith 22/10/2026	Heather Sneddon 22/10/2026

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	
This document was initially prepared by Jonathan Pounder (JP Environmental Solutions) working for Carolyn Smith (Glaven Ecology Ltd) on behalf of the client relating to the planning application for erection of a dwelling on land adjacent to Holly Cottage, Old Fen Dike, Sutton St James, PE12 0HE. This document is the Habitat Management and Monitoring Plan (HMMP) to accompany the project BNG details and discharge condition 19 of the planning approval.	
Project type	Full planning application
Development Name and Address	on land northwest of Holly Cottage, Old Fendyke, Sutton St James, PE12 0HE.
BNG Project Name and Address	Erection of residential dwelling
Author Organisation	Ben Livick, c/o Glaven Ecology
Landowner	Mr. Kevin Groves
Responsible person/organisation for creating or enhancing the habitat	Landowner
Planning authority	South Holland District Council
Planning reference (if applicable)	H20-0645-26
BNG register reference (if applicable)	N/A
Central OS grid reference	NGR TF 38447 16841
Metric revision/title	Statutory biodiversity metric 1.0.4
Are any Irreplaceable Habitats present onsite	Yes: ☐ No: ☒

Summary of Management Plan

Habitats to be Retained, Created and Enhanced PB-B02

The following Habitat Management & Monitoring Plan (HMMP) covers the immediate development site (red line boundary). The proposed site has a baseline of 9.34 habitat units increasing to 15.36 habitat units post development, representing a net increase of 6.02 habitat units (64.51%) respectively.

The Onsite Habitat baseline gave:

- Developed land, sealed surface – 0.011ha, no condition assessment
- Modified grassland – 0.3365ha in Poor condition

The development will result in the loss of

- Modified grassland – 0.2ha in Poor condition
- Artificial sealed surface – 0.011ha, no condition assessment

The development will retain:

- Modified grassland – 0.0484ha in Poor condition

The development will see the enhancement of:

- Modified grassland – 0.0883ha in Poor condition to Other Neutral Grassland in poor condition

The development will see the creation of:

- Developed land, sealed surface - 0.0961Ha, no condition assessment
- Vegetated garden – 0.1147ha, no condition assessment
- 9 x Urban tree – 0.0366ha in Poor condition

Timescales for Actions PB-B03

The legal obligation for the land owner to manage the habitat for a 30-year period will begin once all Biodiversity Net Gain (BNG) habitat creation works have been completed. The anticipated start date of proposed works is to be confirmed with the On-site Habitat Creation works being carried out in the first year of the development.

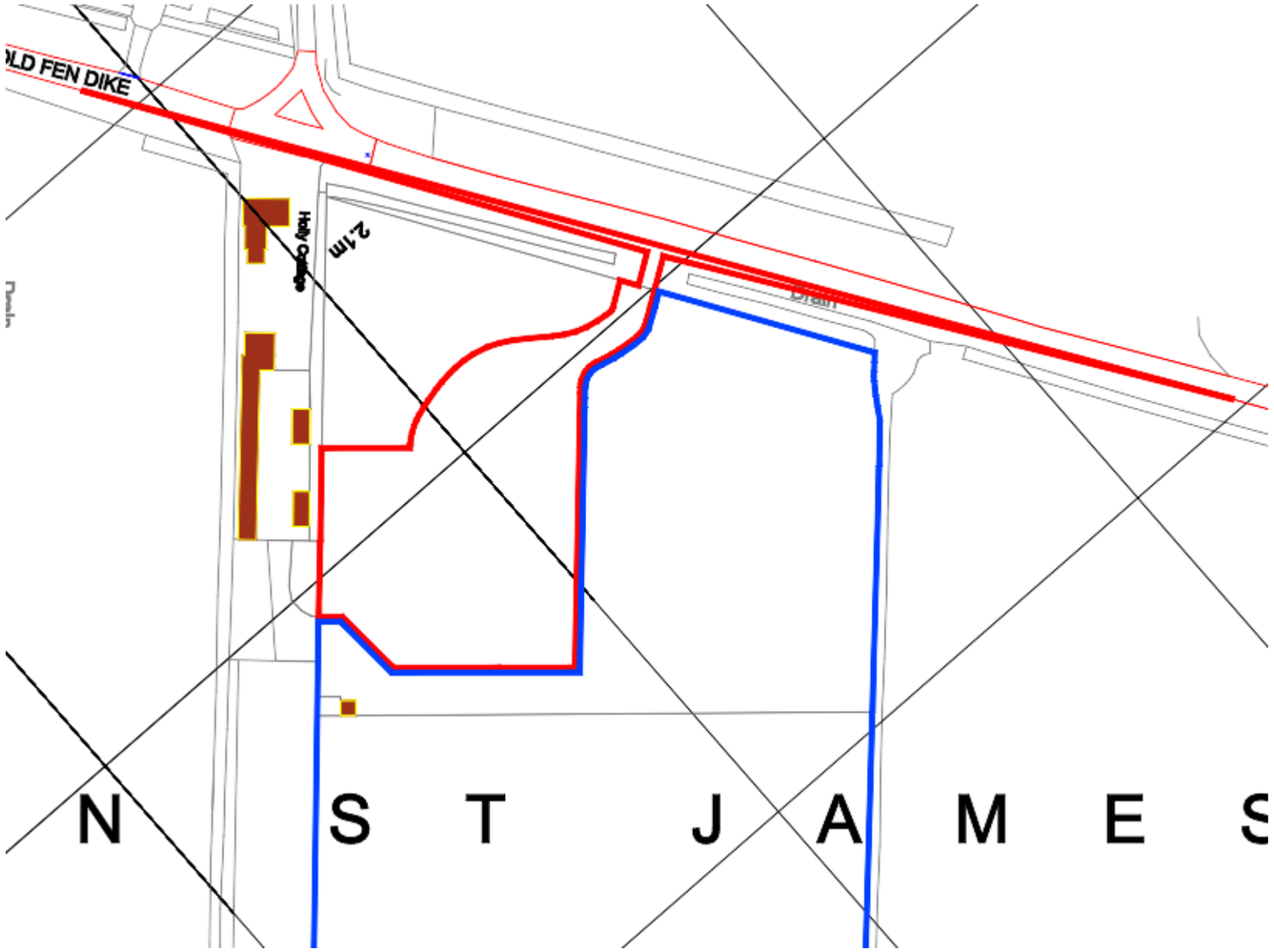
By Year 2, all establishment management of the site will have been completed, with post-establishment management and monitoring to then be undertaken in order to meet the following targets:

- The Vegetated garden (no condition assessment) by Year 1
- The Other Neutral Grassland in poor condition by Year 1
- The 9 x Urban tree in poor condition by Year 10

By Year 5, the site is expected to have largely achieved the targeted habitat condition score. Long-term management will commence from establishment to achieve to the target condition for establishment and will continue for a total of 30 years.

Monitoring Requirements PB-B04
The monitoring will be undertaken annually between years 1-5, thereafter in years 10, 20 and 30. “As and when” informal inspections can take place if required outside of the established regime above, if a particular issue is noticed. The key aim of monitoring will be to monitor and track the success of targets for habitat creation and to trigger remedial measures, where necessary. The monitoring visits will also be a chance to update any land ownership changes and the parties involved in delivering the practical activities and monitoring program. This is an adaptive management plan; over time, it may be necessary to adjust management measures according to the success of the outcomes. This will be a process of monitoring, evaluating, and modifying the plan as required to reach the same desired outcomes within the time allowances established. The responsible authority will be consulted if any significant changes are required. Any other qualitative or supporting information will be collected, as required. These will be presented upon request.
Required Consents and Licences PB-B05
N/A
Funding PB-B06
Works to be funded by the land owner as part of the development.
Legal Agreement PB-B07
N/A.

Site Boundary Plan PB-F01




Baseline
Red Line Boundary
Ditches
Developed land; sealed surface
Modified grassland
Google Satellite
1:1,100

Phasing strategy

Will the proposed work measures be delivered in phases? PB-B08 **Yes: ☐ No: ☒**

This management plan is structured as a single, continuous scheme rather than being divided into phases. Its primary objective is to achieve the BNG targets quickly and then sustain the BNG targets over a 30-year period.

The plan focuses on the ongoing management of the retained habitats together with the creation and management of the newly created habitats:

Year 1:
The development will retain:

- Modified Grassland – 0.0484ha in Poor condition

The enhancement of:

- Modified grassland – 0.0883ha in Poor condition to Other Neutral Grassland in poor condition

And the creation of:

- Developed land, sealed surface - 0.0961Ha, no condition assessment
- Vegetated garden – 0.1147ha, no condition assessment
- 9 x Urban tree – 0.0366ha in Poor condition

Once the habitat creation works have been undertaken; then regular maintenance check and management work (establishment) will commence with the appropriate maintenance levels to sustain the created habitat/ trees.

Year 2 and onwards:

- Continued management of the retained, enhanced and created habitats

Monitoring and Adaptive Management: If, after the first-year survey has not shown the habitats developing towards the desired levels then, additional interventions will be planned and implemented;

- If in Year 1 the Vegetated garden and Other Neutral Grassland (poor condition) are not meeting the required criteria, consider additional management work to targeting the specific issues preventing the condition being achieved by the end of Year 1;
- If after 9 years the Urban Trees in poor condition are not meeting the required criteria, consider additional management work targeting the specific issues preventing the condition being achieved by Year 10;
- Throughout the 30-year management period, regular monitoring and adaptive management practices will be employed to ensure that the BNG objectives are met and sustained.
- The monitoring will be undertaken annually between years 1-5, thereafter in years 10, 20 and 30.

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		Carolyn Smith		
Organisation		Glaven Ecology		
Responsibility	Start Date:	Upon start of development	End Date:	TBC
Glaven Ecology will be responsible for overseeing the preparation of this Habitat Management and Monitoring Plan (HMMP) and for providing ecological advice on the implementation of habitat establishment and management measures. Glaven Ecology will also ensure that the landowner or management organisation is informed of any potential constraints related to the presence of protected and/or notable species on the site.				
Statement of Competency				
Glaven Ecology brings extensive experience in the ecological consultancy sector, collaborating with a diverse range of clients, including landowners, local authorities, government agencies, and private developers. Our expertise lies in identifying ecological constraints and implementing land management strategies that enhance biodiversity. This Habitat Management and Monitoring Plan (HMMP) has been developed by Ecologist Jonathan Pounder, who has twenty-five years of experience in the ecology/ land management field and is a Member of the Chartered Institute of Ecology and Environmental Management (CIEEM). Carolyn Smith has quality assured this HMMP and has 10 years' experience in the ecology field and is a Member of the Chartered Institute of Ecology and Environmental Management (CIEEM).				

Landowner or Land Manager PB-B10				
Name or Initials		Mr. Kevin Groves		
Organisation		land northwest of Holly Cottage, Old Fendyke, Sutton St James, PE12 0HE		
Responsibility	Start Date:	Upon start of development	End Date:	TBC
Landowner				

Statement of Competency				
N/A				
Management Organisation(s) Responsible for Implementing the HMMP PB-B11				
Name or Initials		N/A		
Organisation		N/A		
Responsibility	Start Date:	N/A	End Date:	N/A
N/A				

Statement of Competency				
N/A				
LPA or Responsible Body for Reviewing HMMP PB-B12				
Name or Initials		TBC		
Organisation		South Holland Council		
Responsibility	Start Date:	Upon start of development	End Date:	TBC
TBC based on consultation with the LPA.				

Land Use Summary

Overview of Baseline Site Use PB-B13

The Onsite Habitat baseline gave:

- Developed land, sealed surface – 0.011ha, no condition assessment
- Modified grassland – 0.3365ha in Poor condition

Overview of Proposed Site Use PB-B14

Erection of a residential dwelling.

The development will result in the loss of

- Modified grassland – 0.2ha in Poor condition
- Artificial sealed surface – 0.011ha, no condition assessment

The development will retain:

- Modified grassland – 0.0484ha in Poor condition

The development will see the enhancement of:

- Modified grassland – 0.0883ha in Poor condition to Other Neutral Grassland in poor condition

The development will see the creation of:

- Developed land, sealed surface - 0.0961Ha, no condition assessment
- Vegetated garden – 0.1147ha, no condition assessment
- 9 x Urban tree – 0.0366ha in Poor condition

Site Context Photos PB-F03





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	Will your proposals lead to direct or indirect effects on designated sites?	☐	No Statutory Designated Sites were identified within 2km of the site.
Protected and Notable Species	Does the presence or proximity of specific species on or near your site present any constraints or opportunities to project design or management?	☐	No protected or notable species identified on-site or nearby that could pose either a constraint or opportunity to project design or management.
Invasive Non-Native Species (INNS)	Are any INNS present onsite that could affect the proposals?	☐	No INNS identified on site.
Biological Records Plan - Sites and Species	Does the presence of designated sites or specific species on or near the site present any constraints or opportunities to proposals?	☐	No Designated Sites or specific species have been identified as constraints/opportunities to the proposals.
Baseline Habitats Survey	Is this current and important HMMP information located in a separate document? If so, provide details on where it is located.	☒	Baseline habitat survey was compiled as part of the BNG Statutory Metric Spreadsheet (Appendix A)
Public Access	Has public access, or proposals to allow public access, influenced your management prescriptions? If so, how?	☐	No footpath/ PROW are present within the development site.
Climate	Are local climate conditions and, or, climate change likely to impact the target habitat retention, creation or enhancement?	☐	No likely impacts on the habitat creation from changes in climate condition.
Geology and Topography	Any geological or topographical constraints or opportunities?	☐	No impacts from the geology and/ or topography.
Agricultural Land Status	Does the site support any land favourable for agricultural management? Could this affect the proposals?	☒	The site is classified as Enclosed Agriculture in the National Historic Landscape Characterisation.
Soils and Substrates	Do soils and substrates present any constraints or opportunities?	☐	The underlying soil conditions are suitable to support the planned work of the HMMP, with no serious constraints evident.
Contaminated Land	If there is any contaminated land, will this present any constraints?	☐	No contaminated land present on site
Hydrology and Drainage	Will the site hydrology present any constraints or opportunities?	☐	No constraints and opportunities in relation to the hydrology/ drainage on site.
Flood Risk Zones	Is the site within a flood risk zone? Will that present any site management risks?	☐	No issues on site relating to flooding issues.
Landscape Character and Designations	Does the landscape character of the site present any constraints or opportunities?	☐	The proposed development is not impacted by the landscape character, the site proposals are in keeping with the NCA requirements.
Historic Land Use	Does the historic land use present any constraints or opportunities?	☐	No impacts from historic land use.
Historic Environment and Earth Heritage	Are there any historic environment designations? What are the implications for your plan?	☐	No impacts from historic environment designations.
Other – please specify	Any other details - for example underground services or overhead powerlines, which may impact habitat management.	☐	No overground/ underground services that could impact on the habitat management work.

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 legal obligation for the land owner to manage the habitat for a 30-year period will begin once all Biodiversity Net Gain (BNG) habitat enhancement works have been completed. The anticipated start date of proposed works is to be confirmed.

The management objectives outline the overall ecological goals and anticipated outcomes of the project. These objectives will be accomplished by adhering to the detailed management prescriptions set forth in this plan. The management prescriptions should remain flexible and can be adjusted as needed throughout the project's duration to ensure the objectives are met.

These objectives are closely linked to the habitat descriptions and condition assessments detailed in the BNG Statutory Metric spreadsheet, which support the Biodiversity Unit value of the site. The management objectives represent the tangible outcomes that will be monitored in accordance with the monitoring plan.

In line with the BNG Statutory Metric the On-site Habitat Creation will be carried out in the first year of the development.

By Year 2, all establishment management of the site will have been completed, with post-establishment management and monitoring to then be undertaken in order to meet the following targets:

- The Vegetated garden (no condition assessment) by Year 1
- The Other Neutral Grassland in poor condition by Year 1
- The 9 x Urban trees in poor condition by Year 10

By Year 5, the site is expected to have largely achieved the targeted habitat condition score. Long-term management will commence from establishment to achieve to the target condition for establishment and will continue for a total of 30 years.

Throughout the 30-year management period, regular monitoring and adaptive management practices will be employed to ensure that the BNG objectives are met and sustained.

The monitoring will be undertaken annually between years 1-5, thereafter in years 10, 20 and 30.

Throughout the 30-year management period, regular monitoring and adaptive management practices will be employed to ensure that the BNG objectives are met and sustained.

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 habitat creation works will be delivered in line with the development timescale; beginning in year 1.

Habitat creation work will be undertaken within the first appropriate “season“ relating to the work using the appropriate equipment and techniques that will give the work the best opportunity for establishment.

Habitat management work will be informed by the establish BNG monitoring processes in addition to the as and when ‘ad hoc’ site visits. They will be carried out in environmentally sensitive manners using best practice methods and following the relevant guidance.

All materials will be from locally sourced suppliers with the work carried out in an environmentally sensitive manner.

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
Created	Created Vegetated Garden	Onsite/ red line	-	Poor	Year 1	No condition assessment	
Enhanced	Other Neutral Grassland	Onsite/ red line	-	Poor	Year 1	Proposed Poor condition by targeting criteria C, E, F and G.	
Created	9 x Urban tree	Onsite/ red line	-	Poor	Year 10	Proposed Poor condition by targeting criteria A, B and D.	

Habitat Creation, Enhancement and Management Plan EM-F01



Grassland (Medium, High, and Very High Distinctiveness)

Creation, Enhancement and Management Summary (GH-T01)

Target Habitat				Proposed Other Neutral Grassland - Poor condition by targeting criteria C, D and E.		
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.**	No	On-site/ Red Line		The retained grassland to the northwest of site outside the garden boundary will be enhanced through appropriate hay meadow management. Long-term management of retained grassland to increase biodiversity value through adopting a hay meadow management regime with an annual cut from mid-July to September (depending on weather). The cut grass should be spread out to dry and to allow any loose seed to fall onto the ground, and after 3-5 days the arisings should be removed after which aftermath grazing can be introduced (between July and February) if required, or a second cut. To further increase species diversity, sections of grassland can be mown, the ground scarified extensively and then sown with a native wildlife seed mix of local provenance (lowland neutral grassland). This will be completed by identifying target species to establish and then utilise supplementary direct seeding (Suitable seed mixes include BFS 10 – Species rich wildflower meadow seed mix/ BSF1 Traditional hay meadow wildflower). Supplementary activities can include green hay application and plug planting in key areas or across the full site – if species diversity is identified as a potential issue. Selective cutting/ grazing if required.	Carry out detailed survey and identify key focus areas or address the full field at the start. Use locally sourced plant seed/ plug plants to directly apply the plants to the field. Where possible plants could be “rescued” ahead of the proposed development work on the main site. Management work will follow the work set out in the Enhancement Approach.
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.	No	On-site/ Red Line			Establish a grassland management plan to use cutting and/ or grazing to achieve a varied sward height. Use various options to manage the grassland as appropriate as it develops – primary management methods will be cutting in line with the survey findings and grassland management plan.
C	Cover of bare ground between 1% and 5%, including localised areas, for example, rabbit warrens.	Yes	On-site/ Red Line			Monitor the development of any bare patches and investigate the cause of them – carry out the remedial works to resolve the bare patch creation. Allow the bare patches to recolonise naturally in the first instance, if recolonisation is struggling then consider seed sowing, green hay and/ or plug planting
D	Cover of bracken *Pteridium aquilinum* less than 20% and cover of scrub (including bramble) less than 5%.	Yes	On-site/ Red Line			Monitor any development of bracken within the grassland (currently none) and take remedial action to prevent establishment within the year of establishment – cut/ spray/ roll/ graze. Establish a grassland management plan to prevent scrub encroachment (apart from any identified areas) through direct cutting;

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	On-site/ Red Line			Reduce/ prevent vehicle movements across the grassland, particularly in wet weather conditions and during the winter period; Monitor ground conditions for poaching by animals; Monitor any development of INNS within the grassland (currently none) and take immediate appropriate remedial action (species dependent) to prevent establishment. Don't site any additional feeding stations in the same area for extended period of time; if 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				

Additional Management Prescriptions (GL-B01)

The exact management technique to be used (cutting) to be determined on site in response to habitat development and availability of resource (machinery), ground conditions and access availability. Updates will be discussed and added into the HMMP through the review process.

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
Grassland Management – Grassland Management Plan	Onsite	Continuous	Use the results of the vegetation surveys to develop a species list. Section for survey results – to hold all survey information. Working document to adapt and change.
Grassland Management – Mechanical cut	Onsite	mid-July to September (depending on weather) each year	Identify the cutting method to be used and arrange appropriate equipment Identify the area(s) to be managed with the appropriate technique – add to the grassland management plan Cut as desired to the required sward height. The cut grass should be spread out to dry and flow any loose seed to fall to the ground, collection after 3 to 5 days have elapsed. Implement the grazing regime with the appropriate livestock for the time needed, remembering to monitor the livestock health & impacts. Modify the grazing as necessary depending on livestock type and number (details to be recorded and added to the monitoring records of the HMMP).
Grassland Management – scrub control	Onsite	October to February each year	Use hand held powered equipment to cut and clear areas of scrub regeneration that are identified to be cleared to maintain at less than 20% site area.
Grassland Management – ground damage	Onsite	Throughout the year	Monitor ground conditions when/ if heavier equipment require access to use the site. If ground damage occurs, restrict access until ground conditions improve. Carry out necessary remedial work if damage is caused.
Grassland Management – bare ground repair	Onsite	March to October each year	Carry out ground preparation – scarify the ground. Use the existing seed mix or plug plants to match the ONG habitat and the prescriptions set out in the grassland management plan Spot treat any “undesirable” plants by hand pulling/ digging. Identify sources of “damage” or bare earth creation, carry out control if needed to prevent excessive bare earth being created Identify any patches of bare earth to be maintained – monitor over time.
Bracken management/ control	Onsite	May to August each year	Monitor any development of bracken within the grassland areas (currently none) and take immediate appropriate remedial action (cut/ roll) to prevent establishment and spread.
Invasive species control	Onsite	Growing season April to August each year	Monitor any development of INNS within newly created grassland areas and take immediate appropriate remedial action (species dependent) to prevent establishment.

Grassland (Low Distinctiveness) - Retained - Management Summary (GL-T01)

Creation, Enhancement and Management Detailed Methods (GH-T01)

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

Action	Relevant Parcels	Timing	Prescriptions
Modified grassland continued Management – scrub control	Onsite	October to February each year	Use hand held tools and/ or powered equipment to cut and clear any areas of scrub regeneration that are identified to be cleared to maintain at less than 20% site area in the grassland habitat.
Modified grassland Management – bare ground damage	Onsite	Throughout the year	Monitor ground conditions when heavier equipment/ require access to use the site. If ground damage occurs, restrict access until conditions improve Carry out necessary remedial work
Modified grassland Management – Bracken management/ control	Onsite	May to August each year	Monitor any development of bracken within the grassland areas (currently below 20%) and take immediate appropriate remedial action (cut/ roll/ herbicide) to prevent establishment and spread.
Modified grassland Management – Invasive species control	Onsite	Growing season April to August each year	Monitor any development of INNS within grassland areas (currently none) and take immediate appropriate remedial action (species dependent) to prevent establishment (this may require herbicide use is accepted).

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:			9 x Small trees in poor condition to be planted to meet criteria A, B and D.			
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		Plant 1x small standard native trees following industry best practise – use appropriate support and guard measures to protect and support the trees		Safeguard trees by carrying out any necessary remedial or enhancement work to promote growth and development. Regular inspection and maintenance of guard/ stakes
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		Manage the individual tree species to develop a well spread canopy in keeping with the selected tree species.		Monitor canopy development with appropriate selective pruning if required. Where possible allow the canopy to develop naturally.
C	The tree is mature (or more than 50% within the block are mature).	No				
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				Monitor the trees establishment to ensure no adverse impact/ activities occur during the life time of the HMMP. Where potentially damaging activities occur, carry out sufficient protection to stop/ minimise impacts. Maintain the support and guard until the individual trees have grown enough to withstand any browsing pressures
E	Natural ecological niches for vertebrates and invertebrates are present, such as presence of deadwood, cavities, ivy or loose bark.	No				
F	More than 20% of the tree canopy area is oversailing vegetation beneath.	Yes				

Additional Management Prescriptions (UT-B01)

All trees will be single staked.
Each tree will have 50 litres of tree planting and mulching compost incorporated into the backfill soil and will be watered in with 50 litres of water.
All planting areas will be kept weed free for the first 5 years.
All plants will be protected from rabbit damage for the first 10 years.
During each August an inspection will be made and all plants that have died, are missing, damaged or have failed to thrive, will be replaced in the following planting season with plants of the same size and species.
Any tree that is lost will be replaced at the earliest opportunity with a like for like replacement (exceptions made if a tree disease is the cause for the loss, in which case a suitable tree species will be selected).

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
Native tree stock	On-site	Planting phase	Use locally sources native tree stock to plant, with appropriate spacings (size depending), support and guards
Failed/ diseased trees	On-site	Anytime – predominately winter time	If tree checks identified a tree has failed, where possible identify the cause (damage/ disease) and then replace the tree (standard tree advised to ensure condition is secured).
Impacts of weather – blown over	On-site	Anytime following bad weather	Visual inspection after weather events to ensure tree and stake have not been blowing over/ loosed by the weather.
Safeguard trees from damage/ site activity	On-site	Anytime	Monitor trees for any damage, if potential/ occurrence then carry out remedial works to allow the tree to recover, but consider other works to prevent damage re-occurring – for example fence off areas, restrict cattle access
Monitor for signs of pest & disease	On-site	Once a year	Carry out monitoring inspection as to the condition of the tree and any potential past/ disease impacting on the tree(s)
Damaging activities to the tree condition	On-site	All year	Monitor damage levels, if any occur establish the causes and take immediate appropriate remedial action (as required).
Maintenance of tree once planted	On-site	March to August each year	Consider supplementary watered during extended periods of dry weather if judged to be required
		October to February	Formative pruning undertaken as required, ensuring clean tidy cuts
		September to February	Check tree support and protection methods
		September to February	Carry out hand weeding activities to remove competitive vegetation growth Consider applying mulch around the tree base

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

Habitat Type	Risk Factor	Trigger for Action	Remedial Measure
Retained Modified Grassland	Scrub or bracken encroachment.	Scrub or bracken cover is >5%, or 20%, respectively.	Initiate programme of scrub and/or bracken removal as required. This can either be through mechanical removal with hand held equipment or spot spraying with herbicide.
Individual trees	Tree plants becoming unsecure in high wind.	Trees leaning at angles or away from supports	Visit site after storm events and heal in/ re sit the trees as needed. Replace/ repair supports and guards.
Individual trees	Tree plants fail	Dead plants present	Planted trees to be hand weeded twice a year in years 1 to 5, then continuing until its judged it is no longer needed Any failed plants to be replaced in years 1 to 5 Standard trees replaced up to year 30
Individual trees	Native stock	The tree is a native species (or more than 70% within the block are native species).	Remove any non-native tree species on site
Individual trees	Tree canopy in good health	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).	Monitor canopy development with appropriate selective pruning if required. Where possible allow the canopy to develop naturally, deadwood should be retained if possible/ safe.
Individual trees	Impact on tree condition	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.	Monitor tree condition to detect any negative impacts. Where negative impacts are detected, identify the source and undertake remedial action.
Individual trees	Tree canopy in good health	More than 20% of the tree canopy area is oversailing vegetation beneath.	Monitor canopy development with appropriate selective pruning if required. Where possible allow the canopy to develop naturally, deadwood should be retained if possible/ safe.
Individual trees	New pest/ disease	Detection of impact on trees	Seek specialist advice and carry out the necessary remedial works
Individual rural trees	Impacted by site-based activities	Detection of impact on trees	Remove the damage causing factor where possible, or carry out remedial works to reduce the impact – eg tree guard/ fence off.
Other Neutral Grassland	Poor sward height diversity.	If <20% of the sward is <7cm AND <20% of the sward is > 7cm in height	Leave 20% of the sward un-mown during the following year; rotate unmown areas each year. Modify the cutting/ grazing regime.
Modified Grassland/ Other Neutral Grassland/	Scrub or bracken encroachment.	Scrub or bracken cover is >5%, or 20%, respectively.	Initiate programme of scrub and/or bracken removal as required. This can either be through mechanical removal with hand held equipment.

All habitats	Invasive plant species	Quick detection of invasive plant species entering the site.	Undertaken remedial works to prevent full establishment and threat.
All habitats	Climate change	Impact on the wider geographical area with the impact of the changing climate.	Adapt the site to the needs that the changes in climate bring to maintain vegetation establishment.

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)

The site will undergo varying levels of monitoring from its establishment and throughout its long-term management. In the first 1-5 years, ecologists will conduct annual reviews to assess the progress of the proposed habitat's development. During this time, key observations will determine if the habitats are successfully establishing and if any replacement planting or reseeding is required. This will be in addition to any site walkover/ inspections during maintenance and "as and when" visits carried out by the land manager to the site to facilitate/ deliver the management work – if anything is identified as an issue it should be reported and rectified immediately rather than left to the next ecologist visit.

Evidence of management inspections should be retained and included in the HMMP via the ecologist.

Years 10, 20 and 30 will see official monitoring visits to establish the progress of the BNG package.

Year 1 is important as the Vegetated Garden and Other Neutral Grassland (Poor Condition) habitats are to meet their establishment deadlines – for this year the ecologist will have to visit site at the earliest point in time/ season to establish if the condition assessment criteria have been met (to confirm establishment). Evaluation of the success of habitat management efforts should be made at each visit, recommending any necessary remedial actions if the targets have not been met.

Year 10 is important as the 9 x Trees (Poor Condition) are to meet their establishment deadlines – for this year the ecologist will have to visit site at the earliest point in time/ season to establish if the condition assessment criteria have been met (to confirm establishment). Evaluation of the success of habitat management efforts should be made at each visit, recommending any necessary remedial actions if the targets have not been met.

During years 5-30, monitoring will take place roughly every 10 years, starting in year 5. The focus will be on assessing whether long-term management practices are maintaining the habitat at the target condition scores. During this period, adaptive management strategies will be reviewed to explore opportunities for further habitat enhancements and ensure condition criteria continue to be met.

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
Vegetated Garden On-site	Undertake visual inspection into the condition of the habitats, if they have met the condition assessment criteria or continue to meet the condition assessment criteria and make any recommendations for adaptive management works.	Monitoring to be undertaken on this habitat in years 1, 2, and 5. Following on with 10-year interval visits in years 10, 20 and 30. An establishment inspection should be undertaken in year 1.
Other Neutral Grassland On-site – Poor Condition	Undertake visual inspection into the condition of the habitats, if they have met the condition assessment criteria or continue to meet the condition assessment criteria and make any recommendations for adaptive management works.	Monitoring to be undertaken on this habitat in years 1, 2, 4 and 5. Following on with 10-year interval visits in years 10, 20 and 30. An establishment inspection should be undertaken in year 1. Surveys to be completed between May and August in suitable weather conditions.
Created On-site 9 x Small Trees – Poor condition	Undertake visual inspection into the condition of the habitats, if they have met the condition assessment criteria or continue to meet the condition assessment criteria and make any recommendations for adaptive management works.	Monitoring to be undertaken on this habitat in years 1, 2, 4 and 5. Following on with 10-year interval visits in years 10, 20 and 30. An establishment inspection should be undertaken in year 10. Surveys to be completed between May and August in suitable weather conditions.

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
Land Owner	South Holland District Council

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
Y1	September	September or October	Report on results of the establishment of the various habitats created. Confirm condition assessment of on-site Vegetated garden and other neutral grassland in Poor condition.
Y2	September	September or October	Report on results of the establishment of the various habitats created.
Y4	September	September or October	Report on results of the establishment of the various habitats created.
Y5	September	September or October	Report on results of the establishment of the various habitats created.
Y10	September	September or October	Report on habitat establishment and management of created habitats. Confirm condition assessment of on-site Small Trees in Poor condition.
Y20	September	September or October	Report on habitat establishment and management of created habitats.
Y30	September	September or October	Report final condition of all the created habitats including exit planning to safeguard habitats in the future.

Adaptive Management

Summary of Adaptive Management Approaches (MS-B02)

Adaptive management is a systematic approach to natural resource management that involves monitoring and evaluating the effectiveness of management actions then adjusting as necessary to improve outcomes over time. It is an iterative process in which management actions are followed by targeted monitoring outcomes. These, in turn, inform the ongoing management and responds to changes on the site that are potentially impacting on the relevant condition assessments or landscape changes.

Monitoring results inform necessary management changes to promote achieving BNG targets stated in the statutory biodiversity metric and HMMP. The monitoring can pick up any unexpected, external influences. Some examples are dealing with a new plant disease, an invasive species being found on the site, climate change, one off events (flood or fire) or changes to site access.

Observations and notes from day-to-day management are important for delivering adaptive management. Records from management work implementation should also be collected and fed into the subsequent monitoring reports.

Regular robust monitoring, and reporting to the responsible authority, should identify potential issues early on and allow time to develop suitable responses. If the BNG objectives are affected by external factors, it is important to inform the responsible authority as soon as possible, include information on the issues and then agree any changes to the management prescriptions and targets; recording the outcomes in the appropriate report.

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