

Ecology Enhancement Strategy Employment Land Road

July 2026

**Phase 2 – Mowbray,
North Horsham**

Prepared by
CSA Environmental

On behalf of
Legal and General

Report No: CSA/7937/12

This report may contain sensitive ecological information. It is the responsibility of the Local Authority to determine if this should be made publicly available.

Report Reference	Revision	Date	Prepared by	Approved by	Comments
CSA/7937/01	-	02/07/2026	NS	CC	First Issue



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1.0 INTRODUCTION

- 1.1 This report has been prepared by CSA Environmental on behalf of Legal and General and sets out an Ecology Enhancement Strategy (EES) in relation to the Employment Land Road (RMA2) situated within Phase 2 of a mixed-use development. The entire development, comprising Phases 1, 2, and 3 aims to provide up to 2,750 dwellings alongside retail and business areas, leisure and education facilities, Public Open Space, and associating landscaping and infrastructure at land at Mowbray, North Horsham (hereafter referred to as 'the Site').
- 1.2 The report has been prepared for submission in order that Condition 8 of full planning permission (DC/25/1543) for the development of the Employment Land Road (construction of Primary Road from Left-In, Left-Out junction with the A264) to Bush Lane (Bridleway 1585) and associated footpaths and cycleways, drainage, landscaping, substations and associated infrastructure, may be discharged. The wording of the condition is as follows:

Pre-Commencement Slab Level Condition 8: Prior to any works above slab level, a Biodiversity Enhancement Strategy for protected, Priority and threatened species, prepared by a suitably qualified ecologist, shall be submitted to and approved in writing by the local planning authority. The content of the Biodiversity Enhancement Strategy shall include the following:

- a) purpose and conservation objectives for the proposed enhancement measures;*
- b) detailed designs or product descriptions to achieve stated objectives;*
- c) locations of proposed enhancement measures by appropriate maps and plans (where relevant);*
- d) persons responsible for implementing the enhancement measures; and;*
- e) details of initial aftercare and long-term maintenance (where relevant).*

The works shall be implemented in accordance with the approved details shall be retained in that manner thereafter.

Reason: To enhance protected, Priority and threatened species and allow the LPA to discharge its duties under paragraph 187d of NPPF 2024 and s40 of the NERC Act 2006 (as amended).

Background

- 1.3 A suite of ecological surveys has been conducted across the wider Site, and specifically within Phase 2, from 2010 to 2023; key findings of which, in relation to the Employment Land Road area, are summarised in Section 3 herein.
- 1.4 The Employment Land Road (previously RMA2 of the wider extant outline permission) relates to the proposed access infrastructure in association with the Employment Land and further residential development phases to the east.
- 1.5 Landscape proposals for the Employment Land Road (General Arrangement Plan, DJA Ref: 2898-5-2-20) (see Appendix C) were submitted alongside the planning application and their implementation is secured by way of Regulatory Condition 14. Management of the approved landscaping shall be undertaken in line with the approved Landscape and Ecological Management Plan (December 2025) in line with Regulatory Condition 15. These plans / documents should be reviewed alongside this Strategy document.

2.0 AIMS AND OBJECTIVES

Aims

- 2.1 The primary aim of this EES is to detail the ecological enhancements to be enacted for the benefit of ecological features identified within or with the vicinity of the Employment Land Road.
- 2.2 The overarching objectives for the mitigation and management detailed in this EES are derived from the following sources, as stated within the condition itself:
 - Chapter 12 of the Environment Statement (dated July 2016) and its appendices, and the Environment Statement's subsequent addendum submitted in support of the Employment Land Road (Stantec, September 2025);
 - Outline Ecological Mitigation and Management Plan (Bioscan reference: E1585/OEEMP/R1) submitted in support of the OPP;
 - A great crested newt strategy produced for Phase 2
 - A dormouse mitigation strategy produced for Phase 2
- 2.3 This EMMP specific to the Employment Land Road has also been informed by the EMMP produced for Phase 2 in its entirety by Derek Finnie Associates (2026), which recommended the following for Phase 2:
 - Wildlife underpasses under roads are to be included in the scheme to assist in retaining existing commuting routes for great crested newts (and small mammals) through the application site (where appropriate);
 - Derogation licences are required to be sought for works involving great crested newts and hazel dormouse (where necessary);
 - SuDS features, which will include open swales, are to be incorporated into the scheme in order to increase the quality of surface water discharge, and to provide additional features for great crested newts and for foraging bats;
 - The green infrastructure is to be managed for a range of species including for reptiles, [REDACTED], great crested newts and bats;
 - An ecological management plan will be produced; this will include mowing regimes for areas of semi-natural grassland and cutting regimes for the hedgerows;
 - Bat and bird boxes are to be mounted on retained trees (where appropriate);
 - The tree and scrub species within the landscape scheme will comprise native species of a composition present within the existing woodland and hedgerows;
 - The landscape plan will include fruit/berry bushes to provide an additional foraging resource for badgers and birds;

- Dormouse compensation areas should be established and managed appropriately.

2.4 The key objectives of this EES specific to the Employment Land Road are to:

- Set out the purpose and conservation objectives for the proposed enhancement measures
- Detail specifications for ecological enhancement features to be provided
- Detail locations for ecological enhancement features to be provided
- Identify who will be responsible for implementing the enhancement measures
- Provide details of initial aftercare and long-term maintenance of ecological enhancement measures (where relevant)

3.0 BASELINE ECOLOGICAL INFORMATION

Ecological Baseline

- 3.1 Historic surveys related to Phase 2 of the development commenced in 2010 and have been updated on a period basis between 2016 and 2023. Full survey reports have been previously submitted to Horsham District Council in support of Outline Application DC/16/1677 as part of an Environmental Statement (Stantec: '2016 ES'; and subsequent '2017 ES Addendum') and are available on the Planning Portal.

Designated Sites

- 3.2 No part of the Site of the outline application is subject to any statutory nature conservation designation. Warnham Site of Special Scientific Interest (SSSI) is located 0.3km to the north-west of the outline Site. Warnhill Mill Pond Local Nature Reserve (LNR) is located 0.45km south-west. Brookhurst Wood & Gill & Morris's Wood is a Site of Nature Conservation Importance (SNCI) located within the Site.

Habitats and Flora

- 3.3 An update ecological site walkover was undertaken by Clare Marlow-Caudwell CEcol MCIEEM (CSA Environmental) on 02 July 2026.
- 3.4 Habitat conditions within the Site have remained largely unchanged since the original ES baseline. The Application Site is dominated by agricultural fields bounded to the south by the A264; however agricultural activities ceased in late 2024, with fields now displaying a mixture of former self-seeded crops, rank grasses / herb and ruderal species, and in some areas self-set immature willow *Salix* sp. scrub.

Fauna

- 3.5 The construction of the wider consented application has commenced and has been managed in line with the requirements as set out within the consent, as per the CEMP and EMMPs, incorporating the most up to date ecological surveys for that part of the outline site. It was therefore considered (within the 2025 ES) that any changes to the baseline of the wider Site for the consented application have been managed in line with best practice and the required mitigation measures as set out in the 2017 ES Addendum.
- 3.6 It is acknowledged that the ecological baseline in relation to more mobile species may have changed over the passage of time since the submission of the 2017 ES Addendum. However, updated surveys undertaken in 2025 confirmed the ecological receptors within the Site have not changed significantly since the 2017 ES Addendum.

3.7 Updated surveys in 2025 confirm that the ecological receptors within the Site have not changed significantly since the 2017 submission; with the following update data being cited:

- Environmental DNA analysis of the three waterbodies within 250m of the eastern end of the proposed road (referred to as P25, P29 and P1 in previous submissions) all returned negative results in 2025 (DFA, January 2026) and 2026 (see Appendix E for 2026 results).
- P2 and P30, which lie within 200m to the north of the road, were shown to contain great crested newt population in 2024; however, both of these lie on the far side on Chennel's Brook, which will act as a barrier to newt movement. P30 was found to be dry in spring 2026. Furthermore, P1 was subject to mitigation scheme associated with the consented Bailey Road extension which involved the removal of the newt population to a designated receptor site (undertaken under a European Protected Species Licence (EPSL); Natural England Ref: 2025-72835-EPS-MIT-1). As such, great crested newt are not considered to be constraint to delivery of the Employment Road scheme.
- Reptile surveys undertaken in 2025 (DFA, January 2026) did not encounter any reptiles within the Employment Land Road site, suggesting a continued absence of this species group. Further updates surveys undertaken across the wider Phase 2 land to the north of the Employment Land in 2006 only recorded very low numbers (peak two slow-worm *Anguis fragilis*) at the eastern extent of RMA18 land (some 400m east). As such, reptiles are not considered to be constraint to delivery of the Employment Road scheme.
- Initial analysis of the bat data from static detectors deployed along the route of the road indicate that the bat assemblage within the Site has not changed significantly since the 2016/22 surveys, with common pipistrelle *Pipistrellus pipistrellus* the most frequently encountered species, followed by soprano pipistrelle *P. pygmaeus* then noctule *Nyctalus noctula*.
- Breeding bird surveys undertaken in 2025 (DFA, January 2025) did not encounter yellowhammer *Alauda arvensis* or linnet, which have previously been recorded; this may be due to an alteration in the crop regime. However, skylark *Alauda arvensis* (a single pair) were still noted to be present. Hedgerows and linear woodland belts surrounding the Employment Land Road site were found to support a range of common and widespread breeding bird species, with the majority of species being encountered in associated with the woodland to the north (outside of the application boundary). Three Species of Principle

Importance (SPI) under Section 41 of the NERC Act 20 (song thrush *Turdus philomelos*, skylark and starling *Sturnus vulgaris*) were recorded, as well as two species on the Red List of BoCC (skylark and starling) and four on the Amber list (dunnock *Prunella modularis*, song thrush, woodpigeon and wren) (Stanbury *et al* 2021).

- [REDACTED]

Assessment of Ecological Effects

- 3.8 The Environmental Statement (Stantec, 2025), was supported by a Biodiversity Survey Report and Biodiversity Net Gain (BNG) Metric (Derek Finnie Associates, 2025).
- 3.9 With regards to ecology the 2025 ES found the application to be consistent with the 216/2017 ES in that a significant impact at the Site Level was assessed for certain declining farmland birds (skylark, yellowhammer), although other declining bird species are likely to benefit (dunnock, house sparrow *Passer domesticus*, starling). Potentially positive Local level effects were assessed in relation to invertebrates.
- 3.10 Residual construction and operational effects of the consented development were not assessed to be significant for designated sites, ancient woodland, hedgerow/trees, gill woodland, waterbodies, bats, hazel dormouse, [REDACTED] great crested newt and reptiles; subject to the following impact avoidance and mitigation measures being implemented:
- Construction Environmental Management Plan (CEMP) – implementation is secured by Regulatory Condition 11
 - Appropriate Ancient Woodland buffers – Arboricultural Methods Statement (AMS) secured by Regulatory Condition 16
 - Landscape and Ecology Management Plan (LEMP) – implementation secured by Regulatory Condition 15, to secure management of enhancement features within the Site and to the wider Green Infrastructure.
 - Delivery a minimum of 10% BNG through implementation of a Biodiversity Gain Plan, to include a Habitat Management and

Monitoring Plan (HMMP) for habitats that will make significant on-site contributions to BNG and purchase of off-site watercourse units as required.

4.0 ECOLOGICAL ENHANCEMENT MEASURES

Specification

Habitats

- 4.1 As detailed on the General Arrangement Plan (DJA Ref: 2898-5-2-20) and within the Biodiversity Net Gain – Design Report (DFA, March 2008) and accompany HMMP (CSA/7937/07/A) the following habitats will be created:
- Over 800m² of new broad-leaved woodland (comprising c.13 native / woody species);
 - Amenity grassland covering 3.356ha (Emorsgate EG1 General Purpose Meadow Mixture);
 - Species rich wet/marshy grassland within the 5590m² attenuation basin; (meadow (Emorsgate EM8 General Purpose Meadow Mixture; contains a range of c.21 herb and 6 native grass / sedge species)
 - 4000m² of wildflower meadow (Emorsgate EM3 Special General Purpose Meadow Mixture; contains a range of c.30 herb and 5 native grass species)
 - 180 new trees throughout the scheme (to comprising a range of native and ornamental cultivars)
 - Re-enforcement planting to main retained hedgerow (infill planting to comprise c. five native species)
- 4.2 Species mixes have been selected to ensure that they provide foraging / shelter new resources for bird and mammal species. For example, woodland, tree and hedgerow planting shall include nectar rich and berry / seed bearing species such as field maple *Acer campestre*, hazel *Corylus avellana*, hawthorn *Crataegus monogyna*, blackthorn *Prunus spinosa* and wayfaring tree *Viburnum lantana*. Grassland seed mixes contain a range of native (and nectar rich) herb and grass species.
- 4.3 The above habitats will be managed with the benefit of wildlife in mind, and the objectives of delivering semi-natural habitats to the target condition specified within the Biodiversity Net Gain – Design Report. Full details of habitat management and monitoring are set out within the HMMP (CSA/7937/07/A).
- 4.4 In addition to the above, a substantial native woodland / thicket planting has already been installed within the area to the north-west of the Employment Land Road area, by way of compensation as part of the site-wide Dormouse Mitigation Masterplan (DFA, March 2026) for

Phase 2. Planting specifications are provided on the Dormouse Compensation Planting Plan (DJA Ref: 2898-5-2-19) provided in Appendix D.

Fauna

- 4.5 To increase opportunities for local wildlife the following wildlife boxes will be installed on retained trees within the Employment Land Road scheme:
- 10 bird boxes (combination of Avianex 1MR, 2MR and Schwegler 3S boxes to be located on retained trees along boundary features / hedgerows)
 - 10 bat boxes (e.g. Schwegler 2FN to be located along the wooded corridor along Chennell's Brook to the north)
 - 10 dormouse boxes (to be located along be located along the wooded corridor along Chennell's Brook to the north)
 - 3 insect towers (to be located within meadow planting areas within POs / SUDs areas)
- 4.6 Details of the location of these enhancement features are shown on the Wildlife Enhancement Plan provided in Appendix B.
- 4.7 These wildlife features will be subject to regular maintenance and monitoring as set out in Table 1 below.
- 4.8 Monitoring works are to be undertaken by a suitability qualified ecologist; with bat and dormouse box monitoring to be undertaken by relevant Natural England Class Licence holders. Monitoring results shall be used to inform any adaptive management / provision changes and shall be submitted to the Sussex Biological Records Centre / Natural England as appropriate.

Table 1: Summary of management and monitoring required during development

Phase (Timings of works)	Anticipated Monitoring Required
Bird Boxes	Bi-Annual (every other year) checks of bird boxes in early spring (February) to clear out old material, repair and replace as necessary (first 5 years)
Bat Boxes	Bi-Annual (every other year) checks of bat boxes in summer (May to August) to look for evidence of use by bats, repair and replace as necessary (first 5 years)
Dormouse Boxes	Bi-Annual (every other year) checks of dormouse boxes in summer / autumn (May to October) to look for evidence of use by dormice, repair and replace as necessary (first 5 years). A repeat dormouse nest tube survey covering the dormouse compensation area and adjoining Chennels Brook will be carried out 10 years after planting has taken place to investigate dormouse presence within this area, and tweak the management plan as appropriate based on survey findings.
Invertebrate Towers	Bi-Annual (every other year) of invertebrate towers (February), repair and replace as necessary (first 5 years)

5.0 ROLES AND RESPONSIBILITIES

- 5.1 Legal and General will retain overall responsibility for implementation of this EES and will secure appropriate funding for management and monitoring for the duration required by planning and any legal agreement (e.g. Section 106 / conservation covenant).
- 5.2 Day-to-day works may be delivered by a Management Company and/or appointed Landscape Contractor. Ecological monitoring and periodic review will be undertaken by a suitably qualified ecologist (SQE). Any specialist operations (e.g. scrub control, aquatic planting, arboricultural works) will be undertaken by competent contractors with demonstrable experience.

6.0 REFERENCES

CSA Environmental, July 2026. *Habitat Management and Monitoring Plan*. Ref: CSA: CSA/7937/07/A.

Derek Finnie Associates, March 2026. *Land North of Horsham – Dormouse Mitigation Masterplan*. Ref: DFA23002V4

Derek Finnie Associates, March 2026. *Mowbray – Phase 2 – Ecology Mitigation and Management Plan*. Ref: DFA26001V2

Derek Finnie Associates, March 2026. *Mowbray – Employment Land – Biodiversity Net Gain – Design Report*. Ref: DFA25062V4

Derek Finnie Associates, January 2026. *Mowbray – Employment Land – Bat Survey Report*. Ref: DFA250695

Derek Finnie Associates, January 2026. *Mowbray – Employment Land – Bird Survey Report*. Ref: DFA250694

Derek Finnie Associates, January 2026. *Mowbray – Employment Land – GCN Report*. Ref: DFA250692

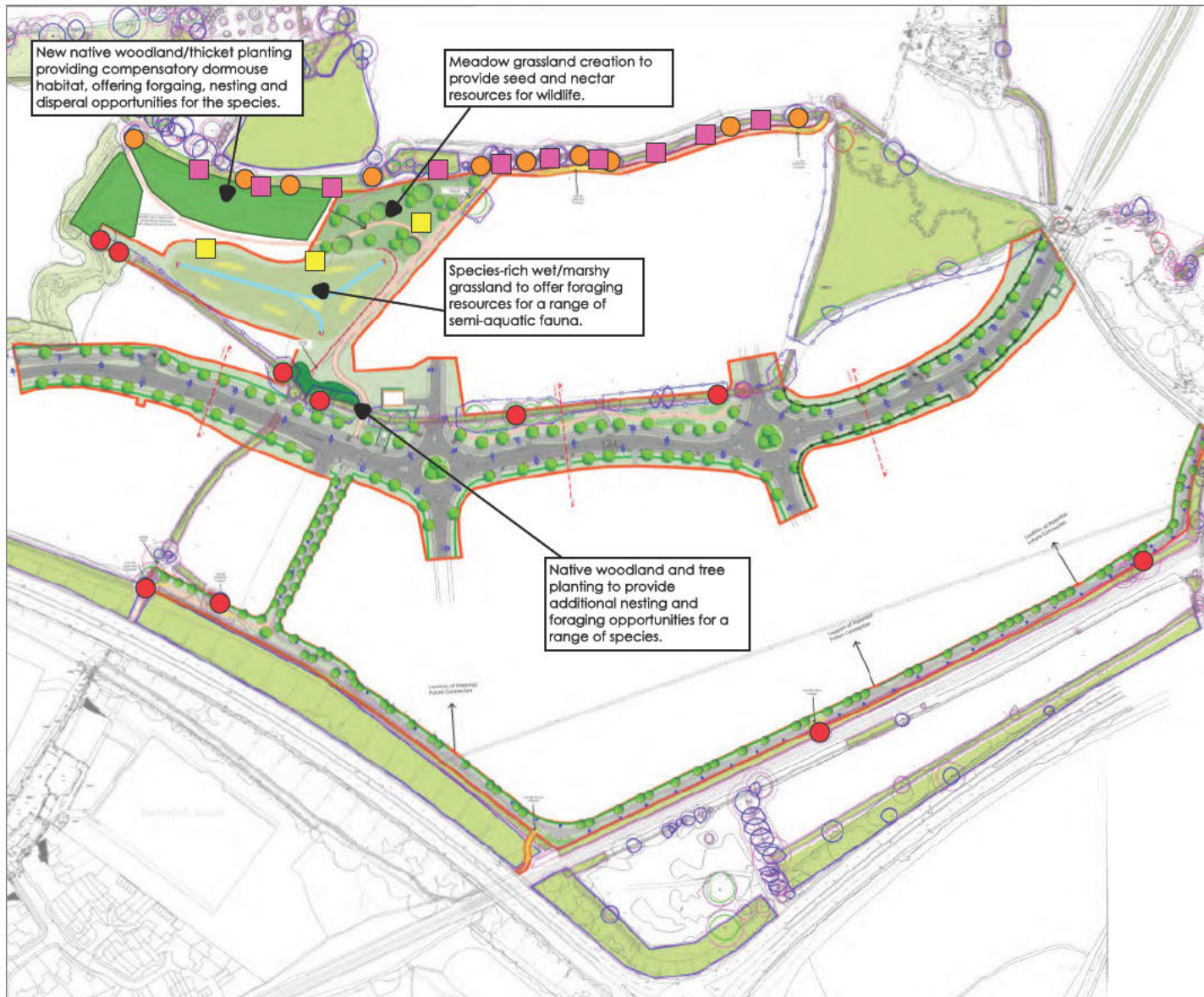
Derek Finnie Associates, January 2026. *Mowbray – Employment Land – Reptile Survey Report*. Ref: DFA250693

Stantec, 2025. *Employment Land Road, Mowbray - Environmental Statement*. Ref: 333102644/ES.

Stanbury, A., Eaton, M., Aebischer, N., Balmer, D., Brown, A., Douse, A., Lindley, P., McCulloch, N., Noble, D., and Win I. 2021. *The status of our bird populations: the fifth Birds of Conservation Concern in the United Kingdom, Channel Islands and Isle of Man and second IUCN Red List assessment of extinction risk for Great Britain*. British Birds 114: 723-747

Appendix A

Wildlife Enhancement Plan



- Site boundary
- Bat box
- Bird box
- Dormouse box
- Insect tower
- Dormouse Compensatory Planting



Project	Land north of Horsham, Mowbray - Employment Land Road	Date	July 2026	Drawing No.	CSA/7937/142
Drawing Title	Ecological Enhancement Strategy	Scale	Refer to scale	Rev	-
Client	Legal and General Ltd.	Drawn	CL	Checked	CC

Appendix B

Wildlife Feature Specifications

Table D1 Wildlife boxes to be installed

Product	Description	Location ¹
 1MR Avianex nest box (or equivalent) x 5 boxes by way of enhancement	Suitable for: Hole-nesting bird species such as coal-, blue-, marsh- and crested tits, redstart, nuthatches, pied flycatchers, wrynecks, house and tree sparrows. Design: Woodcrete material, which will not rot, leak, crack or warp, and will last for at least 20 - 25 years, making it suitable for long-term mitigation projects Positioning: Will be sited on new dwellings and is best positioned at a height of 1.5-3m favouring north-east to north-west orientations where possible and facing into gardens or marginal POS habitat.	On retained trees
 2MR Avianex nest box (or equivalent) x 2 boxes by way of enhancement	Suitable for: Hole-nesting bird species (particularly attractive to pied wagtails, spotted flycatchers, robins and wrens) Design: Woodcrete material, which will not rot, leak, crack or warp, and will last for at least 20 - 25 years, making it suitable for long-term mitigation projects Positioning: Positioned in retained hedgerows at a height of at least 2m with a clear outlook, favouring north-east to north-west orientations where possible. Boxes will be buried in thick vegetation where possible to hide from predators.	On retained trees
 3S Schwegler Starling Nest Box (or equivalent) x 3 boxes by way of enhancement	Suitable for: Larger hole-nesting bird species such as starlings, great spotted, middle spotted and lesser spotted woodpeckers Design: Woodcrete material, which will not rot, leak, crack or warp, and will last for at least 20 - 25 years, making it suitable for long-term mitigation projects Positioning: Will be sited on new dwellings and is best positioned at a height of 1.5-3m favouring north-east to north-west orientations where possible and facing into gardens or marginal POS habitat.	On retained trees

¹ Indicative locations shown on Biodiversity Mitigation and Enhancement Strategy Plan (CSA/2929/125)

Product	Description	Location ¹
 2FN Bat Box (or equivalent) x 4 boxes on existing mature trees	Suitable for: Crevice-dwelling bats Design: Woodcrete material, which will not rot, leak, crack or warp, and will last for at least 20 - 25 years, making it suitable for long-term mitigation projects Positioning: Will be sited on trees and is best positioned at a height of between 3 to 6 metres. Bat boxes will be sited in open sunny positions with southeast to southwest aspects.	On mature trees within POS
 FSC Heavy Duty Dormouse Box X 10 boxes by way of mitigation	Suitable for: Dormice Design: Made from ¾" FSC marine plywood and is very robust and sturdy. Positioning: Will be sited on trees and is best positioned at a height of at least 1.5m, well away from public areas.	On mature trees within adjacent woodland corridor along Chennells Brook (north of application boundary)
 CJ Wildlife Insect tower x 3 to be installed by way of enhancement	Suitable for: variety of insects Design: The nesting tubes are ideal for solitary bees to build their nests in, the vertical slots are designed to encourage butterflies, other refuge holes are perfect for ladybirds and lacewings and the pine cones offer an excellent habitat for a range of other species. Positioning: Will be sited on a tree facing north-east to north-west, in dappled shade.	On posts within meadow creation areas within POS / around SUDs basins

Schwegler and CJ Wildlife products can be purchased from the NHBS website www.nhbs.com