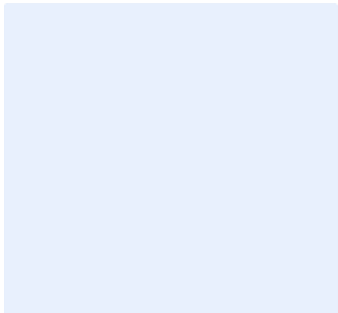


Habitat Management and Monitoring Plan

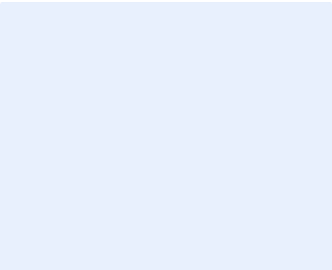
Site Name:	Barkway Park Golf Club
Date:	29/04/2026
Version:	1



Author: Roland Brown



Client: Barkway Park
Golf Club



Template Document User Guide

Please delete this guidance page upon completion.

Template User Guide

You can use the Habitat Management and Monitoring Plan Template (HMMPT) for on-site or off-site biodiversity net gain projects. It is suitable for sites of varying sizes and complexity, from small and simple to large and complex. It provides a series of tables, figures and textboxes. Complete these to demonstrate how habitat creation, enhancement and management will be undertaken. Not every box will be relevant to every project. Omit those considered not relevant to your project, applying professional judgement.

Companion Document

The Companion Document contains templates for each broad habitat type used in the statutory biodiversity metric. It also assists authors in completing the ‘Environmental Information’, ‘Creation, Enhancement and Management’ and ‘Monitoring’ sections. To tailor the plan for your site, insert the relevant standardised forms from the Companion Document into your main HMMPT.

Site Baseline and Environmental Information

Considering the site's characteristics, choose the relevant baseline site conditions and background environmental information to include in your management plan. This is essential in informing the design of your project and shows the reviewer you have considered these in the proposals for the site. These include the proposed habitat creation and enhancement. Also, what is appropriate to include or exclude, or to point the reviewer to relevant information that has provided elsewhere as part of the application. Use the ‘Baseline and Environmental Checklist PB-T01’ to record relevant references, or reasons if not included.

HMMP Checklist (separate document)

This checklist is a summary of the HMMP Template headings. Author and reviewer can scan the list to check which HMMP details to include, or that have been included, in the submitted plan. You can also list and link to relevant supporting documents to accompany the templated details if required. This helps avoid duplication of information. The reviewer can then easily check which information to expect to see in the HMMPT and which to review in an alternative linked document.

Formatting

The HMMPT format is intended as a guide. The Template uses standard Microsoft Word formatting that has not be locked for editing. You can therefore adjust it to tailor your HMMP as required for the specific site and according to your preferences. For example, you can change text box sizes to reduce blank space in the template.

There are opportunities to provide and reference additional photographs and plans as separate appendices if required. Provide the reference number of the appropriate appendix, or location if included in a separate report, using the appropriate box within the template.

Text in grey is provided as a prompt. Replace grey text with your own words. Remember to change to black text then delete any remaining grey ‘prompt’ text.

You can delete blue text as this is for guidance purposes only.

Each text box in this HMMPT has a unique ID to assist reviewers. Do not change the reference code of any Boxes or Tables.

Supporting documents

- [HMMPT Companion Document](#)
- [Statutory Biodiversity Metric tools and guides](#)
- [Biodiversity Net Gain Guidance](#)

Using the Companion Document

The Companion Document includes additional boxes and tables that must be manually copied into this template using the copy-and-paste function. To streamline the copying and pasting process, you can minimise the heading by selecting the arrow on the left. Once the arrow is selected, when you copy, you will also copy any accompanying boxes or tables.

It is the author's responsibility to decide what additional information is appropriate to include.

Template published by Natural England.

We acknowledge the significant input from the HMMPT user-testers and production on Natural England’s behalf by FPCR Environment and Design.

Contents

1. Project Background..... 3

Summary of Management Plan 3

Site Boundary Plan PB-F01..... 5

Site Context Plan PB-F02..... 6

Phasing strategy..... 7

Roles and Responsibilities 7

Land Use Summary..... 9

Site Context Photos PB-F03..... 9

Site Baseline, Environmental Information and Associated Impacts Checklist PB-T01 11

Baseline and Environmental Information 12

2. Planned Management Activities 13

Principles Informed by Design Stage 13

Habitat and Condition Targets PM-T01 14

Habitat Retention..... 15

Habitat Retention Plan PM-F01 15

Creation, Enhancement and Management Targets and Prescriptions 16

Habitat Creation and Management – Risk Register and Remedial Measures PM-T02 20

3. Monitoring Schedule 21

Monitoring Strategy 21

Monitoring Methods and Intervals MS-T01..... 22

Monitoring Reports 23

Adaptive Management 24

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	For planning condition discharge	Roland Brown / 30/04/2026	To be confirmed

Document Details

Provide ownership, copyright and licensing information within this table.

Authorship Details
Document Title: Habitat Management and Monitoring Plan (HMMP) – Biodiversity Net Gain Site Name: Barkway Park Golf Course – Covered Driving Range Tee-Off Structure Location: Nuthampstead Road, Barkway, Hertfordshire Planning Application Reference: 26/00253/FP Document Version: Version 1.0 Date: April 2026 Prepared For: Barkway Park Golf Club Prepared By: Roland Brown on behalf of Elizabeth Greenwood CMLI Authorship Details This Habitat Management and Monitoring Plan has been prepared by Roland Brown on behalf of the client, Barkway Park Golf Club. This plan bases it’s assessments and proposals on the accepted small sites metric and associated survey data produced by Mark Cotton for and on behalf of Architecture & Design Services Ltd Copyright © 2026 Elizabeth Greenwood. All rights reserved. This document is the property of Elizabeth Greenwood / Barkway Park Golf Club and must not be reproduced or used without prior written permission.

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
Development Name and Address	Barkway Park Golf Club, Nuthampstead Road, Barkway, Hertfordshire, SG8 8EN.
BNG Project Name and Address	Driving Range
Author Organisation	Roland Brown
Landowner	Barkway Park Golf Club
Land Manager	Barkway Park Golf Club
Responsible person/organisation for creating or enhancing the habitat	Barkway Park Golf Club – Management Team
Period covered by this management plan	Start/end point of 30+ year period and 5-year update (including phasing if applicable)
Planning authority	North Herts District Council
Planning reference (if applicable)	26/00253/FP
BNG register reference (if applicable)	
Central OS grid reference	51.991571660118936, 0.03253084349378215
Metric revision/title	Full Statutory Biodiversity Metric 1.0.4
Are any Irreplaceable Habitats present onsite	Yes: ☐ No: ☒

Summary of Management Plan

Habitats to be Retained, Created and Enhanced PB-B02

This HMMP covers the long-term management of habitats created as part of the Biodiversity Net Gain requirements for the new covered driving range tee-off structure at Barkway Park Golf Course. The following habitats will be created:

- Approximately 250m² of Hawthorn Scrub in a narrow 2-3 metre wide strip adjacent to the new structure, planted at 2 plants per m² (total 500 bare-root plants) using the approved native shrub mix (*Craetagus monogyna*, *Cornus sanguinea*, *Viburnum lantana*, *Rosa canina*).
- Areas of Other Neutral Grassland created through seeding of a clay-tolerant species-rich meadow mix (Emorsgate EM4 or Naturescape N6) at 5g/m² on Soilscape 9 soils.
- Any areas of existing modified grassland damaged during construction will be reseeded with the same species-rich neutral grassland mix to maintain habitat continuity.

No high-value habitats will be lost. The proposals focus on the creation of medium-distinctiveness habitats (Hawthorn Scrub and Other Neutral Grassland) to deliver a net gain of +124.43% in area habitat units.

Timescales for Actions PB-B03

Year 0 (Implementation Phase): Habitat creation works (scrub planting and grassland seeding) to be completed between September and March following planning approval.

Years 1-2 (Establishment Phase): Intensive aftercare including weed control, replacement planting/seeding, and supplementary watering as required.

Years 3-30 (Long-term Management Phase): Annual maintenance and monitoring to achieve and sustain Moderate condition for both Hawthorn Scrub and Other Neutral Grassland. All habitats will be managed and monitored for a minimum of 30 years from the date of first planting/seeding.

Monitoring Requirements PB-B04

Annual monitoring will be undertaken by a competent ecologist or landscape professional to assess progress towards Moderate condition targets. This will include:

- Fixed-point photography and condition assessments using the Statutory Biodiversity Metric condition criteria.
- Recording of percentage cover, species diversity, sward height, and presence of undesirable species.
- Reporting of findings with recommendations for adaptive management. Monitoring reports will be submitted to the Local Planning Authority in Years 1, 2, 5, 10, 15, 20, 25 and 30 (or as otherwise agreed).

Required Consents and Licences PB-B05

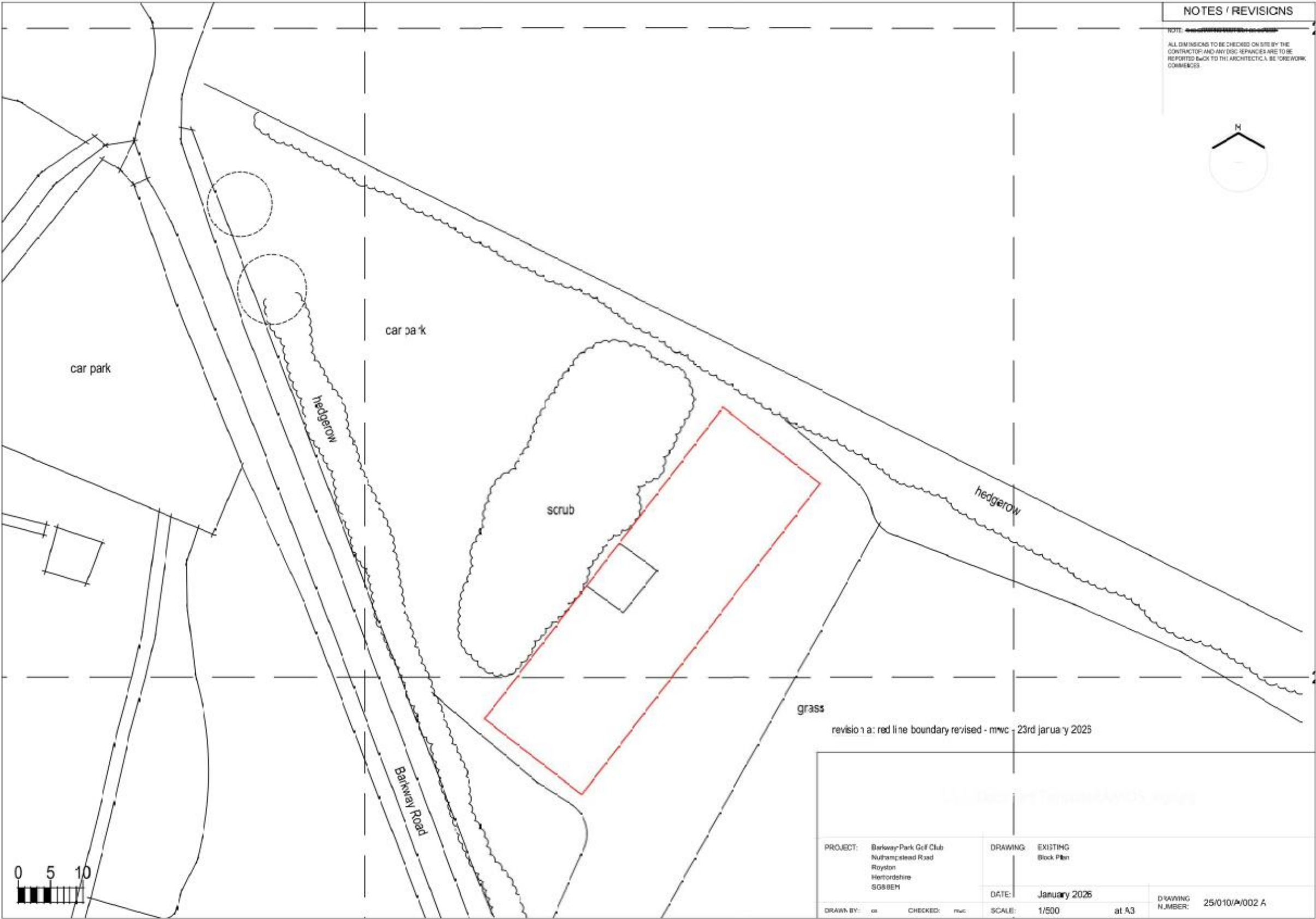
No additional consents or licences are required for the implementation or ongoing management of these habitats. All works will be carried out in accordance with the approved planning permission and associated conditions. Works will avoid the bird breeding season (March to August) where practicable.

Funding PB-B06

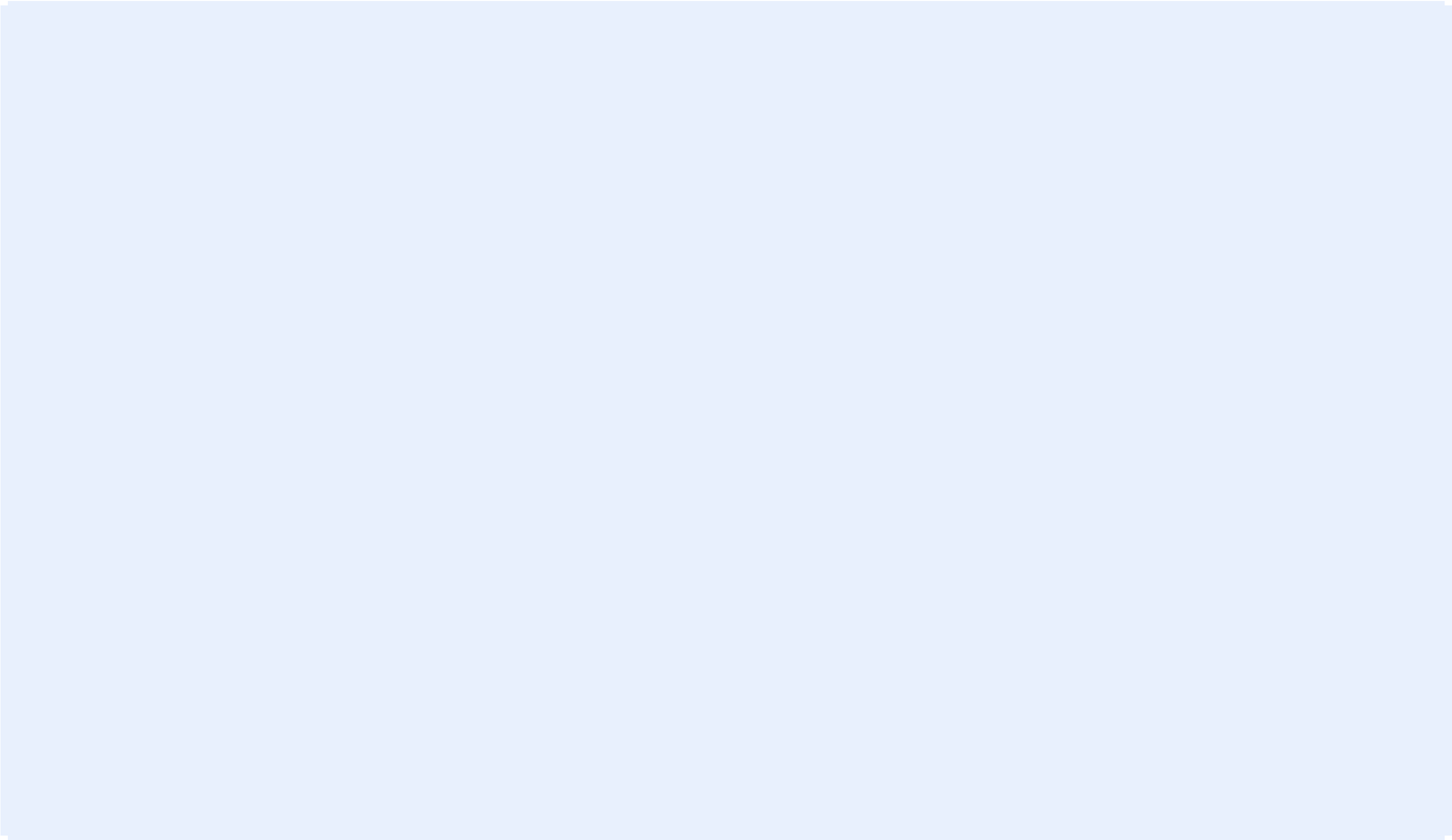
Funding for the initial habitat creation and the full 30-year management and monitoring programme has been secured by the landowner (Barkway Park Golf Club). An appropriate financial mechanism will be put in place to ensure funds remain available for the duration of the HMMP, including for replacement planting and adaptive management if required.

Legal Agreement PB-B07

The delivery and long-term implementation of this HMMP will be secured through a planning condition attached to the planning permission. The landowner has confirmed their commitment to the 30-year management period. This HMMP forms part of the approved Biodiversity Gain Plan and will be implemented in full.



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: ☒

N/A

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		Roland Brown		
Organisation				
Responsibility	Start Date:	Submission	End Date:	Upon discharge of the relevant Biodiversity Net Gain planning condition

This HMMP has been prepared by Roland Brown to support discharge of the planning condition. Responsibilities are limited to the production of this HMMP and associated Biodiversity Gain Plan documentation. Once the planning condition is discharged, responsibility for implementation, ongoing management and monitoring passes to the landowner. No further involvement is required after condition discharge

Statement of Competency

Roland Brown is a competent professional with relevant qualifications and experience in landscape design, Biodiversity Net Gain delivery, and the preparation of HMMPs in accordance with statutory guidance.

Landowner or Land Manager PB-B10

Name or Initials		To be confirmed by Barkway Park Golf Club		
Organisation		Barkway Park Golf Club		
Responsibility	Start Date:	Date of planning condition discharge	End Date:	30 years from implementation of habitats

The landowner is responsible for the long-term implementation, funding, and delivery of all management and monitoring actions set out in this HMMP for the full 30-year period. This includes ensuring that the golf course maintenance team carries out the required works as part of the site’s ongoing management regime

Statement of Competency

Barkway Park Golf Club has extensive experience in managing the golf course landscape, including grassland and woody vegetation, and has committed to incorporating the requirements of this HMMP into their existing maintenance operations.

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

Name or Initials		Golf course management team		
Organisation		Barkway Park Golf Club		
Responsibility	Start Date:	Following habitat creation / planning condition discharge	End Date:	30 years from implementation of habitats

The golf course maintenance team will carry out all planting, seeding, aftercare, ongoing management, and monitoring works detailed in this HMMP. These works will be integrated into the existing annual maintenance programme of the golf course.

Statement of Competency				
The in-house maintenance team has many years of practical experience managing grassland, scrub, and landscape areas at Barkway Park Golf Course. They are familiar with the site’s soils and local conditions and will receive a copy of this HMMP together with training/briefing on the specific requirements for achieving and maintaining Moderate condition habitats.				
LPA or Responsible Body for Reviewing HMMP PB-B12				
Name or Initials		To be confirmed		
Organisation		North Herts District Council		
Responsibility	Start Date:	Date of planning permission	End Date:	30 years from implementation of habitat
The Local Planning Authority will review this HMMP as part of the planning condition discharge process. They may request monitoring reports at agreed intervals to ensure compliance with the approved Biodiversity Net Gain commitments.				

Land Use Summary

Overview of Baseline Site Use PB-B13

Barkway Park Golf Course is an established 18-hole golf course located on Nuthampstead Road, Barkway, Hertfordshire. The application site lies within the existing golf course and currently consists of managed modified grassland typical of golf course rough and peripheral areas. This grassland is subject to regular mowing and general golf course maintenance.

The underlying soil is Soilscape 9 (lime-rich loamy and clayey soils with impeded drainage), which is naturally fertile. No high-value habitats are present in the development footprint. The wider golf course supports a range of managed landscapes including fairways, tees, rough grassland, and scattered trees/scrub. The primary land use is recreational golf, with associated maintenance operations including regular grass cutting, occasional aeration, and weed control.

Overview of Proposed Site Use PB-B14

Following the retention and extension of the existing shed building (58.94m²) to form the new covered driving range tee-off structure, the site will continue to function as part of the active golf course. The proposals introduce targeted biodiversity enhancements adjacent to the new structure while maintaining safe and functional playing conditions. The following habitats will be created:

- Approximately 250m² of Hawthorn Scrub (2-3 m wide strip) planted with a native shrub mix at 2 plants per m².
- Areas of Other Neutral Grassland created by seeding a clay-tolerant species-rich meadow mix at 5g/m².
- Any construction-damaged modified grassland will be reseeded with the same species-rich mix.

Long-term management will be integrated into the golf course’s existing maintenance regime. The Hawthorn Scrub will be kept at a low to moderate height (maximum 2.5m) through annual winter trimming. The neutral grassland will receive one or two annual cuts with arisings removed to achieve and maintain Moderate condition. All habitats will be managed for a minimum of 30 years in accordance with this HMMP to deliver the required Biodiversity Net Gain.

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?	☐	
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?	☐	
Invasive Non-Native Species (INNS)	Are any INNS present onsite that could affect the proposals?	☐	
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?	☐	
Baseline Habitats Survey	Is this current and important HMMP information located in a separate document? If so, provide details on where it is located.	☒	Baseline habitats survey conducted by Mark Cotton
Public Access	Has public access, or proposals to allow public access, influenced your management prescriptions? If so, how?	☐	
Climate	Are local climate conditions and, or, climate change likely to impact the target habitat retention, creation or enhancement?	☐	
Geology and Topography	Any geological or topographical constraints or opportunities?	☐	
Agricultural Land Status	Does the site support any land favourable for agricultural management? Could this affect the proposals?	☐	
Soils and Substrates	Do soils and substrates present any constraints or opportunities?	☒	The site is Soilscape 9 (lime-rich loamy and clayey soils with impeded drainage). This has informed seed mix selection (clay-tolerant) and planting methodology. See planting specifications.
Contaminated Land	If there is any contaminated land, will this present any constraints?	☐	
Hydrology and Drainage	Will the site hydrology present any constraints or opportunities?	☐	
Flood Risk Zones	Is the site within a flood risk zone? Will that present any site management risks?	☐	
Landscape Character and Designations	Does the landscape character of the site present any constraints or opportunities?	☐	
Historic Land Use	Does the historic land use present any constraints or opportunities?	☐	
Historic Environment and Earth Heritage	Are there any historic environment designations? What are the implications for your plan?	☐	
Other – please specify	Any other details - for example underground services or overhead powerlines, which may impact habitat management.	☐	

Baseline and Environmental Information

This Habitat Management and Monitoring Plan (HMMP) has been prepared to support the discharge of the Biodiversity Net Gain planning condition for the covered driving range tee-off structure at Barkway Park Golf Course.

The baseline habitat survey and Small Sites Metric calculation were originally undertaken by Mark Cotton. This work, which included the pre-development habitat assessment and initial Biodiversity Net Gain calculations, received conditional approval from North Hertfordshire District Council.

The current Biodiversity Gain Plan and this HMMP build directly upon that foundational survey work.

This HMMP references the key findings (habitat types, condition assessments, and metric outputs) as incorporated into the approved Biodiversity Gain Plan. All habitat creation and management prescriptions in this document have been designed to be consistent with the baseline conditions and targets established in the original submission.

This HMMP should therefore be read in conjunction with the original survey and metric work submitted as part of the planning application.

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 overarching aim of this Habitat Management and Monitoring Plan is to secure and maintain the biodiversity enhancements associated with the extension of the existing shed building to form the new covered driving range tee-off structure, delivering a substantial net gain in biodiversity units (+124.43%) while remaining fully compatible with ongoing golf course operations.

Site-wide Aims and Objectives:

- To successfully establish and maintain Moderate condition Other Neutral Grassland through enhancement of existing modified grassland and Moderate condition Hawthorn Scrub in the 250 m² strip adjacent to the new structure.
- To integrate all habitat management into the golf course's existing maintenance regime, ensuring long-term viability with minimal additional burden.
- To provide high-quality habitat for pollinators, birds, invertebrates and small mammals through species-rich grassland and structurally diverse native scrub.
- To achieve and sustain the target habitat conditions for a minimum of 30 years from implementation, as required by the Statutory Biodiversity Metric and planning condition.

These objectives will be achieved by:

- Careful site preparation and planting/seeding using appropriate clay-tolerant, local provenance material (Years 0-2).
- Transitioning from intensive short-mown grassland to a relaxed meadow-style cutting regime with arisings removal.
- Annual winter trimming of the scrub to maintain low height (max. 2.5m) and structural diversity.
- Regular monitoring with adaptive management to address any failures or issues promptly.

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 enhanced habitats will continue to mature and function as valuable ecological features within the golf course landscape, contributing to local nature recovery, improving the site's resilience to climate change, and enhancing the overall playing experience through increased biodiversity and visual interest.

Design Principles Informed by Baseline Information (PM-B02)The design of the biodiversity enhancements was strongly informed by the baseline habitat survey and Small Sites Metric undertaken by Mark Cotton, which identified the development area as low-value Modified Grassland under intensive short-mown management.

Key design principles arising from the baseline included:

- Minimising loss by retaining the existing shed (58.94 m²) and extending it, rather than constructing a new building.
- Maximising on-site gain by converting/enhancing the immediately adjacent modified grassland into higher-distinctiveness habitats (Other Neutral Grassland and Hawthorn Scrub).
- Soil and site constraints — the identification of Soilscape 9 (lime-rich clay with impeded drainage) and the existing short, fertile sward directly influenced the choice of clay-tolerant seed mixes (Emorsgate EM4 / Naturescape N6) and low water-demand, fibrous-rooted shrub species.
- Strategic significance — the creation of neutral grassland and hawthorn scrub aligns with priorities in the Hertfordshire Local Nature Recovery Strategy, giving the on-site enhancements strategic value.

These principles ensured that the relatively small development footprint delivers a significant net gain (+0.27 area habitat units / +124.43%) while remaining practical and deliverable within the operational golf course environment.

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	All grassland enhancements	Poor / Low (intensively mown short sward)	Moderate	3-5 years	Pass criteria A, B, C, D, E. Criterion F not targeted (Moderate condition only).	Enhancement of existing short modified grassland via scarification and seeding with Emorsgate EM4 / Naturescape N6 mix at 5 g/m². Fertility reduction through annual arisings removal.
Modified Grassland	Hawthorn scrub	All created hawthorn scrub	Poor / Low (intensively mown short sward)	Moderate	4-6 years	Pass all criteria A, B, C, D, E.	New creation using 4 native shrub species planted at 2 plants per m² (500 plants total).

Habitat and Condition Targets Further Comments

- The targets set out above are the minimum required to achieve the agreed Biodiversity Net Gain (+0.27 area habitat units / +124.43%). All habitats will be managed and monitored for a minimum of 30 years. The golf course maintenance team will integrate these works into the existing site management regime. Additional objectives outside the statutory metric include:
- Creating a visually attractive and functional habitat edge next to the driving range that enhances the golfer experience.
 - Improving habitat connectivity for invertebrates and birds across the golf course landscape.
 - Ensuring long-term resilience of the habitats on Soilscape 9 clay soils through appropriate species selection and management.

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 development is small-scale and located entirely within an area of existing Modified Grassland on the active golf course. There are no high-value habitats being retained in their baseline condition within the immediate development footprint. The following elements will be retained:

- The existing shed building (58.94m²), which is being extended to form the new covered driving range tee-off structure.
- Areas of Modified Grassland located outside the new scrub strip and grassland enhancement zones. These will remain under the existing golf course mowing regime and will be protected from construction damage.

Protective measures will include:

- Clear demarcation of the development working area with temporary fencing during construction to prevent encroachment into retained grassland.
- Careful programming of works to avoid unnecessary disturbance to surrounding grassland.
- Reinstatement of any temporarily disturbed areas with the same species-rich grassland seed mix where required.

No specific additional management is required to maintain the baseline condition of the retained modified grassland, as it will continue under the golf course's standard maintenance regime.

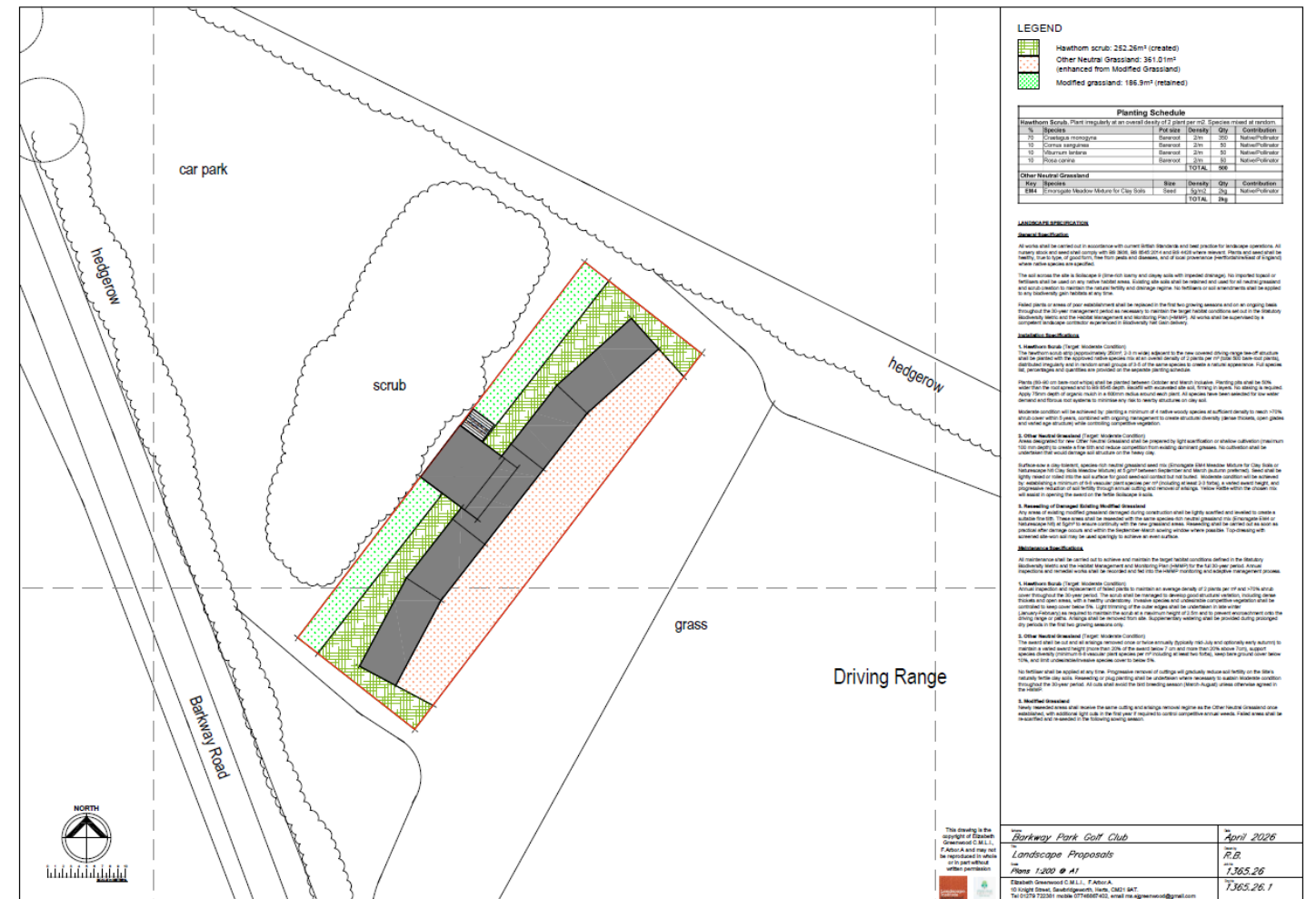
Specification of Protective Measures to be Used PM-04

- Temporary Protective Fencing: Heras-style or similar temporary fencing (minimum 2 m high) will be erected around the construction working area prior to commencement of works. Fencing will be maintained in good condition throughout the construction period and removed upon completion.
- Root Protection Area (RPA): No mature trees are present in the works area; therefore no formal RPA fencing is required.
- Ground Protection: Where plant movement is required near retained grassland, temporary ground protection mats or boarding will be used to minimise soil compaction and sward damage.
- Supervision: All construction works will be supervised by the golf course management team to ensure retained habitats outside the enhancement/creation zones are protected.

All protective measures will be shown on the accompanying Landscape Plan and Construction Environmental Management documentation.

Habitat Retention Plan PM-F01

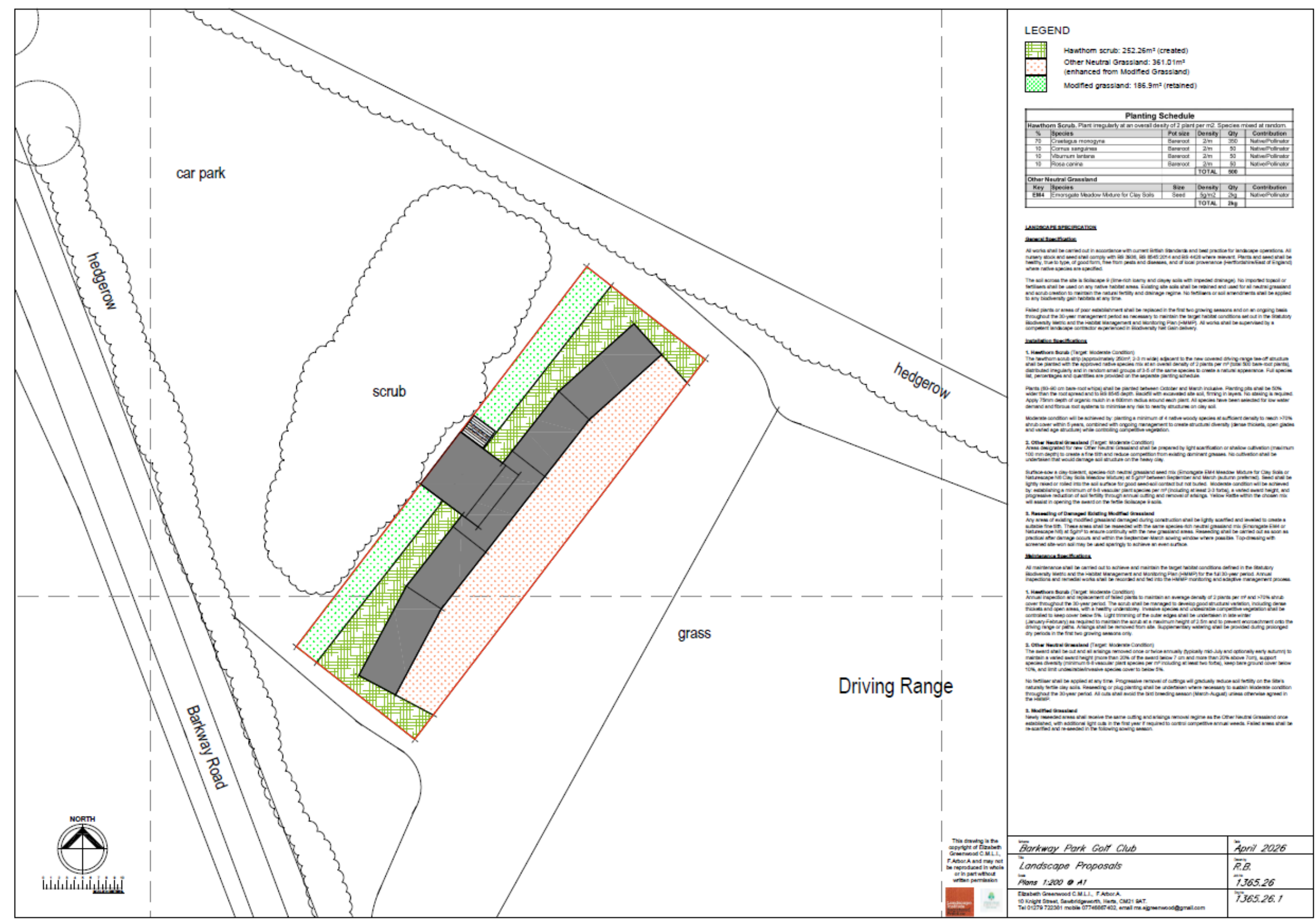
Provide a plan with the locations of habitats to be retained (including whether to be protected and, or, enhanced) and those to be created under this HMMP. Include parcel references if needed. Tick box if any additional plans are provided in the Appendices ☐ . Reference: 1365.26.2 Barkway Golf Club – Landscape Proposals



Creation, Enhancement and Management Targets and Prescriptions

This section sets out the detailed prescriptions for the creation and enhancement of habitats delivered as part of the Biodiversity Net Gain proposals for the covered driving range tee-off structure at Barkway Park Golf Course.

i) Plan – 1365.26.1 Barkway Park Golf Club – Landscape Proposals



The locations of all habitat creation and enhancement measures are shown on the Landscape Proposals Plan (drawing reference: 1365.26.1 – Barkway Park Golf Course – Landscape Proposals).

This plan clearly identifies: The 250m² Hawthorn Scrub strip (2-3 m wide) adjacent to the extended shed building.

The areas designated for enhancement to Other Neutral Grassland.

The Landscape Plan should be read in conjunction with this HMMP.

ii) **Tabulated Templates** The following tables provide the detailed condition assessment targets and management prescriptions for the two habitats being delivered. These are based on the relevant templates from the HMMP Companion Document and the Statutory Biodiversity Metric condition assessment sheets.

Other Neutral Grassland – Enhancement from existing Modified Grassland (target: Moderate condition)

Target Habitat				Other Neutral Grassland		
Condition Assessment Criteria		Targeted	Relevant Parcels	Creation Approach	Enhancement Approach	Management Approach
A	The parcel represents a good example of its habitat type, with a consistently high proportion of characteristic indicator species present relevant to the specific habitat type. Note – this criterion is essential for achieving Moderate or Good condition for non-acid grassland types only.	Yes	All enhanced grassland	N/A	Surface sowing of a clay-tolerant species-rich neutral grassland seed mix (Emorsgate EM4 or Naturescape N6) at 5g/m² into existing short modified grassland.	Ongoing annual management to increase characteristic forb species (e.g. Knapweed, Oxeye Daisy, Field Scabious, Yellow Rattle) through reduced mowing and arisings removal.
B	Sward height is varied (at least 20% of the sward is less than 7cm and at least 20 per cent is more than 7cm) creating microclimates which provide opportunities for insects, birds and small mammals to live and breed.	Yes	All enhanced grassland	N/A	Light scarification of the existing short sward to create seedbed and reduce competition from dominant grasses.	Change from frequent short mowing to a single main cut in mid-July (plus optional early autumn cut) with all arisings removed to develop varied sward structure.
C	Cover of bare ground between 1% and 5%, including localised areas, for example, rabbit warrens.	Yes	All enhanced grassland	N/A	Light scarification / raking of existing short turf to expose some bare ground for seed germination.	Monitored annually. Light scarification or overseeding only if bare ground falls outside target range.
D	Cover of bracken <i>Pteridium aquilinum</i> less than 20% and cover of scrub (including bramble) less than 5%.	Yes	All enhanced grassland	N/A	Removal of any existing coarse vegetation / scrub seedlings prior to seeding.	Annual monitoring and control of scrub/bramble encroachment to maintain <5% cover.
E	Combined cover of species indicative of suboptimal condition and physical damage (such as excessive poaching, damage from machinery use or storage, damaging	Yes	All enhanced grassland	N/A	Use of clean, local provenance seed. Existing short sward has low risk of INNS.	Regular monitoring and control of undesirable species. No fertilisers. Avoidance of damaging activities.

	levels of access, or any other damaging activities) accounts for less than 5% of total area. If any invasive non-native species (as listed on Schedule 9 of WCA) are present, this criterion is automatically failed.					
F	There are 10 or more vascular plant species per m ² present, including forbs that are characteristic of the habitat type. Note – this criterion is essential for achieving Good condition for non-acid grassland types only.	No (Moderate target)	All enhanced grassland	N/A	Seeding with diverse 80:20 grass:wildflower mix to build diversity from the existing low-diversity modified grassland.	Progressive reduction in soil fertility via annual cutting and arisings removal. Yellow Rattle included to suppress vigorous grasses and aid forb establishment. Target: minimum 6-8 vascular plant species per m ² (incl. ≥2 forbs) for Moderate condition

Hawthorn Scrub – New creation on Modified Grassland (target: Moderate condition)

Target Habitat:		Hawthorn Scrub				
Condition Assessment Criteria		Targeted	Relevant Parcels	Creation approach	Enhancement Approach	Management Approach
A	The parcel represents a good example of its habitat type – the appearance and composition of the vegetation closely matches its UKHab description (where in its natural range). - At least 80% of scrub is native, - There are at least three native woody species, - No single species comprising more than 75% of the cover (except hazel <i>Corylus avellana</i> , common juniper <i>Juniperus communis</i> , sea buckthorn <i>Hippophae rhamnoides</i> or box <i>Buxus sempervirens</i> , which can be up to 100% cover).	Yes	All new scrub areas	Planting of a Hawthorn-dominant native shrub mix at 2 plants per m ² (total 500 plants) using the approved composition: 70% Hawthorn (<i>Crataegus monogyna</i>), 10% Dogwood (<i>Cornus sanguinea</i>), 10% Wayfaring Tree (<i>Viburnum lantana</i>), 10% Dog Rose (<i>Rosa canina</i>). Planted irregularly in small groups to create natural glades and structural variation.	N/A	Annual monitoring to maintain species diversity and prevent any single species from exceeding 75% cover
B	Seedlings, saplings, young shrubs and mature (or ancient or veteran) shrubs are all present.	Yes	All new scrub areas	Planting of 60-90cm bare-root whips to establish a range of age classes from the outset	N/A	Retain self-set seedlings and saplings where they occur. Replacement planting of failed individuals in Years 1-5 to ensure continuous age structure. Light coppicing of older stems on rotation in later years.

C	There is an absence of invasive non-native species (as listed on Schedule 9 of WCA) and species indicative of suboptimal condition make up less than 5% of ground cover.	Yes	All new scrub areas	Use of clean, local provenance stock. Site preparation to remove existing coarse vegetation prior to planting	N/A	Annual monitoring and removal of any INNS or undesirable species (e.g. manual pulling or spot treatment). No fertilisers or herbicides except targeted use if required.
D	The scrub has a well-developed edge with scattered scrub and tall grassland and or forbs present between the scrub and adjacent habitat.	Yes	All new scrub areas	The 2-3m wide scrub strip is planted adjacent to the enhanced Other Neutral Grassland, creating a graded transitional edge.	N/A	Maintain a feathered edge by allowing tall grassland/forbs to develop at the scrub/grassland boundary. Light trimming only on the outer edges.
E	There are clearings, glades or rides present within the scrub, providing sheltered edges.	Yes	All new scrub areas	Irregular planting pattern with small groups and gaps left during initial planting to create natural glades and sheltered edges from the start.	N/A	Light rotational trimming in late winter to maintain structural variation and open glades/clearings. Avoid uniform trimming to preserve diverse internal structure.

The prescriptions have been tailored to the site’s Soilscape 9 (lime-rich loamy/clayey) soils, the operational requirements of the golf course, and the narrow 2–3 m width of the scrub strip. All management will be delivered by the golf course maintenance team and integrated into the site’s routine operations.

Detailed Landscape Specification (including planting densities, seed mixes, and maintenance regimes) is provided in the Landscape Specification on the Landscape Proposals Plan document submitted with the Biodiversity Gain Plan. Condition assessment criteria tables for both habitats are provided below. Monitoring and adaptive management commitments are set out in later sections of this HMMP.

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

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

Risk Identification Date	Habitat Type	Risk Factor	Trigger for Action	Remedial Measure
Year 0 (Implementation phase)	Other neutral grassland	Poor seed germination / establishment due to fertile clay soil and existing short sward	<50% sward cover or <4 indicator forbs per m² by end of Year 2	Overseed with additional mix at 3g/m² in autumn; increase scarification; apply Yellow Rattle-heavy top-up if grasses dominate
Year 0-1	Other neutral grassland	Vigorous grass dominance and slow reduction in soil fertility	<6 vascular plant species per m² or <2 forbs by Year 3	Increase cutting frequency to twice per year (remove arisings) for first 3 years; introduce more Yellow Rattle plugs
Year 0 (Construction)	Other neutral grassland	Damage from construction or golf course maintenance	Visible compaction, rutting or excessive wear in >10% of area	Install temporary protection; repair with scarification and reseedling; brief maintenance team
Year 0-2	Other neutral grassland	Prolonged drought / cracking on clay soil affecting establishment	Visible die-back or bare ground >10% in summer	Supplementary watering during first two summers if required; mulch bare patches
Year 0 (Implementation phase)	Hawthorn Scrub	Poor plant establishment / high mortality of whips	>20% failure rate by end of Year 1 or <70% cover by Year 3	Replace failed plants like-for-like in following planting season (Oct-Mar); water during first two summers
Year 0-3	Hawthorn Scrub	Rabbit / deer browsing or vole damage	Visible browsing damage on >15% of plants	Install spiral guards or fencing on vulnerable plants; monitor and increase protection
Year 2-5	Hawthorn Scrub	Single species dominance or uneven growth	Any one species exceeding 75% cover or poor structural diversity	Targeted winter thinning / coppicing of dominant species; additional planting of underrepresented species
Year 1 onward	Hawthorn Scrub	Encroachment onto driving range or paths	Scrub growing beyond 2.5m or into playing areas	Annual winter trim to maintain max. height 2.5m and clear edges
Year 1–5	Hawthorn Scrub	Root-related issues near building foundations	Any signs of root pressure (very low risk)	Annual monitoring; light pruning if required
Year 0 onwards	Both habitats	Invasive non-native species or undesirable weeds	Any Schedule 9 INNS or competitive weeds >5% cover	Immediate manual removal or targeted spot treatment; reseed/replant affected areas
Year 0 onwards	Both Habitats	Climate change impacts (extreme weather)	Repeated failure to meet condition targets in any 2-year period	Adaptive management – review and adjust regime; increase diversity in replacements

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)

The monitoring strategy for this HMMP is designed to be practical, cost-effective, and fully integrated into the golf course’s existing operations while providing the Local Planning Authority with confidence that the target habitat conditions (Moderate condition for both Other Neutral Grassland and Hawthorn Scrub) are being achieved and maintained over the 30-year period.

Overall Monitoring Approach

Monitoring will combine simple, repeatable field methods with fixed-point photography to track progress from baseline conditions through to target condition and beyond. All monitoring will be carried out by the golf course maintenance team (with periodic oversight by a competent ecologist or landscape professional in reporting years).

Key Monitoring Methods

- Fixed-point photography: Permanent photo points will be established at representative locations within the grassland enhancement areas and the scrub strip before works commence. Photographs will be taken from the same positions, direction, and time of year to allow clear visual comparison with baseline conditions.
- Condition assessments: Annual visual assessments using the Statutory Biodiversity Metric condition criteria sheets (as summarised in the GH-T01 and scrub tables within this HMMP).
- Species recording: Quadrat sampling or walk-over surveys to record vascular plant species diversity, percentage cover of forbs/grasses, scrub species composition, and presence of undesirable species.
- Sward structure and scrub structure: Measurement of sward height variation and scrub height/cover.
- Before-and-after comparison: Baseline data (from Mark Cotton’s survey) will be used as the reference point. Annual records will track progress towards Moderate condition targets.

Monitoring Frequency

- Years 1 and 2 (Establishment phase): Monitoring twice per year (spring and late summer) to assess establishment and allow early remedial action.
- Years 3–30: Annual monitoring in late summer (July/August) to coincide with peak flowering and sward development.
- Formal reporting years: Full monitoring reports with photographs and condition assessments will be submitted to North Hertfordshire District Council in Years 1, 2, 5, 10, 15, 20, 25, and 30 (or as otherwise agreed).

All monitoring data will be recorded on standardised forms, stored digitally, and used to trigger adaptive management where necessary (see Risk Register PM-T02). This strategy ensures early detection of any issues and provides a clear, auditable record of delivery against the approved Biodiversity Net Gain targets.

Monitoring Methods and Intervals MS-T01

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

Habitat Type	Monitoring Methods	Monitoring Interval and Timing
Other neutral grassland (enhanced areas)	- Fixed-point photography from permanent photo points - Visual condition assessment using Statutory Biodiversity Metric criteria (A–E) - Record vascular plant species diversity (minimum 6–8 species per m² including ≥2 forbs) - Estimate % cover of bare ground, forbs, grasses, and undesirable species/scrub - Measure sward height variation (≥20% <7 cm and ≥20% >7 cm) - Walk-over survey for INNS and damage	Annually from years 1-5, then every 5 years. Surveys to be completed between May and August
Hawthorn scrub	- Fixed-point photography from permanent photo points - Visual condition assessment using Statutory Biodiversity Metric criteria (A–E) - Record % shrub cover, species composition and dominance (no single species >75%) - Assess structural diversity (presence of glades, edge development, age structure) - Measure average height and check for encroachment - Check for browsing damage, INNS and self-set seedlings	Annually from years 1-5, then every 5 years. Surveys to be completed between May and August
Both habitats	- Record any remedial actions taken (see Risk Register PM-T02) - Digital photo log and brief monitoring notes	Formal written reports submitted to LPA in Years 1, 2, 5, 10, 15, 20, 25 and 30

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
To be confirmed by applicant	North Herts District Council

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

Project Year	Month Report to be Submitted	Month Management Plan to be reviewed	Comments
Y1	September	September or October	Report on initial establishment of grassland seeding and scrub planting. Include fixed-point photos, species lists, and any remedial actions required
Y2	September	September or October	Second establishment year report. Assess progress towards Moderate condition and effectiveness of early management.
Y5	September	September or October	Full condition assessment against Moderate targets. Review overall success and update management prescriptions if needed.
Y10	September	September or October	Mid-term review. Confirm habitats are on track to maintain Moderate condition.

Y15	September	September or October	Long-term condition assessment and adaptive management review.
Y20	September	September or October	Review of habitat maturity and resilience.
Y25	September	September or October	Pre-final review. Identify any actions needed for the final 5 years.
Y30	September	September or October	Final monitoring report. Confirm habitats have been maintained in Moderate condition for the full 30-year period. Recommend any future management arrangements beyond the BNG commitment.

Adaptive Management

Summary of Adaptive Management Approaches (MS-B02)

Adaptive management will be incorporated throughout the 30-year lifetime of this HMMP through a clear feedback loop between day-to-day management, formal monitoring, reporting, and plan updates.

Approach

- The golf course maintenance team will record observations and issues during routine operations (e.g. during cutting or trimming).
- These observations, together with formal monitoring results (fixed-point photography, condition assessments, species recording), will be reviewed annually.
- In reporting years (Years 1, 2, 5, 10, 15, 20, 25 and 30), a competent landscape professional will evaluate progress against the Moderate condition targets and the risks identified in the Risk Register (PM-T02).
- Where monitoring shows that targets are not being met, or where unexpected external factors occur (e.g. prolonged drought on clay soils, new invasive species, increased browsing pressure, or climate-related impacts), management prescriptions will be adjusted accordingly. Examples include increasing cutting frequency, supplementary planting, additional protection measures, or changes to timing of works.

All proposed changes will be discussed and agreed with North Hertfordshire District Council where they affect the approved BNG outcomes. Any agreed amendments will be recorded in an updated version of this HMMP, with version control details noted in the front of the document.

This iterative process ensures that management remains responsive and effective, maximising the likelihood of achieving and sustaining the required Moderate condition habitats for the full 30-year period and beyond.