



Habitat Management and Monitoring Plan

Site Name:	Woodview School, Billingham
Date:	13/03/2026
Version:	Draft

Author:

Client:

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Version Control

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

Version	Issue Status	Prepared by / Date	Approved by / Date
1	Draft	Hugh Turner, ECOSA 13/03/2025	

Document Details

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Authorship Details

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1. Project Background

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

Site Overview PB-B01	
Project type	Mixed on-site and off-site
Development Name and Address	Woodview School, Ingfield Manor Drive, Billingshurst, West Sussex, RH14 9AX
BNG Project Name and Address	N/A
Author Organisation	ECOSA
Landowner	Salutem Shared Services
Land Manager	Salutem Shared Services
Responsible person/organisation for creating or enhancing the habitat	Salutem Shared Services
Period covered by this management plan	2027-2057 with five year updates in 2032, 2037, 2042, 2047 and 2052 and a final review in 2057
Planning authority	Horsham District Council
Planning reference (if applicable)	N/A
BNG register reference (if applicable)	TBC
Central OS grid reference	TQ 0924 2868
Metric revision/title	Statutory Biodiversity Metric
Are any Irreplaceable Habitats present onsite	Yes: ☐ No: ☒

Summary of Management Plan

Habitats to be Retained, Created and Enhanced PB-B02			
The Table below provides a summary of the habitats to be retained, created and enhanced at the site.			
Habitat	Retained	Created	Enhanced
Rural Trees		X	
Species-rich native hedgerow		X	
Other neutral grassland		X	
Timescales for Actions PB-B03			
The HMMP is expected to be in place from 2027 until 2057 with reviews of the plan every five years.			
Monitoring Requirements PB-B04			
Monitoring of habitats will be undertaken carried out in the first, second, third, fourth, fifth, seventh, ninth and tenth years and then every five years by a suitably qualified ecologist.			
Required Consents and Licences PB-B05			
Planning permission is being sought from Horsham District Council.			
Funding PB-B06			
Funding will be provided by Salutem Shared Services and will be secured through agreement with the local authority.			
Legal Agreement PB-B07			
No legal agreements are currently in place to secure the HMMP but is assumed that it will be secured as part of a planning condition.			

[DOCUMENT TITLE]

Phasing strategy

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

Yes: ☒ No: ☐

The first phase will deliver areas of modified grassland, other neutral grassland, pond and species-rich native hedgerow as part of Phase 1, which is expected to occur a year after the works commence. The remaining habitats are expected to be delivered by Phase 4 of the work programme. Appropriate temporal delays have been applied to the habitat creation times as part of the BNG Metric Calculator.

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		Ecologist		
Organisation		ECOSA		
Responsibility	Start Date:	August 2025	End Date:	2031

ECOSA have been contracted by Salutem Shared Services to prepare this management plan to support the Biodiversity Net Gain Design Stage report to be submitted with the planning application. ECOSA and/or other suitably qualified ecologists will need to be contracted to be responsible for monitoring works to ensure the management plan is followed.

Statement of Competency

The ecologist holds a BSc in Zoology and an MSc in Environmental Management and Conservation Biology, is a full member of CIEEM and has been working as a professional ecologist for over 11 years. The ecologist has been involved in Biodiversity Net Gain assessments for over 4 years and has attended multiple training courses including UKHab training, condition assessment training and CIEEM webinars.

Landowner or Land Manager PB-B10

Name or Initials		Regional Director for Education		
Organisation		Salutem Shared Services		
Responsibility	Start Date:	August 2025	End Date:	2057

The Regional Director for Education will be responsible for ensuring the HMMP is carried out over the 30 year period and implementing any changes required following review of the site every five years.

Statement of Competency

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

Name or Initials		N/A		
Organisation		Salutem Shared Services		
Responsibility	Start Date:	August 2025	End Date:	2057

Salutem Shared Services will be responsible for carrying out and funding the required works as detailed in the HMMP, and all other supporting documents, over the 30 year period.

Statement of Competency

LPA or Responsible Body for Reviewing HMMP PB-B12

Name or Initials		TBC through planning process		
Organisation		Horsham District Council		
Responsibility	Start Date:	March 2026	End Date:	2057

TBC as part of a S106 agreement with the Local Planning Authority

Land Use Summary

Overview of Baseline Site Use PB-B13

The site comprises a series of derelict buildings amongst woodland and scrub. The site is redundant and has been left so for a number of years.

Overview of Proposed Site Use PB-B14

The proposals entail the demolition of the derelict builds on the site and the installation of temporary classrooms with associated parking and play areas.

Site Context Photos PB-F03

Please include two overview photographs of the site in its current form here. Include additional photographs in an appendix if needed. Tick if additional photographs are provided in the Appendices
☐ Reference: [Click or tap here to enter text.](#)



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

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

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

Baseline and Environmental Information	Prompts for when these may be relevant. This is not an exhaustive list. Use your professional judgement to determine which are required for your HMMP	Check box if included	Document Reference or Reason if not included
Statutory / Non-statutory Designated Sites	Will your proposals lead to direct or indirect effects on designated sites?	☐	Refer to the Ecological Impact Assessment (ECOSA, 2025,. <i>Woodview School ,Billinghurst – Ecological Impact Assessment</i> , ECOSA, North Baddesley)
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?	☐	Refer to the Ecological Impact Assessment (ECOSA, 2025,. <i>Woodview School ,Billinghurst – Ecological Impact Assessment</i> , ECOSA, North Baddesley)
Invasive Non-Native Species (INNS)	Are any INNS present onsite that could affect the proposals?	☐	Refer to the Ecological Impact Assessment (ECOSA, 2025,. <i>Woodview School ,Billinghurst – Ecological Impact Assessment</i> , ECOSA, North Baddesley)
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?	☐	Refer to the Ecological Impact Assessment (ECOSA, 2025,. <i>Woodview School ,Billinghurst – Ecological Impact Assessment</i> , ECOSA, North Baddesley)
Baseline Habitats Survey	Is this current and important HMMP information located in a separate document? If so, provide details on where it is located.	☐	Refer to the Ecological Impact Assessment (ECOSA, 2025,. <i>Woodview School ,Billinghurst – Ecological Impact Assessment</i> , ECOSA, North Baddesley)
Public Access	Has public access, or proposals to allow public access, influenced your management prescriptions? If so, how?	☐	The site is not open to the public
Climate	Are local climate conditions and, or, climate change likely to impact the target habitat retention, creation or enhancement?	☐	It is considered unlikely that climate change will impact the proposed habitats post-development. The habitats proposed are widespread across broad climatic tolerances within western Europe.
Geology and Topography	Any geological or topographical constraints or opportunities?	☐	
Agricultural Land Status	Does the site support any land favourable for agricultural management? Could this affect the proposals?	☐	The site is not suitable for agriculture
Soils and Substrates	Do soils and substrates present any constraints or opportunities?	☐	
Contaminated Land	If there is any contaminated land, will this present any constraints?	☐	The status of contaminated land on site is unknown but is considered unlikely to present a constraint if present.
Hydrology and Drainage	Will the site hydrology present any constraints or opportunities?	☐	
Flood Risk Zones	Is the site within a flood risk zone? Will that present any site management risks?	☐	
Landscape Character and Designations	Does the landscape character of the site present any constraints or opportunities?	☐	The wider area is made up of agricultural land and land associated with eh wider school site. As such, the proposals would match the existing landscape of the school
Historic Land Use	Does the historic land use present any constraints or opportunities?	☐	The site was previously used as accommodation for staff but has been left to become derelict. There is an opportunity to bring the land use back to its original purpose as a benefit for the wider school site.
Historic Environment and Earth Heritage	Are there any historic environment designations? What are the implications for your plan?	☐	There are no implications to the habitat management from historic environment designations.

Other – please specify	Any other details - for example underground services or overhead powerlines, which may impact habitat management.	☐	N/A
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2. Planned Management Activities

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

Management Plan Aims and Objectives PM-B01

The aims and objectives of the management plan are to:

- Establish new other neutral grassland habitats in moderate condition;
- Manage other neutral grassland habitats to maintain moderate condition;
- Establish new pond habitats in moderate condition;
- Manage pond habitats to maintain moderate condition;
- Establish new rural tree planting in moderate condition;
- Manage rural trees to maintain moderate condition;
- Create new species-rich native hedgerows in moderate condition;
- Maintain newly planted species-rich native hedgerows in moderate condition.

Principles Informed by Design Stage

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

Design Principles Informed by Baseline Information PM-B02

The proposed habitats have been designed through collaboration between ecologists, landscape architects and Salutem Shared Services to create achievable habitats that provide gains for biodiversity whilst also serving the needs of the school.

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
Other woodland; mixed	Other neutral grassland		Poor	Moderate	Standard time to target condition from the statutory biodiversity metric with a one year delay.	Moderate condition will be targeted by achieving a pass in criteria B, C, D and E. Criterion A will not be targeted.	
Other woodland; mixed	Pond		Poor	Moderate	Standard time to target condition from the statutory biodiversity metric with a one year delay.	Moderate condition will be targeted by achieving a pass in criteria A, C, D, E, F and G. Criterion B and I will not be targeted.	
Other woodland; mixed	Rural trees		Poor	Moderate	Standard time to target condition from the statutory biodiversity metric with a one year delay.	Moderate condition will be targeted by achieving a pass in criteria A, B, D and F. Criterion C and E will not be targeted.	
Modified grassland, developed land; sealed surface	Species-rich native hedgerow		Poor	Moderate	Standard time to target condition from the statutory biodiversity metric with a one year delay.	Moderate condition will be targeted by achieving a pass in criteria A2, B1, B2, C2 and D1. Criteria A1, C1 and C2 will not be targeted.	

Habitat and Condition Targets Further Comments

Use this section to provide further details relevant to achieving the habitat and condition targets set out above. Also, include any additional objectives that are relevant to the proposals but outside of the scope of the statutory biodiversity metric calculations.

Habitat Retention

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

Measures to be Implemented to Protect Retained Habitats PM-03
N/A
Specification of Protective Measures to be Used PM-04
N/A

Habitat Retention Plan PM-F01

Provide a plan with the locations of habitats to be retained (including whether to be protected and, or, enhanced) and those to be created under this HMMP. Include parcel references if needed. Tick box if any additional plans are provided in the Appendices ☐ . Reference: [Click or tap here to enter text.](#)

Creation, Enhancement and Management Targets and Prescriptions

Grassland (Medium, High, and Very High Distinctiveness)

Creation, Enhancement and Management Summary (GH-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 6. Grassland Med High and V. High.

Target Habitat			Other neutral grassland			
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.	True		The site will be sowed with a grass and wildflower seed mixture. Regular mowing during first year of establishment.	N/A	The site will be subject to regular management by a grounds team
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.	True		N/A	N/A	The site will be subject to a management regime that will ensure that at least 20% of the grassland is cut below 7cm and at least 20% is higher than 7cm at any time
C	Cover of bare ground between 1% and 5%, including localised areas, for example, rabbit warrens.	False		N/A	N/A	The site will be subject to regular management by a grounds team
D	Cover of bracken <i>Pteridium aquilinum</i> less than 20% and cover of scrub (including bramble) less than 5%.	True		The site will be sowed with a grass and wildflower seed mixture. Regular mowing during first year of establishment.	N/A	The site will be subject to regular management by a grounds team
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.	True		The site will be sowed with a grass and wildflower seed mixture. Regular mowing during first year of establishment.	N/A	The site will be subject to regular management by a grounds team

	If any invasive non-native species (as listed on Schedule 9 of WCA) are present, this criterion is automatically failed.					
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.	False		The site will be sowed with a grass and wildflower seed mixture.	N/A	The site will be subject to regular management by a grounds team

Grassland (Medium, High, and Very High Distinctiveness)

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

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

Action	Relevant Parcels	Timing	Prescriptions
Sowing of grassland seed mixture		April 2025	Following the clearance of the habitats on site, the ground will be harrowed, and the site will be re-seeded with a grass and wildflower mixture. This mixture is suitable for the soil on site.
First year of cutting		2025	During the first year of establishment regular mowing will be required to ensure annual weeds that develop do not out-compete the recently seeded grasses and herbaceous plants. Mowing of the grassland of a height of 40-60 millimetres will be undertaken with arisings removed.

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

Provide a detailed species list for the habitat to be created

Common Name	Scientific Name	Abundance / %	Comments
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Yarrow	Achillea millefolium	6	
Agrimony	Agrimonia eupatoria	1	
Betony	Betonica officinalis	8	
Common knapweed	Centaurea nigra	12	
Wild carrot	Daucus carota	3	
Lady's bedstraw	Gallium verum	7	
Meadow crane's-bill	Geranium pratense	3	
Oxeye daisy	Lucanthemum vulgare	8	
Musk mallow	Malva moschata	5	
Black medick	Medicago lupulina	5	
Ribwort plantain	Plantago lanceolata	2	
Salad burnet	Poterium sanguisorba	5	
Cowslip	Primula versis	5	
Selfheal	Prunella vulgaris	8	
Meadow buttercup	Ranunculus acris	10	
Bulbous buttercup	Ranunculus bulbosus	2	
Yellow rattle	Rhinanthus minor	2	
Common sorrel	Rumex acetosa	2	
Bladder campion	Silene vulgaris	3	
Dandelion	Taraxacum officinale	3	

Pond

Creation, Enhancement and Management Summary (PO-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 18. Pond

Target Habitat:						
Condition Assessment Criteria		Targeted	Relevant Parcels	Creation Approach	Enhancement Approach	Management Approach
A	The pond is of good water quality, with clear water (low turbidity) indicating no obvious signs of pollution. Turbidity is acceptable if the pond is grazed by livestock.	TRUE		N/A	N/A	The pond will be not be connected to any outflow pipes or channels to prevent pollution.
B	There is semi-natural habitat (moderate distinctiveness or above) completely surrounding the pond, for at least 10 m from the pond edge for its entire perimeter.	FALSE		N/A	N/A	N/A
C	Less than 10% of the water surface is covered with duckweed <i>Lemna</i> spp. or filamentous algae.	TRUE		N/A	N/A	Duckweed will be removed from the pond at the first sign of colonisation to prevent buildup.
D	The pond is not artificially connected to other waterbodies, such as agricultural ditches or artificial pipework.	TRUE		The pond will be created with no connecting ditches or artificial pipework	N/A	N/A
E	Pond water levels can fluctuate naturally throughout the year. No obvious artificial dams, pumps or pipework.	TRUE		The pond will be created with no connecting ditches or artificial pipework	N/A	N/A
F	There is an absence of listed non-native plant and animal species.	TRUE		No non-native plant or animal species will be added to the pond as part of the creation method	N/A	Frequent monitoring will be undertaken and spot removal will ensure that non-native plants and animals are removed from the pond should they colonise it
G	The pond is not artificially stocked with fish. If the pond naturally contains fish, it is a native fish assemblage at low densities.	TRUE		Fish will not be added to the pond as part of the creation process	N/A	N/A
H	In non-woodland ponds: emergent, submerged or floating plants (excluding duckweed) ³ cover at least 50% of the pond area which is less than 3 m deep. (only applicable to non-woodland ponds)	FALSE		N/A	N/A	N/A

I	The pond surface of non-woodland ponds is no more than 50% shaded by adjacent trees and scrub. (only applicable to non-woodland ponds)	TRUE		The location of the pond will ensure it is not shaded by adjacent trees and scrub	N/A	N/A
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Pond

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

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

Action	Relevant Parcels	Timing	Prescriptions
Sowing		2027	Margins to be sown with Emorsgate EP1 or similar approved mix in Spring/Summer once water levels have drop sufficiently. Sown at rate of four grams per square metre.
Planting		2027	Additional plug planting will be undertaken of marginal/emergent species.
Weeding		2027-2028	In the early establishment of the new planting it may be necessary to undertake selective weeding in order to encourage good establishment of the ground cover, especially in the marginal habitat.
Cutting		Every two years starting in 2028	Once established, a variation in vegetation structure around the pond edge will be created through cutting back and removing short sections of vegetation in rotation at least every two years, but no more than every three years. Vegetation will be removed in a wedge shape. Dense stands of single species will be subject to selective thinning. Vegetation removal will be undertaken during September.

Pond Species Lists (PO-T03)

Provide a detailed species list for the habitat to be created

Common Name	Scientific Name	Abundance / %	Comments
Wild angelica	<i>Angelica sylvestris</i>	1	
Betony	<i>Betonica officinalis</i>	0.4	

Common knapweed	<i>Centurea nigra</i>	2.4	
Wild teasel	<i>Dipsacus fullonum</i>	0.6	
Hemp agrimony	<i>Eupatorium cannabinum</i>	0.2	
Meadowsweet	<i>Filipendula ulmaria</i>	2	
Hedge bedstraw	<i>Gallium album</i>	1	
Water avens	<i>Geum rivale</i>	0.6	
Yellow iris	<i>Iris pseudacorus</i>	4	
Meadow vetchling	<i>Lathyrus pratensis</i>	0.4	
Greater birdsfoot trefoil	<i>Lotus pedunculatus</i>	0.1	
Purple loosestrife	<i>Lythrum salicaria</i>	1	
Gypsywort	<i>Lycopus europaeus</i>	0.1	
Corky-fruited water-dropwort	<i>Oenanthe pimpinelloides</i>	0.6	
Selfheal	<i>Prunella vulgaris</i>	2	
Meadow buttercup	<i>Ranunculus acris</i>	1	
Red campion	<i>Silene dioica</i>	0.8	
Ragged robin	<i>Silene flos-cuculi</i>	0.8	
Tufted vetch	<i>Vicia cracca</i>	1	
Common bent	<i>Agrostis capillaris</i>	8	
Star sedge	<i>Carex echinata</i>	4.8	
Crested dogstail	<i>Cynosurus cristatus</i>	32	
Red fescue	<i>Festuca rubra</i>	17.6	
Meadow barley	<i>Hordeum secalinum</i>	1.6	
Smaller cat's-tail	<i>Phleum bertolonii</i>	9.6	
Smooth-stalked meadow-grass	<i>Poa pratensis</i>	6.4	

Individual Trees

Creation, Enhancement and Management Summary (UT-T01)

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

Target Habitat:						
Condition Assessment Criteria		Targeted	Relevant Features	Creation Approach	Enhancement Approach	Management Approach
A	The tree is a native species (or more than 70% within the block are native species).	Yes		New tree planting will comprise native species	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		N/A	N/A	N/A
C	The tree is mature (or more than 50% within the block are mature).	No		N/A	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		N/A	N/A	Tree will be managed to ensure that there is no excessive pruning. Management will be mostly ad hoc to remove damaged or unhealthy limbs and replace failed trees
E	Natural ecological niches for vertebrates and invertebrates are present, such as presence of deadwood, cavities, ivy or loose bark.	No		N/A	N/A	N/A
F	More than 20% of the tree canopy area is oversailing vegetation beneath.	Yes		Trees will be planted within open spaces of grassland	N/A	N/A

Individual Trees

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

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

Action	Relevant Features	Timing	Prescriptions
Planting		2027	Trees will be planted preferably between November and February and in accordance with BS 8545:2014 Trees: from nursery to independence in the landscape.
Tree protection		2027-2032	Tree tube guards will be installed around newly planted whips to help prevent grazing damage while the trees are establishing. Recyclable tree tubes (ideally reusable or biodegradable) will be used and any non-biodegradable tree guards will be removed once the whips have achieved a suitable size
Watering		2027-2028	The trees will be well-watered during dry spells for the first two years
Replacing failed trees		As necessary	Failures will be restocked with the same tree species as necessary

Individual Trees Species Lists (UT-T03)

Provide a detailed species list for the habitat to be created

Common Name	Scientific Name	Abundance / %	Comments
Pedunculate oak	<i>Quercus robur</i>	25	
Field maple	<i>Acer campestre</i>	25	
Small-leaved lime	<i>Tilia cordata</i>	25	
Wild cherry	<i>Prunus avium</i>	25	

Hedgerow

Creation, Enhancement and Management Summary (HD-T01)

Provide details of the approach to delivering each of the targeted condition criteria and hedgerow type. Conditions from Statutory Biodiversity Metric habitat condition assessment sheets – Sheet 8. Hedgerow

Target Hedgerow Type:			Species-rich native hedgerow, Species-rich native hedgerow with Trees			
Condition Assessment Criteria		Targeted?	Relevant Features	Creation Approach	Enhancement Approach	Management Approach
A1	Height >1.5m average along length.	No		N/A	N/A	N/A
A2	Width >1.5m average along length.	Yes	H1	N/A	Hedgerow management will be reduced to allow hedgerow to grow	Hedgerows will be subject to periodic monitoring and allowed to establish a dense bushy structure. Failed individual plants will be restocked as necessary.
B3	Gap – hedge base Gap between ground and base of canopy <0.5m for >90% of length.	Yes	H1	New hedgerow planting will be installed along the edges of the buildings and car park.	N/A	Hedgerows will be subject to periodic monitoring and allowed to establish a dense bushy structure. Failed individual plants will be restocked as necessary.

				Species to be planted will be a mix of native species recorded in existing hedgerows on site.		
B2	Gap – hedgerow canopy continuity Gaps make up <10% of total length; and no canopy gaps >5m.	Yes	H1	New hedgerow planting will be installed along the edges of the buildings and car park. Species to be planted will be a mix of native species recorded in existing hedgerows on site.	N/A	Hedgerows will be subject to periodic monitoring and allowed to establish a dense bushy structure. Failed individual plants will be restocked as necessary.
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	N/A
C2	Nutrient-enriched perennial vegetation Plant species indicative of nutrient enrichment of soils dominate <20% cover of the area of undisturbed ground.	Yes	H1	N/A	N/A	Ground vegetation within at least one metre of the hedgerow will be managed to ensure undesirable species aren't present.
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	H1	N/A	N/A	Ground vegetation within at least one metre of the hedgerow will be managed to ensure undesirable species aren't present.
D2	Current damage >90% of the hedgerow or undisturbed ground is free of damage caused by human activities.	No		N/A	N/A	N/A
E1	Tree class (applicable to hedgerows with trees only) There is more than one age-class (or morphology) of tree present (for example: young, mature, veteran and or ancient), and there is on average at least	No		N/A	N/A	N/A

	one mature, ancient or veteran tree present per 20 – 50m of hedgerow.					
E2	E2. Tree health (applicable to hedgerows with trees only) At least 95% of hedgerow trees are in a healthy condition (excluding veteran features valuable for wildlife). There is little or no evidence of an adverse impact on tree health by damage from livestock or wild animals, pests or diseases, or human activity.	No		N/A	N/A	N/A

Hedgerow

Creation, Enhancement and Management Methods (HD-T02)

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

Action	Relevant Features	Timing	Prescriptions
New hedgerow planting	H1	2027	New hedgerow planting will be created. The locations of the hedgerows will follow historic hedgerow lines. New whips will be maintained and monitored to ensure successful establishment for the first three years following planting.
Replacement of failed plants	H1	2027-2032	Where failures occur to individual plants these will be restocked as necessary in order to establish a continuous dense hedgerow along the full length.
Management of hedgerows	H1	2027-2057	The on-going management will include a rotational annual cut, with no more than half of the hedgerows cut in the year and only one side of each hedgerow to be cut, to be undertaken overwinter (October to February) in order to avoid the nesting bird period. Management will be undertaken in order to maintain a dense bushy structure along the hedgerow length. Cutting of hedgerows will not take the width below 1.5 metres.

Hedgerow Species Lists (HD-T03)

Provide a detailed species list for the habitat to be created

Common Name	Scientific Name	Abundance / %	Comments
Blackthorn	Prunus spinosa	17	Abundance may vary depending on availability of stock
Hawthorn	Crataegus monogyna	16.6	Abundance may vary depending on availability of stock

Hazel	Corylus avellana	16.6	Abundance may vary depending on availability of stock
Crab apple	Malus sylvestris	16.6	Abundance may vary depending on availability of stock
Dog rose	Rosa canina	16.6	Abundance may vary depending on availability of stock
Elder	Sambucus nigra	16.6	Abundance may vary depending on availability of stock

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

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

Risk Identification Date	Habitat Type	Risk Factor	Trigger for Action	Remedial Measure
13 th March 2026	Grassland	Newly sowed grass fails to establish	More than 5% of grassland cover fails to establish	Undertake additional sowing in areas where grass appears to fail to establish
13 th March 2026	Grassland	Long drought	Prolonged dry period	Additional watering will be carried out during dry periods.
13 th March 2026	Pond	New planting fail to establish	More than 5% of plant cover fails to establish	Undertake additional sowing in areas where planting appears to fail to establish
13 th March 2026	Individual trees	Newly planted trees fail to establish	Any planted trees die within a year	Additional trees will be planted to replace dead trees
13 th March 2026	Individual trees	Disease	Trees show sign of disease	Diseased and dead trees will be removed
13 th March 2026	Hedgerow	Newly planted whips fail to establish	10% of planted whips die within a year	Initially plant a larger number of whips in hedgerows. Carry out additionally planting on a like for like basis as necessary
13 th March 2026	Hedgerow	Hedgerows cut too heavily	Hedgerows cut below 1.5 metre in width	Management of hedgerow should be paused for at least a year

3. Monitoring Schedule

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

Monitoring Strategy

Provide details of the monitoring strategy to encourage successful implementation of the management plan (MS-B01)
A UKHab survey and condition assessment of the on site habitats will be undertaking as part of the monitoring schedule. The results of the UKHab survey will be compared to the baseline of the site and the proposed conditions for created habitats.

Monitoring Methods and Intervals MS-T01

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

Habitat Type	Monitoring Methods	Monitoring Interval and Timing
Other neutral grassland	Carry out UKhab survey and condition assessment. Undertake quadrat sampling to identify the habitat type that is establishing and then number of species per m ² . Estimate percentage of bare ground, bramble and bracken cover. Collect a botanical species list across grassland to check against target species list	One year after the completion of the works to map the new habitats on site and check habitats have established successfully and appropriate management is being carried out with further monitoring carried out in the second, third, fourth, fifth, seventh, ninth and tenth years. Further surveys to be carried out every 5 years after this. Surveys to be carried out between May and August.
Pond	Carry out UKhab survey and condition assessment. Collect a botanical species list across pond to check against target species list	One year after the completion of the works to map the new habitats on site and check habitats have established successfully and appropriate management is being carried out with further monitoring carried out in the second, third, fourth, fifth, seventh, ninth and tenth years. Further surveys to be carried out every 5 years after this. Surveys to be carried out between May and August.
Rural trees	Carry out UKhab survey and condition assessment.	One year after the completion of the works to map the new habitats on site and check habitats have established successfully and appropriate management is being carried out with further monitoring carried out in the second, third, fourth, fifth, seventh, ninth and tenth years. Further surveys to be carried out every 5 years after this. Surveys to be carried out between May and August.

Species-rich native hedgerows	Carry out UKhab survey and condition assessment. Monitor structure of hedgerows. Collect a botanical species list across hedgerows to check against baseline species list	One year after the completion of the works to map the new habitats on site and check habitats have established successfully and appropriate management is being carried out with further monitoring carried out in the second, third, fourth, fifth, seventh and ninth years. Further surveys to be carried out every 5 years after this. Surveys to be carried out between May and August.

Monitoring Reports

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

Monitoring Report Schedule MS-T02

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

Organisation Responsible for Submitting the Monitoring Reports	Organisation Receiving and Responsible for Reviewing Reports
Salutem Shared Services	Horsham District Council

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

Project Year	Month Report to be Submitted	Month Management Plan to be reviewed	Comments
1	September or October	October or November	Report on results of initial grassland and hedgerow creation measures.
2	September or October	October or November	Report on results of monitoring surveys
3	September or October	October or November	Report on results of monitoring surveys
4	September or October	October or November	Report on results of monitoring surveys
5	September or October	October or November	Report on results of monitoring surveys
7	September or October	October or November	Report on results of monitoring surveys
9	September or October	October or November	Report on results of monitoring surveys

10	September or October	October or November	Report on results of monitoring surveys
15	September or October	October or November	Report on results of monitoring surveys
20	September or October	October or November	Report on results of monitoring surveys
25	September or October	October or November	Report on results of monitoring surveys
30	September or October	October or November	Report on results of monitoring surveys

Adaptive Management

Summary of Adaptive Management Approaches (MS-B02)

Ad-hoc monitoring of habitats will be carried out during prescribed management measures or protected species monitoring surveys.

Any issues will be reported to the Ecologist and Land Manager who will meet and discuss any necessary remedial actions required.

Review meetings will take place between the Ecologist and Land Manager following every monitoring report as well as after any significant changes are reported on site.