
Philpots Manor School, West Hoathly, East Grinstead RH19 4PR.



Biodiversity Enhancement Strategy

JW Biodiversity Management

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1. Introduction

JW Biodiversity Management have been commissioned to compile a Biodiversity Enhancement Strategy of a proposed car park development on the grounds of the Philpots Manor School in West Hoathly, East Sussex. This report follows on from a Preliminary Ecological Assessment (PEA) and Biodiversity Net Gain Assessment (BNG) conducted by JW Biodiversity in 2026¹.

This report has been compiled to satisfy the following planning condition:

Prior to any works above slab level, a Biodiversity Enhancement Strategy for protected, Priority and threatened species, prepared by a suitably qualified ecologist in line with the recommendations of the Preliminary Ecological Assessment & Biodiversity Net Gain Plan (JW Biodiversity Management, submitted May 2026), shall be submitted to and approved in writing by the local planning authority.

The content of the Biodiversity Enhancement Strategy shall include the following:

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

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

1.1 Development outline

The development as approved (planning reference DM/25/2994) will involve extension of existing school car park to improve highway safety. Associated landscape and biodiversity improvements. The proposed layout is shown in figure 1.

¹ RO-BM090326-01. Philpots Manor School, West Hoathly, East Grinstead RH19 4PR. Preliminary Ecological Assessment and Biodiversity Net Gain report 2026. JW Biodiversity Management Ltd. 23/04/2026.

1.2 Site Description

The site is located on the grounds of the Philpots Manor School to the east of the main school buildings and adjacent to an existing car park. The site is located in a rural area. The local landscape is dominated by woodland and agricultural land. The proposed site layout will include an area of existing car parks and retained hedgerows. A new section of carpark will be added to the east with new native hedgerows.

The site is within the High weald National Character Area (NCA) and the Mid Sussex District Council Local Planning Authority (LPA).

The site (as shown on figure 1) is located in West Hoathly: TQ 3532 3610

1.3 Relevant Legislation and Planning Policies

Relevant legislation implications for this site include;

- The Conservation of Habitats and Species Regulations 2010 (as amended);
- The Wildlife and Countryside Act 1981 (as amended);
- The Countryside and Rights of Way Act 2000;
- The Natural Environment and Rural Communities Act (NERC Act) 2006;
- Environment Act (2021)

Planning policies, both local and national, may affect any proposed development. Relevant planning policies to this development include;

- Policy DP38 Mid Sussex District Plan 2014 - 2031

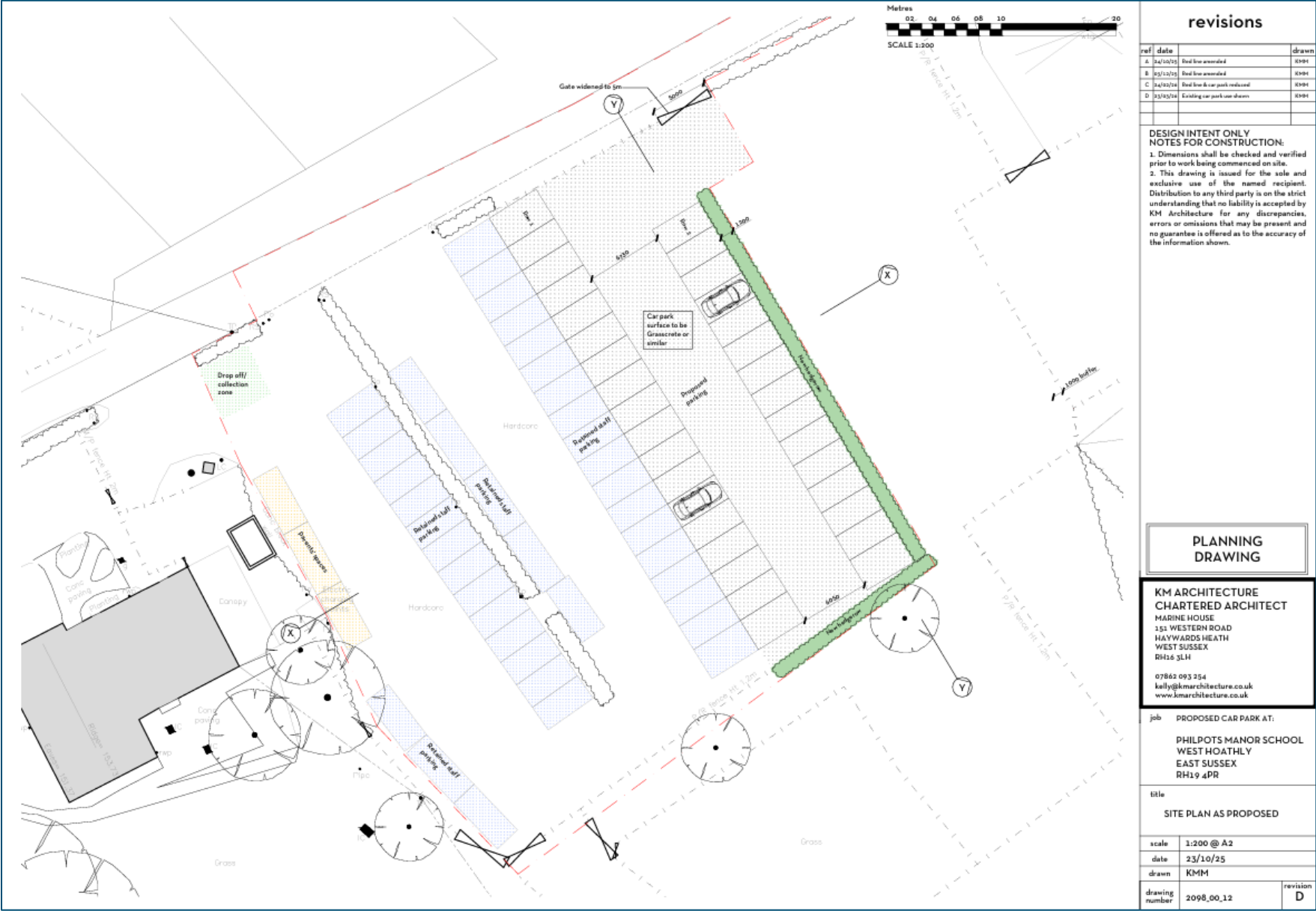


Figure 1: Proposed Site Layout.

2. Biodiversity Enhancement Strategy

2.1 Purpose and Conservation objectives of enhancement measures

The NPPF states that a new development should protect and enhance the natural environment. Policy DP38: Biodiversity in the Mid Sussex District Plan 2014–2031 ensures that development protects and enhances local nature conservation.

To deliver these policy commitments the following objectives will be set for the site;

- Protect retained habitats on site
- Provide an overall enhancement for biodiversity.

2.2 Detailed designs or product descriptions to achieve stated objectives

This section will set out the proposed habitat enhancements.

2.2.1 Hedgerow Creation

A native hedgerow will be added along sections of the eastern and southern boundary of the new car park.

This will be a mixed Native Hedgerow consisting of, Field Maple (*Acer campestre*), Hawthorne (*Crataegus monogyna*), Hazel (*Corylus avellana*), Spindle (*Euonymus europaeus*) and Blackthorne (*Prunus spinosa*).

Planting Methodology;

1. Mark out two parallel lines with string, about 50cm apart, along the line of your new hedgerow.
2. Clear any grass and vegetation between the two lines of string.
3. Use 20—30cm lengths of cane to mark out the distances between the trees and shrubs, creating a zig-zag pattern.
4. Plant the shrubs in groups of about 5 of the same type. 'Notch planting' is usually the easiest method.

Plant size will be; 60—90cm high 'whips'.

The best time to plant hedges is November—March. This is the period when the trees are dormant, between losing their leaves and producing buds, so you move them without harming them. You should avoid planting in very cold or windy weather to reduce the risk of damage to the roots before they become established. Never plant in soil that is frozen or waterlogged.

2.2.2 New car park

This car park will not be created using a sealed surface but instead will be created using the Grassblock Grass Concrete System². This will allow grass to establish across the car park. This area could be further enhanced by including a low growing floral mix in the seeding mix.



Figure 2: Example of grasscrete system.

Topsoiling

Following installation of the grass Crete (or similar) system topsoil will be added to the cells. Topsoil from the site could be save a re used. If topsoil is required to be imported to site then generally it will need to be either a screened or rotovated material from a reliable source.

Once the tops of the formers have been melted the topsoiling can begin. For large projects this can involve mechanisation with the use of excavators or loading shovels to place and level the soil. Care should be taken however that excavator buckets aren't dragged across the surface as this will cause abrasive damage to the surface, particularly to the pocket surrounds. At no time should steel tracked excavators ever drive over Grasscrete as they will damage the surface.

For many projects there will be a need to either fully place the soil, or to finish it by hand. With a suitably dry material these operations can be undertaken with the use of either the standard squeegee or a stiff brush or both.

² [Grassblock | Grass Concrete System for Slope Protection](#)

Seed sowing

The grass seed should be sown as close as possible to the surface and if the topsoil levels are likely to settle significantly then it is best that this settlement is allowed to take place before seeding. If the Grasscrete is over-soiled then the seed can be broadcast within a 0-5mm layer of soil and the natural soil filtration back into the pocket will sustain the germination process. During the period of germination, the manual movement of topsoil layers should be avoided as this can disturb germination.

The recommended seed mix is Low Growing Wildflower and Grass Seeds LW12M³. This will provide an additional wildflower enhancement that will cope with regular mowing and disturbance.

2.2.3 Retained Habitats

Areas of ruderal and grassland habitat will be retained where the new hedgerow will be created. These areas are likely to be disturbed during the hedgerow planting. To provide an enhancement to these habitats will be enhanced by adding a 100% native wildflower such as Traditional Meadow Wildflower Seeds LW1P⁴.

Sowing

Seed is best sown in the autumn or spring but can be sown at other times of the year if there is sufficient warmth and moisture. The seed must be surface sown and can be applied by machine or broadcast by hand. To get an even distribution and avoid running out, divide the seed into two or more parts and sow in overlapping sections. Do not incorporate or cover the seed, but firm in with a roll, or by treading, to give good soil/seed contact.

Retained Hedgerow

Sections of hedgerow will be retained around the existing car park. This will be adequately protected during construction. These sections will be managed as per the information set out below.

2.3 Locations of proposed enhancement measures

The location of the proposed enhancements are shown on figure 3 below.

³ [Low Growing Wildflower Seeds 80/20 - Landlife Wildflowers](#)

⁴ [Traditional Wildflower Meadow Seeds 100% - Landlife Wildflowers](#)

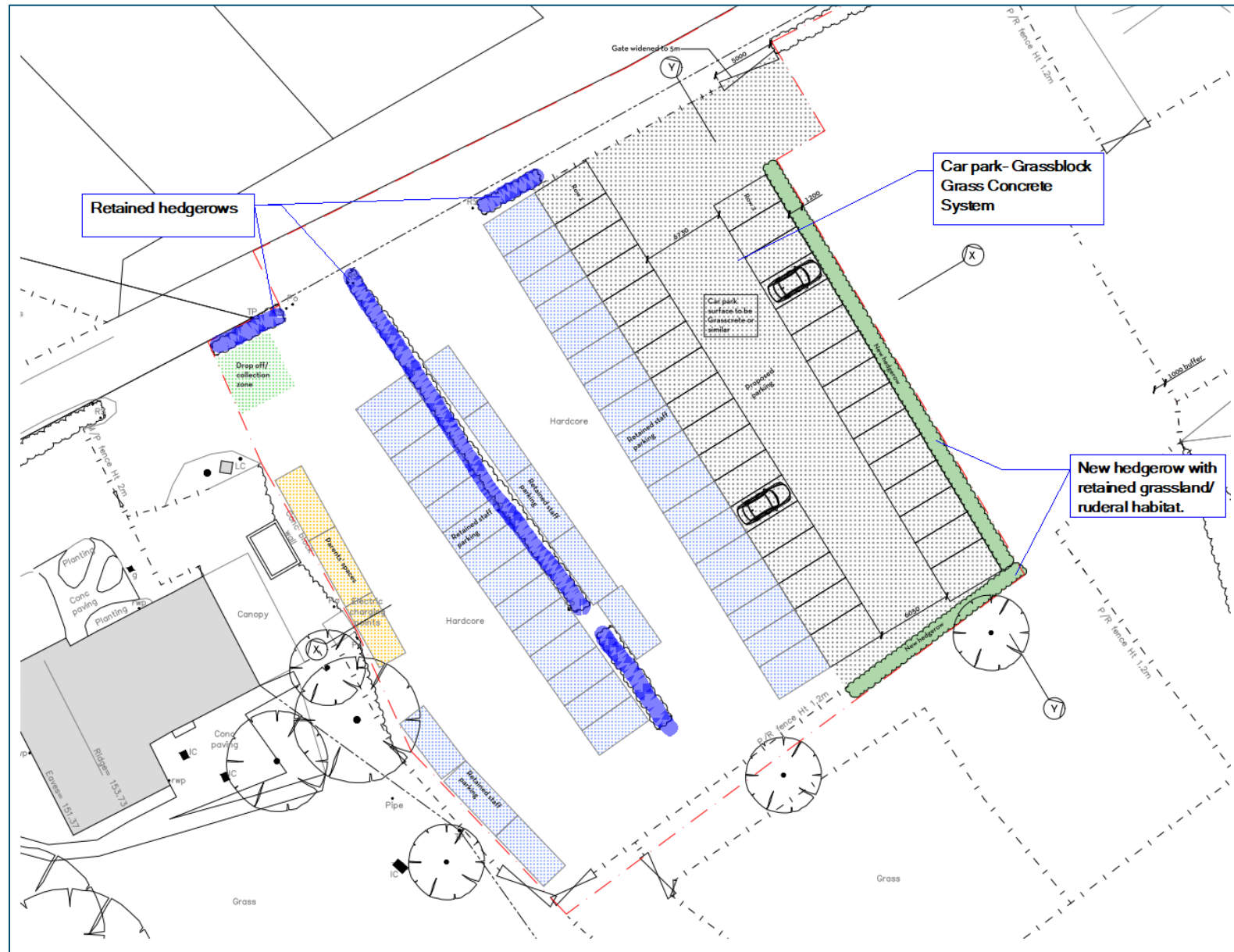


Figure 2: Location of proposed enhancements.

2.4 Persons responsible for implementing the enhancement measures

The enhancement measures will be implemented by Philpots Manor School, West Hoathly, East Grinstead RH19 4PR.

3. Details of initial aftercare and long-term maintenance

The habitats on site will be managed to maintain and enhance their ecological value. This will help ensure the habitat reach their desired conditions and are maintained at the correct condition.

Below are details of basic management approach for each habitat.

3.1 Ruderal/ grassland Habitat

In initial months following sowing. Control creeping thistle or dock. Monitor establishment.

Leave vegetation unmown during spring and summer. Cut and collect vegetation in late summer/ autumn. Cut to a length of around 10-15cm. Leave some sections uncut over winter.

Remove arisings.

Monitor area for non-native invasive species. If found control as required.

3.2 Car Park

Follow manufactures guidance for management of concrete cells.

The grassland within the car park should be mown as necessary to maintain safe access. It is recommended that the grass be mown only when needed to help maintain a more diverse sward.

Watering may be required during dry spells.

3.3 Hedgerows

3.3.1 Newly planted hedgerows

Monitor establishment of planted trees (weed, water as required). In the first spring you should cut the shrubs down to 45—60cm above the ground. This hard pruning encourages the shrubs to bush out and will help to create a nice thick hedge.

Once hedgerow has established it will require some periodic management. This will involve trimming hedgerow back in sections.

Leave trimming until late winter wherever possible, ideally January or February. Enhancement is more beneficial if cut in sections i.e. trim a different third each year. Additional trimming may be required on the car park side of the hedgerow to ensure it doesn't encroach the car park spaces.

Trimming slightly higher and wider each year by following a system of incremental cutting (cutting about 10cm higher and wider than the previous trim line), will help to prevent gappyness. The hedge can then be re-shaped when needed.

If gaps become present re stock with native plants.

3.2.2 Retained Hedgerows

The retained hedgerows will be trimmed as mentioned above.

3.4 Monitoring and Remedial Measures

3.3.1 Remedial Actions

The table below sets out potential remedial actions.

Habitat	Risk factor	Trigger for action	Remedial Measures
Ruderal/ grassland habitats	Failure for seed to germinate	Over 10% of the ground cover does not germinate during year 1-2.	Undertake a second round of sowing, focusing on the bare areas, with preparation of soil, localised to the areas, as needed.
Hedgerow	Newly planted trees failing to establish	Over 10% of the trees do not germinate during year 1-2.	Undertake a second round of tree planting
All habitats	Damage from human activities	Evident damage from human activities such as excessive bare ground in ruderal habitats or physical damage to hedgerows/ trees. Any year.	Assess reason of damage take remedial action as necessary.
All habitats	Presence of non-native invasive species	Non-native species identified.	Control/ eradicate invasive species.

Table 1: Remedial measures.

3.5 Time scales

The proposed enhancements will be completed in the first year following construction. Tree planting and seeding is best completed in autumn months.

The table below sets out the key timescales and persons responsible.

			Years following construction				
Task	Time of year	Person responsible	Year 1	Year 2	Year 3	Year 4	Year 5
Seeding Ruderal/ grassland Habitats	Autumn	Developer	X				
Monitor seed establishment. Re seed as necessary.	Spring	School	X	X			
Cut and collect ruderal/ grassland habitat.	Autumn	School	X	X	X	X	X
Planting scrub.	Autumn	School	X				
Monitor planted trees. Water as necessary. Replace if required.	Throughout year.	School	X	X			
Plant hedgerow	Autumn	Developer	X				
Monitor planted trees. Water as necessary. Replace if required.	Throughout year.	School	X	X			
Cut the shrubs down to 45—60cm above the ground.	Spring	School	X				
Trim section of hedgerow.	Jan/ Feb	School				X	X

Table 2: Timescale of actions and persons responsible.