

Habitat Management and Monitoring Plan

Site Name:	Sarum Academy
Date:	28/05/2026
Version:	1

Author:



Client:



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Version Control

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Version	Issue Status	Prepared by / Date	Checked by / Date	Approved by / Date
V1	Issued for client input – sections to be filled	GM 28/05/2026	EBH/ACIEEM 28/05/2026	SR/ACIEEM 04/06/2026

Document Details

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1. Project Background

Site Overview PB-B01	
Project type	On-site BNG provision.
Development Name and Address	Sarum Academy, Westwood Road, Salisbury, SP2 9HS
Author Organisation	The Landmark Practice (TLP)
Landowner	Wiltshire County Council
Land Manager	Magna Learning Partnership
Responsible person/organisation for creating or enhancing the habitat	Sarum Academy
Period covered by this management plan	Year 1 post 8FE development to year 30 post 10FE development.
Planning authority	Wiltshire County Council
Planning reference (if applicable)	PL/2026/00589
BNG register reference (if applicable)	N/A
Central OS grid reference	SU 11604 31859
Metric revision/title	The Statutory Biodiversity Metric v1.0.3 23.07.2024
Are any Irreplaceable Habitats present onsite	Yes: ☐ No: ☒

Summary of Management Plan

Habitats to be Retained, Created and Enhanced PB-B02
8FE: • Non-native native ornamental hedgerow to be retained. • The planting and management of new trees, including orchard trees adjacent to the existing playing field (poor condition). • Maintenance of retained modified grassland (good condition). • Maintenance of introduced shrub. • Establishment and management of a new native hedgerow (poor condition). • Establishment and management of modified grassland (poor condition). • Grassland enhancement from modified grassland to other neutral grassland (moderate condition), along the south border of the site and adjacent to the existing playing field. • Enhancement of the traditional orchard (to moderate condition). 10FE: • A small parcel of woodland within the 10FE boundary to be retained. • Areas of modified grassland to be retained (poor condition). • An area of mixed scrub to be created (poor condition). • 7 trees will be translocated (translocated tree management is not described in this report). Grassland will be enhanced from modified grassland to other neutral grassland (moderate condition). TLP has produced the following plans/specifications that should be read in conjunction with this HMMP: 8FE Landscape General Arrangement: 75CC13-TLP-XX-XX-DR-L-10003 P06 BNG Strategy – Site Wide: 75CC13-TLP-XX-XX-DR-L-11001 P03 BNG Strategy – 8FE: 75CC13-TLP-XX-XX-DR-L-11002 P03 BNG Strategy 10FE: 75CC13-TLP-XX-XX-DR-L-11003 P03 8FE Softworks Plan: 75CC13-TLP-XX-XX-DR-L-30003 P06 8FE Planting Plan: 75CC13-TLP-XX-XX-DR-L-30004 P01 Landscape Softworks Details: 75CC13-TLP-XX-XX-DR-L-50002 P03

Timescales for Actions PB-B03

8FE planting to be implemented in Year 1.10FE planting to be implemented in Year 11.

Targeted habitat conditions have the following time to target condition.

8FE enhancement:

- Modified grassland to other neutral grassland (moderate condition) – 10 years
- Traditional orchard (poor condition) to traditional orchard (moderate condition) – 15 years

10FE enhancement:

- Modified grassland to other neutral grassland (moderate condition) – 10 years

8FE on-site creation:

- Modified grassland (poor condition) – 1 year
- Other neutral grassland (moderate condition) – 5 years
- Urban trees (moderate condition) – 27 years

10FE on-site creation:

- Other neutral grassland (moderate condition) – 5 years
- Mixed scrub (poor condition) – 1 year
- Urban trees (poor condition) – 0 years (translocated trees)
- Urban trees (moderate condition) – 27 years

Monitoring Requirements PB-B04

Habitat condition monitoring will take place yearly in years 1-5, and then every 5 years to assess progress towards targeted BNG habitats and conditions.

Required Consents and Licences PB-B05

Planning application in process: PL/2026/00589

Funding PB-B06

Sarum Academy will fund the prescriptions detailed within this HMMP.

Legal Agreement PB-B07

Provide an overview of any legal agreements that secure the delivery of the HMMP.



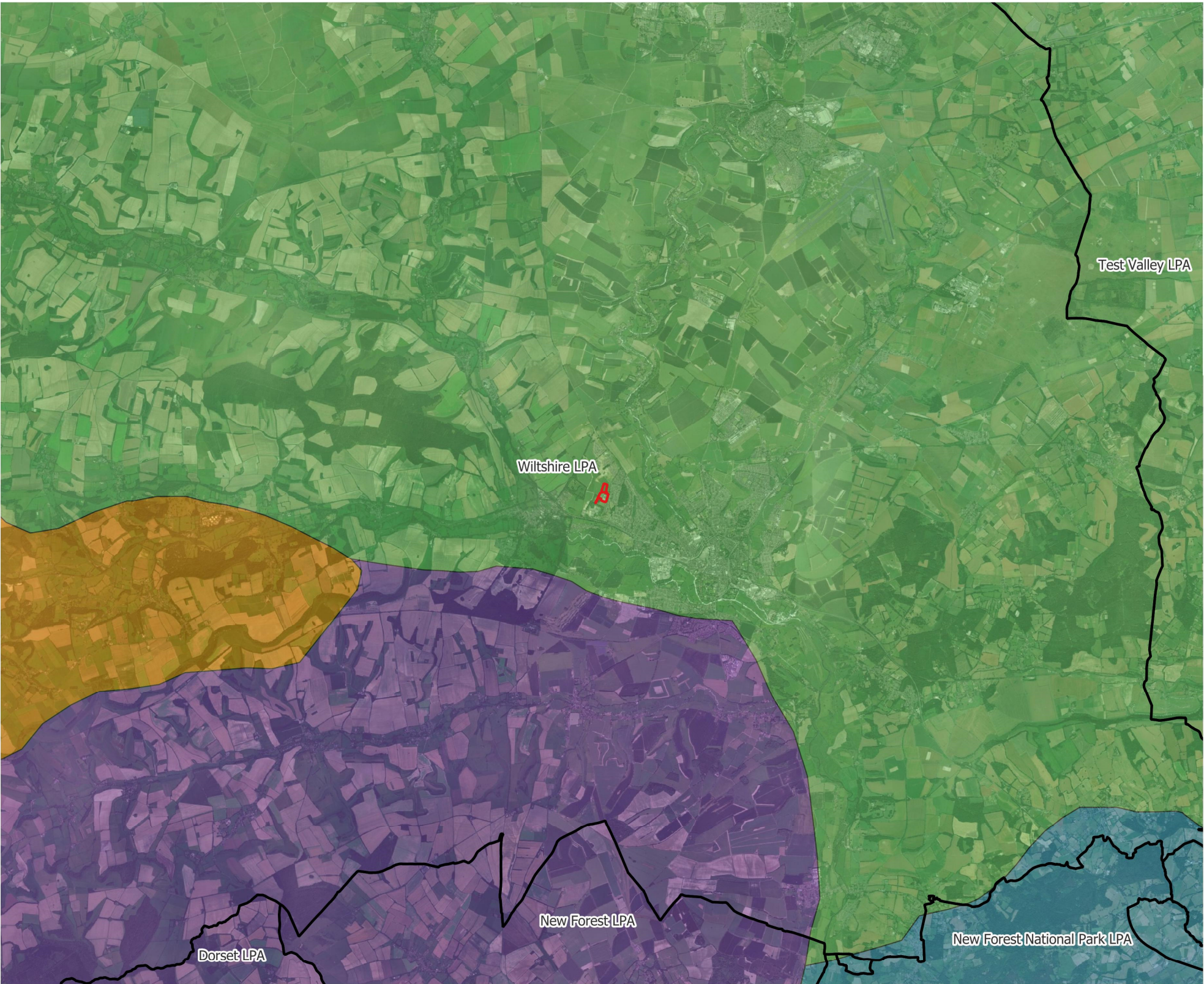
 Full Red Line

0 50 100 m



 Red line showing 8FE and 10FE

0 50 100 m



- Red line boundary
- Local Authority Districts
- National Character Areas
 - Blackmoor Vale and the Vale of Wardour
 - Dorset Downs and Cranborne Chase
 - New Forest
 - Salisbury Plain and West Wiltshire Downs

0 2.5 5 km

Phasing strategy

Will the proposed work measures be delivered in phases? PB-B08

Yes: ☒ No: ☐

The proposed works will be delivered in the phases 8FE (Year 1) and 10FE (Year 11), in that order.

8FE:

This will consist of the construction of a new science block with associated ancillary accommodation, new landscaping and surface water attenuation, the existing underutilised sports pitch is to be redeveloped into a floodlit AGP Athletics facility and additional cycle parking. Habitat enhancements include the enhancement of the traditional orchard and other neutral grassland. Created habitats in 8FE will include planted trees, native hedgerow, modified grassland and introduced shrub.

10FE:

This will consist of further school expansion which will comprise a new school block within the current school car parking, and a sports pitch with associated parking both in the field to the north of the school. Habitat works will include partial enhancement of the current modified grassland field at the northern end of the site the creation of a parcel of mixed scrub and translocation of existing trees.

This management plan is site-wide with reference to 8FE and 10FE phases in order to help identify habitats.

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				
Organisation		The Landmark Practice		
Responsibility	Start Date:	04/06/2026	End Date:	Year 30 of 10FE
The Landmark Practice is responsible for production of this HMMP. Implementation responsibility lies with the landowner, any future owner or authorised agents.				
Statement of Competency				
The Landmark Practice (TLP) is a CIEEM registered practice with 40 years’ experience in ecology consultancy. Among typical consultancy tasks, TLP has extensive experience in Biodiversity Net Gain and producing management and monitoring plans to support planning applications/discharge conditions of projects of all size, scope and sector.				

Landowner or Land Manager PB-B10

Name or Initials				
Organisation				
Responsibility	Start Date:		End Date:	
Summarise the relevant responsibilities of the landowner (or land manager if appropriate) in the production and, or, implementation of this HMMP				
Statement of Competency				
Demonstrate management and monitoring competency and, or, relevant site knowledge and skills through relevant training, qualifications or experience, or a combination of these.				

Management Organisation(s) Responsible for Implementing the HMMP PB-B11

Name or Initials		Add N/A if works being completed by the landowner or land manager		
Organisation				
Responsibility	Start Date:		End Date:	
Summarise the relevant responsibilities of the Management Organisation(s) in the production and, or, implementation of this HMMP.				
Statement of Competency				
Demonstrate the knowledge, skills and, or, experience to manage the habitats to achieve the BNG requirements, through relevant training, qualifications, experience, or combination of these.				

LPA or Responsible Body for Reviewing HMMP PB-B12

Name or Initials				
Organisation		Wiltshire Council		

[DOCUMENT TITLE]

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BIODIVERSITY NET GAIN - HABITAT MANAGEMENT AND MONITORING PLAN

Contents

Project Background

Planned Management Activities

Monitoring Schedule

Responsibility	Start Date:	Year 1	End Date:	Year 30 of 10FE
Summarise the agreed relevant responsibilities of the LPA or Responsible Body in the review, auditing and, or, long-term involvement in the implementation of this HMMP (if applicable)				

Land Use Summary

Overview of Baseline Site Use PB-B13

The site consists of a school and a large portion of its grounds, approximately 7 ha in size. The site primarily comprises of developed land, sealed surface (the car parks, school buildings and associated infrastructure) and modified grassland (including a sports field to the west and rough grassland field to the north). There are also small areas of scrub, woodland, introduced shrub, a traditional orchard, a non-native hedgerow and individual trees.

Overview of Proposed Site Use PB-B14

The proposals introduce several areas of developed land, and involve habitat enhancement and creation.

The construction of a new science block with associated ancillary accommodation, new landscaping and surface water attenuation area will occur in the centre-west of the Site (8FE phase). This phase will also involve areas of grassland being enhanced from modified grassland to other neutral grassland, the enhancement of the traditional orchard and planting of individual trees.

A synthetic football pitch with associated parking, and connecting road will be created within the existing rough grassland area to the north (10FE phase). Adjacent to this there will be enhancement of grassland and creation of a patch of mixed scrub. Trees in the location of the proposed football pitch will be translocated to the surrounding grassland, the details of which are outside the scope of this HMMP.

Site Context Photos PB-F03

The Photos below show the south side of the school buildings on the left (part of the 8FE phase) and the rough grassland to the north of the Site, on the right (part of the 10FE phase).



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

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?	☐	Discussed in Sarum Academy Ecological Appraisal (TLP, 2025) which should be read in conjunction with this HMMP. No impacts on statutory or non-statutory sites are predicted.
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?	☐	Discussed in Sarum Academy Ecological Appraisal (TLP, 2025). No impacts on protected or notable species provided works are undertaken in line with the Construction Environment Management Plan – Biodiversity (CEMP-B) (TLP, 2025).
Invasive Non-Native Species (INNS)	Are any INNS present onsite that could affect the proposals?	☐	Discussed in Sarum Academy Ecological Appraisal (TLP, 2025).. No INNS are known to be present within the 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?	☐	Discussed in Sarum Academy Ecological Appraisal (TLP, 2025). No impacts on designated sites or protected or notable species is anticipated provided works are undertaken in accordance with the CEMP-B.
Baseline Habitats Survey	Is this current and important HMMP information located in a separate document? If so, provide details on where it is located.	☒	Discussed in Sarum Academy Biodiversity Net Gain Reports (TLP, 2025), which should be read in conjunction with this HMMP.
Public Access	Has public access, or proposals to allow public access, influenced your management prescriptions? If so, how?	☐	The Site is private land, and not accessible to the public.
Climate	Are local climate conditions and, or, climate change likely to impact the target habitat retention, creation or enhancement?	☐	Planting is suitable to its environment and unlikely to be impacted by climate.
Geology and Topography	Any geological or topographical constraints or opportunities?	☐	No geological or topographic constraints are present. Peri-urban location within built environment of school.
Agricultural Land Status	Does the site support any land favourable for agricultural management? Could this affect the proposals?	☐	The site does not support land favourable for agricultural management and is within a school.
Soils and Substrates	Do soils and substrates present any constraints or opportunities?	☐	The target habitats prescribed are guided by underlying habitats and associated soils.
Contaminated Land	If there is any contaminated land, will this present any constraints?	☐	There is no contaminated land on Site.
Hydrology and Drainage	Will the site hydrology present any constraints or opportunities?	☐	A small enhanced area of other neutral grassland will act as an attenuation area adjacent to the new science block.
Flood Risk Zones	Is the site within a flood risk zone? Will that present any site management risks?	☐	Site is outside flood risk zones
Landscape Character and Designations	Does the landscape character of the site present any constraints or opportunities?	☐	The proposed development is consistent with the local landscape character. The chosen habitat enhancements are consistent with existing site and the local and landscape character.
Historic Land Use	Does the historic land use present any constraints or opportunities?	☐	The Historic land use does not pose any constraints.
Historic Environment and Earth Heritage	Are there any historic environment designations? What are the implications for your plan?	☐	There are no historic environment designations on site.

Baseline and Environmental Information

Baseline Habitat Descriptions and Condition

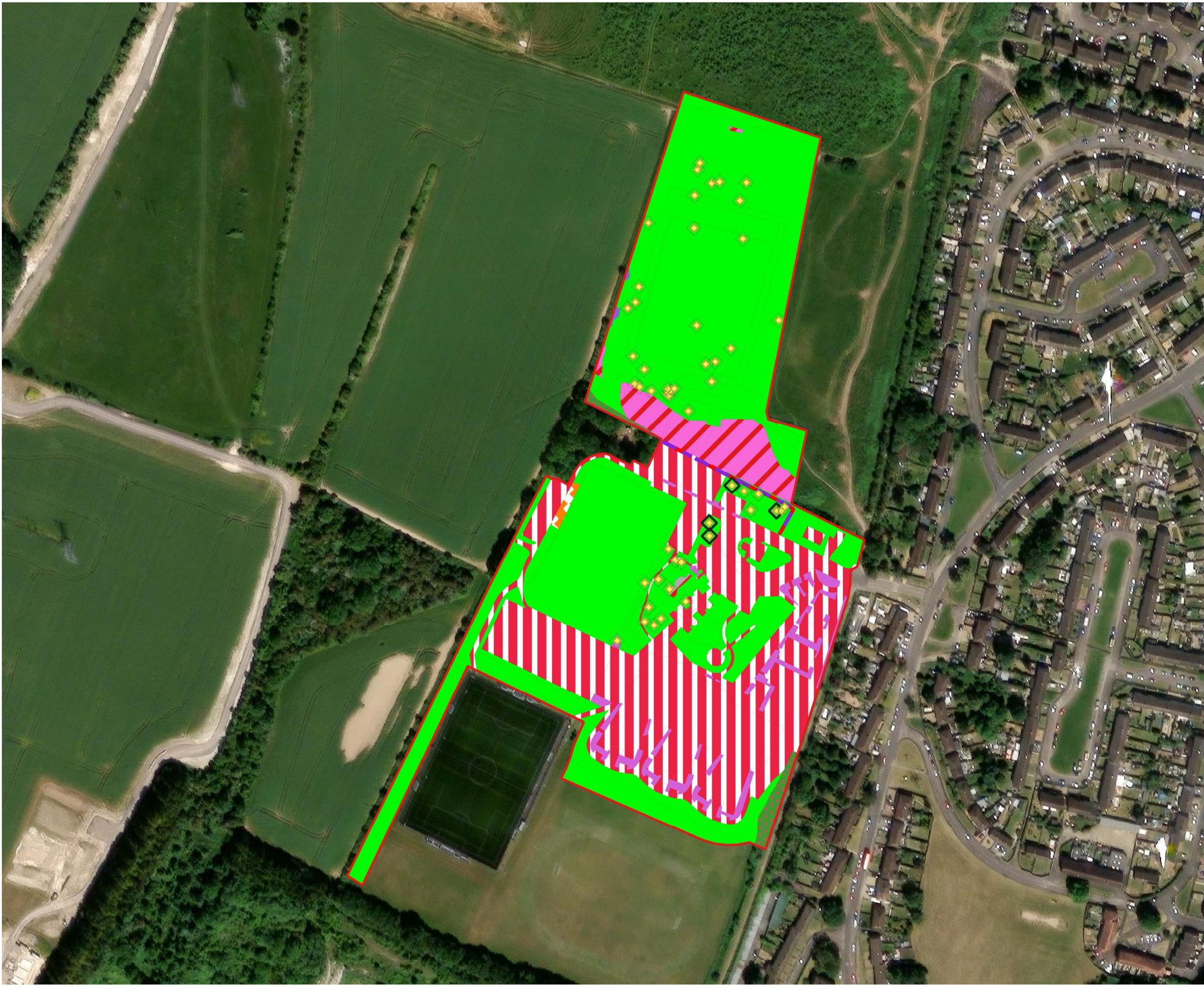
Habitats (BI-T04)

Parcel Refs (see BI-F02)	Habitat Type	Irreplaceable	Priority	Description and Condition Justification	Condition	Area (ha)
Sports Field (and adjacent grassland) (8FE)	Modified grassland	No	No	The school playing field. Due to intensive management and use, the field was of uniform sward height, with a low species diversity resulting in a poor condition. Criteria: A – fail; B – fail, C – pass; D – pass; E – fail, F – pass; G – pass	Poor (Please refer to BNG report, TLP 2025)	1.2574
Grassland in landscaped area, north of school buildings (8FE)	Modified grassland	No	No	The grassland was dominated by perennial rye grass (<i>Lolium perenne</i>). Forbs present included abundant yarrow (<i>Achillea millifolium</i>), daisy (<i>Bellis perennis</i>), occasional sticky mouse-ear (<i>Cerastium glomeratum</i>), common stork’s-bill (<i>Erodium cicutarium agg.</i>), red dead-nettle (<i>Lamium purpureum</i>), spotted medic (<i>Medicago aribica</i>), frequent rough hawkbit (<i>Lamnium pupureum</i>) and ribwort plantain (<i>Plantago lanceolata</i>). This parcel contained adequate vascular diversity to pass criterion A, achieving Good condition. Criteria: A – pass; B – pass, C – pass; D – pass; E – fail, F – pass; G – pass	Good (Please refer to BNG report, TLP 2025)	0.5163
Grassland in swale/landscaped areas, south of school buildings (8FE)	Modified grassland	No	No	This grassland was intensively managed and formed part of the landscaped areas with areas used a swale. It was species poor, failing criterion A, resulting in the habitat being classified as poor. Criteria: A – fail; B – fail, C – pass; D – pass; E – fail, F – pass; G – pass	Poor (Please refer to BNG report, TLP 2025)	0.2839
Traditional Orchard (8FE)	Traditional Orchard	No	No	The orchard fails 4 of 8 criteria and is classified as poor. Criteria: A – fail; B – fail; C – pass; D – fail; E – pass; F – pass; G – fail; H - pass	Poor (Please refer to BNG report, TLP 2025)	0.0178
Gorse scrub (8FE)	Gorse scrub	No	No	A small discrete area of gorse scrub is present. It is assessed as being in poor condition. Criteria: A – pass; B – fail; C – pass; D – fail; E – fail	Poor (Please refer to BNG report, TLP 2025)	0.0087
Introduced shrub (8FE and 10FE)	Introduced shrub	No	No	As part of the soft landscaped areas, introduced shrubs / flower beds are present throughout this area outside the school buildings and within the car park. Species recorded included shrubs such as sweet box (<i>Sarcococca confusa</i>), hydrangea, <i>Buddleja spp</i>, common box (<i>Buxus sempervirens</i>), as well as perennials such as <i>Bergenia spp</i> and ivy (<i>Hedera helix</i>). Travellers joy (<i>Clematis vitalba</i>) was recorded scrambling through the flower beds in the carpark.	N/A	0.2002

Bramble scrub (8FE and 10FE)	Bramble scrub	No	No	A large area of dense scrub dominated by bramble (<i>Rubus fruticosus</i> . agg,) was located on the north side of the of the Hedgerow (H1), encroaching into the modified grassland field. This area of bramble is connected on its western end to a small area of deciduous woodland (off-site)	N/A	0.3217
Other woodland; broadleaved (8FE and 10FE)	Other woodland; broadleaved	No	No	Other woodland; broadleaved is present on the eastern boundary of the Site acting as buffer planting between the Site and the residential area off-Site. Based on aerial images, the woodland was not present in 2017. The woodland is conservatively assessed as being in moderate condition. A small parcel of other woodland; broadleaved is also present on the west side of the site, also assessed as of moderate condition.	Moderate (Please refer to BNG report, TLP 2025)	0.069
Rough Grassland Field (10FE)	Modified grassland	No	No	The field in the north of the site (10FE) was assessed as of poor condition, as it failed condition criterion A, due to a lack of vascular plant diversity. Criteria: A – fail; B – pass, C – pass; D – pass; E – fail, F – pass; G – pass	Poor (Please refer to BNG report, TLP 2025)	2.148
Mixed scrub (10FE)	Mixed scrub	No	No	Areas of mixed scrub scattered across the site. Criteria: A – pass; B – fail; C – pass; D – fail; E - fail	Poor (Please refer to BNG report, TLP 2025)	0.0055

Hedgerows (BI-T05)

Feature Refs	Habitat Type and Code	Irreplaceable	Priority	Description and Condition Justification	Condition	Length (km)
H1	Non-native and ornamental hedgerow	No	No	Hedgerow H1 was an outgrown ornamental beech (<i>Fagus sp.</i> cultivar) hedgerow which had become colonised by native woody species, albeit less than 20%. It is located to the north of the carpark. Species included hawthorn, elder, rowan (<i>Sorbus acuparia</i>) a species of rose (<i>Rosa sp.</i>) as well as bramble. A species of honeysuckle (<i>Lonicera sp.</i>), wood avens (<i>Geum urbanum</i>), travellers joy and bramble were noted within the hedgerow base. By default, the hedgerow is classed as being of poor condition.	Poor	0.11



0 50 100 m

- Full Red Line
- Habitats Baseline

Bramble scrub

Developed land; sealed surface

Gorse scrub

Introduced shrub

Mixed scrub

Modified grassland

Other woodland; broadleaved

Traditional orchards

Individual tree Baseline

Existing Large Urban Tree

Existing Medium Urban Tree

Existing Small Urban Tree

Hedgerow Baseline

Non-native and ornamental hedgerow
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- Contents
- Project Background
- Planned Management Activities
- Monitoring Schedule

Baseline Habitats Photos (BI-F04)



Modified grassland and scattered trees



Modified grassland swale and scattered shrubs



Rough grassland field (10FE)



Beech hedgerow

2. Planned Management Activities

Management Plan Aims and Objectives PM-B01

The objective of this HMMP is to ensure establishment and the long-term success of proposed habitats within Sarum Academy, in line with the Biodiversity Net Gain Assessment, for the 30-year period for each phase.

8FE:

- Non-native native ornamental hedgerow to be retained.
- The planting and management of new trees, including orchard trees adjacent to the existing playing field (poor condition).
- Maintenance of retained modified grassland (good condition).
- Maintenance of introduced shrub.
- Establishment and management of a new native hedgerow (poor condition).
- Establishment and management of modified grassland (poor condition).
- Grassland enhancement from modified grassland to other neutral grassland (moderate condition), along the south border of the site and adjacent to the existing playing field.
- Enhancement of the traditional orchard (to moderate condition).

10FE:

- A small parcel of woodland within the 10FE boundary to be retained.
- Areas of modified grassland to be retained (poor condition).
- An area of mixed scrub to be created (poor condition).
- 7 trees will be translocated (translocated tree management is not described in this report).
- Grassland will be enhanced from modified grassland to other neutral grassland (moderate condition)..

This will be achieved by scheduled ongoing management, along with monitoring checks to identify if any remedial actions are necessary, as specified within this HMMP.

Principles Informed by Design Stage

Design Principles Informed by Baseline Information PM-B02

The proposed expansion of Sarum Academy was set out with consideration to BNG, with statutory requirements met in overall net gain delivered.

Baseline habitats balanced by landscape needs informed design proposals, such as the expansion of the orchard area and improvement to existing areas of grassland.

As the Site falls partially within the Wiltshire Local Nature recovery Strategy (WLNRS), with the habitats mapped as ‘Nature on Our Doorstep’, the traditional orchard meets the primary habitat set out in the table on page 91 of the document (Wiltshire Council, 2025). As such, the traditional orchard will be classified as ‘formally identified in local strategy’, post-development.

As part of 8FE, a new science block is proposed on an existing area of modified grassland, gorse scrub and hardstanding. To offset this, a proportion of the remaining modified grassland will be enhanced to neutral grassland of moderate condition. Additionally, the traditional orchard will be enhanced from poor to moderate condition, new urban trees will be planted across the parcel and a native hedgerow will be planted next to the new science block.

As part of 10FE, a sports pitch and car park is proposed in the field north of the school. To offset this, modified grassland around the proposed sports pitch will be enhanced to neutral grassland of moderate condition and a new parcel of mixed scrub is proposed to the southwest of the sports pitch.

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
Modified grassland	Other neutral grassland	MG3 – Refer to Plan EM-F01	Poor	Moderate	Standard time to target condition from the statutory biodiversity metric. (5 years)	A (good example of habitat) – Targeted B (range of sward heights) – Targeted C (bare ground) – Not Targeted . This criterion isn’t necessary to achieve moderate condition provided B and E are passed. D (bracken and scrub cover) – Targeted E (non-native and sub-optimal species) – Targeted F (species richness) – Not Targeted	All criteria targeted but passing minimum criteria A, B, D.
Traditional Orchard	Traditional Orchard	TO – Refer to Plan EM-F01	Poor	Moderate	Standard time to target condition from the statutory biodiversity metric. (15 years)	C (less than 5% smothered by scrub and less than 10% scrub ground cover) – Targeted E (free from damage) – Targeted F (grassland not overgrazed) - Targeted G (species richness) – Targeted H (absence of invasive species) - Targeted	Currently passes criteria C, E, F and H. Additional criteria G targeted to uplift condition.
Modified grassland	Mixed scrub	MS2 – Refer to Plan EM-F01	Poor	Poor	Standard time to target condition from the statutory biodiversity metric. (1 years)	Areas of mixed scrub are being planted in the 10FE area. It is conservatively assessed that it will be of poor condition, failing criteria B , D and E .	

Habitat and Condition Targets Further Comments

Landscape Softworks plans are included in the appendices.

In addition to the above, the following will be incorporated into the fabric of the new development:

8FE:

- 4 bat boxes
- 4 swift boxes
- 2 bee bricks

These are illustrated on Figure 1 in the appendices.

- 10FE:
- 2 swift boxes
 - 6 house sparrow boxes

Habitat Retention

Measures to be Implemented to Protect Retained Habitats PM-03

Habitats to be retained with their associated conditions are as follows:

- MG1: Modified grassland (good condition)
- MG2: Modified grassland (poor condition)
- MS1: Mixed scrub (poor condition)
- BS: Bramble scrub (not condition assessed)
- IS: Introduced shrub (not condition assessed)
- BW: Broadleaved woodland (moderate condition)
- H1: Non-native hedgerow (not condition assessed)

These habitats should be managed to their current conditions following existing management measures.

Retained Individual Trees:

Non-native individual trees should be managed to their current conditions following existing management measures. Consideration for Root Protection Areas as per Arbor-call Tree Plans.

Habitats for which management measures are not applicable:

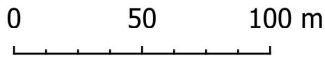
For habitats assessed as poor condition or not condition assessed, management plans have not been deemed necessary in this report. However, any existing management measures should be continued.

Specification of Protective Measures to be Used PM-04





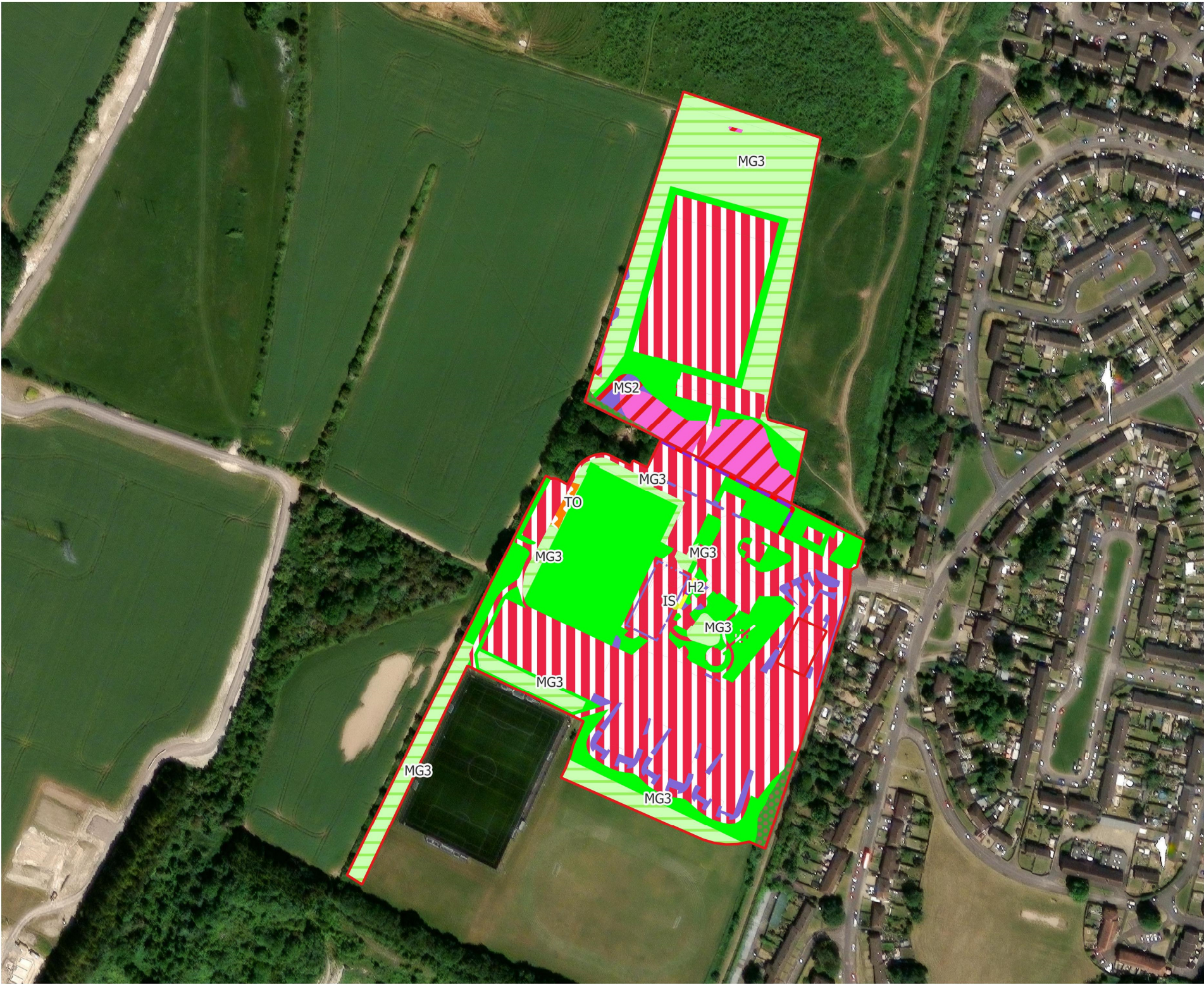
- Red line boundary
- Habitats
- Habitats Baseline
- Bramble scrub (BS)
- Developed land; sealed surface
- Gorse scrub
- Introduced shrub (IS)
- Mixed scrub (MS1)
- Modified grassland (MG1 - good condition, MG2 - poor condition)
- Other woodland; broadleaved (BW)
- Traditional orchards (TO)
- Habitat graphics
- Habitats retention
- Enhanced
- Retained
- Lost
- Hedgerows
- Hedgerow Baseline
- Non-native and ornamental hedgerow



Scale 1:2500 at A3

Creation, Enhancement and Management Targets and Prescriptions

Habitat Creation, Enhancement and Management Plan EM-F01



- Red line boundary
- Habitats proposed (created and enhanced parcel codes)
- Bramble scrub
 - Developed land; sealed surface
 - Introduced shrub (IS)
 - Mixed scrub (MS2)
 - Modified grassland (MG4)
 - Other neutral grassland (MG3)
 - Other woodland; broadleaved
 - Sustainable drainage system
 - Traditional orchards
- Hedgerows proposed
- Non-native and ornamental hedgerow
 - Native hedgerow (H2)

Modified Grassland – Condition Assessment

Creation, Enhancement and Management Summary (GL-T01)

Target Habitat:		Modified grassland at poor condition (Created area)				
Condition Assessment Criteria		Targeted	Relevant Parcels	Creation Approach	Enhancement Approach	Management Approach
A	There are 6-8 vascular plant species per m² present, including at least 2 forbs. Note - this criterion is essential for achieving Moderate or Good condition. Where the vascular plant species present are characteristic of medium, high or very high distinctiveness grassland, or there are 9 or more of these characteristic species per m², please review the full UKHab description to assess whether the grassland should be classified as a higher distinctiveness grassland. Where a grassland is classed as medium, high or very high distinctiveness, please use the relevant condition sheet.	No	New amenity/ modified grassland (8FE) - Proposed	N/A	N/A	Not targeted. Criterion is not necessary to achieve poor condition. Seed specification (Emorsgate EG22 or similar) contains suitable indicator species to be classified as Modified grassland and if maintained and managed appropriately as detailed below in GH-T02.This seed mixture includes a variety of species that are suited to neutral conditions.
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 vertebrates and invertebrates to live and breed.	No		N/A	N/A	Not targeted. Criterion is not necessary to achieve poor condition
C	Any scrub present accounts for less than 20% of the total grassland area. (Some scattered scrub such as bramble <i>Rubus fruticosus</i> agg. may be present). Note - patches of scrub with continuous (more than 90%) cover should be classified as the relevant scrub habitat type.	Yes		Managed cutting regime.	N/A	Any scrub or bracken encroachment will be controlled.
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	No		N/A	N/A	Not targeted. Criterion is not necessary to achieve poor condition

	access, or any other damaging management activities.					
E	Cover of bare ground between 1% and 10%, including localised areas (for example, a concentration of rabbit warrens.)	No		N/A	N/A	Criterion is not necessary to achieve poor condition
F	Cover of bracken <i>Pteridium aquilinum</i> less than 20%.	Yes		Managed cutting regime	N/A	Any bracken encroachment will be controlled
G	There is an absence of invasive non-native species (as listed on Schedule 9 of WCA).	Yes		Monitor and manage presence of INNS.	N/A	Identify presence / absence of INNS prior to ground preparation and treat and remove and identified to be present. Monitor and re-treat as required.

Modified Grassland – Methods

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

Action	Relevant Parcels	Timing	Prescriptions
General habitat works	Modified grassland (8FE) - Proposed	N/A	All habitat creation and management works shall be carried out by experienced operatives holding relevant horticultural qualifications, training certificates, or under the direct supervision on site of such a person. All works shall be carried out in accordance with good horticultural practice, using materials, plant and machinery appropriate to the task, undertaken in such a manner that avoids damage and/or nuisance to the site and its surroundings.
Ground preparation		Year 1	Ground preparation should follow the seed supplier’s guidance and involve preparation of seed bed to remove stones, weeds, creating suitable tilth and rolling/treading to create a firm surface. Imported soil should be peat free and suitable for recommended seed mix of British Standards (BS 3882 for multipurpose topsoil and BS 8601 for sub-soil).
Ground preparation – rolling		Year 1 (November- February), prior to overseeding.	Once rotavating has been undertaken modified grassland parcels should be rolled or tread to prepare the ground for sowing by improving seed-soil contact and allow better germination.
Seeding		Year 1, late autumn or spring.	Seeding should be in accordance with BS 4428:1989 Code of Practice for General Landscape Operations. An appropriate seed mix (e.g. Emorsgate EG22 or similar) will be sown in late autumn or spring. Supplier’s guidance will be followed but likely to involve surface sowing by machine or hand, at an even distribution, then firm in via rolling or treading, ensuring ground conditions allow.
Early management / Aftercare		Year 1-2.	Once seedling grasses are established, lightly roll or tread to firm and level soil around grass roots ready for first cut, provided the ground is dry. After a few days, cut with mower at 50mm, trimming grass back by 1/3 and cut back weeds. Thereafter, mow regularly as needed. The grass will take a full year or more to reach full strength.
Long-term management.		Year 2 onwards	Grassland can be mown regularly as required throughout the growing season (generally March-October).
Fertiliser		N/A	No artificial fertilisers will be used at any time. While achieving a wildflower grassland is unlikely, these increase nutrient levels in the soil which decrease the biodiversity of the sward as most native wildflowers prefer low nutrient levels.
Weed/non-desirable species control		Years 1-3, then as necessary	A spread of perennial weeds (e.g. docks and thistles) may occur in early years. This will therefore require a level of control to prevent spread across the site and reduce coverage long term. Hand pulling or spot application of herbicides may be required, as appropriate. Annual weeds emerging in early years can be cut and removed in mid to late summer.
Scrub encroachment		As required	Any scrub or bramble encroachment manually cut back, either as part of the annual cutting regime or specific targeted management where required. Scrub and bramble cutting should follow the recommendations detailed within Table GL-B01 to avoid impacts on nesting birds.

Other Neutral Grassland - Condition Assessment

Creation, Enhancement and Management Summary (GH-T01)

Target Habitat			Other neutral grassland at moderate condition. (Some areas enhanced from modified grassland, some created to replace other baseline habitat.)			
Condition Assessment Criteria		Targeted	Relevant Parcels	Creation Approach	Enhancement Approach	Management Approach
A	The parcel represents a good example of its habitat type, with a consistently high proportion of characteristic indicator species present relevant to the specific habitat type. Note – this criterion is essential for achieving Moderate or Good condition for non-acid grassland types only.	Yes	Species-rich grassland (8FE & 10FE)	Seeding following proper ground preparation, detailed below in GH-T02	Seeding following proper ground preparation, detailed below in GH-T02	The seeding of other grass and forb species, along with targeted weed control will uplift the modified grassland to other neutral grassland (which in itself is a very broad catch-all category) as per UKHab. Seeding correctly will also reach this criterion for new grassland. Seed specification (Emorsgate EM8, Standard General, Salisbury Plain meadow mix or equivalent) contains suitable indicator species to be classified as other neutral grassland if maintained and managed appropriately as detailed below in GH-T02.
B	Sward height is varied (at least 20% of the sward is less than 7 cm and at least 20 per cent is more than 7 cm) creating microclimates which provide opportunities for insects, birds and small mammals to live and breed.	Yes		Seeding of suitable species.	Managed cutting regime.	Proper management in combination with species present should result in a pass in this criterion however targeted rotational management can be incorporated if required.
C	Cover of bare ground between 1% and 5%, including localised areas, for example, rabbit warrens.	No		N/A	N/A	Criterion not targeted as not required and urban location may results in damage/disturbance, however it is hoped this would be passed as result of healthy sward structure.
D	Cover of bracken <i>Pteridium aquilinum</i> less than 20% and cover of scrub (including bramble) less than 5%.	Yes		Managed cutting regime.	Managed cutting regime.	Any scrub or bracken encroachment will be controlled.
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		Avoid damaging operations	Avoid damaging operations	This category is not required to achieve moderate condition, unless the prevalence of sub-optimal indicator species causes Criterion A to fail. Management activities will occur only when ground conditions allow, i.e. when not too wet, which may result in rutting if any vehicular access is required, opening up bare ground for weedy species to germinate. More persistent ‘weed’ species (e.g. thistles, docks) will be controlled to prevent spread across the site and neighbouring land.

						If any invasive species are noted these will be removed.
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		Follow measures above to maintain species diversity	Follow measures above to maintain species diversity	Criterion not targeted as may prove difficult to sustain.

Other Neutral Grassland - Methods

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

Action	Relevant Parcels	Timing	Prescriptions
General habitat works	Species- rich grassland (8FE & 10FE)	N/A	All works shall be carried out in accordance with good horticultural practice, using materials, plant and machinery appropriate to the task, undertaken in such a manner that avoids damage and/or nuisance to the site and its surroundings.
Ground Preparation		Year 1, prior to seeding	Nutrient poor soil should be used for areas created from scratch. Ground preparation should follow seed supplier's guidance but likely to involve preparation of seed bed to remove weeds, creating suitable tilth and rolling/treading. Stones greater than 25mm diameter to be removed.
Ground Preparation		Year 1, prior to seeding.	Existing grassland that is to be overseeded should first be mown tight, with cuttings collected in the weeks prior to harrowing/scarification. The ground should then be heavily scarified using a disc/tine/chain harrow, with the objective of creating at least 50% bare earth. The presence of bare ground is crucial to the success of the operation as it gives the seeds opportunity to germinate.
Seeding		Year 1, autumn or spring.	An appropriate seed mix (e.g. Emorsgate EM8 or equivalent) should be sown in autumn or spring. Supplier's guidance should be followed but likely to involve surface sowing by machine or hand, at even distribution Leave the seed for at least one week before firming in via rolling. Consider addition of yellow rattle to seed mix if not already present.
Watering		Year 1	Watering will take place in dry periods, especially during the first year, and thereafter in times of drought.
Litter removal		Annually	Litter will be removed. This will be done at the time of each maintenance visit.
Early management		Year 1-2.	The seeded fields should be cut in mid-summer to tackle annual weed growth. Then kept short by mowing through to the end of March the following year.
Weed/non-desirable species control		Years 1-3, then as necessary.	All parcels are likely to incur some spread of weeds (e.g. docks and thistles) in early years, during the process of creating bare ground and seeding. Weeds will require a level of control to prevent spread and reduce coverage long term. Mechanical topping/cutting to a height of c.15cm at the appropriate time of year (typically mid-summer for most species) before buds open, to remove flower heads, will help control spread if an early flush of weeds presents. Hand digging individuals can also be employed.
Annual cuts		Year 2 onwards	Cut in July/August once plants have flowered. Leave the cuttings to shed seed for 2-7 days and remove from site. Cut again in late autumn and early spring. Cuts to 50 mm. Arisings should always be removed.
Additional seeding		Year 2 onwards	At the end of each growing season any large areas of bare ground / damage should be recultivated and reseeded
Scrub encroachment		As required	Scrub should not occupy more than 5% of the grassland area and excessive scrub encroachment should be manually cut back, either as part of the annual cutting regime or specific targeted management where required.

Orchard – Condition Assessment

Creation, Enhancement and Management Summary (OR-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 17. Orchard

Target Habitat:		Traditional Orchard to moderate condition.				
Condition Assessment Criteria		Targeted	Relevant Parcels	Creation Approach	Enhancement Approach	Management Approach
A	Presence of ancient and or veteran trees. Note – this criterion is essential for achieving Good condition.	No	TO - Traditional Orchard	N/A	N/A- It is not possible to establish ancient or veteran trees in an area of new planting.	N/A
B	Presence of deadwood in or on trees, or on the ground: at least 20% of mature trees have deadwood associated with them. Some examples of deadwood are: standing, attached and fallen trees or limbs; dead stems; branches and branch stubs greater than 10 cm diameter; and internal cavities. The types and distribution of deadwood provide a range of habitats suitable to support a wide assemblage of saproxylic invertebrates. Note – this criterion is essential for achieving Good condition.	No		N/A	N/A – there is a lack of deadwood as the trees are less than 5 years old. Any future deadwood that emerges should be retained if possible with consideration for health and safety requirements.	N/A
C	Less than 5% of fruit trees are smothered by scrub. Small patches of dense scrub and or scattered scrub growing between trees can be beneficial to biodiversity, however these occupy less than 10% of ground cover.	Yes		N/A	Managed grassland cutting regime.	There is currently no scrub present. Any encroaching will be manually controlled at the same time that it is within grassland areas, as described in GH-T01 and GH-T02.
D	There is evidence of formative and or restorative pruning to maintain longevity of trees.	Yes		N/A	Managed pruning regime	Formative and restorative pruning will be undertaken appropriately, in line with Traditional orchards: a summary (TIN012).
E	At least 95% of the trees are free from damage caused by humans or animals, for example browsing, bark stripping or rubbing on non-adjusted ties.	Yes		N/A	Appropriate management will not result in damage	There is currently no damage to trees, but appropriate management will prevent the possibility of this. Tree ties should be adjusted as the trees grow to prevent damage.

F	Grassland is not overgrazed, poaching is not evident around the trees, with no more than 10% of trees poached under the canopy.	Yes		N/A	Managed grassland cutting regime.	The grassland on the site is not grazed by livestock. Poaching is not anticipated.
G	Species richness of the grassland is equivalent to a medium, high, or very high distinctiveness grassland.	Yes		N/A	Managed grassland cutting regime and overseeding in line with neighbouring grassland.	Grassland areas within the orchard area will be managed in the same way as those within the rest of the enhancement area, as described in GH-T01 and GH-T02. If found to fall short, overseeding should be considered in accordance with GH-T02.
H	There is an absence of invasive non-native species (as listed on Schedule 9 of WCA) and species indicative of suboptimal condition make up less than 10% of ground cover.	Yes		N/A	Managed grassland cutting regime.	If any invasive species are noted these will be removed

Orchard - Methods

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

Action	Relevant Parcels	Timing	Prescriptions
General habitat works	TO - Traditional Orchard	N/A	All habitat creation and management works shall be carried out by experienced operatives holding relevant horticultural qualifications, training certificates, or under the direct supervision on site of such a person. All works shall be carried out in accordance with good horticultural practice, using materials, plant and machinery appropriate to the task, undertaken in such a manner that avoids damage and/or nuisance to the site and its surroundings. The establishment and maintenance of the orchard should follow Natural England Technical Information Note TIN012 to TIN021.
Watering		First 2 years for new trees, as required during drought until year 5 of the habitat's	Watering will take place in dry periods, and orchard trees will be monitored in times of drought and watered if necessary, until fully established after 5 years, thereafter as required.
Formative pruning		First 10 years of the habitat's existence, as required, October – February	Initial formative pruning should follow Natural England Technical Information Note TIN015 and TIN016. Formative pruning involves creating a trunk and pruning young growth back to encourage the tree to grow in the right direction and develop thick branches. This will increase the longevity and health of the trees.
Planting Inspections		Annually	Inspect the new planting scheme once per year in autumn. Dead or dying plants will be recorded and replaced in the next winter planting season with others of similar size and same species.
Weeding		As required	Base of each tree should be kept weed free manually. Avoid the use of herbicides and artificial fertilisers, hand pulling of weed species should be used if possible.
Maintenance pruning		From year 10 as required, October – February	Maintenance pruning is necessary to maintain a balance between fruiting wood and vegetive growth and should follow Natural England Technical Information Note TIN017. Maintenance pruning involves the removal of weaker branches and new growth to promote more vigorous subsequent growth where required. However dead and decaying branches should not be removed. Any fallen or standing deadwood should also be left in situ.
Restorative pruning		As required	Restorative pruning, where required should follow Natural England Technical Information Note TIN018.
Scrub encroachment		As required	Any scrub or bramble encroachment from within or without the orchard planting will be manually cut back, either as part of the grassland management or specific targeted management where required.
Grassland management		N/A	Grassland management will follow table GH-T02.

Hedgerow – Condition Assessment

Creation, Enhancement and Management Summary (HD-T01)

Target Hedgerow Type:		Native hedgerow at poor condition. (Created.)				
Condition Assessment Criteria		Targeted?	Relevant Features	Creation Approach	Enhancement Approach	Management Approach
A1	Height >1.5m average along length.	No	New formal hedgerow	N/A.	N/A	Hedgerow is expected to fail this criterion.
A2	Width >1.5m average along length.	No		N/A	N/A	Hedgerow is expected to fail this criterion.
B3	Gap – hedge base Gap between ground and base of canopy <0.5m for >90% of length.	No		N/A	N/A	Not targeted.
B2	Gap – hedgerow canopy continuity Gaps make up <10% of total length; and no canopy gaps >5m.	No		N/A	N/A	Not targeted.
C1	Undisturbed ground and perennial vegetation >1m width of undisturbed ground with perennial herbaceous vegetation for >90% of length: - measured from outer edge of hedgerow, and - is present on one side of the hedge (at least)	No		N/A	N/A	Not targeted.
C2	Nutrient-enriched perennial vegetation Plant species indicative of nutrient enrichment of soils dominate <20% cover of the area of undisturbed ground.	No		N/A	N/A	Not targeted.
D1	Invasive and neophyte species >90% of the hedgerow and undisturbed ground is free of invasive non-native plant species (including those listed on Schedule 9 of WCA) and recently introduced species.	Yes		Only native species will be planted in the hedgerow. Stock will be checked for presence of invasive non-native species prior to planting.	N/A	Encroachment by neophyte species and INNS will be controlled if found during monitoring.

D2	Current damage >90% of the hedgerow or undisturbed ground is free of damage caused by human activities.	Yes		Planting methods to avoid damage to ground. If soils are wet enough that planting operations would be likely to damage soils, then planting should be postponed.	N/A	Management plan will aim to prevent any damage to the hedgerow or disturbance to the retained undisturbed ground. If damage is noted during formal or informal operations than actions should be carried out to manage damage.
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Hedgerow – Methods

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

Action	Relevant Features	Timing	Prescriptions
General habitat works	New formal hedgerow	N/A	All habitat creation and management works shall be carried out by experienced operatives holding relevant horticultural qualifications, training certificates, or under the direct supervision on site of such a person. All works shall be carried out in accordance with good horticultural practice, using materials, plant and machinery appropriate to the task, undertaken in such a manner that avoids damage and/or nuisance to the site and its surroundings.
Planting method		November – March	All bare root transplants to be notch planted. Whips will be planted in with a mix of species along the length of the hedgerow rather than in groups.
Planting protection		N/A	Bare root transplants will be protected with biodegradable tubular tree and shrub guards.
Watering		First 2 years	Watering will take place in dry periods during the first two years following planting
Planting Inspections		Three times in year 1, then annually	Inspect the new planting scheme within the first month after planting, and then twice more in the first year to ensure early establishment, then once per year in autumn. Dead or dying plants will be recorded and replaced in the next winter planting season with others of similar size and same species.
Weeding		As required	Base of the planted scrub will be kept weed free manually. Avoid the use of herbicides and artificial fertilisers, hand pulling of weed species will be used if possible.
Early management		N/A	Newly planted hedgerows should be left to establish (not cut) in the first 5 years.
Establishment cutting regime		January – February Years 5-10	Light formative cutting should take place from Years 5-10, where hedgerows are cut in increments, allowing the hedgerow to increase in height and width by 10cm every year.
Long-term cutting regime		January – February From year 10	The hedgerows should be cut at varied heights and widths each year.
Long-term pruning		January – February From year 10	From year 10 hedgerow trees should be pruned every two years to encourage growth.

Scrub – Condition Assessment

Creation, Enhancement and Management Summary (SC-T01)

Target Habitat:		Mixed scrub at poor condition (Created area.)				
Condition Assessment Criteria		Targeted	Relevant Parcels	Creation approach	Enhancement Approach	Management Approach
A	The parcel represents a good example of its habitat type – the appearance and composition of the vegetation closely matches its UKHab description (where in its natural range). - At least 80% of scrub is native, - There are at least three native woody species, - No single species comprising more than 75% of the cover (except hazel <i>Corylus avellana</i>, common juniper <i>Juniperus communis</i>, sea buckthorn <i>Hippophae rhamnoides</i> or box <i>Buxus sempervirens</i>, which can be up to 100% cover).	Yes	MS2 - Mixed scrub	Native scrub species will be planted including hawthorn (<i>Crataegus monogyna</i>), blackthorn (<i>Prunus spinosa</i>), hazel (<i>Corylus avellana</i>), and elder (<i>Sambucus nigra</i>).	N/A	This area of mixed scrub borders existing bramble scrub. Removal of bramble will be required to prevent the area being overrun by bramble, particularly while newly planted species establish. Some bramble is acceptable however MS2 would be classed as bramble scrub if bramble covers >75% of the area.
B	Seedlings, saplings, young shrubs and mature (or ancient or veteran) shrubs are all present.	No		N/A- not possible to establish mature shrubs in time to target condition.	N/A	N/A
C	There is an absence of invasive non-native species (as listed on Schedule 9 of WCA) and species indicative of suboptimal condition make up less than 5% of ground cover.	Yes		Managed removal	N/A	Encroachment by species indicative of sub-optimal condition and INNS will be controlled if found during planting and monitoring.
D	The scrub has a well-developed edge with scattered scrub and tall grassland and or forbs present between the scrub and adjacent habitat.	No		N/A – a well-developed scrub edge is not expected	N/A	N/A
E	There are clearings, glades or rides present within the scrub, providing sheltered edges.	No		N/A- the area of enhancement is too small to create clearings, glades or rides	N/A	N/A

Scrub - Methods

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

Action	Relevant parcels	Timing	Prescriptions
General habitat works	MS – Mixed scrub	N/A	All habitat creation and management works shall be carried out by experienced operatives holding relevant horticultural qualifications, training certificates, or under the direct supervision on site of such a person. All works shall be carried out in accordance with good horticultural practice, using materials, plant and machinery appropriate to the task, undertaken in such a manner that avoids damage and/or nuisance to the site and its surroundings.
Planting method		November – March	All bare root transplants to be notch planted. Whips will be planted in clumps of 6-10 individuals, with a mix of species.
Planting protection		N/A	Bare root transplants should be protected with biodegradable tubular tree and shrub guards.
Stock proofing		N/A	Mixed scrub should be protected with stock-proof fencing until established.
Plant guard checks		As required	Check stakes, guards and ties and adjust as needed in summer and winter. Remove stakes when no longer required (i.e., after 3-5 years). Check new planting after strong winds, frosts and other disturbances.
Watering		First 2 years, then during drought if required	Watering will take place in dry periods, especially during the first two years following planting/replanting, and thereafter trees will be monitored in times of drought and watered if necessary, until fully established after 5 years.
Pruning		First 5 years as required, October – February	Plants will be pruned as required to remove any dead, dying or diseased wood and suckers to promote healthy growth and a natural shape during establishment period.
Planting Inspections		Three times in Year 1, then annually	Inspect the new planting scheme within the first month after planting, and then twice more in the first year to ensure early establishment, then once per year in autumn. Dead or dying plants will be recorded and replaced in the next winter planting season with others of similar size and same species.
Weeding		As required	Base of the planted scrub should be kept weed free manually. Avoid the use of herbicides and artificial fertilisers, hand pulling of weed species should be used if possible. This includes bramble as the planted species become established, and later, if necessary to prevent bramble becoming dominant.
Long term management		As required October – February	Once established it may be necessary to cut areas of scrub back. This should be done as required but no more than one third of the scrub cut back at any one time. Cutting should aim to create a scalloped edge to the scrub, increasing the length of the habitat interface with the scrub and creating micro-climates beneficial to wildlife. If required, areas can be coppiced or laid to improve structure.

Urban – Introduced Shrub - Methods

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

Action	Relevant Parcels	Timing	Prescriptions
General habitat works	Amenity planting / Introduced shrub	N/A	All habitat creation and management works shall be carried out by experienced operatives holding relevant horticultural qualifications, training certificates, or under the direct supervision on site of such a person. All works shall be carried out in accordance with good horticultural practice, using materials, plant and machinery appropriate to the task, undertaken in such a manner that avoids damage and/or nuisance to the site and its surroundings. All plants are to be planted in accordance BS 4428:1989 Code of Practice for General Landscape Operations. Planting aftercare will adhere to the principles detailed in BS8545:2014 (Trees: From Nursery to Independence in the Landscape) and according to the Committee for Plant Supply and Establishment (CPSE, 1995) - 'Handling and establishing landscape plants'.
Weeding		Monthly for 5 years, then reduced	Planting beds are kept weed-free by monthly manual weeds removal. Maintenance input will reduce after Year 5 to eight visits a year. Weeding, watering, fertiliser applications and topping-up mulch are key to achieving the weed-excluding canopy.
Watering		First 2 years, then during drought	Watering will take place in dry periods, especially during the first two years following planting/replanting, and thereafter in times of drought.
Litter removal		Monthly	Litter will be removed. This will be done at the time of each maintenance visit.
Pruning		Annually, October – February	Plants will be pruned annually to remove any dead, dying or diseased wood and suckers to promote healthy growth and a natural shape. Herbaceous material will be cut back/deadheaded annually in accordance with good horticultural practice and according to species requirements.
Planting Inspections		Monthly Year 1, then Annually	Inspect the new planting scheme regularly, e.g., once per month, during the two years after planting, then once per year in autumn. Dead or dying plants will be recorded and replaced in the next winter planting season with others of similar size and same species.

Individual Trees- Condition Assessment

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

Target Habitat:		122 Urban trees of moderate condition (Created)				
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/No	All newly planted urban trees	Mix of native and non-native trees.	N/A	N/A
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		Targeted, tree locations will pass this criterion when grouped, and automatically when individual.	N/A	N/A
C	The tree is mature (or more than 50% within the block are mature).	No		Not likely to be achieved within 30-year time frame.	N/A	N/A
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		Management to ensure proper canopy growth.	N/A	N/A
E	Natural ecological niches for vertebrates and invertebrates are present, such as presence of deadwood, cavities, ivy or loose bark.	No		Not likely to be achieved within 30-year time frame.	N/A	N/A
F	More than 20% of the tree canopy area is oversailing vegetation beneath.	Yes		Trees planted in areas containing other forms of planting/semi-natural areas.	N/A	N/A

Individual Trees - Methods

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

Action	Relevant Parcels	Timing	Prescriptions
General habitat works	All new trees	N/A	All habitat creation and management works shall be carried out by experienced operatives holding relevant horticultural qualifications, training certificates, or under the direct supervision on site of such a person. All works shall be carried out in accordance with good horticultural practice, using materials, plant and machinery appropriate to the task, undertaken in such a manner that avoids damage and/or nuisance to the site and its surroundings. Tree aftercare will adhere to the principles detailed in BS8545:2014 (Trees: From Nursery to Independence in the Landscape).
Planting		N/A	Bareroot trees: All plants are to be planted in accordance BS 4428:1989 Code of Practice for General Landscape Operations and BS 5837:2012 Trees in Relation to Construction. A mycorrhizal inoculant to replace naturally occurring fungi in soil is to be applied to roots of bare plants before planting and backfilling to stimulate plant growth and accelerate root development. Prior to planting, ground must be made well-broken and free draining. Plants grown from indigenous, preferably local, seeds or root stocks should be used. All bare root transplants to be notch planted. Bare root transplants will be protected with biodegradable tubular tree and shrub guards, and container grown plants will be protected with biodegradable tree protectors. Pit planted trees: 1. Tree pits will be 300mm and wide enough to accommodate roots when fully spread. Refer to 3711-TLP-XX-XX-DR-L-50002 Landscape Softworks Details. 2. Sloping ground: Maintain horizontal bases and vertical sides with no less than minimum depth throughout. 3. Excavated material: Separate topsoil and subsoil material and stockpile for backfilling 4. Pit bottoms: Excavate with slightly raised centre: Break up base to a depth of 150 mm Break up base to a depth of 200 mm. 5. Drainage: Ensure base of pit is free-draining 6. Pit sides: Scarify. 7. Backfilling material: Topsoil
Mulching		After planting and at end of rectification period	Mulch an area 1.2m x 1.2m with the tree in the centre. Ensure that soil is thoroughly moistened prior to mulching, applying water where necessary. Re-mulch to a minimum depth of 75mm at end of rectification period, applying water where necessary.
Tree guards		Yearly for first 3-5 years in summer and winter.	Check stakes, guards and ties and adjust as needed in summer and winter. Remove stakes when no longer required (i.e., after 3-5 years). Check new planting after strong winds, frosts and other disturbances.
Weeding		Monthly for 5 years, then reduced	Planting beds are kept weed-free by monthly manual weeds removal. Maintenance input will reduce after Year 5 to eight visits a year.

Watering		First 2 years, then during drought	Watering will take place in dry periods, especially during the first two years following planting/replanting, and thereafter in times of drought.
Litter removal		Monthly	Litter will be removed. This will be done at the time of each maintenance visit.
Pruning		Annually, October – February	Plants will be pruned annually to remove any dead, dying or diseased wood and suckers to promote healthy growth and a natural shape. Once established, deadwood should be retained if possible.
Planting Inspections		Monthly Year 1, then Annually	Inspect the new planting scheme regularly, e.g., once per month, during the first two years after planting, then once per year in autumn. Dead or dying plants will be recorded and replaced in the next winter planting season with others of similar size and same species.
Translocated Trees	Translocated trees in 10FE	As required	Tree translocation will be undertaken by a specialist contractor to ensure correct management.

Habitat Boxes

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

Action	Relevant Parcels	Timing	Prescriptions
Box Locations	Bat boxes Bird boxes Bee bricks	N/A	The following boxes to be installed: 8FE: • 4 bat boxes • 4 swift boxes • 2 bee bricks Refer to Figure 1 appended to this document. 10FE: • 2 swift boxes • 6 house sparrow boxes
Maintenance		N/A	Integrated bat, swift, sparrow boxes and bee bricks are integrated into the façade of the building and should not require any maintenance.
Inspections		Annually	Bat and Bird boxes should be inspected during general inspections on an annual basis to ensure intact condition and that entry features are not blocked. Advice from a licensed bat worker should be sought before undertaking any works that would impact a bat box.

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

Risk Identification Date	Habitat Type	Risk Factor	Trigger for Action	Remedial Measure
04/06/2026	All habitats	Lack of high-quality reliable contractors	Monitoring and site inspections deem works have not been implemented appropriately.	Use known qualified contractors or those with good reputation, plan ahead where possible.
04/06/2026	Amenity/modified grassland, species-rich/other neutral grassland, traditional orchard & mixed scrub	Habitats not developing as predicted under management scheme.	Monitoring and observations from site inspections and any other survey data show progress not as anticipated, e.g. lack of species diversity or poor structure	Measures will vary depending on the issue identified but may require adjustment to mowing regime or additional measures such as additional seeding.
04/06/2026	Other neutral grassland	Failure to establish sward in newly seeded areas.	Monitoring and observations from site inspections show that habitat creation work has not succeeded as anticipated.	Review the process undertaken, and potential reasons why this has occurred and what adjustments should be made if another attempt needs to be made.
04/06/2026	Amenity/modified grassland, species-rich/other neutral grassland	High levels of weeds	Regular inspections and monitoring to assess weed levels and identify location of problem areas.	Topping, hand pulling or spot herbicide application, as appropriate.
04/06/2026	Mixed scrub, hedgerow & individual trees	Newly planted trees failing to establish	Monitoring/inspections find tree failing to thrive, above 10% levels of plant failure.	Replacement planting in next winter period.
04/06/2026	All habitats	Excessive damage caused by usage by people on site.	Monitoring or site inspections reveal excessive levels of damage.	Consider informative signage to educate people where required. Consider if any temporary measures can be taken to reduce damage e.g. appropriate fencing.
04/06/2026	Mixed scrub, hedgerows & other woodland broadleaved.	Herbivorous pressure.	New planting being damaged or destroyed	Check tubes, stakes and ties are adequate. Erect deer proof fencing if required.

3. Monitoring Schedule

Monitoring Strategy

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

The monitoring strategy comprises two elements:

1. Mandatory BNG monitoring to assess progress towards achieving the objectives of the BNG Assessment and proposals, and to inform amendments to the HMMP where required.

This comprises regular habitat surveys and condition assessments, production of monitoring report and review/update of Management Plan. This should be undertaken by a suitably qualified ecologist.

2. Site inspections to identify any issues with planting, weeds, damage etc.

This can be undertaken by any suitably experienced/qualified person and could be combined with weeding and litter check etc. visits.

All monitoring and inspections will be used to inform this HMMP, so that an adaptive, evidence-based management approach is used. Reviewing the management plan will take place every 5 years with a final review and report in year 30 to assess the site’s progress and achievement of BNG objectives.

Additional surveys may be required in addition to the below e.g. should the conditions on site change or presence of protected species vary over time.

Monitoring Methods and Intervals MS-T01

Habitat Type	Monitoring Methods	Monitoring Interval and Timing
Ecological Monitoring including Mandatory BNG Monitoring by suitably qualified ecologist.		
All habitats	Site Inspection In Year 1 post construction, a site walkover will be undertaken to ensure that all proposed habitats have been implemented. Check should also ensure bat and bird boxes and bee bricks have been installed correctly and as specified.	Year 1, once construction and softworks are complete.
All habitats	BNG Survey UKHab survey and BNG condition assessment by suitably qualified ecologist of all Parcels and proposed habitats on site using the criteria within this HMMP. 1 x 1 m quadrat sampling to be undertaken within each parcel/grassland community to inform UKHab habitat type and condition assessment, number to be relative to the size of the parcel as considered appropriate by the surveyor. Fixed point photography to be undertaken during each visit, with grid reference recorded for comparison with later monitoring. Surveyed habitats will be mapped, to be included within monitoring report to identify habitat changes over time.	Annually from Years 1-5, then every 5 years. Surveys to be completed between May and August
All habitats	Review and update Management Plan	Every 5 years

	Using the survey data collected as detailed within monitoring report, the HMMP will be reviewed to assess what is working and what isn't and updated where necessary.	
Regular Site Inspections		
All habitats	Site Inspection In Years 1-5 especially, regular Site inspections (walkover survey) by a suitably experienced person would help early identification of issues, e.g. planting failures, weed outbreak etc, that could then inform any additional measures required as set out within this HMMP, or additional to this HMMP.	Once per month in Years 1 & 2. Then annually in autumn.
All habitats	Activity Register Records will be kept of habitat works on site and dates they occurred to allow proper evaluation if targets are not being met.	Yearly as required.

Monitoring Reports

Monitoring Report Schedule MS-T02

Organisation Responsible for Submitting the Monitoring Reports	Organisation Receiving and Responsible for Reviewing Reports
Sarum Academy	Wiltshire County Council

Project Year	Month Report to be Submitted	Month Management Plan to be reviewed	Comments
8FE			
Year 1	September/October	September/October	Report progress towards target habitats.
Year 2	September/October	September/October	Report progress towards target habitats.
Year 3	September/October	September/October	Report progress towards target habitats.
Year 5	September/October	September/October	Report progress towards target habitats.
Year 10	September/October	September/October	Report progress towards target habitats.
Year 15	September/October	September/October	Report progress towards target habitats.
Year 20	September/October	September/October	Report progress towards target habitats.
Year 25	September/October	September/October	Report progress towards target habitats.
Year 30	September/October	September/October	Report progress towards target habitats.

Project Year	Month Report to be Submitted	Month Management Plan to be reviewed	Comments
10FE			
Year 1	September/October	September/October	Report progress towards target habitats.
Year 2	September/October	September/October	Report progress towards target habitats.
Year 3	September/October	September/October	Report progress towards target habitats.
Year 5	September/October	September/October	Report progress towards target habitats.
Year 10	September/October	September/October	Report progress towards target habitats.
Year 15	September/October	September/October	Report progress towards target habitats.
Year 20	September/October	September/October	Report progress towards target habitats.
Year 25	September/October	September/October	Report progress towards target habitats.
Year 30	September/October	September/October	Report progress towards target habitats.

Adaptive Management

Summary of Adaptive Management Approaches (MS-B02)

All monitoring visits, data presented in monitoring reports and any other casual observations will be fed back into the management plan reviews. The data collected during monitoring visits will inform the success of management actions and enable management interventions to be adjusted as deemed necessary. The Management Plan is designed to be a ‘live document’, to be updated as and when necessary to target any issues that are identified on site.

Initial habitat works (where they occur) will have a drastic effect on the habitats present, and evaluation of early years’ monitoring surveys and reporting will be key in the long-term success of establishing habitats.

Once established, a carefully timed cutting regime is prescribed across the grassland. Records of cutting timings should be recorded, so this can be evaluated against data for changes in habitats, species diversity, sward height etc. and adjustments made where required.

Detailed records should be kept of pruning to the traditional orchard, which can then be used to inform restorative pruning if required in the future.

The Management Plan review will take place formally every 5 years, however it is anticipated that additional measures may be picked up in the interim by those regularly attending the site, that will be communicated to the project team and may result in additional minor adjustments.

Should it be identified that habitats are consistently failing in achieving their anticipated objectives, or notable changes to the management plan be identified as required, these should be discussed and agreed with the Local Planning Authority