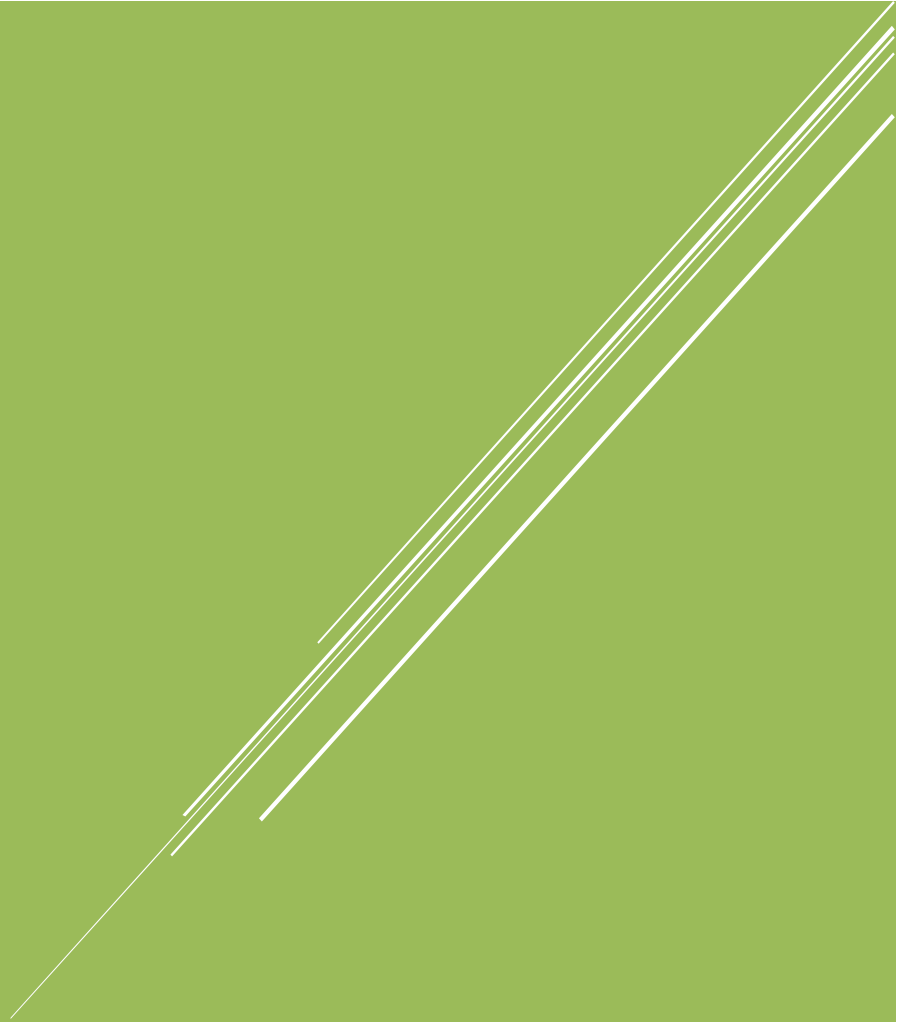




Construction & Ecological Management Plan

Land Off Church Road, Witherley, Leicestershire CV9 3NA

Date: June 2026

Prepared by: S Latham MCIEEM

N.B. Ecological reports may show information on legally protected, rare or vulnerable species. In such cases, it is recommended that appropriate caution be used when circulating copies.

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CONSTRUCTION & ECOLOGICAL MANAGEMENT PLAN	
Surveyor	S Latham
Planning Reference	25/01231/FUL
Site address	Land Off Church Road, Witherley, Leicestershire CV9 3NA
Proposed Works	Erection of a single self-build dwelling and detached garage (Use Class C3)
Boundary as specified by the client	YES

Report Version Control

VERSION	DATE	AUTHOR	DESCRIPTION
1.0	19 June 2026	S Latham MCIEEM	Document created
1.0	22 June 2026	S Latham MCIEEM	Document completed
1.0	22 June 2026	S Archer ACIEEM	Document reviewed

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INTRODUCTION

This Construction and Ecological Management Plan (CEMP: Biodiversity) provides recommendations for ecological management, avoidance, mitigation, monitoring and enhancement measures to be incorporated into the construction phase of the proposed development. It has been prepared to support compliance with national and local planning policy, relevant wildlife legislation, planning conditions, best practice guidance and the ecological recommendations for the site.

It is important to remember that biodiversity is not only the number of individual species present but also includes the abundance, distribution and ecological function of those species and habitats. This plan therefore takes a practical ecosystem approach, aiming to protect retained habitats, avoid harm to wildlife, maintain habitat connectivity and provide clear on-site instructions for contractors.

The plan and its actions should be reviewed at agreed intervals and, where necessary, amended or updated to reflect changing site conditions, additional ecological findings, or changes in the programme of works.



LEGISLATIVE CONTEXT

The Conservation of Habitats and Species Regulations 2017 (as amended) enacts the Directive 92/43/EEC on the Conservation of Natural Habitats and of Wild Fauna and Flora, and Directive 79/409/EEC on the Conservation of Wild Birds, into UK law.

The Regulations define European Protected Species ('EPS' including all UK bat species) which are assigned a greater level of protection than that afforded under other domestic legislation. Key offences under the Regulations of relevance to the site include:

- The damage or destruction of a breeding or resting place used by an animal of an EPS (e.g. a bat roost).
- The deliberate killing or injury of any animal of an EPS.
- The deliberate disturbance of any animal of an EPS.

The Wildlife and Countryside Act 1981 (as amended) forms the primary piece of UK legislation relating to the protection of habitats and species (including nesting birds, reptiles and widespread amphibians). Key offences under the Act of relevance to the site include:

- The intentional or reckless damage or destruction of nests or eggs of any wild bird.
- The intentional or reckless killing or injury of any native reptile.

Additionally, badgers and their setts are protected under the Protection of Badgers Act, 1992.



BACKGROUND

PURPOSE

The Construction & Ecological Management Plan (CEMP) presented here has been prepared to ensure protection of habitats and wildlife species. The following ecological features have been considered:

- Statutory and non-statutory designated conservation areas.
- Areas of Ancient Woodland.
- Legally Protected Species.
- Priority Habitats and Species.
- and Invasive species.

Legislation and policies about protected and notable designated sites, habitats and species are provided in Appendix 1.

SCOPE OF WORKS

The CEMP is principally concerned with the site preparation phase of construction. This will include:

- The clearance of on-site tree and shrub vegetation.
- The clearance of on-site grassland and scrub vegetation.
- Groundworks.

The CEMP is intended to cover only the construction phase and makes no prescription for operational phase management procedures. A copy of this document should be retained on-site for reference for the duration of construction.

This CEMP does not replace any separate Landscape and Ecological Management Plan (LEMP), Habitat Management and Monitoring Plan (HMMP), Arboricultural Method Statement, Construction Traffic Management Plan, drainage design, pollution prevention plan or other approved technical document. Where operational-phase habitat management is required, this should be secured through a separate LEMP/HMMP or equivalent.

PLANNING CONDITION AND APPLICABLE DOCUMENTS

This CEMP should be read in conjunction with the approved planning drawings and all relevant ecological, arboricultural, landscape and drainage information for the site. Where this



document is used to discharge a planning condition, the wording of that condition should be inserted below.

Document / Information	Status / Notes
Planning permission reference	25/01231/FUL
Relevant planning condition	LCC Response
Approved site layout	07H
Preliminary Ecological Appraisal / Ecological Assessment	Preliminary Ecological Appraisal, Learn Ecology, December 2025
Phase 2 Protected Species Surveys	Reptile Survey Report, Croft Ecology, May 2026
Arboricultural report / tree protection plan	AEL-19258
BNG metric / BNG statement / HMMP	N/A – Self Build exemption
Drainage / SuDS strategy	N/A
Landscape plan	07H

ROLES & RESPONSIBILITIES

The applicant has appointed The BNG Guy to provide ecological advice and, where required, an Ecological Clerk of Works (ECoW). The applicant has appointed contractors to undertake clearance and construction works. All parties are responsible for ensuring that the ecological control measures set out in this CEMP are understood, implemented and recorded.

Role	Responsibilities
Applicant / Client	Ensure this CEMP is issued to the Principal Contractor and implemented. Ensure suitably qualified ecological advice is available where required. Ensure planning conditions and approved ecological documents are complied with.
Principal Contractor / Site Manager	Take day-to-day responsibility for implementing this CEMP on site. Ensure all operatives receive the ecological toolbox talk, maintain protection measures, undertake daily checks, keep records and contact the ECoW if unexpected wildlife or ecological risks are encountered.
Ecological Clerk of Works (ECoW)	Advise on ecological constraints; deliver or approve toolbox talks; supervise sensitive works where required; inspect protection measures; provide reactionary advice; record site visits; liaise with the LPA or other relevant bodies where required.
Subcontractors and Site Operatives	Comply with toolbox talk instructions, RAMs, exclusion zones, lighting controls, pollution prevention measures and stop-work procedures. Report any wildlife, nests, burrows, spills, damaged fencing or uncertainty to the Site Manager immediately.

The ECoW should be a suitably qualified and experienced ecologist. Where protected species licensing is required, works must be undertaken by or under the supervision of an appropriately licensed person in accordance with the licence and approved method statement.



IMPORTANT ECOLOGICAL FEATURES

In order to inform the CEMP presented here, a desktop study and site walkover survey were completed during December 2025 by Learn Ecology. This was necessary to ensure an accurate understanding of the baseline ecological conditions, such that suitable construction-phase control measures may be implemented to avoid and minimise the potential for, and effects of, ecological impacts. A summary of the baseline conditions is provided here.

HABITATS & FLORA

The area of detailed ecological study referred to as 'the site' comprises of an area of land located to the west of the village of Witherley in Leicestershire, approximately 400m north of the A5 and immediately east of the River Anker.

The site currently comprises neutral grassland and bramble scrub with boundaries formed of lines of trees and native hedgerow. The mature and semi-mature trees that form the north and western boundaries, particularly the mature oaks to the west look to be in good condition and likely provide habitat for a large range of invertebrates and some small mammals. It is strongly recommended that they are retained. However, if any impacts are intended on these trees an arboricultural survey will be required to fully evaluate those impacts.

SPECIES

During the preliminary ecological assessment (Learn Ecology, 2025), the site's native hedgerows and tree lines are all of good ecological value, providing a sheltered, extensive connectivity feature across the wider landscape. The relative density of woody species present and in-setting of trees provides a further source of both shelter and forage in the form of berries and nectar provided by these species. While the quick establishment of the species over the site's habitats is to be managed, to avoid it from outcompeting the grassland species present, limited patches should be retained where possible to retain their value to local fauna.

The habitats do hold good flight path and foraging habitat, in that it offers continuous high-quality habitat that is well connected to the wider landscape that is likely to be used regularly by bats for flight paths such as river/streams, hedgerows, lines of trees and scrub. A lighting scheme should be implemented along the guidance in Bats and Artificial Lighting at Night (ILP, 2023).

The PEA also recommended that reptile surveys should be undertaken to determine the presence/absence of reptiles on Site.



The seven presence / likely absence surveys for reptiles, carried out at the Site during March & April by suitably experienced ecologists (Croft Ecology, 2026), recorded a single grass snake during three of the surveys, therefore the Site supports a low population of grass snake with occasional use of the Site.

The ivy-covered bare ground in the east of the Site, where the grass snake was identified, is due to be retained under the current proposals.

Given that the grass snake was consistently recorded within the ivy-covered area in the east of the Site, this habitat, and a corridor linking to the west of the Site, should be retained and protected during construction. Temporary Heras fencing should be installed prior to works to demarcate a no-go ecological protection zone. This will prevent accidental encroachment and retain a suitable refuge area for reptiles throughout the construction phase. The retained habitat will be enhanced through the provision of log and brash piles at its margins and sensitive maintenance.

As the three reptile sightings are likely to be the same individual grass snake, due to the marking within the yellow collar, the Site is considered to support a low grass snake population. Whilst the Site provides suitable habitat and connectivity to other suitable habitat in the wider landscape, the low population suggests that the grass snake observed likely uses the Site for occasional foraging and basking as part of its wider network, rather than as its main resource. Therefore, there is a reasonable likelihood that grass snake may be present during the works.

Due to the low population recorded on Site, translocation would be disproportionate.



BIODIVERSITY PROTECTION ZONES

Biodiversity Protection Zones (BPZs) should be established before works commence. These zones are areas where retained ecological features are to be protected from accidental damage, storage, tracking, lighting spill, pollution, excavation or other construction impacts.

Feature / Area	Risk	Protection / Control
Retained hedgerows and tree lines	Root damage, branch damage, compaction, lighting spill, accidental removal and loss of wildlife corridor function.	Protect using fencing/signage where appropriate; maintain as Construction Exclusion Zones; no storage, fires, refuelling or excavation within the zone; avoid lighting spill.
Retained mature trees and groups of shrubs	Root Protection Area damage, compaction, bark/branch damage and accidental pruning.	Protect in accordance with BS5837:2012 and any arboricultural method statement/tree protection plan.
Rough grassland, tall vegetation and scrub margins	Killing/injury of nesting birds, reptiles, amphibians, hedgehogs or small mammals during clearance.	Phased clearance using RAMs; pre-works nesting bird check where required; clearance direction towards retained habitat.
Habitat piles, log piles, dead hedge and deadwood	Killing/injury of sheltering wildlife; loss of microhabitat.	Retain where possible. If movement is necessary, check carefully first and relocate under ECoW advice.
Bee hives	Disturbance to bees and potential health/safety risks to operatives.	Maintain suitable working buffer; brief contractors; avoid vibration, impact or obstruction of hive flight paths.
Bat-sensitive corridors	Disruption of foraging/commuting habitat through lighting or vegetation loss.	Maintain dark corridors, avoid lighting of hedgerows and tree lines, and follow ILP/BCT lighting guidance.
Site compound/material storage areas	Accidental encroachment into retained habitat, compaction, pollution and attraction of wildlife to waste.	Locate outside BPZs and RPAs; agree with Site Manager/ECoW before use; keep tidy and secure.
River Anker 10m riparian buffer	Encroachment, sediment release, pollution, disturbance to riparian habitat, reptiles, bats, otter/water vole if present and aquatic ecology.	Minimum 10m buffer from top of bank. Retain scrub/riparian vegetation. Install 1.5m high protective fencing/Heras fencing prior to works. No storage, tracking, refuelling, lighting, excavation or compound within buffer.

A constraints plan should be appended to the site copy of this CEMP showing retained trees, hedgerows, habitat piles, rough grassland, construction exclusion zones, compound areas, access routes and any ecological supervision areas. Where no plan is available at the time of issue, the Site Manager and ECoW should agree and markup a plan before works commence.



PRE-COMMENCEMENT REQUIREMENTS

No enabling works, vegetation clearance or groundworks should commence until the following pre-commencement items have been completed, where relevant.

Requirement	Responsibility	Evidence / Record
CEMP issued to Principal Contractor and relevant subcontractors	Applicant / Site Manager	Email issue record / site pack
Ecological toolbox talk completed for site team	ECoW / Site Manager	Attendance register
Tree and hedgerow protection installed	Principal Contractor	Photographs / ECoW sign-off
Biodiversity Protection Zones marked on site	Site Manager / ECoW	Marked-up plan / photos
Site compound, access routes and material storage areas agreed	Principal Contractor	Marked-up plan
Pre-works nesting bird check completed where vegetation clearance is proposed in or near nesting season	ECoW	ECoW inspection note
Excavation/wildlife escape measures available	Principal Contractor	Daily site check records
Spill kits available and refuelling areas agreed	Principal Contractor	Inspection record
External/temporary lighting controls agreed	Principal Contractor	Lighting plan/specification/photos
Emergency ecological and environmental contacts displayed	Site Manager	Site notice

A constraints plan should be appended to the site copy of this CEMP showing retained trees, hedgerows, habitat piles, rough grassland, construction exclusion zones, compound areas, access routes and any ecological supervision areas. Where no plan is available at the time of issue, the Site Manager and ECoW should agree and markup a plan before works commence.



ECOLOGICAL CONTROL MEASURES

TREES & HEDGEROWS

Protection Measures

Where appropriate, all retained trees, hedgerows and groups of shrubs should be protected by Tree Protection Fencing (TPF) for the duration of construction activities, in accordance with BS5837:2012 and any approved arboricultural method statement. No works, including initial site clearance, should commence until the TPF has been erected around retained trees and hedgerows where required.

The fencing should remain in place and be maintained fully intact and upright until completion of construction operations. Signage should identify these areas as Construction Exclusion Zones. No heavy plant, machinery, excavations, fires, refuelling, chemical storage, soil storage, materials storage or parking should be permitted within these areas.

Outcome

Subject to implementation of the above controls, it is anticipated that no damage will occur to retained trees and hedgerows during construction operations.

BAT SPECIES

Protection Measures

No evidence of bats was recorded during the preliminary assessments and no significant bat roost potential was identified in the inspected trees or buildings. As such, no impacts to roosting bats are anticipated based on the current information. However, bats are mobile and may use retained trees, hedgerows and the wider landscape for commuting and foraging.

- Any external lighting should be designed to avoid light spill onto retained hedgerows, tree lines, bat boxes and dark corridors.
- Lighting should follow Bats and Artificial Lighting at Night guidance, using low-level, directional, warm-spectrum and motion-controlled lighting where practicable.



- If any bat or suspected bat roost is discovered during works, the stop-work procedure in Section 10 must be followed immediately.
- Bat boxes should be installed in suitable retained habitat away from direct lighting as part of site enhancement.

Outcome

Many actions relating to construction and bats are obligatory to comply with current legislation.

There is also the need to observe planning policy and best practice as recognised by the various statutory authorities.

There is a large body of national and international legislation protecting bats and their habitats. Construction of the development is not anticipated to adversely affect bat species. If any roosting bats are found within the development site, an ECoW will be appointed.

BIRD SPECIES

Protection Measures

In order to minimise the potential for impacts to nesting birds, vegetation clearance should ideally be undertaken outside the main nesting bird season, which is generally March to August inclusive. However, active nests can occur outside this period depending on species and weather conditions.

- If clearance is required during the nesting bird season, a pre-works nesting bird check should be completed by the ECoW no more than 24-48 hours prior to works.
- If an active nest is identified, an appropriate exclusion buffer must be established and retained until the ECoW confirms the nest is no longer active.
- Site personnel should remain vigilant for nesting birds, including ground-nesting species and birds nesting in vegetation, buildings, stored materials or plant.

Outcome

Site works will be undertaken with sensitive seasonal timing, avoiding impacts to nesting birds and ensuring compliance.



AMPHIBIANS, REPTILES, HEDGEHOGS AND SMALL MAMMALS

Protection Measures

The river Anker was identified within 500 m of the site during the preliminary assessment. The site contains rough grassland, hedgerows, habitat piles, dead hedges and garden habitats that may provide refuge opportunities for common amphibians, reptiles, hedgehogs and small mammals.

A reptile survey was undertaken (Croft Ecology, 2026) and observed a low population of grass snake on-site with a count of 1 individual. Sensitive working practices under the supervision of an Ecological Clerk of Works and no-go ecological protection zone as outlined within the report should be followed.

“A 10m buffer zone from the river course will be enforced with a 1.5m high fence; this will protect the scrub vegetation along the west of the Site and maintain suitable habitat for passing reptiles. The ivy-covered bare ground in the east of the Site, where the grass snake was identified, is due to be retained under the current proposals. Given that the grass snake was consistently recorded within the ivy-covered area in the east of the Site, this habitat, and a corridor linking to the west of the Site, should be retained and protected during construction. Temporary Heras fencing should be installed prior to works to demarcate a no-go ecological protection zone. This will prevent accidental encroachment and retain a suitable refuge area for reptiles throughout the construction phase. The retained habitat will be enhanced through the provision of log and brash piles at its margins and sensitive maintenance”.

The risk to amphibian and reptile species is considered low, but precautionary Reasonable Avoidance Measures (RAMs) should be implemented.

Stage	Precautionary method
First cut	Reduce vegetation to approximately 150 mm using hand tools/brushcutter where appropriate and working carefully to allow wildlife to disperse.
Second cut	After a minimum 24-48 hour settling period, reduce vegetation to ground level where required.
Direction of clearance	Clear progressively from the centre of the working area outwards towards retained habitats, rather than trapping animals against barriers.
Habitat piles/log piles	Check carefully before moving. Retain in situ where possible or relocate under ECoW advice.
Arisings	Remove arisings promptly to avoid creating new refuges within working areas.
Excavations and pipes	Cover excavations overnight or provide escape ramps. Cap open pipes and check trenches before backfilling.

BADGER AND OTHER MAMMALS

Protection Measures

No specific badger sett constraints have been identified. Nevertheless, contractors should remain vigilant for mammal burrows, badger activity, hedgehogs and other wildlife. If a potential sett, mammal burrow, latrine, injured animal or trapped animal is encountered, works must stop in the immediate area and the ECoW must be contacted for advice.



IDENTIFICATION OF POTENTIALLY DAMAGING CONSTRUCTION ACTIVITIES ON THE RIVER ANKER

The River Anker and its associated scrub and riparian habitats represent sensitive ecological receptors. The proposals should therefore be sited a minimum of 10m away from the top of the riverbank, with the existing scrub, bankside vegetation and riparian habitat retained and protected throughout the construction phase.

The 10m buffer should be treated as an ecological protection zone unless otherwise agreed with the project ecologist and the Local Planning Authority. No built development, construction compound, material storage, spoil storage, refuelling, plant parking, tracking, lighting columns or unnecessary access should take place within this buffer. The retained scrub and riparian vegetation should be clearly demarcated prior to works commencing, using protective fencing, signage or another suitable exclusion measure.

The following construction activities have the potential to damage the River Anker, its bankside habitats, or associated ecological function if not appropriately controlled.

Encroachment into the 10m Riparian Buffer

Accidental or unauthorised encroachment into the 10m buffer may result in trampling, compaction, damage to scrub and bankside vegetation, disturbance to wildlife, bank destabilisation and increased risk of sediment or pollutants entering the River Anker.

The 10m buffer should be marked out before works commence and retained as a construction exclusion zone. No machinery, materials, stockpiles, waste, welfare units or temporary works should be placed within this area unless agreed in advance by the Ecological Clerk of Works.

Vegetation Clearance and Bankside Disturbance

Removal, cutting, tracking over or disturbance of scrub and riparian vegetation could result in the loss or degradation of habitat, reduced bank stability, increased erosion and disturbance to protected or notable species. The retained scrub and riparian habitats may provide nesting habitat for birds, foraging and commuting habitat for bats, shelter for mammals, and refuge for amphibians, reptiles and invertebrates.

Vegetation clearance should be avoided within the 10m buffer. Where minor works are unavoidable, they should be subject to prior ecological inspection and undertaken using a precautionary method agreed by the ECoW.

Groundworks and Excavations

Excavation, soil stripping, grading, trenching or other ground disturbance close to the River Anker may increase the risk of sediment entering the watercourse through runoff, erosion or accidental collapse of exposed soils. Sediment pollution can smother aquatic habitats, reduce water quality, affect fish spawning gravels and impact aquatic invertebrate communities.



Groundworks should be located outside the 10m riparian buffer wherever possible. Any excavations near retained habitats should be covered overnight or provided with a suitable means of escape to prevent wildlife becoming trapped.

Movement and Operation of Plant and Machinery

The use of heavy plant, machinery and vehicles near the river may cause soil compaction, damage to retained scrub, rutting, bank instability and accidental pollution. Tracking close to the riverbank may also create pathways for sediment-laden runoff to enter the River Anker. Plant and vehicle movements should be restricted to designated access routes outside the 10m buffer. Refuelling, maintenance and plant storage must take place away from the river corridor and within designated areas only.

Storage of Materials, Soil and Waste

The storage of construction materials, spoil, chemicals, fuels, cement, waste or loose aggregates close to the River Anker may result in pollution, sediment release, habitat damage or obstruction of retained riparian habitat.

All materials, waste and spoil should be stored outside the 10m buffer and in designated areas where runoff cannot enter the river. Stockpiles should be covered or stabilised where necessary.

Pollution from Fuel, Oils, Chemicals and Cement

Accidental spills or leaks of fuel, oils, lubricants, hydraulic fluids, chemicals, wet concrete or cement washout could cause significant harm to the River Anker. Cement and concrete washout are particularly harmful to aquatic environments due to their high alkalinity.

All fuel, oils and chemicals should be stored in secure, bunded containers away from the river corridor. Spill kits must be available on site, and all personnel should be briefed on the emergency spill response procedure. Concrete washout must only take place in a designated contained area and must not be discharged to the ground, surface water drains or the river.

Surface Water Runoff and Sediment Release

Construction works may increase areas of bare ground, compacted surfaces and disturbed soils, resulting in increased surface water runoff. Without appropriate controls, runoff may carry silt, sediment, hydrocarbons or other pollutants into the River Anker.

Existing scrub and riparian vegetation within the 10m buffer should be retained to help intercept runoff and maintain the ecological function of the river corridor. Additional sediment control measures should be installed where required, including silt fencing, straw bales, settlement areas, geotextile protection, temporary drainage controls or buffer strips.

Temporary Lighting and Night Working

Temporary lighting associated with construction activities may affect the ecological function of the River Anker as a commuting and foraging corridor for bats and other nocturnal



wildlife. Light spill onto the river, scrub, bankside vegetation, trees or hedgerows may reduce habitat suitability and disrupt natural behaviour.

Night working should be avoided where practicable. Where lighting is required for safety or security, it should be low-level, directional, cowled and positioned away from the 10m riparian buffer. Lighting should not illuminate the river corridor or retained scrub habitat.

Noise, Vibration and General Disturbance

Construction activities may create noise, vibration and physical disturbance that could affect wildlife using the River Anker and associated riparian corridor. This may include birds, bats, otter, water vole, fish and other aquatic or bankside species where present or potentially present.

Works should be planned to minimise unnecessary disturbance, particularly during sensitive periods for wildlife. Where works are required close to the 10m buffer, the ECoW should advise on the need for pre-commencement checks, exclusion zones or further species-specific safeguards.

Temporary Works, Crossings or Access Near the River

Any temporary access routes, scaffolding, working platforms, haul roads, culverts, crossings or other temporary works close to the River Anker may result in direct habitat loss, bank damage, shading, sediment release or obstruction of the riparian corridor.

Such works should be avoided within the 10m buffer. Where unavoidable, they should be designed to minimise the working footprint, avoid in-channel impacts, maintain ecological connectivity and prevent pollution or sediment entering the watercourse.

Summary of Key Risks

The principal risks to the River Anker during construction are considered to include:

- accidental encroachment into the 10m riparian buffer;
- loss or degradation of retained scrub and bankside habitat;
- sediment release and reduced water quality;
- accidental pollution from fuels, oils, chemicals or cement;
- damage to bankside vegetation and riparian habitats;
- disturbance to protected and notable species;
- increased erosion or bank instability;
- inappropriate storage of materials or waste;
- light spill affecting nocturnal wildlife corridors; and
- damage to the ecological function of the River Anker corridor.

These risks will be controlled through the retention of a minimum 10m undeveloped buffer from the riverbank, protection of existing scrub and riparian habitats, implementation of ecological exclusion zones, pollution prevention measures, sediment control, site induction procedures and ongoing monitoring by the site manager and/or ECoW where required.



GENERAL CONSTRUCTION ENVIRONMENTAL CONTROLS

SITE COMPOUND, ACCESS AND STORAGE

- The site compound, parking, welfare, material storage and laydown areas should be located outside retained habitats, Root Protection Areas and Biodiversity Protection Zones.
- Existing hardstanding and previously disturbed ground should be used where practicable.
- No materials should be stored against hedgerows, tree trunks, habitat piles or retained vegetation.
- Soil stockpiles should be located away from retained habitats and protected from runoff, erosion and spread onto sensitive areas.
- Temporary track matting should be used where necessary to avoid compaction near retained features.

POLLUTION PREVENTION AND SPILL RESPONSE

- Fuel, oil, chemicals and COSHH materials should be stored in secure, bunded containers away from retained habitats, drains, ditches and soft landscape areas.
- Refuelling should be undertaken in a designated area away from Biodiversity Protection Zones and drainage features.
- Spill kits should be available on site and operatives should know their location and use.
- Concrete/cement washout must only occur in a designated contained washout area and must not discharge to ground, drains or retained habitats.
- Dust and sediment should be controlled through good housekeeping, damping down where appropriate and stabilisation/covering of stockpiles.
- Any environmental incident, spill or suspected pollution event must be reported to the Site Manager and ECoW immediately and recorded using the incident form in Appendix 5.

POLLUTION PREVENTION AND SPILL RESPONSE

- Waste should be stored only in designated areas and removed from site by licensed waste carriers.
- Food waste should be stored securely and removed regularly to avoid attracting foxes, rats, badgers or other animals.
- Skips and containers should be covered where appropriate to avoid wind-blown litter and wildlife entrapment.



- Loose netting, plastic sheeting, open buckets and uncovered containers should be avoided or secured to prevent wildlife entanglement or trapping.
- Bonfires should not be used unless specifically agreed and must never be located close to retained habitats or habitat piles.

BIOSECURITY AND INVASIVE NON-NATIVE SPECIES CONTROLS

Although no specific invasive non-native species constraint is identified, biosecurity controls should be applied as good practice to reduce the risk of spreading invasive plants, soil-borne pathogens, tree diseases or contaminated material.

Risk	Control
Spread of invasive plants/pathogens	Machinery, boots and tools should arrive clean and be cleaned before leaving where soil/vegetation contamination is present.
Imported soils and planting stock	Use reputable suppliers and avoid invasive ornamental species. Planting should prioritise native and wildlife-beneficial species where appropriate.
Movement of arisings	Check vegetation/soil arisings for invasive species before disposal or reuse. Dispose of controlled waste appropriately if invasive species are identified.
Tree disease biosecurity	Disinfect tools where pruning/cutting is undertaken, particularly if works involve diseased or declining trees.
Mud and debris on access routes	Keep access routes clean and prevent transfer of soil onto roads or sensitive habitats.

WORKING HOURS, NIGHT WORKS AND TEMPORARY LIGHTING

- No unnecessary night working should be undertaken where this could illuminate retained hedgerows, trees or habitat corridors.
- Temporary lighting should be directional, low-level and switched off when not required.
- Lighting should not be directed towards bat boxes, bird boxes, tree lines, hedgerows, mammal holes or retained boundary vegetation.
- Any requirement for night working or temporary floodlighting should be reviewed by the Site Manager and, where relevant, the ECoW.



UNEXPECTED PROTECTED SPECIES / STOP-WORK PROCEDURE

If any protected, notable or injured wildlife is encountered during works, all works in the immediate area must cease. The animal must not be handled unless there is an immediate welfare risk and only where safe to do so. The Site Manager must contact the ECoW immediately.

Works may only recommence once the ECoW has inspected the area and confirmed the appropriate course of action. Where a licensing issue is identified, works must not recommence until the necessary licence, method statement or written advice is in place.

1. Stop works in the immediate area and make the area safe.
2. Do not move, handle, disturb or attempt to capture the animal unless advised by the ECoW or required for immediate welfare reasons.
3. Inform the Site Manager and ECoW immediately.
4. Establish a temporary exclusion buffer if required.
5. Record the location, date, time, photographs and circumstances.
6. Await ECoW advice before recommencing works.
7. Implement any agreed corrective action or additional mitigation.



MONITORING, COMPLIANCE AND REPORTING

The Principal Contractor should maintain an on-site CEMP file containing the current version of this document, ecological toolbox talk attendance records, ECoW visit records, incident records, photographs of protection measures and any correspondence relating to ecological matters.

Item	Frequency / Trigger	Responsible person	Record
Tree/hedgerow protection fencing	Before works; weekly; after severe weather or accidental impact	Site Manager	Inspection log / photos
Biodiversity Protection Zones	Before works and during key site changes	Site Manager / ECoW	Marked-up plan / photos
Excavations, open pipes and ramps	Daily during groundworks	Site Manager	Daily site check
Nesting bird checks	Before vegetation clearance during or near nesting season	ECoW	ECoW note
Lighting compliance	On installation and during any night works	Site Manager	Photos / inspection record
Pollution controls and spill kits	Weekly and during high-risk activities	Site Manager	Inspection checklist
Waste and housekeeping	Daily/weekly	Site Manager	Site diary
CEMP compliance review	Monthly or at key stages where proportionate	ECoW / Site Manager	ECoW report

ENVIRONMENTAL INCIDENT PROCEDURE

1. Stop the activity causing the incident where safe to do so.
2. Make the area safe and prevent further harm.
3. Notify the Site Manager and ECoW immediately.
4. Contain the issue, for example using spill kits, barriers or temporary exclusion fencing.
5. Record the incident using the form in Appendix 5, including photographs and actions taken.
6. Agree corrective action and assign responsibility for completion.
7. Do not recommence affected works until the Site Manager and, where relevant, the ECoW confirm that it is safe and appropriate to proceed.



ECOLOGICAL ENHANCEMENTS

Enhancement measures should be agreed with the project team and incorporated into the landscape/building design where practicable. Final locations should avoid conflict with lighting, human disturbance, maintenance access and retained habitat protection requirements.

Enhancement	Indicative specification	Location / Notes
Bat boxes	2-4 durable bat boxes such as Schwegler, Greenwood Eco Habitats or similar long-life designs.	Install on retained mature trees or suitable structures, away from direct lighting and exposed prevailing weather.
Bird boxes	A mix of 32 mm entrance hole boxes, open-fronted boxes and/or sparrow terrace where appropriate.	Install on retained trees/buildings at suitable heights and away from direct disturbance.
Invertebrate features	Log piles, deadwood, bee bricks or insect hotels using durable materials.	Sunny/sheltered locations close to retained planting and nectar resources.
Hedgehog permeability	13 cm x 13 cm gaps at the base of solid fencing where safe and appropriate.	Boundary features linking gardens/retained habitats. Avoid roads or hazardous areas.
Native/wildlife-beneficial planting	Locally appropriate native species and/or ornamental species of proven wildlife value.	Landscape scheme, hedgerow reinforcement, edges and buffer areas.
Deadwood and habitat piles	Retained logs, brash and dead hedge features.	Retain or create in low-disturbance landscape areas outside construction working zones.

Enhancement locations should be recorded on the final landscape/as-built plan and, where relevant, included in any LEMP or HMMP for long-term management.



CONCLUSION & RECOMMENDATIONS

In the absence of ecological impact avoidance and/or mitigation measures, construction of the consented development at Land Off Church Road, Witherley, Leicestershire CV9 3NA has potential to damage retained habitats and hedgerow vegetation and to kill, injure or disturb protected or notable species using the site or adjacent habitats.

The management procedures set out within this CEMP, including protective fencing, Biodiversity Protection Zones, sensitive timing of works, phased vegetation clearance, pollution prevention, lighting controls, biosecurity controls, ecological toolbox talks, monitoring and the stop-work procedure, will help ensure that construction works are undertaken lawfully and with minimal risk to important ecological features.

Appointing an ECoW further reduces risk to wildlife and habitats.

Ecological recommendations from this and any future ecological reports relating to the site should be incorporated into the construction programme, contractor method statements and relevant planning compliance documentation. Advice should be sought if any failures are identified during monitoring, with corrective action recorded and implemented as soon as reasonably practicable.

Enhancement measures should also include the provision of bird, bat, and invertebrate boxes at appropriate locations, and ensuring permeability for hedgehogs at the bases of any new perimeter fencing where applicable. It is our professional opinion that plans should do all that is possible to retain and improve ecologically important habitats, where possible to do so.

It is essential that the ecological recommendations of this and any future ecological reports relating to this site are securely incorporated as formal Conditions within any planning consent the Local Authority is minded to grant, and that their implementation and ongoing care are verified and monitored by appropriately qualified persons in the Planning Authority or appointed by them.

Notes

Please note that there is complex and strict legislation protecting many species and habitats. Full details are available on the websites of Defra and the various statutory authorities, some of which now have direct powers of enforcement. If you are in any doubt about the status of species or habitats on your site, please be sure to contact us before undertaking any site work. You should also make sure that you are aware of, and have allowed for, all national and local planning policies relating to wildlife and nature conservation before proceeding.



The BNG Guy is committed to the growth of biodiversity across the development site and will be available for continued expert advice and Ecological Clerks of Work (ECoW) when required. Advice should be sought if any failures are identified during monitoring and the action plan amended to trigger remedial as and when required.



CAPABILITY and QUALITY ASSURANCE



Scott Latham MCIEEM Founder & Principal Ecologist.

Scott has extensive experience and over a decade's expertise in professional ecological consultancy, built on a lifetime's involvement in a range of environmental science and natural history subjects both in the UK and overseas (Sri Lanka, Uganda, South Africa, the USA and several continental European countries). His career has included species reintroduction, human-wildlife conflict resolution and legally protected species work under licence.

Scott is practised in BNG, GIS, EIA, ECoW, wildlife law, animal behaviour, ornithology, entomology and a range of applied ecological topics as well as project management and planning, as well has been a European Protected Species Licence (EPSL) holder through Natural England.

Besides his extensive ecological consultancy background, Scott is one of the co-founders of Wild Staffordshire. A purpose-driven not-for-profit founded to give conservation a creative voice, bringing together communities and organisations from across the world to help protect wild species and their habitats. Working with conservation NGOs, communities and expert advisory boards to ensure a combined road to conservation success. One of the projects led by Wild Staffordshire is Schools for Wildlife, whereby, as the founder of the project, I act as project lead. Schools for Wildlife was established as a response to the State of Nature (UK) report and is the first of its kind sustainable school initiative to bring schools, communities, and nature together. He is also Chair of the Staffordshire Squirrel Project and is involved in various Professional Institute initiatives.

In addition, Scott is a storytelling wildlife & conservation photographer, whose work has been recognised worldwide including becoming the Winner of the prestigious British Photography Awards 2019 for Wildlife Photography. His photographs have been regularly shown in exhibitions, and galleries and are featured in several books, including his self-authored and published charity book about Mountain Gorillas.



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Steven Archer ACIEEM Senior Ecologist.

Steve is a highly experienced ecologist and site manager with over 30 years' experience working across countryside management, conservation delivery and ecological consultancy. His career spans local authority leadership, large-scale habitat management and protected species work, supported by a strong background in land, contract and people management.

Steve has extensive experience in planning and delivering ecological and landscape projects, including long-term stewardship of designated sites such as Cannock Chase SAC and SSSI. His work has included protected species surveys and mitigation for bats, great crested newts, white-clawed crayfish and breeding birds, alongside wider ecological monitoring such as invertebrate surveys, invasive species management and habitat condition assessments.

In addition to his field expertise, Steve has a strong track record in training, education and stakeholder engagement, having delivered nationally recognised conservation training programmes in partnership with colleges, as well as leading initiatives for volunteers, apprentices and alternative education groups.

Steve holds multiple protected species licences and is an Associate Member of the Chartered Institute of Ecology and Environmental Management. He is highly experienced in Preliminary Ecological Appraisals (PEAs), protected species surveys, report writing and client liaison, and regularly coordinates teams of ecologists and subcontractors to deliver projects efficiently and to a high professional standard.

His combination of practical site management experience and ecological consultancy expertise ensures that projects are delivered with a strong focus on quality, compliance and real-world implementation.



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Craig Davis Senior Ecologist.

Craig is an experienced ecologist with over 10 years' specialist expertise in ornithology and bat ecology, developed through a career dedicated to the study, survey and conservation of these key species groups. His work is underpinned by a strong understanding of species behaviour, habitat requirements and survey methodologies, ensuring robust and reliable ecological assessments.

Craig has extensive experience undertaking protected species surveys, with a particular focus on bats and breeding birds, including roost assessments, activity surveys, acoustic analysis and mitigation design. He is a European Protected Species Licence (EPSL) holder for bats, enabling him to lead licensed works and provide compliant mitigation strategies in line with current legislation and best practice guidance.

He is a Qualifying Member of the Chartered Institute of Ecology and Environmental Management and is experienced in delivering Preliminary Ecological Appraisals (PEAs), species-specific surveys and technical reporting to support planning applications and ecological compliance.

Craig combines detailed field expertise with a pragmatic, solutions-focused approach, ensuring ecological constraints are clearly identified and managed effectively. His passion for ornithology and bat conservation, alongside his technical capability, ensures high-quality outputs that meet both client needs and regulatory requirements.



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Patrick O'Connor Bsc (Hons) Ecologist.

Patrick BSc (Ecology and Conservation Biology), B.App.Sc (Hons), is an experienced ecologist with over a decade of international and UK-based field and research experience. Patrick has directed and delivered ecological surveys and reporting across diverse habitats, with expertise in mammal, bird, reptile, amphibian, and invasive species monitoring.

His background includes ecological research and management roles in the UK, Australia, South Africa, and Botswana, covering protected species surveys (including bats and badgers, Koala's, Black Rhino, Elephants), invasive species control, and habitat assessment in line with statutory requirements. He has also managed ecological teams, contributed to conservation strategies, and delivered compliance-focused ecological clerk of works (ECoW) support for infrastructure projects.

Patrick is skilled in GIS mapping, ecological impact assessment, and compliance with UK and international wildlife legislation, with a proven track record of producing robust ecological reports to support planning applications, protected species licensing, and habitat management strategies.



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APPENDICES

Appendix 1: Legislation and Policy Summary

This appendix provides a concise summary of key legislation and policy relevant to CEMP: Biodiversity documents. It is not a substitute for legal advice and should be updated to reflect the latest legislation and statutory guidance before issue.

Species / Feature	Summary of legal status / relevance
Bats, dormouse, great crested newt, otter and other European Protected Species	Protected under the Conservation of Habitats and Species Regulations 2017 (as amended) and/or Wildlife and Countryside Act 1981 (as amended). Offences can include deliberate killing/injury, disturbance and damage/destruction of breeding sites or resting places.
Nesting birds	All wild birds, their active nests and eggs are protected under the Wildlife and Countryside Act 1981 (as amended). Schedule 1 species receive additional protection against disturbance.
Reptiles	Common reptile species are protected against intentional killing and injury under the Wildlife and Countryside Act 1981 (as amended).
Badgers	Badgers and their setts are protected under the Protection of Badgers Act 1992. Offences include wilful killing/injury and interference with an active sett.
Invasive non-native species	Certain species listed on Schedule 9 of the Wildlife and Countryside Act 1981 (as amended) must not be planted, caused to grow in the wild, released or allowed to escape.
Hedgerows	Certain hedgerows are protected by the Hedgerows Regulations 1997. Removal may require permission from the local planning authority.
Priority habitats and species	Habitats and species of principal importance are relevant to planning decisions and biodiversity duties.
National Planning Policy Framework	Planning decisions should seek to conserve and enhance biodiversity, minimise impacts and provide net gains for biodiversity where relevant.
Environment Act 2021 / Biodiversity Net Gain	Mandatory BNG requirements may apply to relevant developments. CEMP controls should protect retained and created habitats that contribute to BNG outcomes.



Appendix 2: Ecological Toolbox Talk Template

Topic	Briefing content
Purpose of CEMP	Protect retained habitats, avoid harm to wildlife, comply with planning conditions and ensure all operatives understand site ecological controls.
Key ecological features	Retained trees, hedgerows, rough grassland, habitat piles, dead hedge, bee hives, bat-sensitive corridors and any other features shown on the constraints plan.
Biodiversity Protection Zones	No access, storage, tracking, refuelling, fires or waste within protected areas unless agreed by the Site Manager/ECOW.
Nesting birds	Do not remove vegetation unless cleared to do so. Report any nesting activity immediately.
Bats and lighting	Avoid lighting hedgerows/tree lines. Report any bat or suspected roost immediately.
Reptiles/amphibians/hedgehogs	Use phased clearance and check excavations, pipes and materials. Report any wildlife found.
Pollution prevention	Use designated refuelling areas, keep spill kits available and report spills immediately.
Biosecurity	Keep boots, tools and machinery clean. Report suspected invasive species.
Stop-work procedure	Stop works in the immediate area if protected/notable wildlife is found and contact the Site Manager/ECOW.

The person delivering the toolbox talk should record date, time, attendees, company, signature and any questions/actions raised using Appendix 3.

Appendix 3: Toolbox Talk Attendance Register

Date	Name	Company	Role	Signature



Appendix 4: ECoW Site Visit Record

Field	Record
Project / Site	
Date and time	
ECoW name	
Weather	
Works observed	
CEMP controls checked	
Non-compliances / issues	
Wildlife encountered	
Actions required	
Action owner and deadline	
Photographs taken	YES / NO
ECoW signature	

Appendix 5: Environmental Incident Record

Field	Record
Date and time of incident	
Reported by	
Location	
Incident type	Wildlife / pollution / damage to protection fencing / lighting / waste / other
Description of incident	
Immediate action taken	
ECoW/Site Manager notified	YES / NO
Photographs attached	YES / NO
Corrective action required	
Action owner and deadline	
Close-out confirmed by	
Date closed	