

# Habitat Management and Monitoring Plan

For use with  
**Small Sites Metric**  
**(Statutory Biodiversity Metric)**

|                             |                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Site Name:                  | Land at Northfleet School for Girls, Gravesend                                                                                                                                                                                                                                                                                                |
| Date:                       | 23/06/2025                                                                                                                                                                                                                                                                                                                                    |
| Version:                    | 2                                                                                                                                                                                                                                                                                                                                             |
| Small Sites<br>Criteria Met | <p>The site fulfils the criteria for use of the <a href="#">Small Sites Metric (Statutory Biodiversity Metric)</a> calculation tool.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>If 'No' use the <a href="#">Main HMMP Template</a> for the full statutory biodiversity metric instead of this one.</p> |



Checklist of Contents SM-T01

Please complete the table below to confirm the sections in this Template that have been completed.

| Checklist of Contents Completed |                                                                                                | Sections completed (please tick)    |
|---------------------------------|------------------------------------------------------------------------------------------------|-------------------------------------|
| 1.                              | Project Background                                                                             |                                     |
| 1a                              | <a href="#">Project Information</a>                                                            | <input checked="" type="checkbox"/> |
| 1b                              | <a href="#">Planning Condition</a>                                                             | <input checked="" type="checkbox"/> |
| 1c                              | <a href="#">Roles and Responsibilities</a>                                                     | <input checked="" type="checkbox"/> |
| 1d                              | <a href="#">Site Boundary Plan</a>                                                             | <input checked="" type="checkbox"/> |
| 1e                              | <a href="#">Land Use Summary</a>                                                               | <input checked="" type="checkbox"/> |
| 1f                              | <a href="#">Site Photos</a>                                                                    | <input checked="" type="checkbox"/> |
| 1g                              | <a href="#">Site Proposals Plan</a>                                                            | <input checked="" type="checkbox"/> |
| 2.                              | Management Plan Aims and Objectives                                                            |                                     |
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| 2b                              | <a href="#">Retained and Enhanced Habitats Protection Measures</a>                             | <input checked="" type="checkbox"/> |
| 2c                              | <a href="#">Habitat Management Proposals</a>                                                   | <input checked="" type="checkbox"/> |
| 3.                              | Establishment and Management                                                                   |                                     |
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| 4.                              | Monitoring                                                                                     |                                     |
| 4a                              | <a href="#">Monitoring Strategy for Each Habitat, Hedgerow and Watercourse Present On-Site</a> | <input checked="" type="checkbox"/> |

Version Control SM-T02

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 adapted throughout the management and monitoring period.

| Version | Issue Status  | Prepared by / Date                             | Approved by / Date                                   |
|---------|---------------|------------------------------------------------|------------------------------------------------------|
| 1       | Initial issue | Lucy Lincoln<br>23 <sup>rd</sup> June 2025     | Charlotte Clements<br>17 <sup>th</sup> July 2025     |
| 2       | Update issue  | Lucy Lincoln<br>3 <sup>rd</sup> September 2025 | Charlotte Clements<br>9 <sup>th</sup> September 2025 |
|         |               |                                                |                                                      |
|         |               |                                                |                                                      |

Document Details

Provide ownership, copyright and licensing information within this table.

| Authorship Details SM-B01                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Author information:</b></p> <p>Lucy Lincoln – Principal Ecologist<br/>(lucy.lincoln@lloydbore.co.uk)<br/>Lloydbore Ltd, 33 St George’s Street, Canterbury, CT1 1UT</p> <p><b>Map licence copyright information:</b></p> <p>OS data (Including OS MasterMap Imagery Aerials): © Crown copyright and database rights 2025 Ordnance Survey AC0000808122</p> <p>© UKHAB LTD, under licence. No onward licence implied or provided. All rights reserved<br/><a href="https://ukhab.org/register/">[https://ukhab.org/register/]</a>.</p> <p>OpenStreetMap: © OpenStreetMap</p> |

# 1. Project Background

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

| Project information SM-T01             |                                                                             |
|----------------------------------------|-----------------------------------------------------------------------------|
| Project type                           | Non-residential                                                             |
| Development Name and Address           | Northfleet School For Girls, Hall Road, Northfleet Gravesend, Kent DA11 8AQ |
| Author                                 | Lloydbore Ltd                                                               |
| Landowner                              | Northfleet Schools Cooperative Trust                                        |
| Land Management Organisation           | Northfleet School For Girls                                                 |
| Period covered by this management plan | Start/end point of 30+ year period and 5-year update.                       |
| Planning authority                     | Gravesham Borough Council                                                   |
| Planning reference                     | 20240438                                                                    |
| Central OS grid reference              | TQ 62784 72575                                                              |
| Total Site Area                        | 1347.33sqm                                                                  |

## Planning Condition

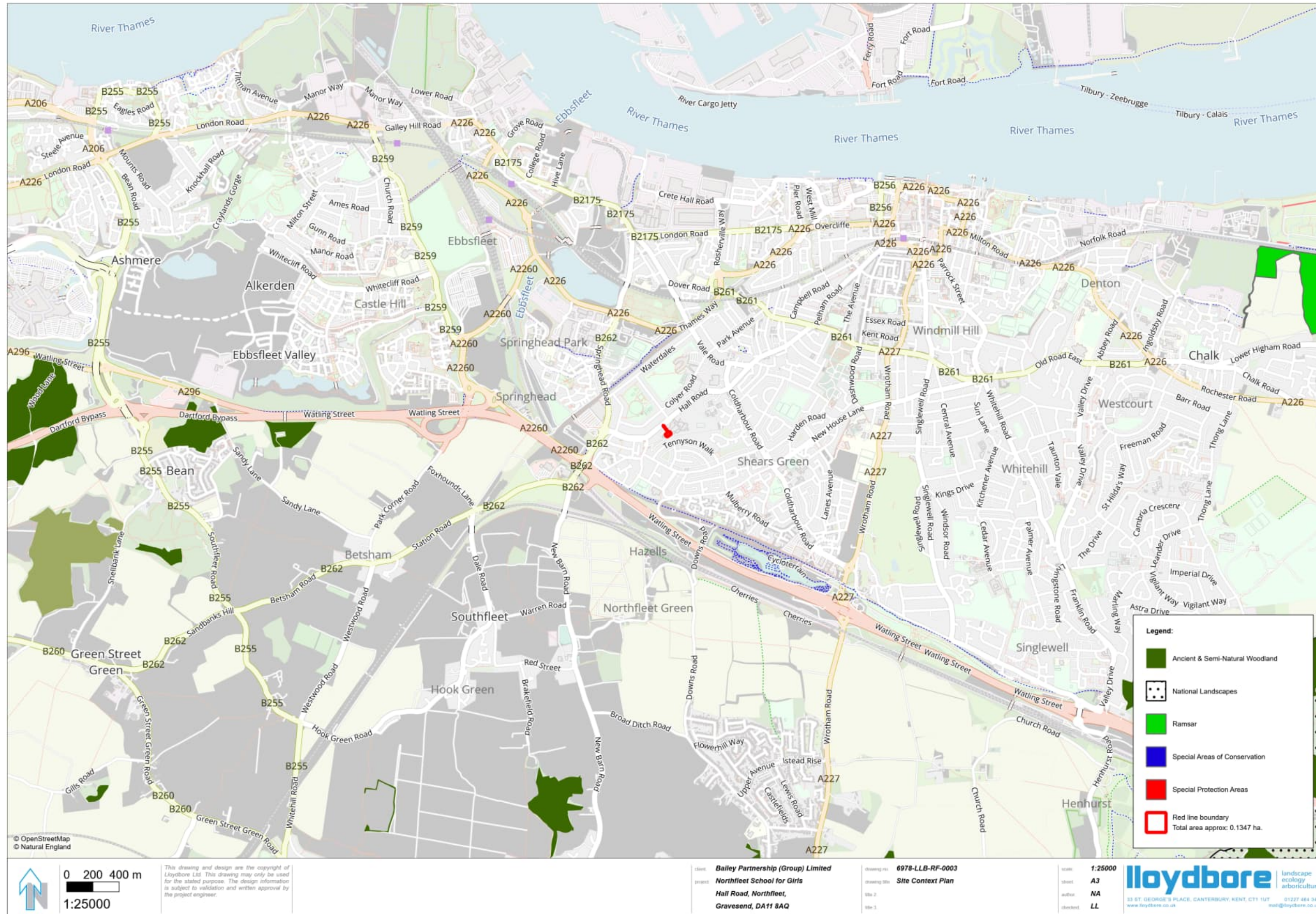
| Details of Planning Conditions to be Discharged by this Document SM-B02                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Condition 3:</b> The development hereby permitted shall not commence until a Habitat Management and Monitoring Plan (HMMP), prepared in accordance with the approved Biodiversity Gain Plan, has been submitted to, and approved in writing by, the Local Planning Authority. |

## Roles and Responsibilities

Provide details of the responsible people and organisation(s) delivering this management plan and the legal and funding mechanisms in place to secure the habitat outcomes proposed.

| Author Responsible for Preparing HMMP SM-B03                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                      |           |                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------------------|
| Name or Initials / Role                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Lucy Lincoln                         |           |                       |
| Organisation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Lloydbore Ltd                        |           |                       |
| Responsibility                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Start Date                           | June 2025 | End Date<br>July 2025 |
| Statement of Competency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                      |           |                       |
| <p>Lloydbore Ltd are responsible for the production of the HMMP only.</p> <p>Lucy Lincoln has been a professional ecologist for over 14 years and in this time regularly completes Preliminary Ecological Appraisals, Ecological Impact Assessments and Biodiversity Net Gain Feasibility Assessments. In addition, Lucy has also been involved in creating and successfully implementing habitat creation and management plans for both habitats and protected species.</p>                                   |                                      |           |                       |
| Landowner / Management Organisation Responsible for Delivering HMMP SM-B04                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                      |           |                       |
| Name or Initials / Role                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Mr Andy Jarrett                      |           |                       |
| Organisation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Northfleet Schools Cooperative Trust |           |                       |
| Responsibility                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Start Date                           | June 2025 | End Date<br>Ongoing   |
| Statement of Competency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                      |           |                       |
| <p>A statement of competency was received from Northfleet School for Girls, dated August 2025, confirming that the school commissions and utilises a ground maintenance company for the upkeep of all grounds, including grassed areas and trees. This company has been checked for suitable qualifications and experience to manage the areas appropriately to ensure they meet the requirements of the project. The arrangement has been in place for the last 11 years and will continue in the future.</p> |                                      |           |                       |





Land Use

Description of Site Use - Baseline SM-B05

The Site currently comprises a hardstanding access road and footpath, areas of modified grassland and five individual trees.

Description of Site Use - Proposed SM-B06

Erection of a single storey modular teaching and drama block. Access road and footpath to be retained.

Site Photos SM-F03

Please include two overview photographs of the site in its current form here. Include additional photographs in the appendix if needed. You can adjust the size of these to suit your management plan. Tick if additional photographs are provided in the Appendices ☐ Reference: Photos dated 21<sup>st</sup> November 2024.





## 2. Management Plan Aims and Objectives

### Overview of Proposed Habitat Aims and Objectives SM-B07

The project includes the retention of the hardstanding access road and four on-site trees. The existing modified grassland will be removed and replaced with new species-rich, biodiverse turf from <https://wildflowerturf.co.uk/> (product code: WFT-Species-Rich-26). Finally, four small individual trees will be planted.

The habitat management proposals as included within this Habitat Management and Monitoring Plan are recommended in order to achieve the following specified objectives particularly relating to habitat condition, with the aim of achieving the target conditions at the earliest opportunity and maintaining the condition of such habitats in perpetuity:

- Achieve a ‘good’ condition for new grassland areas; and
- New individual trees to achieve a ‘moderate’ condition and provide fruit, berries and pollen for a range of species.

Objectives have not been provided for developed land, sealed surface given these habitats are not of ecological value.

### Retained and Enhanced Habitats Protection Measures SM-B08

The scheme includes for the retention of significant areas of hardstanding. No habitats are being enhanced as part of the scheme.

In accordance with good practice, retained trees will be protected using heras fencing to prevent encroachment into these areas by site personnel and machinery. Instead, the tracking of vehicles and storage of materials should be focussed on areas of existing hardstanding.

Pollution prevention measures such as dust suppression netting should be affixed to the heras fencing to ensure that the retained trees are not subject to any pollution.

The protection measures as detailed above will be in place for the duration of construction works and should be removed on completion of works.

### Summary of Adaptive Management Approaches SM-B09

During the construction phase, condition/ state of new planting will be monitored by the developer, damage to protective fencing or newly planted habitats will be reported to the Site Manager. Action notes will be made and passed onto the ecologist to provide advice.

Monitoring reports will include a component that requires the management plan to be changed if necessary, so that actions can be adjusted based on the findings of the annual visits. The annual monitoring report will include a comparison with the baseline and previous reports in order to track change over time to ensure habitats either stay or progress towards their target states.

## Habitat Management Proposals

### Habitat Baseline Description SM-B10

The Small Site Metric BNG assessment was undertaken by Marcus Fry BSc MSc MCIEEM (Director/Ecologist) following the completion of a site walkover on 21<sup>st</sup> November 2024.

The Site currently comprises existing hardstanding access road and footpath, areas of modified grassland and five individual trees.

Google Earth imagery and photographs provided alongside this HMMP from the site walkover undertaken on 21<sup>st</sup> November 2024, indicate that the area of modified grassland present within the Site is regularly managed, given the areas comprise part of the existing school grounds. Such habitats are subject to human disturbance.

### Retained Habitats SM-B11

The areas of hardstanding will be retained and continue to form part of the school access and therefore, their use will not change as a result of the development and the management prescriptions undertaken prior to development will continue.

The remaining areas of retained habitats comprise four small trees.

### Enhanced Habitats SM-B12

N/A

### Created Habitats SM-B13

Habitats created as part of the scheme include an area of ‘other neutral grassland’, comprising new species-rich, biodiverse turf from <https://wildflowerturf.co.uk/> (product code: WFT-Species-Rich-26). To achieve the required score, this must be used instead of standard species-poor/monoculture lawn turf. Four small individual native trees will be planted.

### 3. Creation, Enhancement and Management

Creation, Enhancement and Management Targets and Prescriptions SM-T02

Complete the planned prescriptions for each area habitat, hedgerows and watercourse proposed on-site in the table below to confirm how created and enhanced habitats will be established and managed. Include details on how retained habitats will be managed. At a minimum, list each area habitat, hedgerow or watercourse entered into the Small Sites Metric (Statutory Biodiversity Metric) calculation tool in the ‘Habitat/Feature Type’ column in the table below (SM-T02) and provide specific creation or enhancement and management prescriptions. If preferred, provide multiple rows for the same habitat/feature type where different prescriptions are to be used in different parcels/features, hedgerows or watercourse. Refer to the SSM HMMPT [Habitat Guide](#) for additional guidance on target habitat types and conditions to guide your prescriptions. If appending any additional documents that contain prescriptions or work schedules, please tick here and provide a reference: ☐ Reference: [Click or tap here to enter text.](#)

| Habitat/Feature Type      | Target Condition | Parcel/ Feature Ref | Habitat Creation or Enhancement and Management Prescriptions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------|------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Other – neutral grassland | Good             |                     | <p>The BNG plan recommends new species-rich, biodiverse turf from <a href="https://wildflowerturf.co.uk/">https://wildflowerturf.co.uk/</a> (product code: WFT-Species-Rich-26) comprising 26 species and as such, will support a significant range of species so will likely meet Criteria A of ‘A minimum of 10 native plant species per square metre’.</p> <p>The grassland forms part of the landscaping scheme within the school and will be managed by the school. Appropriate mowing regimes should be employed to prevent perennial ryegrass <i>Lolium perenne</i> and white clover <i>Trifolium pratense</i> outcompeting other species – required to meet Criteria B. A suitable mowing regime will include delaying the first cut until after mid-July, removing cuttings to reduce soil nutrients and avoiding frequent mowing. This will allow wildflowers to grow over at least 20% of the habitat area to satisfy Criteria C, and encourage a diverse range of native grasses and wildflower species meeting Criteria D.</p> <p>Bracken and scrub seedlings along with invasive non-native species and notable weeds will need to be controlled within the grassland, through hand-pulling and/or spot treatment as appropriate. Spot treatment will only be used if hand-pulling proves ineffective. This management will result in Criteria E and F being achieved.</p> <p>Given the grassland is within a school, it has potential for physical damage from footfall which can increase the extent of bare ground present within the area. Given this, there is the potential that Criteria G cannot be achieved however, if signs of damage are recorded appropriate remedial actions will be required through the appropriate cordoning of the area and re-seeding to allow to re-establish/recover.</p> <p>If the above management is appropriately implemented, the neutral grassland will achieve the target condition of ‘good’.</p> |
| Individual trees          | Moderate         |                     | <p>Trees to be planted will be crab apple (<i>Malus sylvestris</i>)..</p> <p>The species selected will provide flower and fruit at different points during the year. This will help to maximise foraging opportunities for birds, small mammals and invertebrates.</p> <p>After initial establishment, tree plantings will be managed to maximise the availability of pollen, nectar, berries and shelter for invertebrates.</p> <p>Trees will be pruned (as required) in the period January to February (inclusive), which is outside of the bird nesting season and the main activity period for pollinating insects.</p> <p>Pruning will not be undertaken during frosty periods -to ensure that cut branches do not become frost-damaged. Detailed pruning instructions should be sourced and followed to ensure that pruning works do not result in excessive or terminal damage to shrubs and trees.</p> <p>Given the above, Criteria’s A, B and D are to be achieved and if appropriately managed, it is likely that Criteria F will be met to achieve a ‘moderate’ condition.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

Risk Register and Proposed Remedial Measures SM-T03

Complete the risk register by identifying likely risks that could impede the successful delivery of target habitats, hedgerows or watercourses. List all risks that could reasonably be anticipated. This should not be an exhaustive list as it will not be possible to anticipate all potential risks.

| Risk Factor                                                                          | Habitat/Hedgerow/Watercourse Type | Trigger for Action                                                                                                                                      | Remedial Measure                                                                                                                                                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sub-optimal species dominance                                                        | Neutral grassland                 | Species indicative of sub-optimal condition cover more than 5% of total area.                                                                           | Removal of any invasive non-native species or notable weeds.<br><br>Species to remove include: creeping thistle ( <i>Cirsium arvense</i> ), broad-leaved dock ( <i>Rumex obtusifolius</i> ), common nettle ( <i>Urtica dioica</i> ) and creeping buttercup ( <i>Ranunculus repens</i> ). Seek advice from a competent professional if you are not sure.                                             |
| Newly planted grassland and plants failing to establish                              | Neutral grassland                 | 10% of target area found to be dead during years 1-10.                                                                                                  | Undertake a second round of planting to replace any failed specimens on a like-for-like basis.                                                                                                                                                                                                                                                                                                      |
| Failure of planted trees due to disease, drought, browsing or other physical damage. | Individual tree – urban tree      | Any planted whip fails within first five years after planting.<br><br>10% of targeted number of newly planted trees found to be dead during years 1-10. | Replant on a like-for-like basis with a suitable replacement native tree whip or young tree.<br><br>Post-development size class for tree plantings is determined by the size of the tree at site-planting.<br><br>Therefore, small trees must be greater than 7.5cm circumference at chest height and less than or equal to 30cm and medium trees greater than 30cm and less than or equal to 60cm. |

# 4. Monitoring

## Monitoring Strategy for Each Habitat, Hedgerow and Watercourse Present On-Site SM-T04

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

| Habitat/Feature Type | Monitoring Methods                                                                                                                                                                                                                                                                                                                                                                              | Monitoring Interval and Timing                                                                     |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Neutral grassland    | Undertake UK Habitat Classification and condition assessment to identify the number of species per m², record a species list and quantify evidence of applicable condition criteria.<br><br>Estimate percentage of bare ground, bramble and bracken cover.<br><br>Photograph taken from a fixed point in similar light conditions and the same season, to show habitat trends at a macro scale. | Years 1, 5, 10, 20 and 30.<br><br>Surveys and photography to be completed between June and August. |
| Individual trees     | Record size (height and, once sufficient size achieved, diameter at breast height), vigour and any evidence of damage or poor health.                                                                                                                                                                                                                                                           |                                                                                                    |

## Monitoring Reporting SM-B14

| Organisation Responsible for Submitting the Monitoring Reports                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Northfleet School For Girls | Organisation Receiving and Responsible for Reviewing Reports | Gravesham Borough Council |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|--------------------------------------------------------------|---------------------------|
| In all years, the scheduled monitoring surveys will be undertaken by a suitably experienced ecologist, and monitoring reports produced by the same ecologist to advise Gravesham Borough Council accordingly.<br><br>Monitoring reports will include a component that requires the management plan to be changed if necessary, so that actions can be adjusted based on the findings of the annual visits. The annual monitoring report will include a comparison with the baseline and previous reports in order to track change over time to ensure habitats either stay or progress towards their target states. |                             |                                                              |                           |