



Construction Environmental Management Plan (CEMP)

Land at Highfields, East Grinstead

June 2026

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Land at Highfields, East Grinstead

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LPS

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1. Introduction

Background

- 1.1 Phlorum Limited was commissioned by LPS to compile a Construction Ecological Management Plan (CEMP) in relation to the proposed development at the Land at Highfields, East Grinstead, here on referred to as 'The Site'.
- 1.2 The National Grid Reference for the centre of the site is TQ 38999 37797. The survey area extended over approximately 1.2 hectares (ha).
- 1.3 This document defines the range of general and specific measures to which the Main Client and its contractors shall adhere during the works, to comply with both the Client's commitment, The Local Planning Authority's requirements, and current standards of best practice.
- 1.4 Phlorum Ltd (Phlorum), as specialist environmental consultants experienced in the management of major construction projects, has been appointed by LPS, on behalf of the EQ Care East Grinstead Ltd, to develop a CEMP-biodiversity which will be submitted to all contractors likely to be involved in the project. Compliance with the CEMP-Biodiversity will be a mandatory contractual requirement and compliance will be confirmed by Phlorum through monitoring and auditing.

Proposed Development

- 1.5 It is understood that the proposed development involves the demolition of the existing dwelling and the construction of a care home.

Planning

- 1.6 Planning permission has been granted, subject to various conditions, which include the following ecological conditions. The chapters these are addressed in within this report are given in brackets:

 "Condition 4 – CEMP: Biodiversity"

 *Prior to the commencement of any part of the development, a Construction Environmental Management Plan (CEMP: Biodiversity) shall be submitted to and approved in writing by the local planning authority, in line with the Relevant Method Statements and Working Practices (Leigh Ecology Ltd, June 2025) and the Badger Activity and Mitigation Proposals (Leigh Ecology Ltd, June 2025). The CEMP (Biodiversity) shall include the following:*

- Risk assessment of potentially damaging construction activities [Chapter 4 Section 4.7 Appendix A];

- *Identification of "biodiversity protection zones" [Chapter 4 Section 4.5];*
- *Practical measures (both physical measures and sensitive working practices) to avoid or reduce impacts during construction (may be provided as a set of method statements) [Chapter 4]*
- *The location and timing of sensitive works to avoid harm to biodiversity features. [Chapter 4 Section 4.33-4.35, Appendix E];*
- *The times during construction when specialist ecologists need to be present on site to oversee works [Chapter 4 Section 4.33-4.35, Appendix E];*
- *Responsible persons and lines of communication [Chapter 3, Section 3.7 - 3.10];*
- *The role and responsibilities on site of an ecological clerk of works (ECoW) or similarly competent person [Chapter 4, Section 4.29-4.31];*
- *Use of protective fences, exclusion barriers and warning signs The approved CEMP shall be adhered to and implemented throughout the construction period strictly in accordance with the approved details. [Appendix C and D].*

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) and s40 of the NERC Act 2006 (as amended)"

Previous Reports

- 1.7 This document has been developed with reference to the findings contained within the previous reports listed below:
-  Preliminary Ecological Appraisal (Phlorum, 2022);
 -  Badger Survey Report (Leigh Ecology Ltd, 2024);
 -  Ground Level Tree Assessment (Leigh Ecology Ltd, 2024); and
 -  Biodiversity Net Gain plan (Leigh Ecology Ltd, 2024).
- 1.8 The site comprised buildings, hardstanding, amenity grassland, broad-leaved semi-natural woodland, a swimming pool, scattered trees, introduced shrub, ornamental hedge, a line of trees, and individual trees.

CEMP-Biodiversity Report

- 1.9 This document has been compiled in the context of the proposals stated in this introduction and based on information made available by the client at the time. Alterations to the scheme and changes in ecological legislation may necessitate amendments to this document at a later stage.

- 1.10 The CEMP has been produced in accordance with the Guidelines for Ecological Report Writing (CIEEM, 2017) and BS42020:2013 Biodiversity – Code of practice for planning and development (2013).

2. Purpose of CEMP - Biodiversity

Purpose of the CEMP-Biodiversity

- 2.1 The purpose of this CEMP-Biodiversity is to set out the environmental criteria under which the works shall be carried out, taking account of relevant environmental legislation, and prevailing standards of best practice.
- 2.2 The CEMP-Biodiversity establishes a series of objectives and measures to be applied throughout the construction period to protect the environment and limit disturbance to residents and other sensitive receptors from construction activities.
- 2.3 The CEMP-Biodiversity sets out:
 -  the general principles to be applied during construction and the context within which mitigation measures will operate and be developed;
 -  the general provisions for construction site operations; and
 -  the general environmental requirements that need to be considered and adopted throughout the periods of construction.
- 2.4 The CEMP-Biodiversity will form part of the environmental management measures to be implemented by the contractors. A review system will be developed to ensure that commitments entered into with the relevant local and statutory authorities are complied with. Where required, regular monitoring of environmental effects will be carried out by the contractors, or their consultants, in accordance with the requirements set out in the CEMP-Biodiversity. The results of such monitoring will be audited by the Main Client and performance regularly reviewed with the contractors and the relevant authorities. This process will not remove any enforcement rights of local or statutory authorities but will help ensure potential problems are recognised and dealt with on a proactive basis.
- 2.5 The contractors shall be required to continuously review the CEMP-Biodiversity in conjunction with the Main Client, on the basis of discussions with the Local Planning Authority (LPA) and other relevant statutory bodies.

Relevant Legislation

- 2.6 The contractors will be required to comply with all relevant environmental legislation and Best Practice guidance during their work.
- 2.7 Protected species, including, species of reptiles and amphibians, all UK bats, the hazel dormouse dormice, otter, water voles and nesting birds are protected under the Wildlife and Countryside Act 1981 (as amended). Some rare bird species also receive protection under Schedule 1 of the Act. European protected species also receive protection under the Conservation of Habitats and Species Regulations 2010 (as amended). Badgers are afforded protection under the Protection of Badgers Act 1992.

Structure and Responsibility

- 2.8 The contractor shall need to identify the management structure responsible for implementing the CEMP-Biodiversity. The CEMP-Biodiversity will provide an overall management structure for ensuring and demonstrating compliance with contractor's environmental commitments, policies and objectives. This will include a programme of monitoring and auditing.
- 2.9 On tendering for the contract, the contractors shall nominate a suitably experienced manager to take responsibility for all issues associated with the environment. This shall include environmental management and compliance with all appropriate legislation and regulations and the development, implementation, monitoring, audit and updating of the CEMP-Biodiversity.

Training

- 2.10 The contractor shall be responsible for identifying the training needs of staff to ensure that all personnel whose work may cause an impact on the environment receive appropriate environmental training. Training and awareness should include:
-  briefing staff on the role of the CEMP-Biodiversity;
 -  provision of environmental elements in site induction talks; and
 -  giving Toolbox Talks on specific issues such as noise prevention, spillage prevention, and ecological protection etc.
- 2.11 All operatives on site will have appropriate Construction Industry Council Scheme (CSCS), or equivalent cards.

3. Site Operations

Worksite Layout and Appearance

3.1 The contractors shall take account of the following:

-  where the site is not naturally protected by existing fencing, or other barriers, temporary hoardings or fences will need to be erected to maintain public safety, prevent visual intrusion and if necessary, provide noise shielding;
-  the main client may require that hoardings include publicity information about the progress of the works and details of a Helpline, where appropriate;
-  lighting of the site for security and safety will be of a standard and arrangement acceptable to the reasonable requirements of the LPA, so as to prevent interference with local residents, local businesses, or sensitive wildlife areas. If night work is required, some impact from lights may be unavoidable. In these instances, lights should be screened, where possible, and directed downwards and away from properties;
-  security measures should be implemented by the contractors to prevent unauthorised entry to, or exit from, the sites; and
-  due to the space on the site and the sensitivity of the area, the contractors should ensure that no accommodation areas are provided for workers on the site.

Working Hours

- 3.2 The proposed working hours for the sites will be 08:00 to 18:00 hours, Mondays to Fridays and 08:00 to 13:00 hours on Saturdays, with no work on Sundays or Bank Holidays.
- 3.3 Whilst most work is likely to be possible during core working hours for the sites, there are several work areas/activities which may have to occur outside core hours and they are listed below.
-  Due to the construction programme, essential and specific work/activities may be required to extend outside core hours. Examples would be to enable concrete structures to be poured continuously and power floating. In these circumstances, a dispensation agreement will be required, prior to these activities to be carried out.
 -  Due to the special delivery of oversized plant and equipment (e.g. cranes), which may be required outside core hours, to ensure a limited impact as possible on the surrounding highways.

-  Fit out works inside the enclosed structure to be sanctioned with the prior agreement of the LPA.
- 3.4 Occupiers of nearby residential properties will be informed in advance of the works taking place and their duration. In the case of work required in response to an emergency, the local authority and local residents will be advised as soon as is reasonably practicable that the works are taking place and their likely duration.

Good Housekeeping

- 3.5 Under the terms of the contract the contractors will follow a "good housekeeping" policy at all times. This shall include but not necessarily be limited to:
 -  considerate site behaviour of contractor staff;
 -  prohibition of open fires;
 -  appropriate provisions for dust control and road cleanliness;
 -  the frequent cleansing of wheel washing facilities;
 -  frequent inspection of hoardings, their repair and re-painting, as necessary;
 - provision and maintenance of toilet and other welfare facilities;
 -  the removal of food waste;
 -  removal of rubbish at frequent intervals, leaving the site clean and tidy;
 -  the prevention of vermin and other infestations; and
 -  site lighting should not cause undue intrusion to residential properties.
- 3.6 The project will be carried out in compliance with the Considerate Constructors Scheme, or similar standard.

Responsibility for Enforcement

- 3.7 Work site inspections will be carried out by nominated representatives from the contractors and in addition, regular inspections will be carried out by the main client or its consultants. The main client will audit the implementation of the contractors works in accordance with the CEMP-biodiversity and all safety procedures.
- 3.8 The site manager will be responsible for carrying out daily inspections of the ecological barriers, fences, signs and ecological areas, to ensure that no repair work is required. Plus the daily site checks will also ensure that the workers on site have not moved these protective fence/barriers, signs or impacted on ecological areas.
- 3.9 A suitably qualified ecologist will provide the ecological clerk of works (ECOW) for the works as required and stated in the Control Measures (Section 4).

Information Helpline

- 3.10 The main client will require the contractors to develop a Helpline service to respond to inquiries, concerns or complaints raised by the general public or other affected bodies. All calls will be logged, together with response given. The callers concerns/requirements will be actioned in an appropriate manner. The contractors will establish a procedure which identifies the responsibility for actions arising from such calls at each stage, from receipt of the call to sign off of the completed action.

4. Biodiversity

Objective

- 4.1 The contractors shall comply with the relevant statutory provisions in respect of the protection of areas of nature conservation interest and of protected species and will control and limit, as far as reasonably practicable, any disturbance to such areas and such species.
- 4.2 Where species are protected by specific legislation, the contractors shall follow approved guidance to comply with those requirements and allow sufficient time for any licences or consents to be obtained.
- 4.3 The ecology survey of the site undertaken by Phlorum identified potential for breeding birds, badgers, bats, reptiles, hazel dormice, stag beetles, and hedgehogs on the site. There is also a badger sett on the site.

Existing Site

- 4.4 The ecology survey of the site undertaken by Phlorum, have identified a badger sett on site and potential for breeding birds, bats, reptiles, hazel dormice, stag beetles, and hedgehogs on the site. Three mature trees were noted as having moderate potential for roosting bats (Leigh Ecology Ltd, 2024). However, no bat surveys or aerial tree inspections have been undertaken to determine presence or likely absence.

Biodiversity Protection Zones

- 4.5 The ecological value of the site is moderate. The habitats are modified grassland, broadleaved woodland, lines of trees, introduced shrub, a swimming pool, buildings, and hardstanding. Areas of on-site habitat including broadleaved woodland and modified grassland, will be retained within the scheme. As a result, the biological protection zones (habitats) onsite are related to the retained woodland. Biological Protection Zones (species) will be required if protected species (e.g. nesting birds or roosting bats) are discovered during the works. The on site badger sett is also a biodiversity protection zone. The development area must be located away from the badger setts, ensuring a suitable buffer area of at least 30m is retained from the clearance area
- 4.6 The site also has some invasive plant species including rhododendron Target Note 2 (TN2) on Figure 1, but also the cherry laurel hedge (TN1) on site. These areas should be fenced off and then a suitable experience contractor will be used to remove these plants.

Risk Assessment

- 4.7 A risk assessment has been carried out of the potentially damaging activities on site. These include the following:
-  Demolition;
 -  Clearance of habitat (e.g. vegetation clearance);
 -  Pilling;
 -  Excavation of trenches;
 -  Work near badger setts;
 -  Work in proximity to tree root protection areas;
 -  Use of lighting at night time;
 -  Potential impact on bats;
 -  Potential impact on reptiles;
 -  Potential impact on nesting birds;
 -  Potential impact on dormice;
 -  Invasive plant species;
 -  Dust pollution; and
 -  Potential pollution incident.
- 4.8 A risk assessment for the ecological issues is provided in Appendix A.

Control Measures

Ecological Receptor Location

- 4.9 An ecological receptor location, will be maintained on site, away from the works area at all times, in case any protected species are discovered during the works. This receptor location will be outside the footprint of the works area but within the site boundary. The receptor location will be the retained woodland parcel, which will not be disturbed by the future works on site.

Demolition and Construction Works

- 4.10 The main building, a garage and two smaller timber sheds were inspected during the PEA (Phlorum 2022), this confirmed that no potential bat roosts were identified and no secondary evidence of bats was noted.
- 4.11 All construction staff on site will still need to be aware of the potential protected species on site. If any protected species are found onsite during the demolition and construction phase all works will cease, and a suitably qualified ecologist should be contacted immediately.

Vegetation Clearance

- 4.12 A suitably qualified ecologist will be required to supervise the works to ensure that no protected species are harmed or damaged during the works. It is recommended that the vegetation clearance works occurs outside the breeding season for birds, which covers March to September.

Pilling

- 4.13 Ensure pilling works does not occur within 30m of any badger sett (see badger section below).

Excavation of Trenches

- 4.14 Ensure that excavations are covered at night or a ramp installed to allow wildlife to escape such as badgers, otters or other small mammals (see badger section below).

Badgers

- 4.15 To safeguard any potential harm to badgers, buffers of at least 30m must be maintained around the active badger sett. Precautionary measures must be applied throughout the construction phase to safeguard badgers that may pass through the development area for foraging and commuting. A series of general precautions are given below.
-  The development area must be located away from the badger setts, ensuring a suitable buffer area of at least 30m is retained from the clearance area.
 -  Throughout construction, all on-site contractors must be made aware of the potential presence of badgers and other protected mammals such as hares, otters and water vole in the locality.
 -  All trenches must be covered at night or if this is not possible, ramps must be installed into the trenches to enable badgers to escape should they enter the excavations.
 -  All materials must be stored safely and lids securely fitted.
 -  A toolbox talk will be given by a qualified ecologist immediately prior to any ground works to discuss the potential for badgers to pass through the site and to provide information on legislation and the ecology of these species.
 -  No heavy machinery may be operated within 30m of the badger setts, with only handheld tools for groundwork.

Tree Protection

- 4.16 The root protection areas of retained trees must be left free from disturbance, and protected from contamination or compaction during the proposed works. Protection shall comprise a combination of tree protection fencing and temporary ground protection.

- 4.17 Tree protection fencing shall be installed around retained trees, in the location shown on the Tree Protection Plan. The specification for tree protection fencing shall be metal welded mesh panels (e.g. Heras panels), in concrete or rubber feet. The panels shall be supported by metal stabiliser struts mounted on either a base plate secured by ground pins, or in a block tray (refer to Appendix C). Any variation from this specification for tree protection fencing shall be discussed with the project arboriculturist and agreed in writing with the local authority arboricultural officer.
- 4.18 Signs shall be affixed to the fencing as shown in Appendix D to explain its purpose. The signs shall be affixed at a reasonable size and frequency to ensure they are easily visible to operatives at the site.

Light

- 4.19 At this stage it is not known if any construction activity will occur at night. However, some lighting may be needed for security reasons at night. Should the use of lighting be required in the construction phase, or over night for security, then it must be reduced as much as possible to ensure no, or limited, impact on wildlife, such as bats. This will involve ensuring that:
-  No lights are directed at any boundary features, such as hedges or trees;
 -  Shields/hood are used on lights to reduce light spill and glare; and
 -  Lights are turned off when not needed, and so timers and/or sensors are used to controls the lights where possible.

Bats

- 4.20 Tree 1814 and tree 1841, both identified for removal have been found to offer moderate potential for roosting bats. The trees must be assessed via an aerial inspection survey by a qualified bat surveyor and licensed tree climber prior to felling. If the trees are unsafe to climb a MEWP or ladder could be used, or night time bat emergence surveys carried out of these trees.

Where a roost is likely to be impacted by the works, and where avoidance is not possible, it may be necessary to obtain a licence, such as a European Protected Species Mitigation (EPSM) Licence or a Low Impact Class Licence, before the works can proceed and to complete any necessary mitigation.

Reptile

- 4.21 The proposed development is considered to have a low impact on any potential reptile populations, therefore a precautionary approach to vegetation clearance will be enough to safeguard these protected species groups.

- 4.22 The precautionary vegetation clearance will be carried out in stages, and in a controlled manner so that any reptiles can be encouraged move away from the area. The work will need to be supervised by the ecologist. Initially the ecologist will walk over the area to check if there are any reptiles visible. The initial vegetation clearance work will cut vegetation down to approximately 20-30cm above the ground. The second phase will cut the vegetation down to ground level. If any reptiles are found, then they will be collected and moved to the receptor location by the ecologist.

Nesting Birds

- 4.23 The vegetation clearance will take place outside the main bird nesting season which runs from March to August inclusive, with clearance works possible between September and February. Where this is not possible, the ecologist will check the vegetation for active nests and signs of bird breeding activity. If any nests are found then a buffer area will be created around the nest, and left until the birds have fledged. The buffer area should be fenced off and appropriate warning signs attached so staff know why it is fenced off.

Hazel Dormice

- 4.24 It is not felt that dormice will be significantly impacted by the proposed development. Therefore, a precautionary approach to the clearance of the site should be sufficient for protecting any dormice present. It is recommended that all clearance work is undertaken in the presence of a suitably qualified ecologist, who will guide the schedule of works.

Invasive Plant Species

- 4.25 The contractors will not knowingly introduce or cause to grow in the wild, species specified in Schedule 9 of the Wildlife and Countryside Act 1981 (as amended).
- 4.26 There are several growths of rhododendron growing on the site. The contractors will have to ensure that all staff are informed of these areas and the appropriate controls kept in place. All work in an invasive plant area should be supervised by a suitable qualified invasive plant specialist.
- 4.27 The Principal Contractor will have to ensure that the invasive plants, rhododendron, is not disturbed or spread across or offsite during the Demolition/construction phase. Ideally the plant will be excavated and removed from site and/or treated as part of a herbicide spraying regime.

Pollution Incident

- 4.28 A pollution incident could be caused by various ways, such as: dust blow off site on to ecological area or a fuel/chemical spillage/leak. To reduce the potential of these occurring the following controls will be carried out on site:
-  Ensure that spoils heaps, stores of dry materials, and haul roads are regularly sprayed with water, as required;
 -  All fuel, oils and chemicals are stored in bunded area (110% capacity)

-  Drip tray used under plant and/or generators used on site;
-  Spill response kits on site; and
-  Staff trained in use of spill response kit.

Ecological Clerk of Works (ECoW)

- 4.29 The role of the ECoW is to work with the developer or contractor and provide ongoing advice and support in addition to their compliance monitoring and reporting obligations, as set out in the BS 42020:2013. The ECoW's role on site will include:
-  Provision of ecological advice;
 -  Production and delivery of site inductions, toolbox talks and communications to contractors;
 -  Implementation and maintenance of exclusion zones;
 -  Supervision/ monitoring of the activities on site, such as vegetation clearance.
- 4.30 In the event that any protected species are found during development, all works must stop immediately and seek advice from the ECoW on how to proceed.
- 4.31 The times during development when the ECoW or appointed person needs to be present on-site are shown in timetable of ecological works in Appendix E.

Timing of Sensitive Works

- 4.32 Any clearance of sensitive ecological habitats will need to be supervised by a suitably qualified ecologist.
- 4.33 The contractors will, so far as reasonably practicable, avoid undertaking vegetation clearance during the relevant species' nesting, hibernation or rearing seasons, as appropriate.
- 4.34 Appendix E provides a timetable for the ecological works.

Protection of Habitats – Biodiversity Protection Zones

- 4.35 The principal contractor will be responsible for ensuring that the areas of retained vegetation are protected during the construction phase. This will create Biodiversity protection zones which will be protected during the works. This will involve the use of protective fences, and exclusion barriers. Where these are used warning signs will be used informing the workers of the ecological risks.

5. Dust Pollution

Objective

- 5.1 The contractors shall take all necessary measures to avoid significant environmental effects arising from dust on sensitive ecological habitats/species. These areas include the badger sett located Prior to the commencement of work, the contractors shall develop specific measures to limit dust emissions at source as part of the development of the CEMP-Biodiversity, such as Environmental Monitoring Procedures in accordance with best practical means (BPM).

Dust Control Measures

- 5.2 The contractors shall take all reasonably practicable measures to avoid creating a dust nuisance and shall propose measures acceptable to the LPA, prior to commencing work.
- 5.3 In the event that processes cause, or are likely to cause, the release of quantities of dust into the atmosphere, the contractors will undertake appropriate mitigation at source to minimise any emissions. Measures to control the propagation of dust will include one or more of the following practices under agreed programmes, as appropriate:
-  provide easily cleaned and properly drained hardstanding areas for vehicles entering, parking and leaving the site, with appropriate wheel washing facilities, including sumps and catchpits, which shall be kept clean by regular brushing and water spraying;
 -  site hardstanding areas will be kept free of any mud or debris deposited by site vehicles on roads or footpaths in the vicinity of the site;
 -  regularly damp down unsurfaced haul routes and verges as well as cleaning these areas where they are located close to sensitive locations and provide sealed surfacing, in order to prevent soil contamination;
 -  establish and enforce appropriate speed limits over any unmade surfaces, in order to minimise the creation of dust;
 -  control the cutting or grinding of materials on site, such that any dust created by these processes is minimised and does not migrate off the site, nor pose any significant environmental risks;
 -  vehicles loading and unloading dusty material should be screened and the material damped down;
 -  ensure that all vehicles are adequately sheeted;
 -  store materials, as far as possible from the site boundaries and sensitive receptors taking the prevailing wind direction into account; and

-  only mix concrete within areas which are enclosed and shielded, in order to prevent contamination of air and soil.

Monitoring

- 5.4 The contractor shall undertake dust monitoring at sensitive locations, as necessary.

6. Pollution Incident Control

Objective

- 6.1 As part of the development of the CEMP-Biodiversity, the contractors shall provide pollution incident control measures, in conjunction with Principal Contractor and its consultants and relevant authorities, to provide a rapid response to any uncontrolled releases or pollution incidents arising from the works.
- 6.2 The pollution incident control measures will set out systems to ensure that pollution effects upon people, land, air and water are contained and minimised and clean-up procedures are developed to respond effectively once an incident is discovered. The pollution incident control measures will also contain guidance on the storage and containment of hazardous substances.

Pollution Incident Control Plan and Emergency Contacts Procedures

- 6.3 The contractors shall prepare, maintain and provide an Emergency Contacts List and Procedures for the site, in consultation with the Principal Contractor and its consultants, the LPA, Fire Brigade, Police, Ambulance Service, relevant Statutory Authorities and affected neighbours. These Procedures shall be followed in any site emergency.

The procedures will contain emergency contact phone numbers and the methods for notifying the LPA and the Emergency Services for action by the contractors and the site staff. The procedures shall be agreed with the LPA, relevant statutory authorities and Emergency Services.

These controls will include:

-  Fuel, oils and chemicals stored in bunded containers with at least 110% capacity (as primary containment).
-  Drip trays used under single container, plant or generators, must have, as a secondary containment, 110% capacity,
-  Drip trays, or other secondary containment, for multiple containers must have capacity for which ever is greatest, either 25% of the combined capacity of all the containers, or 110% capacity of the largest container.
-  Spill response kits on site; and
-  Staff trained in use of spill response kit.

Appendices

Appendix A

Risk Assessment

RISK ASSESSMENT: Biodiversity Method Statement

Job Number: 14963
Job Title: Highfields, East Grinstead



Activity or work to be undertaken	Description of working environment
Management of the biodiversity, including protected species, on site during the clearance of vegetation clearance and development of the site.	Demolition of the existing dwelling and construction of a care home.

People at risk	Phlorum workers including temporary workers, plus the main contractor workers
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Hazard	Cause and potential consequence	Risk rating (RR) before control			HC	Control measures	Risk rating (RR) after control		
		S	L	Initial RR			S	L	Final RR
Failure of ensuring legal compliance	Working resulting in legal offence and potential prosecution as a result of impact on protected ecological habitat or species.	5	5	25	AC	Certain ecological habitats and species are protected under UK legislation. Some habitats/ species are protected under International law. Ensure all works complies with the appropriate legislation. Ensure ecological surveys are carried out prior to any works. Ensure that any works that impacts on protected habitats or species has the appropriate licences/approval, and the works are supervised by an ecologist, as required.	3	3	9
Protected Species (Bats, birds, badgers, dormice, reptiles)	Kill, injury, or take any protected species or destroy their nest/ roost/ sett/ place of rest.	5	4	20	AC	The ecologist will carry out a ground based visual inspection for signs of protected species. This will include looking for signs such as footprints, feeding remains, hairs, feces, setts/holts/nests and other resting places including potential bat roosting sites. If protected species are found in an area then the ecologist will leave the area and limit an disturbance to these species. Ensure that an ECoW is used to supervise the removal of any vegetation area/potential roost sites. This will involve any initial inspection prior to any works, and then supervision of the works until all potential bat roost features have been dismantled/removed. Clearance work to occur between May and September, inclusive, which is outside of their hibernation period. Bat boxes will need to be installed to ensure that there is continuity of potential bat roost, if a bat roost is being removed.	4	3	12
Trees	Tree Preservation order (TPO) can be applied to any trees and makes it an offence to cut down, top, lop, uproot or wilfully damage the tree. BS 5837 provide guidance on trees and includes root protection areas (RPA).	4	4	16	EC	Ensure that protective fences are installed around the root protection area of all trees and hedges retained on site. Signage will also need to be installed on the fences warning workers what the area is. If any works are required in the fence of areas then approval will need from the local tree officer.	3	2	6
Invasive plants	Spreading of invasive plants	4	3	12	AC	Use a member of the Property Care Association to manage the rhododendron.	3	2	6
Vegetation clearance	The removal of vegetation from the site and the potential harm of protected species or damage of their shelters.	4	3	12	AC	Ensure that trees and shrubs are felled to a foot above ground out of the bird breeding season (October to February). If needed trees need to be soft strip in sections, under an ecological watching brief. Ensure that the lower ground vegetation is only cleared out of the hibernation period for reptiles and amphibians (March to September). Vegetation clearance in a two phased approach. Ensure that an ecologist supervises the removal of all vegetation from the site to ensure no protected species are harmed or shelters damaged.	3	1	3
Demolition	The removal of structures which may have protected species in or around them, such as but not limited to, bat roost, and or bird nests. This could result in a protected species being killed or injured.	4	3	12	AC	Ensure an ecologist has carried out a bat roost and bird nest surveys of all structures prior to them being demolished. If necessary carry out appropriate activity surveys prior to demolition. Have an ECoW supervising the demolition works.	3	1	3

Excavation of trenches	Potential harm of protected species or damage of shelters, such as reptiles, amphibians, and badgers setts. Also danger of species getting trapped in trenches over night such as otters or badgers, as well as small mammals.	4	3	12	AC	Ensure that the vegetation is cleared under an ecological watching brief. Ensure that trenches are covered at night or ramps inserted so animals can escape if they fall in.	3	1	3
Fuel, oil or chemical spillage	Fuel, oil or chemical spillage resulting in contamination of an ecological habitat and/or species	2	5	10	EC	Ensure all fuel/chemicals are stored in bunded area (110% capacity). Ensure that there is a spill response kit on site and staff trained in how to use it. Ensure spillage and used spill kit is removed off site as hazardous waste. Use drip trays under plant to reduce a pollution incident. Store fine material, such as soil, sand, away from any water courses.	2	3	6
Lighting	Lighting can impact on protected species such as bats.	4	3	12	AC	No light directed at boundary features, particularly the Poole Harbour. Shields/hoods used to reduce light spill and glare. Lights turned off when not needed.	3	2	6
Dust	Dust and particles could result in poor eye sight, and breathing problems. Dust also cover plants reducing their potential to photosynthesise.	3	2	6	PPE. EC	Ensure appropriate PPE is used as required when conditions are dusty. Use water spray on haul roads and spoil heaps. Keep spoil heaps away from sensitive ecological areas. Ensure waste lorries are sheeted. Ensure speed limit on site is maintained.	3	1	3
Noise	Workers may experience noisy environments while working onsite. Noise can impact on wildlife.	3	2	6	PPE	Ear plugs are provided to all workers for work onsite. Ensure Noise levels near sensitive ecological receptors/ protected species is reduced.	2	1	2
Welfare and wellbeing	Lack of suitable welfare and wellbeing could result in employee issues and potential legal issues.	2	2	4	AC	If a principal contractor is managing a site, they will be responsible under CDM Regulations to provide suitable welfare and resting areas.	2	1	2

Further information

Risk Matrix Table 1. method statement.

	Name:	Position	Date
Prepared by:	Chloe Ruddell	Environmental Consultant	10/06/2026
Checked by:	Richard Schofield	Director	15/06/2026

Table 1: Risk matrix table (Severity multiplied by Likelihood)

		Likelihood (L)				
		Rare 1	Unlikely 2	Possible 3	Likely 4	Almost certain 5
Severity (S)	Negligible 1	1	2	3	4	5
	Minor 2	2	4	6	8	10
	Moderate 3	3	6	9	12	15
	Major 4	4	8	12	16	20
	Catastrophic 5	5	10	15	20	25

Critical /High risks (15 to 25) – Unacceptable. The proposed works needs to be reviewed and/or changed, or mitigating action must be implemented to reduce risks, before works commences.

Moderate risk (5 to 12) – Acceptable: the activity, equipment, systems of work must be reviewed and where reasonably practicable additional measures identified and implemented to reduce the risk to low, where possible.

Low risk (1 to 4) – Acceptable: Usually, no further action will be required except for monitoring to make sure that the risk levels do not change. However, if it is possible to reduce the risk levels still further, by using controls that are reasonably practicable, then this should be done.

Value		Severity (type of injury/illness/environmental issues)
5	Catastrophic	- Fatality or major injuries. - Illness/ medical condition result incapacity to work. - Major pollution incident, and/or toxic environmental damage. - Legal non-conformity.
4	Major	- Fracture of major bone or skull, loss of limb or eye. - Any injury/illness leading to more than 1 month off work. - High environmental damage.
3	Moderate	- Fractures (hand, wrist, ankle etc.) - Any other injury/illness leading to between 3 days and 1 month off work. - External medical treatment required. - Medium environmental damage.
2	Minor	- Minor ill health. - Injury/illness leading to less than 3 days off work - Some minor first aid required. - Low environmental damage.
1	Negligible	- Minimal or no environmental or health and safety issues. - No injuries requiring first aid requirements.

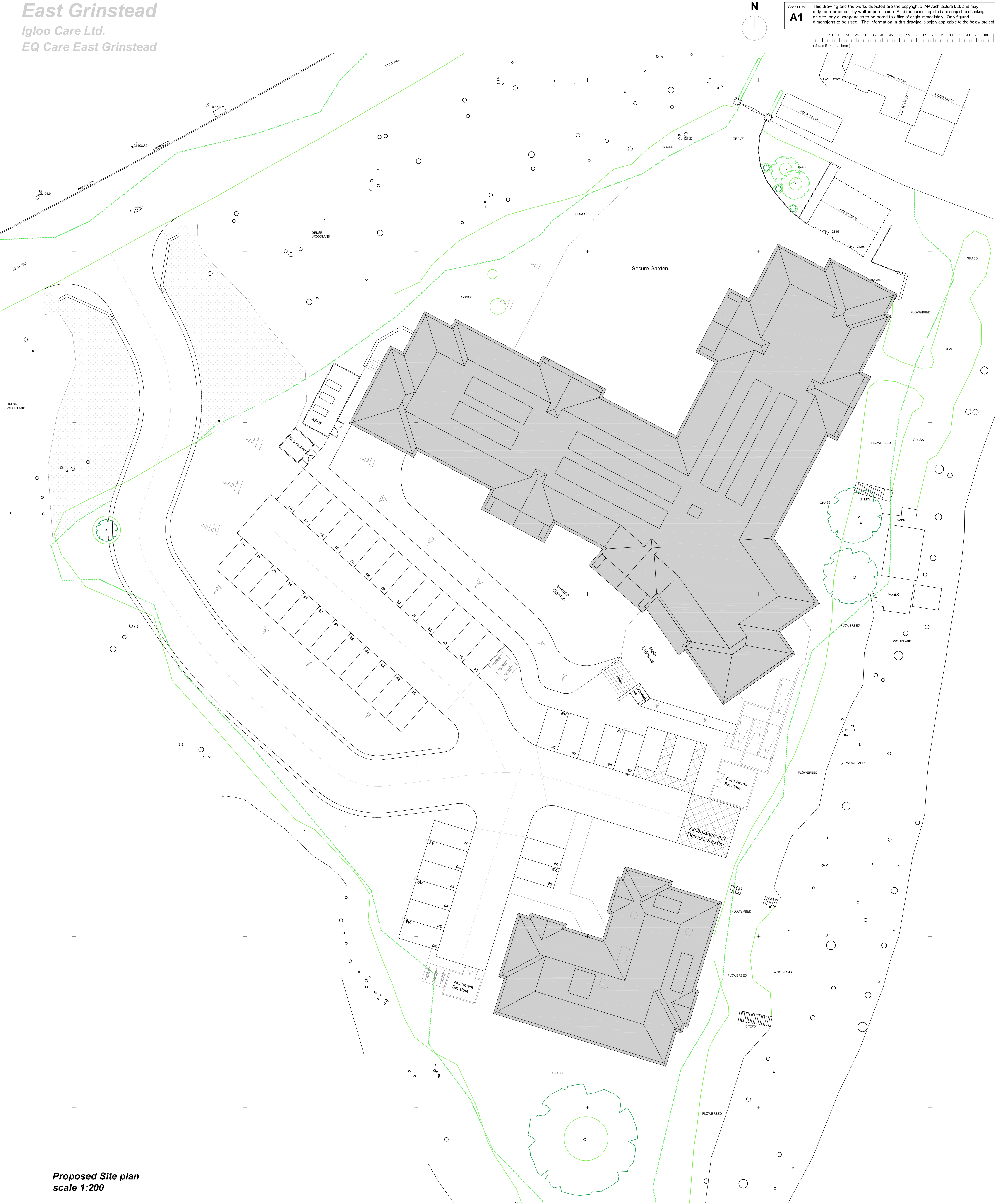
Value		Likelihood of occurrence
5	Almost certain	- Will undoubtedly happen/recur possibly frequently. - Expected to occur in normal circumstances (75-100%). [Legal non-conformity although not likely to happen will be given a default rating of 25, to show its severity and importance].
4	Likely	- Will probably happen/recur but it is not a persisting issue. - Probably will occur in time (50-75%).
3	Possible	- Might happen or recur occasionally. - May occur in time (25-50%).
2	Unlikely	Very unlikely to occur, only in exceptional circumstances, but it is possible it may do so (25%).
1	Rare	This will probably never happen. No previous incidence of non-compliance (less than 1%).

Hierarchy of Control:

Abbreviation	Hierarchy of Control (HC)	
E	Elimination	Eliminate the hazard.
S	Substitution	Provide an alternative that is capable of performing the same task and is safer to use.
EC	Engineering Controls	Provide or construct a physical barrier or guard.
AC	Administrative Controls	Develop policies, procedures and guidelines, in consultation with employees, to mitigate the risk. Provide training, instruction and supervision about the hazard.
PPE	Personal Protective Equipment	Personal equipment designed to protect the individual from the hazard.

Appendix B

Site Plan

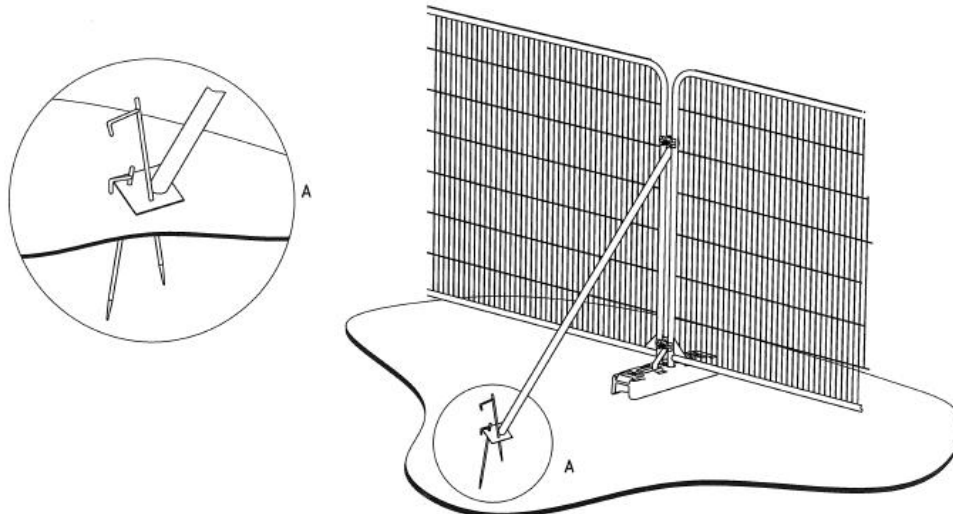


Proposed Site plan
scale 1:200

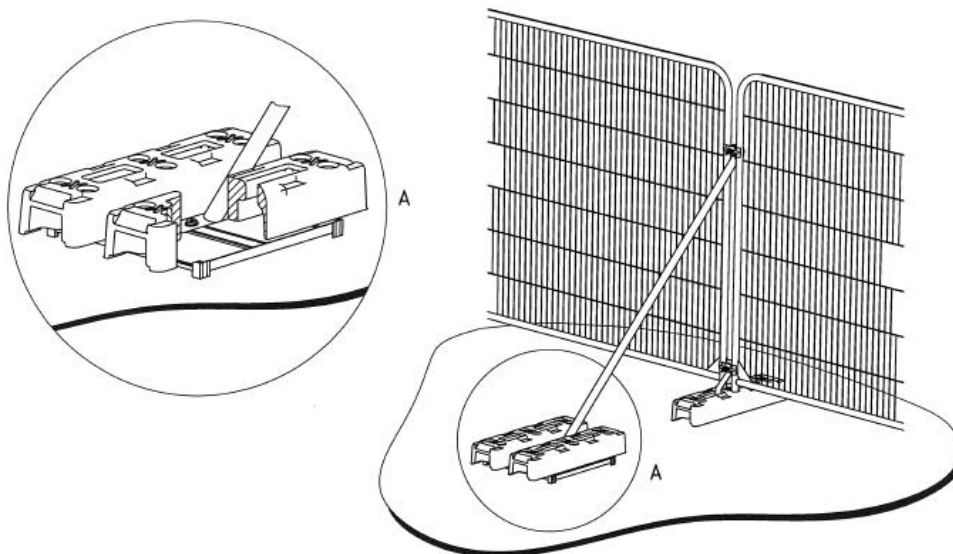
I03.04.25 H04.12.24 G26.11.24 F25.11.24 E26.11.24 D16.11.24 C11.11.24 B26.06.24 A30.07.24 Entrance road revised Cycle provision moved Road plan shown and car parking updated Care Home floor plan updated External provision added Apartment block size revised Site plan revised Site plan revised Site plan revised Revision Date Description			ST ST ST ST ST ST ST ST RP By:		
Client : Igloo Care Ltd. & EQ Care East Grinstead Project : Proposed Care Home Development at West Hill, East Grinstead RH19 4DL			AP ARCHITECTURE LIMITED Chartered Architect & Chartered Architectural Technologists Commercial Residential Retail Healthcare Offices		
Drawing : Proposed Site Plan Date : 25.07.24			ARB RIBA #    E-Innovation Centre, Priorslee, Telford, Shropshire. TF2 9FT www.ap-architects.co.uk mail@ap-architects.co.uk		
Drawing No : AP24022- D01			Revision : i Scale : 1.200 Tel : 01952 288 290 Birmingham - 0121 359 0260 Fax : 01952 288 291 Walsley - 01902 916 280		

Appendix C

Tree Protection Fencing Specification



a) Stabilizer strut with base plate secured with ground pins



b) Stabilizer strut mounted on block tray

Appendix D

Example Protective Fencing Signs



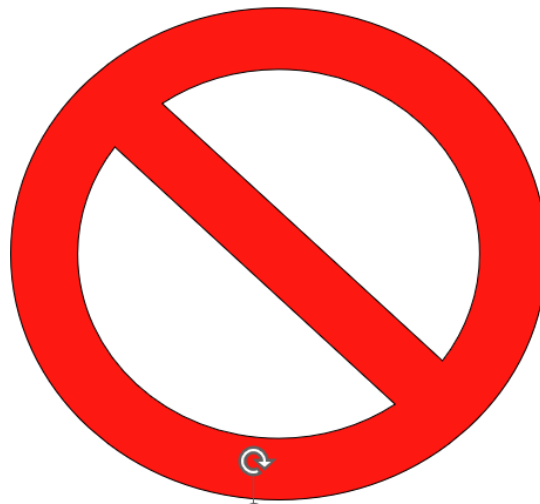
**PROTECTIVE FENCING. THIS
FENCING MUST BE
MAINTAINED IN ACCORDANCE
WITH THE APPROVED PLANS
AND DRAWINGS FOR THIS
DEVELOPMENT.**



**TREE PROTECTION AREA
KEEP OUT !**

**(TOWN & COUNTRY PLANNING ACT 1990)
TREES ENCLOSED BY THIS FENCE ARE PROTECTED BY
PLANNING CONDITIONS AND/OR ARE THE SUBJECTS OF A
TREE PRESERVATION ORDER.
CONTRAVENTION OF A TREE PRESERVATION ORDER MAY
LEAD TO CRIMINAL PROSECUTION**

**ANY INCURSION INTO THE PROTECTED AREA MUST BE
WITH THE WRITTEN PERMISSION OF THE LOCAL
PLANNING AUTHORITY**



**INVASIVE NON-NATIVE PLANTS
TREATMENT AREA
KEEP OUT OF AREA**

Appendix E

Timetable of Ecological Work



Timetable of Works

Activity	Timing	Comments	Person Responsible
Install fences/ barrier/signs	ASAP	The project ecologist can provide advice	Principal contractor/ site manager (with advice from project ecologist)
Clearance of short vegetation	March to October	Ecological watching brief required	Principal contractor/ site manager (with advice from project ecologist)
Clearance of shrubs, hedges and trees	October to February	Ecological watching brief required	Principal contractor/ site manager (with advice from project ecologist)
Demolition of buildings	May to September	Ecological watching brief required	Principal contractor/ site manager (with advice from project ecologist)
Work near protected species (badger sett)	1 st July to 30 th November	Ecological watching brief required. Badger licence may be required.	Principal contractor/ site manager (with advice from project ecologist)
Site inspections to ensure ecological controls/barriers /receptors are not damage/disturbed	Every day during the demolition and construction phase	If there are issue then the project ecologist can provide advice	Principal contractor/ site manager



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