

Ecological Mitigation/Enhancement and Management Plan

Survey site: Holly Tree House, Cuckfield Road, Burgess Hill RH15 8RE

Client: Christopher Jones

Date: 05/08/2026

Project:

This report is prepared to inform a planning application with **Mid Sussex District Council**. The proposal is described as: *Proposed 4 dwellings as 2 x pairs of semi-detached properties*

Planning Application Number:

DM/25/0209.

Version Control

Version	Author	Date
V0.1	Rebecca Gane BSc (Hons) Consultant Ecologist	05/08/2026
V1.0	Rebecca Gane BSc (Hons) Consultant Ecologist	05/08/2026

Introduction

This Ecological Mitigation, Enhancement Management Plan (EMEMP) has been prepared for the above-named client to outline measures to be implemented during construction works at the above-named site.

The purpose of this plan is to ensure the protection and mitigation of ecological receptors, adhere to best practices and industry standards, and provide adequate supervision by licensed professionals. The EMEMP also outlines the management frameworks required for the planning and implementation of construction activities that comply with legislation and the environmental commitments.

Site Context and Landscape History

A detailed description and history is provided in the Preliminary Ecological Appraisal. (JWK Wildlife Surveys, 2025).

Planning Conditions

Condition 5	Prior to any works above slab level, a Biodiversity Enhancement Layout for protected, Priority and threatened species, prepared by a suitably qualified ecologist in line with the recommendations of the Preliminary Ecological Appraisal (JWK Wildlife Surveys, January 2025), shall be submitted to and approved in writing by the local planning authority. The content of the Biodiversity Enhancement Layout shall include the following: a) detailed designs or product descriptions to achieve stated objectives; b) b) locations of proposed enhancement measures by appropriate maps and plans (where relevant); The works shall be implemented in accordance with the approved details shall be retained in that manner thereafter. Reason: To enhance protected, Priority and threatened species and allow the LPA to discharge its duties under paragraph 187d of NPPF 2024, s40 of the NERC Act 2006 (as amended) and policy DP38 of the Mid Sussex District Plan
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<i>Condition 10</i>	All mitigation measures and/or works shall be carried out in accordance with the details contained in Preliminary Ecological Appraisal (JWK Wildlife Surveys, January 2025) as already submitted with the planning application and agreed in principle with the local planning authority prior to determination. This includes the non-licensed Precautionary Method Statement for Hazel Dormouse in Section 4.3.5 and the Precautionary Method Statement for reptiles and mobile protected species in Sections 4.3.2 and 4.3.6 of the Preliminary Ecological Appraisal (JWK Wildlife Surveys, January 2025). This avoids impacts on European Protected Species and protected species. This will include the appointment of an appropriately competent person e.g. an ecological clerk of works (ECoW) to provide on-site ecological expertise during construction. The appointed person shall undertake all activities, and works shall be carried out, in accordance with the approved details. Reason: To conserve protected and Priority species and allow the LPA to discharge its duties under the Conservation of Habitats and Species Regulations 2017 (as amended), the Wildlife & Countryside Act 1981 (as amended), s40 of the NERC Act 2006 (as amended) and to accord with policy DP38 of the Mid Sussex District Plan.
Ecological Background Information. Detailed using desk study and site survey.	
Onsite Habitats	
The site had a PEA undertaken by. A BNG report followed on from this, as well as relevant arboreal surveys on the trees within the development site. Baseline habitats identified onsite and described within the PEA (JWK Wildlife Surveys, 2025) include: • Other developed land (tarmac parking area) • Vegetated garden • Mixed scrub • Individual trees This does not include habitats identified outside of the development boundary, in the wider site landscape.	
Value for protected species and other notable species.	
• Birds (nesting): The individual trees and shrub located at the boundaries of the site are suitable for nesting birds. • Barn owl: The site lacks suitable foraging and nesting habitat.	

- **Badgers:** Shrub and grassland were considered to provide suitable foraging habitat for Badgers, however the regularly disturbed nature of the site limits the potential for badgers to utilise onsite features for sett building.
- **Bats (foraging):** Shrubs and trees provide suitable foraging habitat. The site has limited connectivity to offsite habitat, however the grassland and hedgerows located in the wider landscape provide suitable foraging and commuting routes.
- **Bats (roosting):** Deadwood and ivy cladding were noted within the mature oaks along the site boundary; however, no significant potential roosting features were identified.
- **Reptiles:** The site was dominated by amenity grassland which provides limited potential for this species group. However their presence cannot be ruled out within the marginal areas of the site, albeit likely in low numbers.
- **Amphibians:** Marginal areas of shrub were noted to provide some sheltering and foraging habitat. No waterbodies were present within the proposed development area. The closest pond was situated 45m northwest of the site boundary with an additional two ponds located within 250m and a further six within 500m. It is understood that the development is working under the Naturespace Great Crested Newts (GCN) District Level Licensing scheme.
- **Hazel dormouse:** Marginal shrub habitats with the presence of bramble and oak provide some habitat for this species. The site lacks connections to extensive woodland blocks, however connections are present to the north and south that are a continuation of the western shrub line.
- **Hedgehog:** Shrub and grassland areas provide suitable foraging and sheltering habitat for Western hedgehog and their presence onsite cannot be ruled out.
- **Invertebrates:** Mature trees and shrub provide potential invertebrate habitats.

The following tables detail the proposed mitigation, habitat creation and biodiversity enhancement measures for the development as well as management requirements to ensure the longevity of these measures, as detailed in the PEA and BNG. These include further details of the habitats on site and the impacts of the development upon them and will be read in conjunction with this document.

Scope

This EMEMP outlines construction and ecological measures for the following works: *Proposed 4 dwellings as 2 x pairs of semi-detached properties.*

Aims and Objectives

This report aims to identify key stakeholder requirements, ensure compliance by all stakeholders with all relevant legislation,

- To minimise potential adverse effects on the environment and protected/notable species during construction, and provide site specific methods to avoid, minimise and mitigate construction effects on the environment and protected/notable species.
- To provide ecological and biodiversity enhancement measures for the site and include a management strategy in order to achieve long-term success and improvements.

Work Schedules and Ecological Presence

Work schedules will be developed to ensure activities with specific timing requirements are carried out in a manner that minimises harm to ecological receptors. These schedules will be provided to all relevant personnel and contractors involved in the project. The following measures will be implemented:

Ecological Clerk of Works

A qualified and suitably experienced ecologist will be present on-site during critical phases of construction activities. Their role will be to oversee and monitor compliance with the EMEMP, provide guidance, and take immediate action to prevent any harm to ecological receptors. Should protected species be identified during vegetation clearance, works will be halted whilst a suitably licenced ecologist and/or Natural England is contacted.

Persons Responsible and Lines of Communication

A Development Biodiversity Champion is selected for the construction phase of the development. The Biodiversity Champion will be someone with significant influence during construction, such as the contract, site or project manager. They are responsible for ensuring all actions outlined in the approved EMEMP are implemented including the provision of a toolbox talk prior to works commencing. Any queries with regards to the mitigation

prescriptions will be addressed to the project ecologist and communication will be retained between the Development Biodiversity Champion and project ecologist and/or a suitably qualified Ecological Clerk of Works (ECoW) throughout the construction phase of the development where necessary to ensure the mitigation is applied and impacts to adjacent ecological receptors are effectively minimised. The project ecologist's contact details are located on the title page of this report. It is recommended that the Biodiversity Champion informs the project ecologist and designated ECoW of the commencement of construction works and provides updates where necessary. The ECoW will provide ecological expertise and guidance throughout.

The following key personnel are responsible for the management and implementation of works in accordance with the EMEMP: **Christopher Jones**

Table 2: Construction and Ecological mitigation measures

Ecological Mitigation Measures	This table includes any measure required to obtain or comply with planning permission or other consent and to comply with legislation.
Ecological Protection Areas and Buffer Zones	
Ecological protection areas and buffer zones within the project site. These areas will be demarcated using physical means of protection, such as exclusion fencing, to prevent unauthorised access and minimise disturbance to sensitive habitats.	
Tree Protection	
Tree root protection areas will be identified based on the existing tree inventory. A buffer from retained trees and woodland will be established and protected throughout the duration of construction activity in accordance with BS 5837:2012. No trenches or ground works will be completed within the specified buffer of any retained trees on site. Trees will be appropriately protected in accordance with BS 5837:2012 - "Trees in relation to design, demolition and construction – Recommendations". As such, it is recommended that the trees are separated from construction works by protective fencing throughout the duration of the construction phase of the development. A fencing specification is included within Figure 1 below. Appropriate signage is to be included on the fencing in order to ensure that fences are not moved after establishing. As shown in Figure 2	

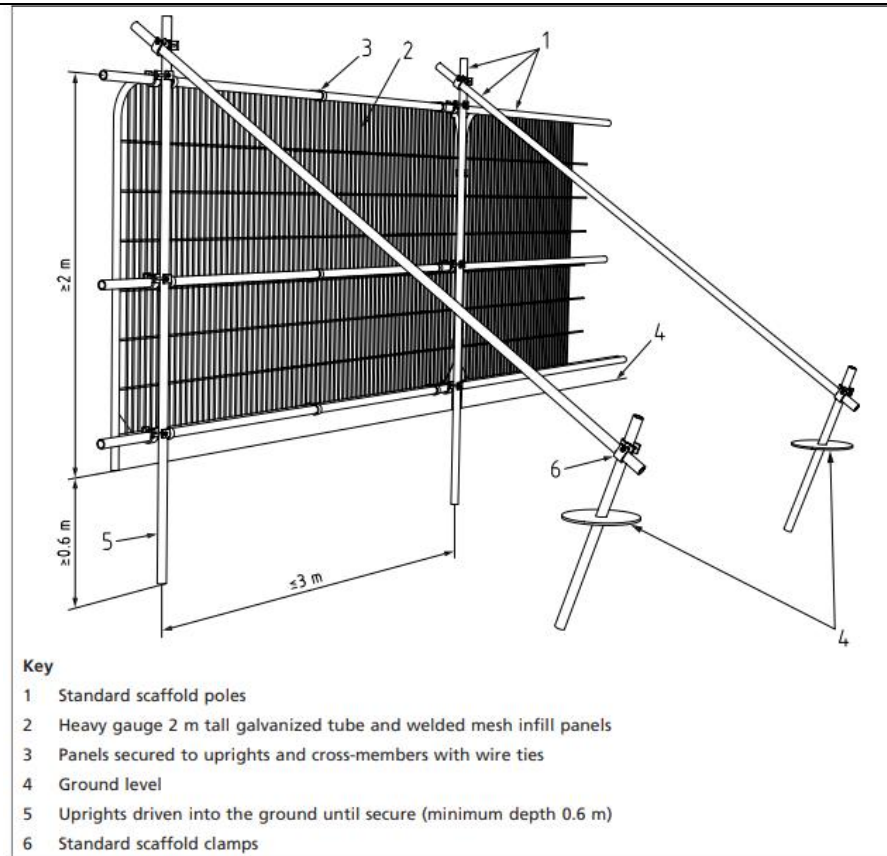


Figure 1: Default protective barrier specification (British Standards Institute 2012).



Figure 2 Appropriate signed to attached to root protection zone fencing- Source- www.Safetysignsandnotices.co.uk

Construction measures	
Biosecurity and Invasive Species Management ¹	
Invasive/non-native Species Mgt	<i>Rhododendron ponticum</i> is listed under Schedule 9 of the Wildlife and Countryside Act 1981 in the UK, making it illegal to plant or cause it to grow in the wild. <i>Rhododendron ponticum</i> was identified on the site, within vegetated garden. Construction activities risk spreading this species around the site, as well as being tracked into the wider environment via plant tyres, as well as through unwashed boots. This risk will be managed via the implementation of appropriate biosecurity measures as listed below.

¹ <https://ccsbestpractice.org.uk/entries/biosecurity-preventing-the-introduction-of-invasive-species-to-site/>
[https://www.nonnativespecies.org/biosecurity/biosecurity-in-the-field/#:~:text=Basic%20biosecurity%20advice%20for%20site%20visits&text=If%20practical%20do%20not%20take,debris\)%20before%20leaving%20the%20site.](https://www.nonnativespecies.org/biosecurity/biosecurity-in-the-field/#:~:text=Basic%20biosecurity%20advice%20for%20site%20visits&text=If%20practical%20do%20not%20take,debris)%20before%20leaving%20the%20site.)

<i>Biosecurity</i>	Rhododendron present on site will be sensitively removed prior to the commencement of works to prevent the spread of a non-native, invasive species listed on Schedule 9 of the WCA (see Appendix 4). The Rhododendron will be removed using hand tools only. The most effective method of removal is through hand pulling, which results in minimal soil disturbance. Hand pulling young shrubs will typically result in the full removal of the shrub and associated root network, which will prevent the re-establishment. Mature shrubs are likely to have a deeper and more established root network unlikely to be removed in full by hand pulling alone. Where there are mature shrubs, removal must be aided using hand tools to expose the root network in full so the entire shrub and associated roots can be removed. Development works will not commence until Rhododendron has been successfully removed from the site <i>Advice for Contractors on Site.</i> 1. Avoid taking any vehicles onto the site beyond those essential in completing works, keep to established tracks and park vehicles on established parking areas away from the pasture. 2. Arrive at the site with clean equipment, and vehicle, paying particular attention to wheels. 3. Ensure equipment and footwear is clean (visually from soil and debris) before entering/leaving the site. 4. Ensure vehicle is kept clean - in particular, remove any accumulated mud before leaving the site. 5. Facilities will be provided on the site in the work zone surrounding the buildings to clean footwear/equipment. 6. Keep access to a minimum. 7. Where possible avoid areas of livestock or known disease. 8. Plan visits so that the highest risk site/area is visited last.
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	Robust biosecurity measures will prevent the leaving behind of a degraded environment and subsequent financial bills for the control of introduced invasive species, or any species that may alter communities within nearby designated sites.
Wildlife Protection – Precautionary Methods of Working-	
<i>Herpetofauna</i>	Whilst no reptiles were found during the PEA (JWK Wildlife Surveys, 2025) it remains possible that low numbers could be present, particularly at the site boundaries and within the scrub. The proposed works are not anticipated to lead to any levels of habitat loss or fragmentation likely to affect local population status for either amphibians or reptiles, but individuals may be injured or killed during clearance and construction. Pre Development Vegetation Clearance Vegetation clearance works must take place outside of the typical hibernation period for reptiles, which is typically between November and February. Reptiles are mostly torpid during this timeframe and are thus most vulnerable to injury or death. Undertaking vegetation clearance works during their active period, typically between March and September, will allow individuals to disperse unperturbed to adjacent retained habitats. a) Vegetation removal will be phased in <u>two stages</u>: with an initial cutting of all vegetation to approximately 200-300mm from ground level. b) Cuts will be directed towards off site suitable habitat. Any reptiles that are found will be encouraged to move away of their own volition, or if in immediate danger or likely to find itself in danger, deposited in a bucket and placed by gloved hand outside of the development area in retained suitable habitat by a suitably experienced ecologist. c) All cut vegetation will be removed from site. d) Any spoil/log or rubble piles will be destructively searched for reptiles at the same time. e) This will be followed by a rest period of at least 24 hours.

- f) The **second cut** will be to ground level/ bare ground. Reptiles and amphibians are most likely to be present at or just below ground level; the phased technique allows any individuals present at this vegetation level to disperse. e) In addition to phasing, any cutting will be conducted systematically, towards areas of retained habitat to encourage any individual reptiles and amphibians to retreat to retained habitat unharmed and thus preventing individuals from becoming trapped in a central habitat island.
- g) The development zone will be managed thenceforth as bare ground or close mown vegetation.

A suitable systematic cutting technique is exemplified below in **Figure 3**.

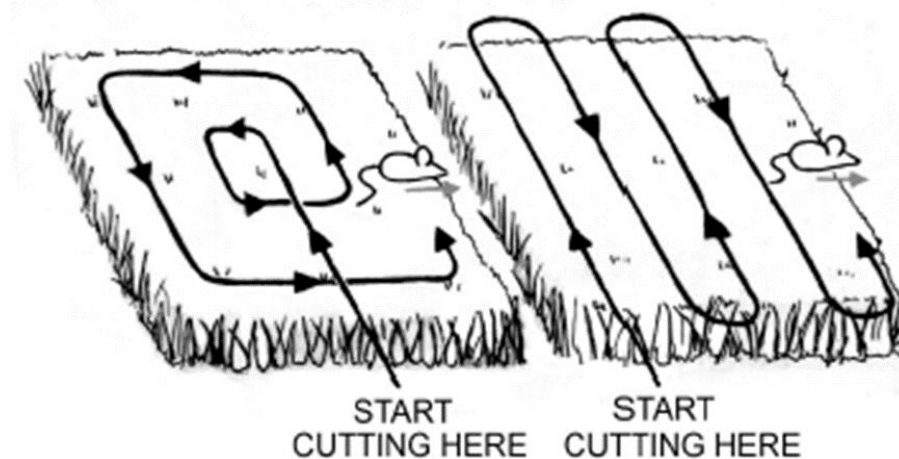


Figure 3: A schematic representation of vegetation cutting patterns as best to eliminate terrestrial opportunities for reptiles and amphibians within the construction zone.

	Site Management During Construction • During the course of construction works a site wide check for reptiles and amphibians must be carried out by contractors at the commencement of each working day, with any found relocated to safety within offsite boundary hedgerow. Any materials will be stored on pallets away from tall vegetation or boundaries. • Rubble created during the development will be safely disposed of in a skip. If no skip is available the rubble will be stored off the ground (e.g. on pallets) until it can be removed from site, to prevent common reptiles and amphibians from using the rubble piles for hibernation or refugia. • All trenches will (where possible) be backfilled before nightfall, or a ramp will be left to allow amphibians to easily exit. Any trench that could not be closed the previous day must be checked for reptiles and amphibians at the beginning of the next working day; particularly where this is scheduled for infilling. • Any chemicals or pollutants used or created by the development will be stored and disposed of correctly according to COSHH regulations. • Where for any reason contractors are a non-compliant and rubble and other piled items are left on the floor overnight or for any period of time beyond that working day, they must be dismantled by hand. • Any reptiles or amphibians found must be encouraged to move away of their own volition, or if in immediate danger and unable to perambulate themselves, will be captured in gloved hand or by any other means avoiding injury and safely relocated to suitable cover within retained habitat. No amphibian will be handled via bare hand due to the risk they may absorb toxic compounds through their permeable skin. • If at any point reptiles are found during development, all works must cease until further advice has been obtained from a qualified ecologist and the relevant regulators.
<i>Birds</i>	The scrub and trees on site provide foraging and nesting habitat for a wide range of species. As habitat loss is relatively minor, it is likely to be inconsequential to local bird populations owing to the retention and enhancement of the habitats across the

majority of the site as well as the creation of new habitats which are expected to offset any habitat losses. However, the proposed development could result in the destruction or the disturbance and subsequent abandonment of active bird nests.

Vegetation clearance of suitable nesting habitat (such as scrub and trees) and other activities will be undertaken outside the core nesting period 1st March to 31st August. If this timeframe cannot be avoided, a nesting birds check of the vegetation (and any remaining or regrowth vegetation from earlier cuts) will be undertaken, by the project ecologist or ECoW, within 48 hours prior to the commencement of work. All active nests will need to be retained with a species-appropriate (generally 5m) buffer until the young have fledged (species specific but typically 4-6 weeks). A watching brief will be undertaken during clearance in case any nests were not evident during the first check.

The buffer will need to be increased in the event of the presence of any Schedule 1 species as reckless disturbance as well of destruction of the nests of such species is an offence. Buffer zones regarding schedule 1 species are on a case by case, species by species basis and must be reflected accordingly.

If schedule 1 species are identified nesting, these areas must be retained, and suitable fencing and signage installed to prevent encroachment into these areas. It is an offence to recklessly disturbed adult and independent young in proximity to their nests as well as the nests themselves. Examples of appropriate installed work signs are shown in **Figure 4**. Signs can also be installed in regard to non-schedule 1 species, installed in full view in areas where nesting birds have been identified on the pre-work checks.



Figure 4: Work signage regarding nesting birds on the site. Source- www.Britishsafety signs.co.uk

<i>Bats (foraging and commuting)</i>	Full details of the recommended lighting strategy are detailed within the Wildlife Sensitive Lighting Strategy (Arbtech, 2026)
<i>Badgers and other terrestrial mammals</i>	The following recommendations are given in order to mitigate against potential harm to hedgehogs, badgers and other mammalian fauna during the development works. • The work zone will be checked for wildlife prior to works commencing, with any fauna encouraged to move away via their own volition or transported by gloved hand to the reptile receptor area if this not be possible. This will only apply to smaller mammal species. Larger mammals such as badgers and foxes will not be transported by hand. • Any inadvertently injured wildlife will be taken to an appropriate local wildlife carer or vet. • Any trenches dug will ideally be backfilled before contractors leave. If this is not possible they will be covered at night or have a rough sawn plank placed in them to act as a ramp for any wildlife which may fall in. They must be checked for wildlife before backfilling. • Security lighting must be directed away from undergrowth and vegetated site boundaries. • Any chemicals or pollutants used or created by the development will be stored and disposed of correctly according to COSHH regulations.

<i>Hazel Dormouse</i>	The boundary scrub and hedgerow habitats were considered to provide some suitable, but limited, habitat for dormice with some connections to offsite hedgerow areas, however these were considered to be of sub-optimal quality due to a limited species diversity. Under current proposals no impacts to optimal boundary features will be undertaken. However, should proposals change and discrete works be required it is considered, due to the low potential for this species to be present within the habitat, a precautionary approach to works is appropriate to safeguard any population present. There will be no impacts that could be detrimental to dormice at population level. Ecological Clerk of Works A qualified ecologist will be present on site to act as an ecological clerk of works (EcOW) during the clearance of vegetation of value to hazel dormouse. The EcOW will complete a toolbox talk to contractors immediately prior to vegetation clearance works to highlight the potential presence of dormice and to outline indicators of their presence and identification features. Pre-development vegetation clearance • Clearance of any suitable dormouse vegetation (e.g bramble and dense vegetation) will be undertaken outside of the dormouse hibernation season (November to March). • The clearance of the bramble will be undertaken in stages, under the supervision of a suitable qualified ecologist. • A pre-commencement check for the presence of dormice or their nests will be completed within the scrub and hedgerow to be removed. • Habitat clearance will begin at the centre of site moving outwards towards the woodland boundaries, allowing any dormice potentially present to move into retained woodland. During the active season (May to October), clearance will
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	proceed in small sections (2-3m at a time), with clearance of each area preceded by a search of habitats by the supervising ecologist to check for Dormice presence. • All vegetation clearance works will be carried out using handheld tools only (including mechanised handheld tools subject to the agreement of the onsite ecologist). • A toolbox talk will be given by the ecologist to contractors regarding the possible presence of dormice at the site. • In the unlikely event that a dormouse is identified, works must cease and advice must be sought from the project ecologist.
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2.0 Habitat Creation and Biodiversity Enhancement Measures

Table 3: Biodiversity enhancement measures for the site. These are also illustrated in Appendix 2 for habitat and 3 for fauna species.

Ecological/Biodiversity enhancement and management measures	This table includes any measure required to obtain or comply with planning permission, conditions ,or other consent and to comply with legislation.
Works	Specification
Bat Boxes	Overview: A total of two bat boxes will be installed at the site, comprising external bat boxes onto retained mature, retained trees. The proposed locations are shown on the plans provided in Appendix 2. Details of the bat boxes recommended for the sites are as follows: External bat boxes to be installed onto retained trees • The recommended bat boxes will be constructed of woodcrete/ woodstone. Boxes of this construction are known to require minimal maintenance and have a lifespan of 25 years plus. • 2 No. Schwegler 2F boxes (or similar) (see Figure 5) will be installed onto retained mature trees. • This bat box type is suitable to support a range of species including noctules <i>Nyctalus noctula</i> and soprano pipistrelles <i>Pipistrellus pygmaeus</i>. • The bat boxes will be positioned 3-5m above ground level facing a southern elevation with a clear flight path to and from the entrance, away from artificial light and facing vegetated habitats.

	 Figure 5 Schwegler 2F Universal Bat Box (image credit: Wildcare) Recommended management: The proposed bat boxes are designed to require no management or maintenance. Furthermore, preventing physical disturbance of bat boxes will increase the chances of occupation by roosting bats. However, it is recommended that the bat boxes are inspected annually for the first five years outside of the typical active season for bats (May to September inclusive) following installation. Bat boxes must be replaced if they are damaged, removed, or have fallen from their recommended location.
Bird Boxes	Five integrated bird boxes are proposed for this site. Three boxes will be installed within suitable structures and will be suitable for swift/house martin. The remaining two boxes will be suitable for passerines. Bird box specification: Integrated bird boxes to be integrated into the façade of new buildings (Sparrows) • The recommended bird boxes will be constructed of woodcrete/ woodstone. Boxes of this construction are known to have minimal maintenance and have a lifespan of 25 years plus.

	• 2 No. Sparrow Terrace 1SP (or similar) (see Figure 6) will be installed into the façade of new buildings. This bird box type is designed to provide enhanced nesting opportunities for house sparrow <i>Passer domesticus</i>. House sparrows are priority species listed on Section 41 of the NERC Act. However alternative species like tits will also utilise these boxes if sparrows are not present. • The bird box will be positioned approximately 3m above ground level facing a northern elevation where they will be sheltered from prevailing wind, rain and strong sunlight.  Figure 6: Schwegler 1SP Sparrow Terrace (image credit: Wildcare) <i>Integrated bird boxes to be integrated into the façade of new buildings (Swifts)</i> • The recommended bird boxes will be constructed of woodcrete/ woodstone. Boxes of this construction are known to have minimal maintenance and have a lifespan of 25 years plus. • Schwegler Swift Box Series 16 (or similar) (see Figure 7) will be installed into the façade of new buildings. This bird box type is designed to provide enhanced nesting opportunities for swifts. However, if swifts are not present, then these boxes can be used by other species, such as tits or house sparrows. • The bird box will be positioned approximately 5m above ground level facing a northern elevation where they will be sheltered from prevailing wind, rain and strong sunlight. • A strong open flight path must be available to these boxes.
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Figure 7: Schwegler No. 16 Swift Nest Box (image credit: Wildcare)

Recommended Management:

The proposed bird boxes are designed to require no management or maintenance. Furthermore, preventing physical disturbance of bird boxes will increase the chances of occupation by nesting birds. However, it is recommended that the bird boxes are inspected annually for the first five years outside of the typical nesting bird season (March to September inclusive) following installation. External bird boxes must be replaced if they are damaged, removed, or have fallen from their recommended location. Internal bird boxes will not be blocked or removed.

Invertebrate house	An insect box will be installed adjacent to the retained trees on the south boundary, facing the new meadow bank (Figure8). An insect box suitable for the site (or a similar alternative brand) can be found here: https://www.nhbs.com/national-trust-apex-insect-house
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Figure 8: Insect box (image credit <https://www.nhbs.com/national-trust-apex-insect-house>)

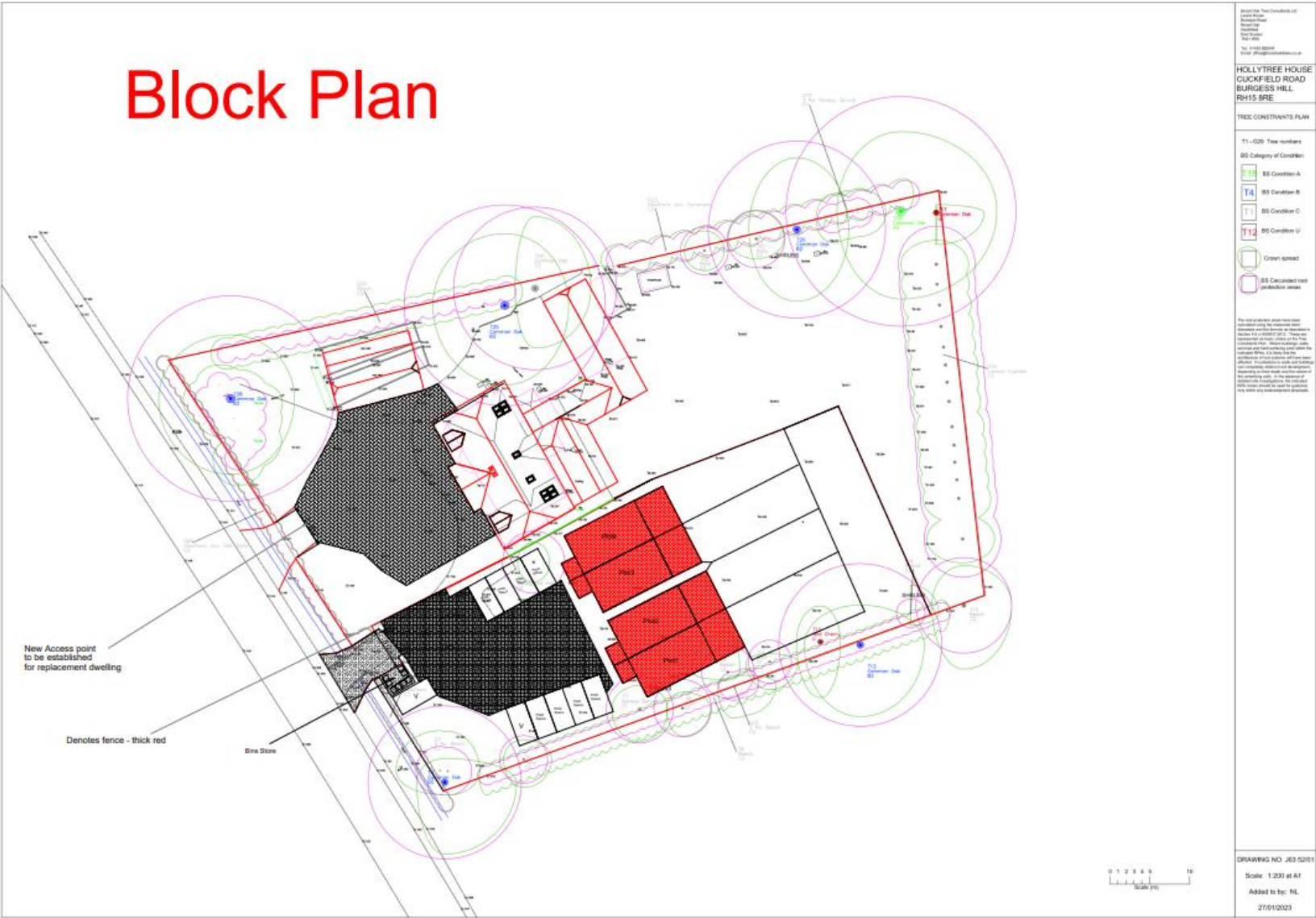
Compliance and Reporting

The EMEMP requires stakeholders to comply fully with the pre-construction and construction-related elements of any mitigation strategies agreed with the Local Planning Authority and Natural England under any license requirements. Construction activities will therefore be conducted strictly in accordance with the approved EMEMP. Regular inspections and monitoring will be undertaken to ensure compliance with the plan's requirements.

Any deviations or incidents that may affect ecological receptors will be immediately reported to the designated ecologist / Natural England. Updates to the EMEMP will be relayed to the Local Planning Authority.

The EMEMP will be periodically reviewed and updated as necessary throughout the construction phase to address changing site conditions and evolving ecological considerations.

Appendix 1: Proposed Plan



Appendix 2: Species specific enhancements.



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