

Problematic Species Management Plan

Survey site: Atterbury Gardens, Caversham, Reading, RG4 7HW

Client: Hicks Developments LTD

Date: 5th May 2026

Project:

This report is prepared to inform a planning application with **Reading Borough Council**. The proposal is described as: *The construction of four detached houses.*

Planning Application Number:

PL/24/1659.

Introduction

This Problematic Species Management Plan (PSMP) has been prepared for the above-named client to outline measures to be implemented prior to and during construction works at the above-named site.

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

Site Context and Landscape History	
A detailed description of the site is provided in the Preliminary Ecological Appraisal (Arbtech Consulting Limited, 2024). Additional documents that should be read in conjunction with this report, relating to the site, include the following: Ecological Mitigation and Enhancement Plan (Arbtech Consulting Limited, 2025).	
Planning Conditions	
Condition 22	No development hereby permitted shall commence until a Variegated Yellow Archangel eradication strategy has been submitted to, and approved in writing by, the local planning authority. The strategy shall include details of and timescales for archangel eradication, and, if the archangel has not been eradicated at the time of commencement of works, details of the measures to be put in place to ensure that works do not cause its spread. The eradication strategy shall be carried out in accordance with the approved details unless the local planning authority gives written approval for any variations. Reason: in order to protect native biodiversity from Variegated Yellow Archangel, which is an invasive weed, in accordance with Policy EN12 of the Reading Borough Local Plan 2019.

Ecological Background Information
The site had a PEA undertaken by Arbtech Consulting Ltd in October 2024. A BNG report followed on from this. An ecology report was undertaken by AE Ecology in May 2019. Variegated Yellow Archangel was identified during this survey. Habitats identified at the site include: • Other neutral grassland with bare ground and scattered trees • Native hedgerow • Non-native and ornamental hedgerow • Developed land; sealed surface • Artificial unvegetated, unsealed surface • Built linear features This does not include habitats identified outside of the development boundary, in the wider site landscape.

Scope

This PSMP outlines construction and ecological measures for the following works:
The construction of four detached houses.

Aims and Objectives

This report aims to identify key stakeholder requirements, ensure compliance by all stakeholders with all relevant legislation, minimise potential adverse effects on the environment by removing and preventing the spread of Variegated Yellow Archangel, which is invasive in accordance with Policy EN12 of the Reading Borough Local Plan 2019.

Ecological Clerk of Works

A qualified and suitably experienced ecologist will be present on-site during critical phases of construction activities, namely removal of Variegated Yellow Archangel. Their role will be to oversee and monitor compliance with the PSMP, and provide guidance.

Persons Responsible and Lines of Communication

A Development Biodiversity Champion is selected for the construction phase of the development. The Biodiversity Champion will be someone with significant influence during construction, such as the contract, site or project manager. They are responsible for ensuring all actions outlined in the approved PSMP are implemented including the provision of a toolbox talk prior to works commencing. Any queries with regards to the mitigation prescriptions will be addressed to the project ecologist and communication will be retained between the Development Biodiversity Champion and project ecologist and/or a suitably qualified Ecological Clerk of Works (ECoW) throughout the construction phase of the development where necessary to ensure the mitigation is applied and impacts to adjacent ecological receptors are effectively minimised. The project ecologist's contact details are located on the title page of this report. It is recommended that the Biodiversity Champion informs the project ecologist and designated ECoW of the commencement of construction works and provides updates where necessary. The ECoW will provide ecological expertise and guidance throughout.

The following key personnel are responsible for the management and implementation of works in accordance with the PSMP:

- Site manager: Steve Hicks
- Main contractor: Hicks Developments LTD

Variegated Yellow Archangel Eradication Strategy

Variegated Yellow Archangel was identified on the site. construction activities risk spreading the species around the site as well as being tracked into the wider environment via plant tyres, as well as through unwashed boots and tools.

Works	Specification
Biosecurity	A Biosecurity Declaration Form will be distributed via email to all contractors intending to send plant machinery to the development site. This instructs that power washing of all plant prior to entry on site to remove all traces of mud debris etc. The completed form must be returned to the site Biodiversity Champion prior to delivery/access. This form and a copy of the PSMP will be sent to all subcontractors that intend to bring machinery onto the site. Upon arrival to site the plant item must be inspected at a designated quarantine area. This inspection ensures the delivered plant item has been thoroughly cleaned. Should the item of plant be deemed to be inadequately cleaned it will be refused entry. Variegated Yellow Archangel will be removed before plant machinery enters the site. This will include topsoil stripping around the plants in order to remove potential soil contaminated with seeds. This will be disposed of with appropriate controlled waste measures. Contractors will be instructed on the following: • Avoid taking any vehicles onto areas beyond those essential in completing works, keep to established tracks and park vehicles on established parking areas where possible. • Arrive at the site with clean equipment, and vehicle, paying particular attention to wheels. • Ensure equipment and footwear is clean (visually from soil and debris) before entering/leaving the site. • Ensure vehicle is kept clean - in particular, remove any accumulated mud before leaving the site. • Facilities will be provided on the site in the work zone surrounding the buildings to clean footwear/equipment. • Keep access to a minimum.
Details of removal	Prior to the commencement of any development works, a suitably qualified ecologist shall undertake a walkover survey of the site during the peak flowering season for Variegated Yellow Archangel, typically between April and June.

	1. All areas where the species is present shall be accurately recorded and physically demarcated on site to define the working area for eradication. 2. Following demarcation, eradication shall be carried out by the manual removal of all above-ground plant material and associated root systems. Care shall be taken to ensure complete removal of root material, as fragmentation can result in regeneration. 3. All arisings shall be placed immediately into double-sealed bags and transported off-site for disposal at a suitably licensed waste facility in accordance with the Environmental Protection Act 1990 (Duty of Care) Regulations. 4. Treated areas shall be revisited during subsequent growing seasons to identify and remove any regenerating material, with follow-up visits to be undertaken as directed by the supervising ecologist. A monitoring and follow-up programme shall be agreed with the local planning authority as part of the approved strategy. It is recommended that the site is visited between April and June one year following work completion.
Measures to prevent spread	Where Variegated Yellow Archangel has not been fully eradicated prior to the commencement of development works, the following precautionary measures shall be implemented to prevent accidental spread: 1. Demarcated areas containing the species shall be clearly signed and, where practicable, physically cordoned off to restrict unnecessary access by contractors and machinery. 2. Soil and substrate from areas where the species is present shall not be reused or relocated elsewhere on or off site. Any such material shall be treated as contaminated and disposed of appropriately. 3. All tools, machinery, and footwear used within or adjacent to affected areas shall be thoroughly cleaned before leaving those areas, to prevent the accidental transfer of plant material or soil. Cleaning shall take place at a designated wash-down point within the demarcated zone prior to equipment being used in unaffected areas of the site. 4. On the day of demarcation, the supervising ecologist shall deliver a toolbox talk to all relevant site operatives. This briefing shall cover: the identification and legal status of Variegated Yellow Archangel as an invasive non-native species; the reasons for the eradication and biosecurity measures; the demarcation of affected areas; and the legal responsibilities of contractors with respect to Schedule 9 of the Wildlife and Countryside Act 1981 (as amended), which prohibits the causing or permitting of the spread of listed invasive species.

Compliance and Reporting

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

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

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

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