

Habitat Management and Monitoring Plan

Site Name:	Mead House, Hayes, UB4 8EW
Date:	24/09/2026
Version:	1



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Client: Reliant Care Ltd

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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	Issued	Joshua Evans/September 2026	

Document Details

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Authorship Details

This Habitat Management and Monitoring Plan (HMMP) was prepared by Joshua Evans, a consultant Ecologist working on behalf of the Gradwell Group. He has four years of experience in ecological consultancy, and is an accredited member of CIEEM (ACIEEM). He holds Level 1 licences for great crested newts from Natural England and Natural Resources Wales.

His experience includes undertaking and overseeing:

- Extended UK Habitat Classification surveys;
- Protected species surveys (including bats, badger and great crested newts);
- Ecological Impact Assessments and Biodiversity Net Gain assessments;
- Habitat management design and long-term monitoring strategies.

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	On-site Biodiversity Net Gain project.
Development Name and Address	Mead House, Hayes End Road, Hayes, UB4 8EW.
BNG Project Name and Address	Biodiversity Net Gain Scheme for Mead House, Hayes End Road, Hayes, UB4 8EW.
Author Organisation	Gradwell Group
Landowner	Reliant Care Ltd
Land Manager	Reliant Care Ltd
Responsible person/organisation for creating or enhancing the habitat	Developer and appointed landscape contractor under ecological supervision.
Period covered by this management plan	30 years from completion of habitat creation works, with management reviews and monitoring undertaken throughout the management period.
Planning authority	London Borough of Hillingdon.
Planning reference	12298/APP/2025/1001
BNG register reference	N/A
Central OS grid reference	TQ 08893 82121
Metric revision/title	Statutory Biodiversity Metric v1.0 (July 2024)
Are any Irreplaceable Habitats present onsite	Yes: ☒ No: ☐

Summary of Management Plan

Habitats to be Retained, Created and Enhanced PB-B02

The approved Biodiversity Net Gain Assessment includes the retention and long-term management of existing habitats comprising modified grassland, mature urban trees and an existing line of trees located within the Site. Habitat enhancement proposals include the conversion of an area of modified grassland to other neutral grassland through appropriate management and species enrichment. New habitat creation measures comprise additional urban tree planting, a new line of trees and a small allotment area designed to provide additional biodiversity value.

The scheme will retain all existing mature trees identified as irreplaceable habitat within the Biodiversity Metric and will protect these features throughout the management period. New tree planting will supplement the existing tree resource and contribute to local habitat connectivity for birds, bats and invertebrates. The proposed line of trees will extend existing linear habitat features and enhance opportunities for wildlife movement across the Site.

Additional ecological enhancement measures include the installation of bat roosting features, bird nesting boxes and invertebrate habitat features within the development. Habitat management prescriptions have been designed to ensure the successful establishment and long-term maintenance of all retained, enhanced and created habitats. The approved Biodiversity Net Gain Assessment demonstrates that the development will deliver a biodiversity net gain of 10.85% habitat units and 17.31% hedgerow units entirely on-site.

Timescales for Actions PB-B03

Habitat creation and enhancement works will be undertaken during the construction and post-construction landscaping phases of the development.

The key timescales are as follows:

- **Year 1:** Establishment of other neutral grassland, creation of allotment habitat, planting of new urban trees, establishment of a new line of trees and installation of ecological enhancement features including bat boxes, bird boxes and invertebrate habitat features;
- **Years 1-5:** Habitat establishment phase, including vegetation management, watering and maintenance of newly planted trees, replacement planting where necessary, monitoring inspections and implementation of adaptive management measures;
- **Years 5-30:** Ongoing habitat management to maintain target habitat conditions for other neutral grassland, urban trees, allotment habitat and line of trees, ensuring the biodiversity gains secured through the Biodiversity Metric are maintained throughout the management period;
- **Annual grassland management:** Other neutral grassland will typically be managed through a late summer cut between August and September, with all arisings removed from Site to maintain species diversity and prevent nutrient enrichment;
- **Tree management:** Newly planted trees will be inspected annually during the establishment period and maintained through watering, staking adjustments, weed control and replacement

planting where required. Existing retained trees will be inspected periodically and managed in accordance with arboricultural best practice;

- **Line of trees management:** Newly planted and retained tree lines will be managed to maintain healthy growth, structural diversity and connectivity for wildlife throughout the 30-year management period.

Monitoring Requirements PB-B04

The principal monitoring requirements will occur during the habitat establishment phase (Years 1-5) to ensure that all retained, enhanced and created habitats establish successfully and achieve the target conditions assumed within the Statutory Biodiversity Metric.

- Monitoring will include checks on:
- Establishment and condition of the enhanced other neutral grassland, including vegetation composition, structural diversity, species richness and the presence of undesirable or invasive species;
 - Survival, growth rate, health and establishment success of newly planted urban trees;
 - Condition and continuity of retained and newly established lines of trees;
 - Condition and biodiversity value of the allotment habitat, including the provision of flowering plants and structural diversity beneficial to wildlife;
 - Health and condition of retained mature trees, including the irreplaceable trees identified within the Biodiversity Metric;
 - Presence, condition and continued functionality of installed ecological enhancement features, including bat boxes, bird nesting boxes and invertebrate habitat features;
 - Overall habitat condition against the target conditions specified within the approved Biodiversity Net Gain Assessment and Statutory Biodiversity Metric.

Monitoring will be undertaken annually during Years 1-5, allowing remedial measures such as reseedling, replacement planting, weed control or amendments to management prescriptions to be implemented where necessary. Following the establishment phase, monitoring will continue at regular intervals, typically every five years, to confirm that habitats remain in their target condition and continue to deliver the biodiversity gains secured for the duration of the 30-year management period.

Required Consents and Licences PB-B05

No ecological licences are currently anticipated to be required for the implementation of the habitat creation, enhancement and management measures detailed within this HMMP, provided that the development proceeds in accordance with the approved proposals and retention of identified ecological features.

The Site contains retained mature trees and a main building identified as having moderate suitability for roosting bats. The Preliminary Ecological Appraisal recommends that, should works be proposed which affect the roof structure or potential roosting features of the building, two presence/absence bat surveys will be required prior to commencement of works. If bats or evidence of bats are subsequently identified, works must cease and advice sought from a suitably qualified ecologist. Any necessary mitigation licences must be obtained from the relevant statutory authority before works proceed.

All habitat creation, enhancement and management measures shall be undertaken in accordance with the approved planning permission, Biodiversity Net Gain Assessment, Preliminary Ecological Appraisal and any associated ecological recommendations. Appropriate precautionary measures for nesting birds, bats, badgers, hedgehogs and other wildlife will be implemented throughout construction and management activities.

Should protected species be identified during future management operations, advice will be sought from a suitably qualified ecologist and any additional licences, consents or approvals required by legislation will be obtained prior to works commencing.

Funding PB-B06

Funding for the delivery, monitoring and long-term management of the biodiversity enhancement measures will be provided by the developer as part of the overall development and landscape management costs.

Provision will be made for the ongoing maintenance of the grassland, hedgerow planting, trees and ecological enhancement features throughout the 30-year management period to ensure the biodiversity net gain objectives are achieved and maintained.

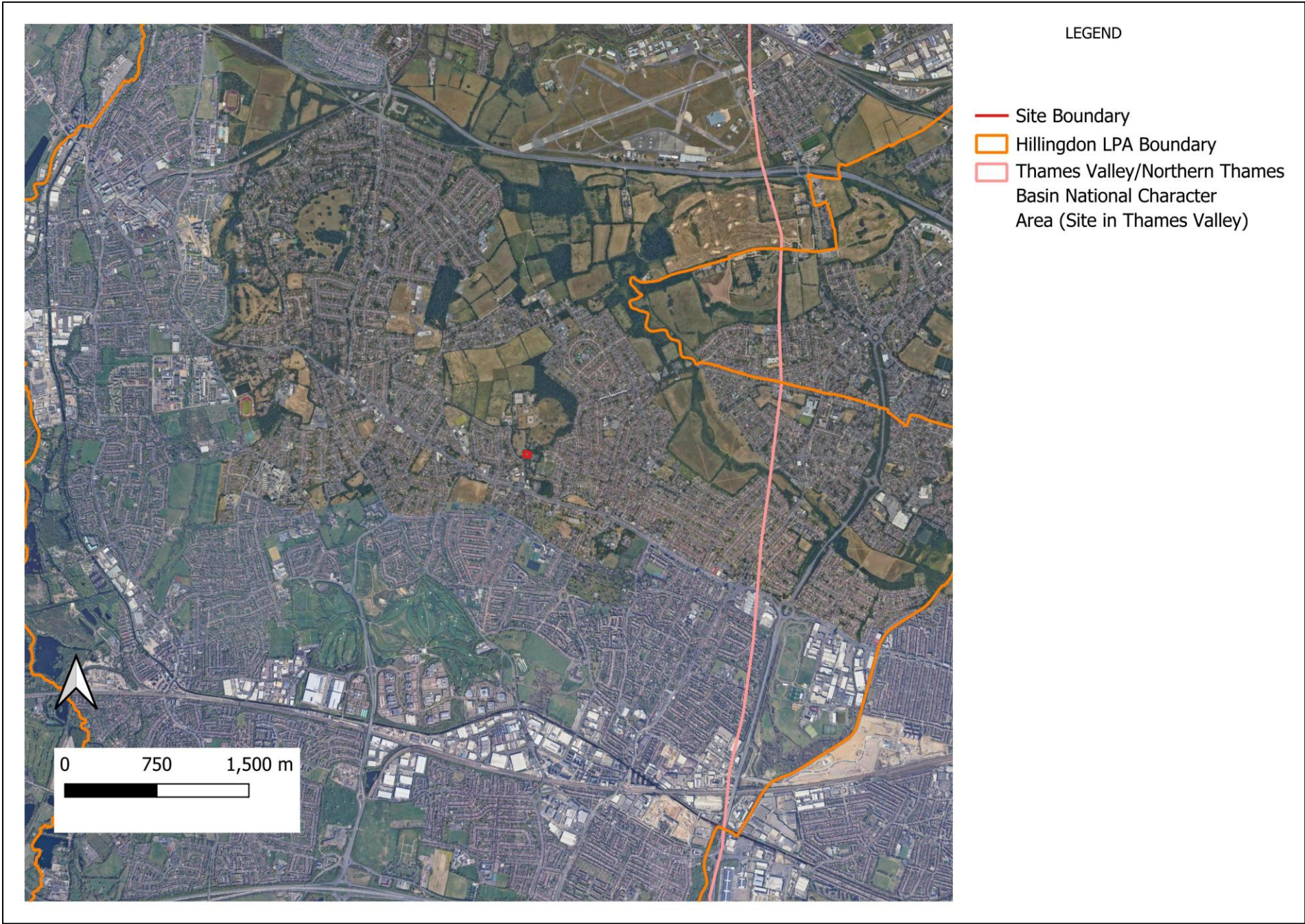
Legal Agreement PB-B07

The delivery and long-term implementation of this HMMP will be secured through compliance with Condition 12 of planning permission 12298/APP/2025/1001, which requires submission and approval of a Habitat Management and Monitoring Plan based on the approved Biodiversity Net Gain scheme.



Site Context Plan PB-F02

This plan should show the location of the site, including the LPA, boundary, national character area, and any relevant landscape scale policy or guidance information.



Phasing strategy

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

This document is a site-wide Habitat Management and Monitoring Plan covering all biodiversity enhancement measures associated with the development at Mead House, Hayes End Road, Hayes, UB4 8EW. Habitat enhancement and creation measures will be delivered during the post-construction landscaping phase and subsequently managed throughout the 30-year monitoring period.

The works will be as follows:

- **Site preparation:** Ground preparation for habitat enhancement and creation areas, including allotment habitat, other neutral grassland and tree planting locations, will be undertaken during the final stages of the development works and prior to commencement of landscaping operations.
- **Grassland enhancement:** The area identified for enhancement from modified grassland to other neutral grassland will be prepared and seeded during a suitable spring or autumn sowing period following completion of construction activities, to maximise establishment success and achievement of the target habitat condition.
- **Tree planting:** New urban tree planting will be undertaken during the first available dormant planting season (November to March) following completion of construction works and site landscaping. Tree pits, staking and protective measures will be installed in accordance with good horticultural practice.
- **Line of trees creation:** The proposed new line of trees will be planted during the dormant planting season (November to March) as part of the landscape implementation works to strengthen habitat connectivity across the Site.
- **Allotment habitat creation:** The allotment area will be established as part of the landscaping phase, including soil preparation and provision of planting areas suitable for wildlife-friendly cultivation and floral resources.
- **Ecological enhancement features:** Bird boxes, bat boxes and invertebrate habitat features will be installed during construction or prior to first occupation of the development in accordance with the ecological recommendations for the Site.
- **Establishment and monitoring:** Habitat establishment will be monitored during Years 1-5, with replacement planting, supplementary seeding, weed control or other remedial measures implemented where necessary to achieve the target habitat conditions assumed within the Statutory Biodiversity Metric. Long-term management and monitoring will continue throughout the 30-year management period.

Delivery will be tracked through the monitoring strategy set out within this HMMP to ensure that retained, enhanced and created habitats are successfully established and maintained. The approved Biodiversity Net Gain Assessment demonstrates that the scheme will achieve a biodiversity net gain of 10.85% habitat units and 17.31% hedgerow units, with all biodiversity gains delivered on-site.

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			
Responsibility	Start Date:		End Date:
Summarise the relevant responsibilities of the Ecologist or other professional responsible for the HMMP, both in terms of the production and implementation of this HMMP			
Statement of Competency			
A competent person is someone who can demonstrate they have acquired through training, qualifications or experience, or a combination of these, the knowledge and skills enabling that person to perform specified tasks.			

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
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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		N/A		
Organisation		London Borough of Hillingdon		
Responsibility	Start Date:	September 2026	End Date:	September 2056
The Local Planning Authority will be responsible for reviewing and approving the Habitat Management and Monitoring Plan in accordance with Condition 12 of planning permission 12298/APP/2025/1001. The Local Planning Authority may review monitoring reports submitted as part of the biodiversity net gain requirements and assess compliance with the approved habitat creation, management and monitoring measures. The Local Planning Authority may require remedial measures to be implemented where monitoring demonstrates that habitat condition targets are not being achieved. The responsibility for implementation, management, monitoring and funding of the biodiversity enhancements remains with the developer, landowner and/or appointed management body.				

Land Use Summary

Overview of Baseline Site Use PB-B13

The Site comprises an existing two-storey care facility known as Mead House, Hayes End Road, Hayes, UB4 8EW, together with associated buildings, access roads, car parking areas, amenity grassland and mature trees. The Site extends to approximately 0.38 hectares and is located within a predominantly residential area of the London Borough of Hillingdon.

Habitats Present

The following habitats were identified within the Site:

- Modified grassland of varying condition;
- Individual urban trees, including mature specimens and irreplaceable trees;
- Line of trees along the western site boundary;
- Developed land comprising buildings, sealed surfaces, car parking and access routes;
- Small ancillary structures including storage sheds.

The Site supports a baseline value of 1.98 habitat units and 0.14 hedgerow units, with the principal ecological interest associated with the mature trees and line of trees which provide habitat connectivity and opportunities for birds, bats and other wildlife.

Current Management

- Grassland areas are regularly maintained as amenity vegetation associated with the existing use;
- Buildings, car parking and other sealed surfaces are actively managed as part of the existing care facility operation;
- Mature trees are retained throughout the Site and subject to routine maintenance where required;
- The line of trees along the western boundary remains unmanaged other than occasional maintenance works required for health and safety purposes.

Context for Management

Overall, the Site is of low to moderate ecological value, being dominated by buildings, hardstanding and managed amenity grassland. However, the retained mature trees, including trees identified as irreplaceable habitat within the Statutory Biodiversity Metric, contribute important ecological value and connectivity within the urban landscape. The Biodiversity Net Gain proposals have therefore focused on retaining these features whilst enhancing existing grassland, creating additional tree planting and extending linear tree habitats to improve biodiversity value across the Site.

Overview of Proposed Site Use PB-B14

The Site will be redeveloped through the change of use of Mead House from healthcare use to co-living accommodation (sui generis) with ancillary offices and facilities. The proposals retain the majority of existing ecological features whilst incorporating biodiversity enhancement measures designed to achieve a measurable Biodiversity Net Gain.

Proposed Habitats and Land Use

The development will retain existing mature trees and the western boundary line of trees whilst introducing a range of habitat enhancement and creation measures, including:

Enhanced grassland through the conversion of modified grassland to other neutral grassland;

- New urban tree planting throughout the Site;
- Creation of a new line of trees to strengthen habitat connectivity;
- Creation of an allotment habitat area;
- Retention of existing mature and irreplaceable trees;
- Associated landscaped areas and amenity planting integrated within the development.

Additional biodiversity enhancement features will include:

- Integrated bat boxes;
- Bird nesting boxes suitable for species such as house sparrow, swift and starling;
- Invertebrate habitat features including insect towers and log-pile habitats.

Management Regime

Management will focus on establishing and maintaining habitats to achieve the target conditions assumed within the Statutory Biodiversity Metric and Biodiversity Net Gain Assessment, including:

- Annual management of other neutral grassland through appropriate cutting and removal of arisings;

- Establishment, watering and maintenance of newly planted trees;
- Management of retained and newly created lines of trees to maintain favourable condition;
- Ongoing management of allotment habitat to maintain structural and botanical diversity;
- Inspection and maintenance of bat boxes, bird boxes and invertebrate habitats;
- Long-term monitoring and adaptive management throughout the 30-year management period.

Overall Land Use

The Site will continue to function as a developed urban site accommodating co-living residential use, whilst incorporating enhanced green infrastructure and biodiversity features throughout the landscape. Low-value areas of modified grassland will be enhanced, additional tree resources will be established and ecological enhancement features will provide new opportunities for wildlife. The approved Biodiversity Net Gain Assessment demonstrates that the proposals will deliver a biodiversity net gain of approximately 10.85% habitat units and 17.31% hedgerow units, exceeding the statutory minimum requirement of 10%.



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?	☒	No statutory or non-statutory designated sites will be directly affected by the proposed habitat management measures. The nearest designated sites comprise Yeading Meadows Local Nature Reserve (approximately 1.3km north-east) and Yeading Woods Local Nature Reserve (approximately 1.8km north-east). The development is not anticipated to result in adverse effects on these sites.
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?	☒	The Site provides opportunities for nesting birds, commuting and foraging bats, and other urban wildlife. Ecological enhancement measures including bat boxes, bird nesting boxes and invertebrate habitat features have been incorporated within the proposals. Retained mature trees and line of trees will provide ongoing habitat value.
Invasive Non-Native Species (INNS)	Are any INNS present onsite that could affect the proposals?	☒	No invasive non-native plant species listed under Schedule 9 of the Wildlife and Countryside Act were identified during the Preliminary Ecological Appraisal. Any invasive species identified during the management period will be controlled in accordance with best practice
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 451632 SJ1 Preliminary Ecological Appraisal and 451632 SJ2 Biodiversity Net Gain Assessment. Records of protected species and nearby ecological features have informed the proposed habitat management measures.
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 451632 SJ2 Biodiversity Net Gain Assessment. Baseline habitats comprise modified grassland, urban trees, line of trees, buildings and developed land/sealed surfaces.
Public Access	Has public access, or proposals to allow public access, influenced your management prescriptions? If so, how?	☒	Future residents will have access to landscaped areas associated with the co-living development. Habitat management prescriptions have been designed to maintain the condition of enhanced grassland and tree planting whilst accommodating residential use.
Climate	Are local climate conditions and, or, climate change likely to impact the target habitat retention, creation or enhancement?	☒	Climate conditions may influence habitat establishment and long-term management, particularly newly seeded grassland and tree planting. Monitoring and adaptive management measures will be implemented to address drought, excessive rainfall and changing seasonal conditions.
Geology and Topography	Any geological or topographical constraints or opportunities?	☒	No significant geological or topographical constraints relevant to habitat creation or management have been identified. The Site is generally level and suitable for the proposed habitat enhancement measures.
Agricultural Land Status	Does the site support any land favourable for agricultural management? Could this affect the proposals?	☒	The Site is not in agricultural use and comprises an existing care facility with associated grounds. Agricultural land classification is not considered a constraint to the proposed habitat management measures.
Soils and Substrates	Do soils and substrates present any constraints or opportunities?	☒	Existing soils and made ground will influence habitat establishment. Appropriate ground preparation and seed mixes will be used to maximise habitat establishment success.
Contaminated Land	If there is any contaminated land, will this present any constraints?	☒	No contamination constraints relevant to habitat management have been identified within the ecological assessment documentation.
Hydrology and Drainage	Will the site hydrology present any constraints or opportunities?	☒	No watercourses are present within the Site. Habitat management measures will be designed to function alongside the existing site drainage arrangements.

Flood Risk Zones	Is the site within a flood risk zone? Will that present any site management risks?	☒	The Site is not in a flood risk zone according to data available at https://flood-map-for-planning.service.gov.uk/
Landscape Character and Designations	Does the landscape character of the site present any constraints or opportunities?	☒	Retention of mature trees and lines of trees, together with additional tree planting and grassland enhancement, will strengthen local green infrastructure and ecological connectivity within the urban landscape.
Historic Land Use	Does the historic land use present any constraints or opportunities?	☒	The Site has historically operated as a care facility with associated buildings, parking and landscaped grounds. Existing management has resulted in predominantly amenity grassland,
Historic Environment and Earth Heritage	Are there any historic environment designations? What are the implications for your plan?	☐	No historic environment or earth heritage features requiring specific habitat management measures have been identified within the ecological assessment documentation.
Other – please specify	Any other details - for example underground services or overhead powerlines, which may impact habitat management.	☒	The Site contains mature urban trees identified as irreplaceable habitat within the Statutory Biodiversity Metric. These trees will be retained, protected and managed throughout the 30-year management period.

Baseline and Environmental Information

See the Companion Document pages 3-20 for the baseline and environmental information insert forms.

The HMMPT Companion Document contains a template for each environmental information category. Use these templates to set out how you have considered relevant constraints and opportunities as part of the design process, to promote the success of this management plan. Copy in the relevant templates from the Companion Document for each environmental information category to be included. Optional: Include these sheets at the end of your plan or as an appendix, referencing the location in Table PB-T01 above.

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 overall aim of this Habitat Management and Monitoring Plan (HMMP) is to ensure the successful establishment, long-term management and monitoring of the biodiversity enhancement measures proposed as part of the redevelopment of Mead House, Hayes End Road, Hayes, UB4 8EW. The HMMP has been prepared to support the delivery of Biodiversity Net Gain (BNG) and secure the habitat retention, enhancement and creation measures identified within the approved Biodiversity Net Gain Assessment.

This will be achieved through the retention, enhancement and long-term management of a range of habitats and ecological enhancement features, including:

- Retention and protection of existing mature urban trees, including trees identified as irreplaceable habitat within the Statutory Biodiversity Metric;
- Retention and long-term management of the existing line of trees along the western site boundary;
- Enhancement of modified grassland to other neutral grassland, managed to achieve and maintain moderate condition;
- Creation of new urban tree planting throughout the development;
- Creation of a new line of trees to strengthen habitat connectivity across the Site;
- Creation and management of allotment habitat providing additional resources for wildlife and residents;
- Installation and maintenance of bat boxes, bird nesting boxes and invertebrate habitat features to provide additional opportunities for protected and notable species.

Key objectives include:

- Protecting and maintaining the mature and irreplaceable trees retained within the development throughout the 30-year management period;
- Establishing and maintaining other neutral grassland through appropriate site preparation, species establishment, annual management and removal of arisings;
- Establishing healthy new tree planting through suitable planting methods, maintenance, watering and replacement of failed specimens where necessary;
- Maintaining and enhancing habitat connectivity through the retention and creation of tree-lined features across the Site;
- Providing foraging, nesting, roosting and shelter opportunities for a range of wildlife species through habitat creation and ecological enhancement measures;
- Delivering habitats that are resilient, sustainable and capable of being successfully managed over a minimum 30-year period;
- Achieving and maintaining the habitat condition targets assumed within the Statutory Biodiversity Metric assessment;

- Securing and maintaining a biodiversity net gain of approximately 10.85% habitat units and 17.31% hedgerow units in accordance with statutory Biodiversity Net Gain requirements.

The enhanced grassland habitat will be managed through a cut-and-collect regime designed to maintain botanical diversity, limit nutrient accumulation and provide suitable habitat for pollinating insects and other invertebrates. Allotment habitat will be managed to encourage a diversity of flowering species and structural features beneficial to wildlife.

Retained and newly planted trees will be managed through regular inspections and maintenance during the establishment period to ensure their successful establishment and long-term contribution to the ecological value of the Site. The retained western boundary line of trees and newly created line of trees will be managed to maintain favourable condition and continue to provide habitat connectivity.

Ecological enhancement features including bat boxes, bird nesting boxes and invertebrate habitat features will be retained and maintained throughout the lifetime of the development.

The long-term vision for the Site is to provide a high-quality co-living residential development with integrated green infrastructure that supports wildlife, strengthens ecological connectivity within the urban environment and delivers measurable biodiversity benefits for a minimum period of 30 years following completion of the development.

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 design of the Proposed Development has been informed by the baseline ecological assessment and Biodiversity Net Gain (BNG) assessment, which identified the Site as comprising predominantly developed land, buildings, amenity grassland, mature trees and a line of trees associated with the existing use of Mead House, Hayes End Road, Hayes, UB4 8EW. Whilst much of the Site is of relatively low ecological value, the mature trees and western boundary line of trees provide important ecological and landscape features, including habitat connectivity and opportunities for wildlife.

The proposed design therefore focuses on retaining key ecological assets, enhancing existing habitats and creating additional habitats capable of delivering a measurable biodiversity net gain whilst remaining compatible with the proposed co-living development.

Key principles guiding the design include:

- Application of the mitigation hierarchy, seeking to retain existing ecological features where possible and maximise opportunities for habitat enhancement and biodiversity gain within the Site layout;
- Retention and protection of existing mature trees, including trees identified as irreplaceable habitat within the Statutory Biodiversity Metric;
- Retention of the existing western boundary line of trees to preserve habitat connectivity and landscape character;
- Enhancement of low-value modified grassland through conversion to higher distinctiveness other neutral grassland;
- Integration of biodiversity enhancements as part of the landscape design, ensuring ecological features are functional, connected and capable of long-term management;
- Enhancement of ecological connectivity through the retention of mature trees, creation of additional tree planting and establishment of a new line of trees;
- Creation of allotment habitat to provide additional biodiversity value;
- Incorporation of species-specific enhancement measures, including bat boxes, bird nesting boxes and invertebrate habitat features, to provide additional opportunities for protected and notable species;
- Ensuring that habitat creation and enhancement proposals remain compatible with the long-term residential use of the Site and can be practically managed throughout the 30-year management period.

The enhancement of modified grassland to other neutral grassland was informed by the baseline habitat assessment and the opportunity to increase habitat distinctiveness within areas of existing amenity grassland. These areas are intended to provide greater floral diversity, improved foraging opportunities for pollinating insects and enhanced habitat value compared with the baseline condition.

New urban tree planting has been incorporated throughout the development to increase structural diversity, strengthen habitat connectivity and complement the retained mature tree resource. The Biodiversity Metric identifies new tree planting as an important contributor to the biodiversity gains achieved by the scheme.

The creation of a new line of trees has been designed to complement the retained western boundary tree line and further improve opportunities for wildlife movement through the Site, particularly for birds, bats and invertebrates.

The inclusion of bat boxes, bird nesting boxes and invertebrate habitat features reflects recommendations contained within the Preliminary Ecological Appraisal and provides biodiversity benefits beyond those captured by the Statutory Biodiversity Metric.

Overall, the design has been developed to maximise biodiversity opportunities within the constraints of the proposed co-living development, whilst protecting existing habitats and ensuring delivery of the approved biodiversity net gain of approximately 10.85% habitat units and 17.31% hedgerow units.

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	G1	Poor	Moderate	10	Moderate condition to be achieved through establishment of a species-rich sward, varied sward structure, control of undesirable species and implementation of an appropriate cut-and-collect management regime.	Habitat enhancement area contributing to on-site Biodiversity Net Gain.
Modified grassland	Modified grassland	G2	Moderate	Moderate	Retained	Retained habitat to maintain moderate condition through appropriate grassland management and prevention of excessive disturbance.	Existing grassland retained within the development.
Developed land; sealed surface	Allotments	A1	N/A	Moderate	1	Allotment habitat to achieve moderate condition with varied vegetation structure and provision of wildlife-friendly planting.	New habitat creation contributing to habitat unit gains.
Developed land; sealed surface	Modified grassland	G3	N/A	Moderate	4	Newly created grassland to establish a stable vegetated sward and achieve moderate condition in accordance with Metric requirements.	Small area of new grassland creation.
Developed land / landscaped areas	Urban trees	T1-T8	N/A	Moderate	27	Newly planted trees to establish successfully, remain healthy and develop suitable canopy structure.	New urban tree planting proposed within the Site.
Existing urban trees	Urban trees	RT1-RT18	Poor / Moderate / Good	Retained	Ongoing	Existing trees retained and managed to maintain or improve their existing condition throughout the management period.	Includes irreplaceable mature trees retained within the development.
Existing line of trees	Line of trees	LT1	Moderate	Moderate	Retained	Retained line of trees to remain healthy and continuous, and providing habitat connectivity.	Existing western boundary tree line retained.
No baseline equivalent	Line of trees	LT2	N/A	Moderate	20	New tree line to establish suitable canopy continuity, healthy growth and habitat connectivity.	New line of trees created as part of the BNG scheme.
No baseline equivalent	Bat boxes	BB1-BBx	N/A	Retained	Immediate	Installed and maintained in accordance with ecological recommendations and manufacturer's specifications.	Biodiversity enhancement measure.
No baseline equivalent	Bird nesting boxes	NB1-NBx	N/A	Retained	Immediate	Installed and maintained in accordance with ecological recommendations for species such as swift, starling and house sparrow.	Biodiversity enhancement measure.
No baseline equivalent	Invertebrate habitat features	IF1-IFx	N/A	Retained	Immediate	Maintained in situ and protected from disturbance throughout the management period.	Biodiversity enhancement measure providing shelter and

							breeding opportunities for invertebrates.
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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

The approved development has been designed to retain a number of existing ecological features that contribute to the biodiversity value of the Site. In particular, mature urban trees, including those identified as irreplaceable habitat within the Statutory Biodiversity Metric, and the western boundary line of trees will be retained and protected throughout the construction and operational phases of the development. Biodiversity Net Gain will be delivered through a combination of habitat retention, enhancement and creation.

Retained Habitats and Features

- Existing mature urban trees, including irreplaceable trees identified within the Biodiversity Metric;
- Existing urban trees classified within poor and moderate condition that are retained within the development proposals;
- Existing line of trees located along the western Site boundary;
- Areas of retained modified grassland incorporated within the development layout;
- Newly installed bat boxes retained for the duration of the management period;
- Newly installed bird nesting boxes retained for the duration of the management period;
- Newly installed invertebrate habitat features retained throughout the management period.

These retained habitats and ecological features will continue to provide habitat connectivity, nesting, roosting, foraging and shelter opportunities for wildlife throughout the lifetime of the development.

Specification of Protective Measures to be Used PM-04

To ensure the protection of retained habitats and ecological features:

- All retained trees, grassland areas and ecological enhancement features will be clearly identified on site plans prior to commencement of construction works;

Protective measures will include:

- Defined exclusion zones around retained trees and ecological features where required;
- Protection of tree Root Protection Areas (RPAs) in accordance with BS5837:2012;
- Prevention of storage of materials, spoil, chemicals, fuels or machinery beneath retained trees or within protected areas;
- Prevention of unnecessary ground compaction within retained habitat areas and tree protection zones;

Retained trees and vegetation will be protected from:

- Accidental damage by plant, machinery and construction vehicles;
- Storage of construction materials or waste;
- Changes in ground levels within root protection areas;
- Damage arising from excavation, trenching or service installation works.
- Sensitive lighting measures will be implemented to avoid adverse effects on retained trees and associated bat commuting and foraging habitat;
- Bat boxes, bird boxes and invertebrate habitat features will be retained and maintained throughout the management period;
- Any damaged, vandalised or lost ecological enhancement features will be replaced on a like-for-like basis at the earliest available opportunity;
- Following completion of the development, retained habitats and ecological enhancement features will be inspected periodically as part of the ecological monitoring programme and maintained where necessary to ensure they remain functional and continue to contribute to Biodiversity Net Gain objectives.

Post-Construction Management

Post-construction, retained habitats and ecological enhancement features will be:

- Maintained in accordance with the habitat management prescriptions contained within this HMMP;
- Protected from unnecessary disturbance or removal throughout the 30-year management period;
- Subject only to limited intervention where required for health and safety, tree management, replacement planting, ecological enhancement or achievement of target habitat conditions;
- Managed to ensure retained trees, retained grassland and retained lines of trees continue to achieve or maintain the habitat conditions assumed within the approved Biodiversity Metric assessment.

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

Templates are available for Area Habitats, Hedgerows and Watercourses

See the HMMPT companion document pages 21-125 for the habitat creation, enhancement and management targets and prescription templates. The Companion Document contains a template for each habitat condition criteria as provided in the statutory biodiversity metric tool and Condition Assessments.

Use these templates to set out the creation, enhancement and management targets and prescriptions for each habitat on your site.

- i) **Plan(s) page**
Page 22 includes a blank template for including a plan showing the locations of the habitat creation, enhancement and management measures to be delivered by the HMMP. You can either present a single site-wide masterplan showing the locations of all habitats to be delivered and, or, you can provide individual plans for each of the habitats to be delivered, showing only the locations of the relevant habitats. Use your professional judgement to determine whether individual plans for each habitat are required.
- ii) **Tabulated Templates**
For each habitat type provided as part of your proposals, copy and paste the relevant templates from the Companion Document into this section of the HMMPT. Use your professional judgement on how to include these. You can
 - include a single table for each different habitat type to be delivered by stating which parcels each criterion is relevant to

and, or

- use multiple versions of the same habitat template. This may be more useful if you are targeting different conditions in different parts of the site or if differing baseline conditions across your site may affect the management of certain parcels. You can provide a separate set of tables for each different condition requirement of the same habitat by re-copying the same blank template into the HMMPT.

Delete the blue text on this page before copying across sections from the Companion Document.

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.

This is a pre-emptive list. The list of potential risks should be as comprehensive as possible to provide confidence in the delivery of the management plan objectives. Complete each habitat's management targets and prescriptions first, then consider the likelihood of the risk occurring and what impacts it may have if it was to occur. Consider how these may feed back into monitoring requirements.

Risk Identification Date	Habitat Type	Risk Factor	Trigger for Action	Remedial Measure
September 2026	Other neutral grassland	Failure of grassland enhancement to establish	Monitoring identifies poor establishment, low species diversity, excessive bare ground or failure to achieve target condition during Years 1-5	Overseed with an appropriate native wildflower and grass seed mix, review soil conditions and amend management regime as necessary.
September 2026	Other neutral grassland	Dominance of coarse grasses or undesirable species	Desirable grassland species absent, undesirable species become dominant or condition assessment criteria are not met	Increase cut-and-collect management, undertake selective weed control and implement supplementary seeding where necessary.
September 2026	Other neutral grassland	Nutrient enrichment reducing habitat quality	Increased dominance of vigorous grasses, reduction in floristic diversity or accumulation of cuttings	Increase frequency of cutting where appropriate and ensure all arisings are removed from Site.
September 2026	Retained modified grassland	Decline in habitat condition	Monitoring demonstrates deterioration from baseline condition through excessive disturbance or inappropriate management	Review management prescriptions and implement corrective measures to restore moderate condition.
September 2026	Urban trees (new planting)	Tree mortality or poor establishment	Greater than 10% mortality or failure of newly planted trees within the first five years	Replace failed trees during the next available planting season and undertake additional watering, mulching and aftercare.
September 2026	Urban trees (new planting)	Damage from drought, vandalism, pests or disease	Significant stress, dieback, disease symptoms or physical damage identified during monitoring	Improve watering regime, undertake arboricultural treatment where appropriate and replace failed specimens.
September 2026	Retained urban trees	Damage to retained trees and irreplaceable trees	Signs of decline, disease, soil compaction or damage within root protection areas	Seek advice from a qualified arboriculturist and implement remedial management measures as required.
September 2026	Retained line of trees	Deterioration in condition or canopy continuity	Significant tree loss, canopy gaps or declining health identified during monitoring	Replace failed trees where appropriate and implement arboricultural management to maintain continuity and condition.
September 2026	New line of trees	Poor establishment or failure to achieve target condition	Mortality, poor growth or failure to establish a continuous tree line during the establishment period	Undertake replacement planting and review management and maintenance practices.

September 2026	Allotment habitat	Failure to achieve moderate condition	Monitoring identifies limited vegetation diversity, poor habitat structure or intensive management reducing biodiversity value	Introduce additional wildlife-friendly planting, flowering species and varied habitat features.
September 2026	Bat boxes	Damage, loss or blockage of bat boxes	Missing, damaged or inaccessible bat boxes identified during monitoring	Replace or repair bat boxes on a like-for-like basis in suitable retained locations.
September 2026	Bird nesting boxes	Damage, loss or obstruction of nesting boxes	Missing, damaged or inaccessible bird boxes identified during monitoring	Replace or repair bird boxes on a like-for-like basis in accordance with ecological recommendations.
September 2026	Invertebrate habitat features	Deterioration or removal of habitat features	Insect towers, log piles or other invertebrate features become damaged or are removed	Reinstate habitat features and maintain suitable habitat conditions.
September 2026	All retained and created habitats	Lack of implementation of management prescriptions	Monitoring identifies habitats are not progressing towards target condition	Review management regime and implement adaptive management measures recommended by the supervising ecologist.
September 2026	All habitats	Invasive non-native species colonisation	Presence of invasive species identified during habitat monitoring	Implement control measures in accordance with best practice guidance and monitor effectiveness.
September 2026	All created habitats	Extreme weather events (drought, storms, prolonged rainfall or heat stress)	Habitat condition declines following adverse weather conditions	Implement adaptive management measures including replacement planting, additional watering, supplementary seeding and revised maintenance practices where necessary.
September 2026	All habitats	Public disturbance associated with residential occupation	Evidence of trampling, damage to planting or unauthorised habitat modification	Install signage where necessary, reinforce management measures and undertake replacement planting or habitat restoration.

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)

To deliver Biodiversity Net Gain, a robust monitoring strategy will be implemented to measure progress towards the target habitat conditions and ensure that all retained, enhanced and created habitats establish and function as intended. Monitoring will focus on the habitats and ecological enhancement measures identified within the approved Biodiversity Net Gain Assessment for Mead House, Hayes End Road, Hayes, UB4 8EW. The strategy has been designed to verify delivery of the target habitat conditions assumed within the Statutory Biodiversity Metric and to enable adaptive management where required.

Monitoring will be undertaken throughout the habitat establishment phase (Years 1-5) and at regular intervals thereafter, allowing remedial and adaptive management measures to be implemented where necessary.

The monitoring strategy will include:

- Baseline photographic records following completion of habitat creation and enhancement works, including enhanced grassland, allotment habitat, tree planting and ecological enhancement features;
- Annual fixed-point photographic monitoring during Years 1-5 to document habitat establishment, vegetation development and overall site condition;
- Habitat condition assessments of enhanced other neutral grassland against the relevant Statutory Biodiversity Metric condition criteria and target condition requirements;
- Assessment of retained modified grassland to ensure habitat condition does not deteriorate below the level assumed within the Biodiversity Metric;
- Assessment of newly planted urban trees, including survival rate, growth, structural development and overall health;
- Assessment of retained mature trees, including irreplaceable trees, to ensure their continued health and condition throughout the management period;
- Assessment of retained and newly established lines of trees, including canopy continuity, tree health and habitat functionality;
- Assessment of allotment habitat condition, vegetation diversity and the provision of wildlife-friendly features;
- Inspection of bat boxes, bird nesting boxes and invertebrate habitat features to confirm their continued presence, condition and functionality;
- Recording of any management requirements, habitat failures, invasive species, damage or risks requiring remedial action;
- Implementation of adaptive management measures where monitoring identifies that target habitat conditions are not being achieved or maintained;
- Preparation of monitoring records and summary reports to document habitat progress and management actions undertaken during the monitoring period.

Year 1 monitoring will establish the baseline condition of all newly created and enhanced habitats and ecological enhancement features, against which subsequent monitoring results will be assessed. Particular emphasis will be placed on the successful establishment of other neutral grassland, newly planted trees and the new line of trees, as these habitats contribute directly to the Biodiversity Net Gain calculations.

Annual monitoring during Years 1-5 will allow the early identification of establishment issues such as poor grassland development, tree mortality, invasive species colonisation or failure of ecological enhancement features. Where necessary, corrective actions such as additional seeding, replacement planting, improved maintenance regimes or replacement of enhancement features will be implemented.

Following the establishment phase, monitoring will continue at five-year intervals throughout the remainder of the 30-year management period to demonstrate continued compliance with the Biodiversity Net Gain commitments associated with the development. Monitoring will confirm that target habitat conditions are maintained and that the Site continues to deliver the biodiversity gains identified within the approved Biodiversity Net Gain Assessment, including a net gain of approximately 10.85% habitat units and 17.31% line of trees/hedgerow units.

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.

Monitoring methods and frequency need to be considered according to habitat type. The text below is only for illustrative purposes. Plan according to your own project and habitat requirements.

Habitat Type	Monitoring Methods	Monitoring Interval and Timing
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Other neutral grassland (enhanced habitat)	Visual habitat condition assessment and fixed-point photography. Assess species diversity, vegetation structure, undesirable species, bare ground, scrub encroachment and overall condition against the Statutory Biodiversity Metric condition criteria for Other Neutral Grassland.	Annually during Years 1-5, then every 5 years. Surveys undertaken between May and August.
Retained modified grassland	Visual habitat condition assessment to confirm habitat condition is maintained in accordance with Biodiversity Metric assumptions. Record signs of excessive disturbance, nutrient enrichment or deterioration in condition.	Annually during Years 1-5, then every 5 years. Surveys undertaken between May and August.
Allotment habitat	Assessment of vegetation diversity, structural variation, flowering resources, habitat condition and evidence of wildlife-friendly management. Fixed-point photography to record establishment and development.	Annually during Years 1-5, then every 5 years. Surveys undertaken during the growing season.
New urban trees	Visual inspection of tree health, growth, establishment success, damage, disease and mortality. Record survival rates, canopy development and any requirement for replacement planting.	Annually during Years 1-5, then every 5 years. Inspections typically undertaken in spring or summer.
Retained urban trees (including irreplaceable trees)	Assessment of tree health, structural condition, evidence of disease, decline or damage. Confirm retained trees remain in condition consistent with Biodiversity Metric assumptions.	Annually during Years 1-5, then every 5 years. Inspections typically undertaken in spring or summer.
Retained line of trees	Assessment of canopy continuity, tree health, structural condition, evidence of disease and overall habitat functionality. Monitoring against Biodiversity Metric condition criteria for line of trees.	Annually during Years 1-5, then every 5 years. Surveys undertaken during the growing season.
New line of trees	Assessment of establishment success, survival, continuity, growth rates and overall condition of planted trees. Monitoring against target condition criteria.	Annually during Years 1-5, then every 5 years. Surveys undertaken during the growing season.
Bat boxes	Check continued presence, condition and accessibility of installed boxes. Record evidence of damage, obstruction or loss.	Annually during Years 1-5, then every 5 years.
Bird nesting boxes	Check continued presence and condition of installed bird boxes. Record evidence of damage, obstruction or loss and identify any maintenance requirements.	Annually during Years 1-5, then every 5 years.
Invertebrate habitat features	Visual inspection of insect towers, log piles or other invertebrate features to ensure they remain present, functional and suitable for wildlife.	Annually during Years 1-5, then every 5 years.
All habitats and enhancement features	Fixed-point photography and overall site review to assess progress towards Biodiversity Net Gain targets and identify any requirement for adaptive management measures.	Annually during Years 1-5, then every 5 years throughout the 30-year management period.

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
Gradwell Group	London Borough of Hillingdon

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

Project Year	Month Report to be Submitted	Month Management Plan to be reviewed	Comments
Y1	September	September / October	Report on establishment of enhanced other neutral grassland, allotment habitat, new urban tree planting, new line of trees and installation of ecological enhancement features. Include baseline habitat condition photographs and any remedial works required following establishment.
Y2	September	September / October	Report on habitat establishment progress, vegetation development, species diversity within grassland habitats, tree survival rates and performance of ecological enhancement features.

Y3	September	September / October	Assessment of other neutral grassland condition, allotment habitat development, tree establishment success, retained tree condition and new line of trees establishment.
Y4	September	September / October	Review of habitat condition, effectiveness of management prescriptions, condition of retained habitats and implementation of any remedial actions undertaken during the establishment phase.
Y5	September	September / October	Formal review of the establishment phase. Assess achievement of target habitat conditions for other neutral grassland, allotments, urban trees and lines of trees. Update management prescriptions where required.
Y10	September	September / October	Assessment of habitat condition, performance of retained and created habitats, development of urban tree planting and condition of retained and created lines of trees.
Y15	September	September / October	Ongoing monitoring of habitat condition, ecological enhancement features and effectiveness of management prescriptions against Biodiversity Net Gain objectives.
Y20	September	September / October	Review of habitat condition and long-term development of tree planting, retained mature trees, irreplaceable trees and line of trees habitats.

Y25	September	September / October	Continued monitoring of all habitats and biodiversity enhancement features, including bat boxes, bird boxes and invertebrate habitat features.
Y30	September	September / October	Final monitoring report demonstrating achievement and maintenance of target habitat conditions and Biodiversity Net Gain objectives, including delivery of approximately 10.85% habitat unit gain and 17.31% line of trees unit gain throughout the management period.

Adaptive Management

Summary of Adaptive Management Approaches (MS-B02)

Other Neutral Grassland

Establishment Phase (Years 1-5)

Monitoring during the establishment phase will be used to assess whether the enhanced grassland is developing towards the target moderate condition identified within the Statutory Biodiversity Metric. The habitat enhancement area comprises the conversion of modified grassland to other neutral grassland.

- Where monitoring identifies poor establishment, low species diversity, excessive bare ground or dominance by coarse grasses, the following measures may be implemented:
- Overseeding with an appropriate native wildflower and grass seed mix;
- Additional cut-and-collect management to reduce nutrient levels and encourage desirable species;
- Selective control of undesirable, invasive or injurious weed species where necessary;
- Localised cultivation and reseedling of poorly performing areas;
- Review of management timing and frequency in consultation with a suitably qualified ecologist.

Management Phase (Years 5-30)

- If habitat condition targets are not being achieved:
- Cutting frequency and timing will be adjusted to favour desirable grassland species;
- Additional enhancement measures, including plug planting or introduction of key species, may be undertaken;
- Localised management changes will be implemented following ecological advice;
- Additional monitoring may be undertaken to confirm the effectiveness of remedial measures.

Allotment Habitat

Establishment Phase (Years 1-5)

Monitoring will assess vegetation diversity, flowering resource availability and overall habitat structure within the allotment area. The objective is to maintain a habitat that provides biodiversity value in addition to its residential function.

Where habitat quality is below target:

- Additional wildlife-friendly planting will be introduced;
- Nectar-rich and pollinator-friendly species will be incorporated where appropriate;

- Areas subject to intensive management may be modified to improve structural diversity and ecological value.

Management Phase

- The habitat will be reviewed periodically to ensure biodiversity benefits are maintained;
- Additional planting and habitat features may be introduced where monitoring identifies opportunities for enhancement.

Urban Trees (New Planting)

Establishment Phase (Years 1-5)

Monitoring will assess survival, health and establishment success of newly planted urban trees. New tree planting forms an important component of the biodiversity gains achieved on the Site.

Where issues are identified:

- Additional watering will be provided during prolonged dry periods;
- Failed trees will be replaced on a like-for-like basis during the next available planting season;
- Stakes, ties, guards and mulch will be adjusted or replaced where necessary;
- Tree pits and surrounding growing conditions will be reviewed where establishment is poor.

Long-Term Management

- Tree condition will be assessed during monitoring visits;
- Appropriate arboricultural management will be undertaken where required;
- Opportunities to retain ecological features such as standing deadwood and natural cavities will be considered where safe to do so;
- Replacement planting will be undertaken if significant losses occur.

Retained Urban Trees and Irreplaceable Trees

The Site contains mature urban trees, including trees classified as irreplaceable habitat within the Statutory Biodiversity Metric. These trees represent a key ecological feature of the Site and will be protected throughout the management period.

If monitoring identifies declining condition:

- Advice will be obtained from a qualified arboriculturist;
- Appropriate management measures will be implemented to address disease, damage or soil compaction issues;
- Root Protection Areas will continue to be protected from disturbance wherever practicable.

Retained and Created Lines of Trees

Establishment Phase

- Monitoring will assess continuity, survival, growth and condition of retained and newly established lines of trees.

Where establishment is poor:

- Failed trees will be replaced during the next available planting season;
- Additional watering and maintenance will be undertaken where necessary;
- Protective measures will be reviewed if damage is identified.

Long-Term Management

- Gaps compromising habitat connectivity will trigger replacement planting;
- Arboricultural management will be undertaken where necessary to maintain tree health and continuity;
- Management will seek to maximise ecological value whilst maintaining public safety.

Bat Boxes

- Installed bat boxes will be inspected periodically to ensure they remain present and functional;
- Missing or damaged boxes will be replaced on a like-for-like basis;
- Replacement locations will provide equivalent ecological benefit and remain away from significant light spill.

Bird Nesting Boxes

- Installed bird boxes will be inspected during monitoring visits;
- Damaged, blocked or missing boxes will be repaired or replaced;
- Nesting opportunities for species such as swift, starling and house sparrow will be maintained throughout the management period.
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Invertebrate Habitat Features

- Invertebrate habitat features will be checked during monitoring visits;
- Damaged or removed features will be reinstated;
- Additional habitat material may be introduced where ecological benefit can be demonstrated.

General Adaptive Management

Monitoring results will be reviewed after each survey period and compared against the habitat condition targets set out within this HMMP. Where habitats are not progressing towards their target condition, management prescriptions will be revised following advice from a suitably qualified ecologist.

Adaptive management measures may include:

- Amendments to mowing, cutting or maintenance regimes;
- Additional seeding, planting or habitat enhancement works;
- Replacement planting of trees or habitat features;
- Additional ecological monitoring where required.

This adaptive management process will ensure that the biodiversity enhancement measures remain effective and continue to deliver the approved biodiversity net gain of approximately 10.85% habitat units and 17.31% line of trees units throughout the 30-year management period.