

30 Year Habitat Management Plan

George and Dragon, Reading
Reference: 81-070-R3-3
Date: January 25





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1. INTRODUCTION

1.1. BACKGROUND

E3P has been instructed by Greene King Commercial Investments Limited to produce a 30 Year Habitat Management Plan at The George and Dragon, Reading, hereafter referred to as 'the site'.

This report has been prepared by Max McCormick BSc (Hons), Graduate Ecologist at E3P, who has experience in Preliminary Ecological Appraisals and condition assessments for various projects across the UK.

A '30 Year Habitat Management Plan' has been prepared to discharge Condition 11 of the planning application 230471 as follows:

The building hereby permitted shall not be first occupied until a 30 year habitat management plan for all landscaped areas within the site has been submitted to and approved in writing by the Local Planning Authority, to include a timetable for its implementation. The habitat management plan shall be carried out in accordance with the approved details and timetable at all times thereafter.

Reason: In order to ensure satisfactory biodiversity net gain in accordance with Policy EN12 of the Reading Borough Local Plan 2019.

1.2. DEVELOPMENT PROPOSALS

Demolition of existing pub/ restaurant and erection of 1 no Drive Thru retail / bakery unit (Class E) including erection of supporting structures, together with alterations to means of access, car parking, landscaping and associated works.

1.3. SITE DESCRIPTION

The site is located within a predominantly residential area in south-west Reading. The site comprised the former George and Dragon pub, an area of hardstanding comprising the pub car park and amenity grassland, dense scrub and scattered trees. Bath Road defines the southern boundary of the site, while Morlands Avenue and an area of public amenity grassland encompasses the north and west. Residential housing borders the site to the north-east and east. Please refer to Figure 1 for the approximate site location.



Figure 1 **Approximate Site Location**



1.4. PREVIOUS SURVEYS

1.4.1. RSK BIOCENSUS, 2022

RSK Biocensus undertook a Preliminary Ecological Appraisal (PEA) and Preliminary Bat Roost Assessment (PRA) on 26th July 2022 (report reference: The George and Dragon Preliminary Ecological Appraisal and Bat Roost Assessment Report, 2484266). During the PEA survey, the site was found to comprise a building, hardstanding, scattered trees, hazel scrub and other neutral grassland.

1.4.2. E3P, 2023

E3P undertook a Biodiversity Metric Report produced in November 2023 (report reference: 81-070-R1) using the baseline data collected during a site walkover in November 2022. A Biodiversity Net Gain Calculation was undertaken using the proposed scheme and site plan, which showed a gain of 0.36 habitat units (+66.25%) and a gain of 0.18 hedgerow units (+100.0%) as a result of the development. Please see Appendix I for the Post-Development Habitat Plan.



1.5. OBJECTIVES

A '30 Year Habitat Management Plan' has been produced to detail the following:

- ✧ Description and evaluation of the features to be managed;
- ✧ Ecological trends and constraints on site which may influence management;
- ✧ Aims and objectives of management;
- ✧ Appropriate management options for achieving aims and objectives;
- ✧ Prescriptions for management actions;
- ✧ Preparation of a work schedule (including an annual work plan and the means by which the plan will be rolled forward annually);
- ✧ Personnel responsible for implementation of the plan;
- ✧ Confirmation of funding and ownership and
- ✧ Details of a programme of monitoring and remedial measures triggered by monitoring.



2. RESPONSIBILITIES

2.1. SITE RESPONSIBILITIES

After Practical Completion of the development has been achieved, responsibility for all ongoing landscape maintenance (in full accordance with this report) will sit with Greggs for the duration of their lease.

2.2. ECOLOGICAL CONSTRAINTS

Ecological constraints on site may influence management. Nesting birds, commuting, foraging and roosting bats, hedgehogs, and notable invertebrates are anticipated on the site. The presence of these species will be considered when addressing management techniques and timings.

Appendix II outlines timings of work and when ecological supervision will be required due to the known presence of protected species on and adjacent to the site.



3. PROPOSED LANDSCAPING FEATURES

Landscape proposals are outlined within the Soft Landscape Management & Maintenance Plan by Ground Control Professional Services (report reference: J230907-GCPS-XX-XX-T-L-0601).

The current 30 Year Habitat Management Plan covers the following soft landscape proposals:

- ✿ Retained Scattered Trees
- ✿ Enhanced Scrub
- ✿ Proposed Scattered Trees
- ✿ Proposed Native Species Hedgerow
- ✿ Proposed Ornamental Hedgerow
- ✿ Proposed Ornamental Shrub
- ✿ Proposed Herbaceous Perennials, Flowering and Grass Species

3.1. RETAINED SCATTERED TREES

Two individual trees, referenced in the E3P Arboricultural Impact Assessment and Method Statement (report reference: 81-070-R2) as T9 and T10 in the north of the site will be retained under the landscaping proposals.

3.2. ENHANCED SCRUB

Areas of dense scrub in the north-west of the site will be enhanced, due to the removal of the invasive wall cotoneaster (*Cotoneaster horizontalis*). The existing scrub will be cut back, and the crown lifted to facilitate the proposed car parking bays. Existing weeds will be removed, and the bed will be top-dressed with bark mulch.

3.3. SCATTERED TREES

Scattered trees will be planted throughout the site surrounding the proposed development, the species and number of which are shown below:

- ✿ Field maple (*Acer campestre* 'Elegant') - 1
- ✿ Norway maple (*Acer platanoides* 'Crimson King') - 1
- ✿ Norway Maple 'Emerald Queen' (*Acer platanoides* 'Emerald Queen') - 1
- ✿ Silver birch (*Betula pendula*) - 3
- ✿ European hornbeam (*Carpinus betulus* 'Fastigiata') - 1
- ✿ Ginkgo (*Ginkgo biloba*) - 1
- ✿ Sweet gum 'Thea' (*Liquidambar styraciflua* 'Thea') - 2



- ✿ Crab apple 'Red Sentinel' (*Malus x robusta* 'Red Sentinel') - 1
- ✿ Callery pear 'Chanticleer' (*Pyrus calleryana* 'Chanticleer') - 1
- ✿ Whitebeam 'Majestica' (*Sorbus aria* 'Majestica') - 1
- ✿ Small-leaved lime 'Rancho' (*Tilia cordata* 'Rancho') - 1
- ✿ Elm 'New Horizon' (*Ulmus* 'New Horizon') – 1

3.4. PROPOSED NATIVE SPECIES HEDGEROW PLANTING

Native hedgerows will be planted along the northern and eastern boundaries of the site. This will comprise of a native hedge mix, all ball root grown with the exception of common holly (*Ilex aquifolium*) which will be grown in 2l containers. The species and number of the mix is shown below:

- ✿ Common dogwood (*Cornus sanguinea*) - 29
- ✿ Common hazel (*Corylus avellana*) - 29
- ✿ Common hawthorn (*Crataegus monogyna*) - 39
- ✿ Common holly - 29
- ✿ Garden privet (*Ligustrum ovalifolium*) - 29
- ✿ Guelder-rose (*Viburnum opulus*) - 39

3.5. PROPOSED ORNAMENTAL HEDGEROW PLANTING

Ornamental hedgerows will be planted in a single row in the northern and southern parcels of the site interwoven between individual trees and grown in 3l containers. The species will be evergreen spindle 'Green Rocket' (*Euonymus japonicus* 'Green Rocket') in a quantity of 124.

3.6. PROPOSED ORNAMENTAL SHRUB PLANTING

Shrubs will be planted throughout the site surrounding the proposed development. This will comprise an ornamental shrub mix, grown in containers of either 3l or 10l. The species and number of shrubs are shown below:

- ✿ Blueblossom (*Ceanothus thyrsiflorus* 'Repens') - 50
- ✿ Choisya (*Choisya* 'Aztec Pearl') - 91
- ✿ Red osier dogwood (*Cornus sericea* 'Flaviramea') - 97
- ✿ Escallonia Pink (*Escallonia* 'Apple Blossom') - 108
- ✿ Fortune's spindle (*Euonymus fortunei* 'Emerald 'n' Gold') - 150
- ✿ Veronica 'Autumn Glory' (*Hebe* 'Autumn Glory') - 183
- ✿ Shubby Veronica (*Hebe rakaiensis*) - 55



- ✿ Lavender 'Arctic Snow' (*Lavandula angustifolia* 'Arctic Snow') - 40
- ✿ English Lavender (*Lavandula angustifolia* 'Hidcote') - 113
- ✿ Flax lily 'Yellow Wave' (*Phormium* 'Yellow Wave') - 9
- ✿ Flax lily 'Evening Glow' (*Phormium* 'Evening Glow') - 9
- ✿ Tawhiwhi 'Tom Thumb' (*Pittosporum tenuifolium* 'Tom Thumb') - 207
- ✿ Shrubby cinquefoil 'Abbotswood' (*Potentilla fruticosa* 'Abbotswood') - 133
- ✿ Skimmia 'Kew Green' (*Skimmia japonica* 'Kew Green') - 118
- ✿ Japanese spiraea 'Goldflame' (*Spiraea japonica* 'Goldflame') - 162

3.7. HERBACEOUS PERENNIALS, FLOWERING AND GRASS SPECIES

Herbaceous perennials and grasses will be planted throughout the site surrounding the proposed development interspersed within the ornamental shrub mix, the species and number of which are shown below:

Grasses:

- ✿ Mexican feathergrass (*Stipa tenuissima*) – 226

Herbaceous:

- ✿ Elephant's ears 'Purpurea' (*Bergenia cordifolia* 'Purpurea') - 35
- ✿ Elephant's ears 'Silberlicht' (*Bergenia* 'Silberlicht') - 78
- ✿ Wallflower 'Bowles's Mauve' (*Erysimum asperum* 'Bowles Mauve') - 109



4. ON-SITE MANAGEMENT

The following sections should be read in conjunction with the Biodiversity Metric Report which details the Target Condition and target time in which the condition of each habitat will be achieved and The Biodiversity Metric Condition assessment Criteria each habitat needs to meet their respective Target Condition.

Please see Appendix I for the Post-Development Habitat Plan, Appendix II for the Work Schedule, and Appendix III for the Annual Work Plan.

4.1. AIMS AND OBJECTIVES

The management plan sets out how habitats will be protected and managed appropriately during the operational phase of development for the long-term benefit to local wildlife. The plan is to be followed by all contractors on-site.

The plan covers the following points:

- ✦ Demonstrate objectives and targets required for proposed and retained habitats to meet target condition in line with the Biodiversity Metric Report.
- ✦ Outline the working methods to be followed during the construction phase, regarding retained habitats and associated local wildlife.
- ✦ Outline habitat measures and management which will improve the sites suitability for local wildlife and ensure the habitat condition.
- ✦ Outline monitoring procedures of ecological features within the site.

4.2. MANAGEMENT PRESCRIPTIONS FOR ON-SITE RETAINED HABITATS

The following details the management of the habitats to be retained on-site. Please see Table 2 for the schedule detailing the expected condition each retained habitat is expected to maintain over a 30-year period.

Table 2 **Habitat Retention**

HABITAT	YEAR						TIME TO CONDITION
	1	2	5	10	20	30	
Scattered Trees	Moderate	Moderate	Moderate	Moderate	Moderate	Moderate	N/A

4.2.1. RETAINED SCATTERED TREES

Individual trees will be managed to ensure that they maintain their current 'Moderate' condition. Management will be undertaken to ensure the following are achieved:

- ✦ No evidence of ill health or damage by anthropogenic activities as per Condition Assessment Criterion 4.
- ✦ More than 20% of the tree canopy is oversailing vegetation beneath as per Condition Assessment Criterion 6.



4.3. MANAGEMENT PRESCRIPTIONS FOR ON-SITE ENHANCED HABITATS

The following details the management of the habitats to be enhanced on-site. Please see Table 3 for the schedule detailing the expected condition each enhanced habitat is expected to achieve over a 30-year period.

Table 3 Habitat Enhancement

HABITAT	YEAR						TIME TO CONDITION
	1	2	5	10	20	30	
Dense Scrub	Poor	Poor	Poor	Poor	Moderate	Moderate	15 years

4.3.1. SCRUB ENHANCEMENT

As part of the long-term management plan, monitoring of the scrub will be undertaken to ensure that the scrub achieves its 'Moderate' Condition Assessment Score within 15 years as detailed in the Biodiversity Metric Report. Management will be undertaken to ensure the following are achieved:

- 🔧 Habitat is a good representative of its UKHab criterion as per Condition Assessment Criterion 1.
- 🔧 There is a varied age range as per Condition Assessment Criterion 2.
- 🔧 An absence of invasive non-native plant species as per Condition Assessment Criterion 3.

4.4. MANAGEMENT PRESCRIPTIONS FOR PROPOSED ON-SITE HABITATS

The following provides recommendations for how proposed habitats will be managed to reach and maintain their target conditions as set out in the Biodiversity Metric Report (report reference: 81-070-R1). Please see Table 4 for the schedule detailing the expected condition each habitat is expected to achieve over a 30-year period.

Table 4 Proposed On-Site Habitat Target Conditions Schedule

HABITAT	YEAR						TIME TO CONDITION
	1	2	5	10	20	30	
Scattered Trees	Poor	Poor	Poor	Poor	Poor	Moderate	27 years
Native Hedgerow	Poor	Poor	Moderate	Moderate	Moderate	Moderate	5 years
Ornamental Hedgerow	Poor	Poor	Poor	Poor	Poor	Poor	1 year

4.4.1. SCATTERED TREES

On-site tree planting will be subject to a one-year establish defects period ensuring that any plants that perish or fail to thrive will be replaced within the next available planting season.

The proposed trees will be managed by occasional pruning only to remove damaged or defective limbs for health and safety purposes. Management and maintenance of the trees will take place outside the nesting bird season (nesting bird season is March to September, inclusive).

As part of the long-term management plan, monitoring of the trees will be undertaken to ensure that the trees achieve their 'Moderate' Condition Assessment Score within 27 years as detailed within the Biodiversity Metric Report. Management will be undertaken to ensure the following are achieved:



- 🏠 Tree canopies will be predominantly continuous as per Condition Assessment Criterion 2.
- 🏠 No evidence of ill health or damage by anthropogenic activities as per Condition Assessment Criterion 4.
- 🏠 More than 20% of the tree canopy is oversailing vegetation beneath as per Condition Assessment Criterion 6.

4.4.2. NATIVE SPECIES HEDGEROW

Areas of native hedge planting will be planted throughout the site to be of maximum benefit to wildlife such as terrestrial mammals, bats, and nesting birds.

Hedgerow planting will be managed to encourage branching and dense growth for the first two years after planting. Once established, hedges will be pruned occasionally to maintain height and form and to remove damaged or defective branches. Management and maintenance of the hedgerows will take place outside the hedgehog hibernation period (hedgehog hibernation period is December to March, inclusive).

As part of the long-term management plan, monitoring of the native hedgerows will be undertaken to ensure that they achieve their 'Moderate' Condition Assessment Score within five years as detailed in the Biodiversity Metric Report. Management will be undertaken to ensure the following are achieved:

- 🏠 The condition of the hedgerows will be managed to ensure there are no gaps greater than 0.5 m at the base for >90% of the length and no gaps within the canopy making up <10% of the hedgerow length as per Condition Assessment Criterion B1 and B2.
- 🏠 >1 m width of undisturbed ground with perennial herbaceous vegetation will be maintained for >90% of the length of the hedgerow and plant species indicative of nutrient enrichment soils dominate <20% cover of the area as per Condition Criterion C1 and C2.
- 🏠 Invasive plant species and noxious weeds are to be eradicated from the hedgerows or around the base of hedgerows to ensure they do not become established and >90% of the hedgerow is free of damage caused by anthropogenic activities as per Condition Assessment Criterion D1 and D2.

4.4.3. ORNAMENTAL HEDGEROW

Areas of ornamental hedge planting are proposed across the site. The Target Condition for the ornamental hedgerow is 'Poor', therefore, no specific management is required to achieve this score. However, the habitat should be managed to improve on-site biodiversity. It is recommended that any invasive non-native species and undesirable weeds which may colonise the habitat are eradicated. Supplementary planting should be provided should the habitat fail.

4.5. PROTECTED SPECIES ENHANCEMENTS

As detailed within the Detailed Landscaping Plan by Ground Control Professional Services (drawing reference: J230907-GCPS-ZZ-ZZ-D-L-0201), bat boxes, bird boxes, invertebrate houses, log piles and hedgehog houses will be installed upon completion of development. These protected species enhancements are to be installed outside of bat hibernation period, nesting bird season and hedgehog hibernation period.



4.6. FUNDING

During the construction stage, all works associated with this 30 Year HMP will be funded and delivered directly by Greene King Commercial Investments Ltd ("GKCIL"). Shortly after construction works are complete, the property will be let to the individual property occupier, they will become responsible for funding the majority of the costs of maintenance of the property for the duration of their lease.



5. FUTURE MONITORING AND REPORTING

Monitoring of the habitats created will be undertaken at years 1, 2, 5, 10, 15, 20, 25 and 30 by an ecologist or otherwise suitably qualified person. This is to ensure that habitats are on track to achieve their target condition in accordance with the proposed timetable. Any potential remediation measures can therefore be identified and subsequently implemented, as appropriate. If habitats do not establish, additional management may be required, with additional visits once a year until establishment.

The management plans are to be reviewed during years 1, 2, 5, 10, 15, 20, 25 and 30. The plans are to be revised as appropriate and the frequency of visits for certain habitats may be increased or decreased depending on the progress made towards establishment.



6. REFERENCES

- ✿ E3P (2024). Biodiversity Metric Report – George and Dragon, Reading. (report reference: 81-070-R1).
- ✿ E3P (2023). Arboricultural Impact Assessment and Method Statement – George and Dragon, Reading. (report reference: 81-070-R2).
- ✿ Ground Control Professional Services (2023). Detailed Landscaping Plan (drawing reference: J230907-GCPS-ZZ-ZZ-D-L-0201).
- ✿ Natural England Joint Publication JP039. (2023). The Statutory Biodiversity Metric: Draft User Guide.
- ✿ Natural England. (2023). Statutory Biodiversity Metric Condition Assessments.
- ✿ RSK Biocensus (2022). The George and Dragon Preliminary Ecological Appraisal and Bat Roost Assessment Report (2484266).
- ✿ Soft Landscape Management & Maintenance Plan - Ground Control Professional Services (report reference: J230907-GCPS-XX-XX-T-L-0601).
- ✿ Wildlife and Countryside Act (2010) Schedule 9 of the Wildlife and Countryside Act 1981.

END OF REPORT

APPENDIX I

POST DEVELOPMENT PLAN



Key:

- Site boundary
- Proposed native hedgerow
- Proposed ornamental hedge
- Introduced shrub - u
- ▤ Buildings and hardstanding - u1b
- ▤ Retained hazel scrub - h3
- Proposed trees

Notes

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APPENDIX II

WORK SCHEDULE





WORK SCHEDULE

WORKS	METHODS	TIMING	ECOW REQUIRED?
VEGETATION MANAGEMENT – BREEDING BIRDS	Vegetation management works related to aiding habitats to achieve their Target Condition are to be completed outside of the nesting bird season. This includes removal of diseased trees and pruning of hedgerows. If this is not possible, the area will be subject to a nesting bird check by the ECoW, within 48 hours to works commencing. If a nest (or nest in construction) is found, a suitable stand-off area will be maintained. The suitable stand-off will be decided by the ECoW and will be designated as a temporary 'Biodiversity Protection Zone'.	Within 48 hours of vegetation management during March to September (inclusive).	Yes
VEGETATION MANAGEMENT - HEDGEHOG	Ecologist to check for hedgehogs during the pruning of hedgerows deemed suitable for hedgehog.	During pruning works.	Yes

APPENDIX III

ANNUAL WORK PLAN





ANNUAL WORK PLAN

MANAGEMENT REQUIRED	FREQUENCY OF MONITORING	REMEDIAL MEASURES	TIME OF YEAR WORKS ARE UNDERTAKEN	PROTECTED SPECIES CONSTRAINTS	ECOLOGICAL SUPERVISION REQUIRED?
GENERAL					
Watering	Weekly, during first two years of planting	Apply sufficient amounts of water during establishing and in periods of drought.	April - October	N/A	N/A
Weeding	Each maintenance visit	Removal of weeds by hand or use of chemicals.	As required	N/A	N/A
Litter collection and general site tidy	Each maintenance visit	All litter detrimental to appearance removed from site and recycled.	As required	N/A	N/A
Plant checking and deadwood removal	Once a year	Check each plant is growing healthily and remove all dead wood, damaged or diseased branches, water shoots and reversion growth.	September	Birds – Will avoid nesting bird season (March to September, inclusive) where possible. Hedgehog – will avoid hedgehog hibernation period (December to March, inclusive) where possible.	No (if undertaken outside of nesting bird season and hedgehog hibernation period).
Pest and disease control	Each maintenance visit	Check on a regular basis for pests, diseases, and any other mammal, human or other external damage to planting.	March - September	N/A	N/A



Failed planting inspection	Annually	Entire landscape scheme will be inspected for failed planting and will be replaced in the next available planting season.	August	N/A	N/A
MANAGEMENT REQUIRED	FREQUENCY OF MONITORING	REMEDIAL MEASURES	TIME OF YEAR WORKS ARE UNDERTAKEN	PROTECTED SPECIES CONSTRAINTS	ECOLOGICAL SUPERVISION REQUIRED?
RETAINED SCATTERED TREES					
Tree inspection	Annually	Health and development of retained trees to be assessed to inform maintenance and any required action.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible.	No (if undertaken outside of nesting bird season).
ENHANCED SCRUB					
Mulch	Ongoing	Bed dressed in bark mulch and topped up.	As required	N/A	N/A
NATIVE AND ORNAMENTAL HEDGEROW					
Pruning	Annually	Pruning to encourage bushy growth and strong establishment.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible. Hedgehog – will avoid hedgehog hibernation period (December to March, inclusive) where possible.	No (if undertaken outside of nesting bird season and hedgehog hibernation period).



MANAGEMENT REQUIRED	FREQUENCY OF MONITORING	REMEDIAL MEASURES	TIME OF YEAR WORKS ARE UNDERTAKEN	PROTECTED SPECIES CONSTRAINTS	ECOLOGICAL SUPERVISION REQUIRED?
Hedgerow management	Annually	Once desired height of 500 mm is reached, hedge will be topped and maintained at that height.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible. Hedgehog – will avoid hedgehog hibernation period (December to March, inclusive) where possible.	No (if undertaken outside of nesting bird season and hedgehog hibernation period).
Re-firming	Annually	Plants to be re-firmed after frost or wind to ensure they are not leaning, and soil remains level.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible. Hedgehog – will avoid hedgehog hibernation period (December to March, inclusive) where possible.	No (if undertaken outside of nesting bird season and hedgehog hibernation period).
ORNAMENTAL SHRUB					
Shrub management	Annually	Shrubs are allowed to grow freely and encourage healthy, bushy growth – only managed to provide a crisp/neat edge.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible.	No (if undertaken outside of nesting bird season and hedgehog hibernation period).



				Hedgehog – will avoid hedgehog hibernation period (December to March, inclusive) where possible.	
MANAGEMENT REQUIRED	FREQUENCY OF MONITORING	REMEDIAL MEASURES	TIME OF YEAR WORKS ARE UNDERTAKEN	PROTECTED SPECIES CONSTRAINTS	ECOLOGICAL SUPERVISION REQUIRED?
Re-firming	Annually	Plants to be re-firmed after frost or wind to ensure they are not leaning, and soil remains level.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible. Hedgehog – will avoid hedgehog hibernation period (December to March, inclusive) where possible.	No (if undertaken outside of nesting bird season and hedgehog hibernation period).
HERBACOUS PERENNIALS, FLOWERING AND GRASS SPECIES					
Pruning	Annually	Herbaceous perennials and flowering species pruned according to their flowering periods.	March - July	N/A	N/A
Combing	Annually	<i>Stipa tenuissima</i> to be combed through to remove dead foliage.	Early Spring	N/A	N/A
SCATTERED TREES					
Tree inspection	Annually	Health and development of young trees to be assessed to inform maintenance and any required action.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible.	No (if undertaken outside of nesting bird season).



MANAGEMENT REQUIRED	FREQUENCY OF MONITORING	REMEDIAL MEASURES	TIME OF YEAR WORKS ARE UNDERTAKEN	PROTECTED SPECIES CONSTRAINTS	ECOLOGICAL SUPERVISION REQUIRED?
Stake and tie check	Annually	Inspected for stability and firmness, ensuring ties are performing effectively and not causing damage.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible.	No (if undertaken outside of nesting bird season).
Stake and tie removal	Ongoing (typically after two growing seasons)	Removed as soon as developing roost system is strong enough to support the tree.	As required	Birds – Will avoid nesting bird season (March to September, inclusive) where possible.	No (if undertaken outside of nesting bird season).
Mulch top-up	Ongoing	Top up mulch to maintain 75 mm depth.	As required	N/A	N/A