



## RUSHMOOR BOROUGH COUNCIL

# POLICY AND PROJECT ADVISORY BOARD

*To be held as a Virtual Meeting on  
Wednesday, 24th March, 2021 at 7.00 pm*

**To:**

Cllr J.B. Canty (Chairman)  
Cllr P.I.C. Crerar (Vice-Chairman)  
Cllr C.J. Stewart (Vice-Chairman)

Cllr Sophia Choudhary  
Cllr P.J. Cullum  
Cllr Prabesh KC  
Cllr Nadia Martin  
Cllr T.W. Mitchell  
Cllr Sophie Porter  
Cllr M.J. Roberts  
Cllr B.A. Thomas

**Standing Deputies:**

Cllr A.H. Crawford  
Cllr Jacqui Vosper

Enquiries regarding this agenda should be referred to the Administrator, Adele Taylor, Democracy and Community, Tel. (01252) 398831, Email. [adele.taylor@rushmoor.gov.uk](mailto:adele.taylor@rushmoor.gov.uk).

# **A G E N D A**

1. **MINUTES – (Pages 1 - 2)**

To confirm the Minutes of the Meeting held on 27th January, 2021 (copy attached).

2. **SOUTHWOOD WOODLAND MANAGEMENT PLAN – (Pages 3 - 128)**

To receive a report on the Southwood Woodland Management Plan 2021 to 2031 from Tim Mills, Head of Economy, Planning and Strategic Housing and Debbie Salmon, Ecology and Biodiversity Officer (copy attached).

3. **LOCAL GOVERNMENT ASSOCIATION EQUALITIES AND DIVERSITY PEER CHALLENGE - REPORT – (Pages 129 - 158)**

To receive a report (attached) from Assistant Chief Executive, Rachel Barker on the Local Government Association (LGA) Equalities and Diversity Peer Challenge (final report attached) which took place in January, 2021. The Board is asked to discuss the report and the action plan (attached) which has been prepared to address the recommendations and is proposed to be presented to Cabinet for adoption.

4. **COUNCIL BUSINESS PLAN 2021 - 2024 - UNDERSTANDING THE STRATEGIC CONTEXT –**

To receive a presentation from Assistant Chief Executive, Rachel Barker on the Council Business Plan 2021-2024.

5. **WORK PLAN – (Pages 159 - 168)**

To discuss the Policy and Projects Advisory Board Work Plan (copy attached).

## **MEETING REPRESENTATION**

Members of the public may ask to speak at the meeting on any of the items on the agenda by writing to the Panel Administrator at the Council Offices, Farnborough by 5.00 pm two working days prior to the meeting.

Applications for items to be considered for the next meeting must be received in writing to the Panel Administrator fifteen working days prior to the meeting.

-----

# POLICY AND PROJECT ADVISORY BOARD

Virtual meeting held on Wednesday, 27th January, 2021 at 7.00 pm.

## Voting Members

Cllr J.B. Canty (Chairman)  
Cllr P.I.C. Crerar (Vice-Chairman)  
Cllr C.J. Stewart (Vice-Chairman)

Cllr Sophia Choudhary  
Cllr Prabesh KC  
Cllr Nadia Martin  
Cllr T.W. Mitchell  
Cllr Sophie Porter  
Cllr M.J. Roberts  
Cllr B.A. Thomas

Apologies for absence were submitted on behalf of Cllr P.J. Cullum.

## 25. MINUTES

The Minutes of the Meeting held on 25th November, 2020 were agreed as a correct record.

## 26. ITEM WITHDRAWN - SOUTHWOOD WOODLAND MANAGEMENT PLAN

The Board was advised that this item had been withdrawn from the agenda and would be considered at a future meeting of the Board (date to be determined). In the meantime, any comments or questions on the Southwood Woodland Management Plan should be referred to Tim Mills, Head of Economy, Planning and Strategic Housing.

## 27. WORK PROGRAMME

The Board **NOTED** the current Work Programme and were updated on a number of items:

- Elections Working Group – The recommendations of the Election Working Group on the Polling Station Review were approved by the Licensing, Audit and General Purposes Committee on 25th January, 2021. Thanks were given to the Elections Team and the Members who had engaged in the process.
- Supporting Communities Strategy – it was noted that the Strategy had been approved by the Cabinet at its meeting on 19th January, 2021.
- Black Lives Matter – The Local Government association (LGA) Peer Review Challenge had taken place the previous week and the findings were due to be

reported to the Council on 28th January, 2021. The Board would be considering the findings, in more detail, at the March 2021 meeting.

The meeting closed at 7.15 pm.

CLLR J.B. CANTY (CHAIRMAN)

-----



# **Southwood Woodland Habitat Management Plan**

2021 to 2031



**Sarah Jackson and Carmen Green**  
January 2021

## Acknowledgements

Arcadian Ecology & Consulting Ltd were contracted by Rushmoor Borough Council to deliver this work. The author would like to thank Debbie Salmon, Rushmoor Borough Council, for providing background information to the current status and management of the nature reserve.

## Publication Details

This document should be cited as: Jackson, S. and Green, C. (2021) *Southwood Woodland: Habitat Management Plan 2021 to 2031*. Arcadian Ecology & Consulting Ltd. Curdridge.

Arcadian Ecology & Consulting Ltd is a wholly owned subsidiary of Hampshire and Isle of Wight Wildlife Trust.

Maps reproduced under Ordnance Survey licence no. 100015632 with the permission of Her Majesty's Stationery Office, Crown Copyright 2021. Unauthorised reproduction infringes Copyright and may lead to prosecution or civil proceedings

Front Cover: Southwood Woodland ditch by Carmen Green

Published by:  
Arcadian Ecology & Consulting Ltd.  
Beechcroft House  
Vicarage Lane  
Curdridge  
Hampshire  
SO32 2DP

A company Ltd by guarantee and registered in England No. 10033962.

All assessments and recommendations provided are based on the information available to Arcadian Ecology & Consulting Ltd (Arcadian Ecology), and Arcadian Ecology endeavours to ensure all advice is accurate and appropriate at the time of publication. However, it is the sole responsibility of the recipient to ensure that any actions they take are both legally and contractually compliant, and Arcadian Ecology does not accept responsibility or liability for any losses incurred or arising from the advice we provide.

No part of this document may be reproduced without permission. Information contained in this report is intended for Rushmoor Borough Council. Records of protected and notable species may be forwarded to relevant recording organisations with site names removed. All other information in this report should not be passed on to any third party without the express permission of Rushmoor Borough Council and Arcadian Ecology. For information on how to obtain further copies of this document and accompanying data please contact Arcadian Ecology: [arcadian@hiwwt.org.uk](mailto:arcadian@hiwwt.org.uk).

## Document Control

Version	Author name	Date	Signed off by	Date
<i>Draft</i>	<i>Sarah Jackson</i>	<i>09.12.2019</i>	<i>Carmen Green</i>	<i>13.12.2019</i>
<i>Final</i>	<i>Carmen Green</i>	<i>15.01.2021</i>	<i>Sarah Jackson</i>	<i>19.01.2021</i>

## Executive Summary and Visions

**Site Name:** Southwood Woodland

**Location:** SU 84258 54908 **District:** Rushmoor, Hampshire

### Description

Southwood woodland is a 32 hectare site located to the north of the Thames Basin Heaths on the outskirts of Farnborough, Hampshire. The site comprises woodland, glades and waterbodies including ponds, ditches and the Ively brook, a tributary of the Cove Brook, which flows along the northern boundary of the site.

The site is bounded by residential properties to the north and the newly created Southwood Country Park to the east. Kennels Lane forms the western and southern boundaries, with a technology park to the south and woodland to the west beyond the road.

### Vision

The vision for Southwood Woodland is to manage the site to increase its biodiversity value whilst enabling access to nature for all visitors. By balancing the above aims, the site can be managed for the benefit of people and wildlife; to fulfil its purpose as both a Suitable Alternative Natural Greenspace (SANG) and a Site of Importance for Nature Conservation (SINC).

Towards the end of the twentieth century, the site comprised open fields with areas of heathland/moorland vegetation. The aim is to restore habitats back to wooded heath and wetland, as it has been historically. Heathlands that are left unmanaged naturally become invaded by species such as birch through succession. This development of secondary woodland reduces the heath's value to wildlife, resulting in the loss of many specialist heathland species and lower biodiversity levels. A number of species that have been recorded at Southwood Woodland are heavily reliant on these open areas including numerous plants, birds, reptiles and invertebrates. Southwood Woodland is an important site for invertebrates and exceptionally rich for such a small block of woodland; with only approximately 15% open space and at least 50 species of conservation status being recorded during invertebrate surveys of the site.

According to a botanical survey conducted by the Hampshire Biodiversity Information Centre (HBIC) in 1993, the site comprised mostly open areas. Therefore, the aim of this management plan is restore secondary woodland habitats back to this condition; with more heathland, wooded heath and open areas in order to encourage a greater diversity of flora and fauna.

### Conservation Designations

Site of Importance for Nature Conservation (SINC)

### Other Designations

Suitable Alternative Natural Greenspace (SANG)

### Management Objectives

- Clear dry woodland to create wooded heath to increase floristic and invertebrate diversity;
- Maintain and enhance wet woodland ensuring a more open canopy to increase species diversity within the understorey;
- Maintain, enhance, extend, create, connect and manage glades restoring open areas back to wooded pasture and wetland, the site's previous state in 1993, to increase open areas on site and consequently increase species diversity;
- Restore, connect and enhance ditches and ponds increasing hydrological connectivity between the headwaters and the Ively Brook, where appropriate;
- Undertake an annual tree survey along all paths and the boundaries of Southwood Woodland and produce a schedule of works for unsafe trees;

- Undertake an annual check of all infrastructure such as benches, paths, car park and signage, and produce a schedule of works for any repairs required;
- Monitor and review the effects of management annually;
- Comply with any other health and safety requirements, as appropriate; and
- Comply with all other statutes.

### **Tenure, Rights and Agreements**

Southwood Woodland is owned by Rushmoor Borough Council, with management undertaken by Blackwater Valley Countryside Partnership and external contractors when required.

### **Resilience**

Due to the urban location of the nature reserve, there is potential for anti-social behaviour, fly tipping, vandalism, litter and fires.

The open habitats on site are some of the most interesting and diverse, but are vulnerable to encroachment by scrub and trees.

### **Access**

There are no rights of way on the site, however there are numerous permissive paths creating circular routes around the site. The site can be accessed from multiple points and there is a car park at the southern entrance to the site on Kennels Lane with further parking available within Southwood Country Park. Signage is present at the main entrance and at various locations within the site.



## Table of Contents

<b>1.</b>	<b>SITE DESCRIPTION</b>	<b>6</b>
1.1.	General Information	6
1.1.1.	Location	6
1.1.2.	Land Tenure and brief History	6
1.1.3.	Compartments	7
1.2.	Environmental Information	7
1.2.1.	Physical	7
1.2.2.	Biological	7
1.2.3.	Cultural	11
1.2.4.	Risks to habitats/ potential human impacts	11
<b>2.</b>	<b>IMPORTANT FEATURES AND NON-NATURAL ATTRIBUTES</b>	<b>12</b>
2.1.	Summary of Habitat Features and Non-natural Attributes	12
2.2.	Summary of Site Condition	13
2.3.	Site in a wider perspective and the implications for management	13
<b>3.</b>	<b>OBJECTIVES</b>	<b>14</b>
3.1.	Vision for the Site	14
3.2.	Site-wide High Level Objectives	14
3.3.	Operational Objectives	14
3.4.	Factors Influencing the Achievement of Long-term Management Objectives	15
3.5.	Prescriptions	17
<b>4.</b>	<b>REFERENCES</b>	<b>24</b>

## MAPS

Map 1:	Location Map
Map 2:	Designated Sites
Map 3:	Management Compartments
Map 4:	Access
Map 5:	Management Plan Actions

## APPENDICES

Appendix 1:	Annual Work Plan
Appendix 2:	Long-term Work Plan
Appendix 3:	Protected and Notable Species Background Data Search
Appendix 4:	Rushmoor Borough Council Ash Dieback Policy

# 1. SITE DESCRIPTION

## 1.1. General Information

Size: 80.1 acres, 32.4 hectares

Grid Ref: SU 84258 54908

Local Planning Authority: Rushmoor, Hampshire

Designations: Site of Importance for Nature Conservation (SINC) and Suitable Alternative Natural Greenspace (SANG)

Southwood woodland is a 32.4 hectare site located to the north of the Thames Basin Heaths on the outskirts of Farnborough (Map 1). The site comprises woodland, heathland and wetland glades and waterbodies including ponds, ditches and the Ively Brook which flows along the northern boundary of the site.

The site previously comprised open fields with areas of heathland/moorland vegetation. It was subsequently used by the MoD during the twentieth century; parts of the site became abandoned while others were actively grazed. It later developed into woodland, including wet woodland, and this is now the dominant habitat on the site, although some restoration activities have been undertaken on the open areas.

The woodland is designated as Southwood Woodlands SINC, under criteria 1Cii/2B/2D/3Bi/6A (1Cii: other semi-natural woodland if they comprise important community types of restricted distribution in the County, such as yew woods and alder swamp woods; 2B: semi-improved grasslands which retain a significant element of unimproved grassland; 2D: grasslands which have become impoverished through inappropriate management but which retain sufficient elements of relic unimproved grassland to enable recovery; 3Bi: areas of heathland which are afforested or have succeeded to woodland if they retain significant remnants of heathland vegetation which would enable their recovery; 6A: sites which support one of more notable species - *Carex curta* (white sedge) [CS]; *Myrica gale* (bog myrtle) [nHS]). As can be seen from the SINC criteria above, all open habitats have become very scrubby with significant clearance required to restore open areas.

Southwood Woodland has been designated as a SANG, opened in 2008, to discourage new residents from using the Thames Basin Heaths Special Protection Area (SPA; Map 2). Southwood Woodland is now fully allocated with no further contributions expected in the future.

### 1.1.1. Location

The site is located on the western edge of the town of Farnborough in Hampshire. It is bounded by residential properties to the north and the newly created Southwood Country Park to the east. Kennels Lane forms the western and southern boundaries, with a technology park to the south and woodland to the west beyond the road.

### 1.1.2. Land Tenure and Brief History

Southwood Woodland has been owned by Rushmoor Borough Council since 2004, and the site was opened in 2008. Management of the site is undertaken by the Blackwater Valley Countryside Partnership with volunteers and external contractors when required.

Historically the site was heathland, before being farmed from the early nineteenth century and then subsequently used by the MoD during the twentieth century until it was acquired by Rushmoor Borough Council.

### 1.1.3. Compartments

The compartments are listed and described in Table 1 below, and boundaries are shown in Map 3, also shown on the following page for ease of reference.

**Table 1.** Compartment descriptions

Compartment ID		Area (Ha)
1	Lowland mixed deciduous woodland - mostly dry woodland containing birch and oak trees that have developed over once open grassland. At the centre, there is some bog woodland that has developed over mire vegetation. There are two small glades that have been recently managed to restore acid grassland, mire and heathland habitats with stands of bracken.	12.84
2	Dry and wet woodland - the northern part comprises wet woodland with alder and birch while the dry areas to the south and west consist of oak. This compartment was open fields previously that has developed into woodland over time.	11.32
3	Open grassland - open area of marsh and heathland habitats that was previously an open field. The northern part is semi-improved rush-pasture with reed canary-grass, while to the south there are areas of marsh that grades into heathland and acid grassland.	1.28
4	Open grassland - open area of remnant marshy grassland. Mostly semi-improved rush-pasture but reeds and bracken are beginning to dominate.	0.99
5	Wet woodland - the species composition is oak, birch and alder. This area was previously unwooded and woodland has developed over former moorland; a number of mire species have been retained including purple moor-grass and sphagnum mosses as well as with stands of bog myrtle.	6.65

## 1.2. Environmental Information

### 1.2.1. Physical

Southwood Woodland would have historically formed part of the Thames Basin Heaths, lying within the Thames Basin Heaths Natural Character Area (Natural England, 2014). The reserve lies within the London Basin Natural Area which comprises a large, trough-like basin mostly filled with sands and clay sediments, and characterised by isolated areas of semi-natural habitat (Defra, 2011).

The majority of the site has a geology comprising Windlesham formation (sand, silt and clay), changing to Camberley Sand formation (sands) at the south-west corner. Superficial deposits have not been recorded for most of the site, except at the northern boundary of the reserve along the path of the Ively Brook, where there are superficial deposits of Head (poorly sorted and poorly stratified, angular rock debris and/or clayey hillwash and soil creep), comprising clay, silt, sand and gravel; and alluvium, comprising clay, silt, sand and gravel.

Southwood Woodland is a fairly flat site, with only a slight rise from north-east to south-west of approximately 12 metres; with an elevation of 66 metres along the Ively Brook to 78 metres above sea level in the south-west corner along Kennels Lane.

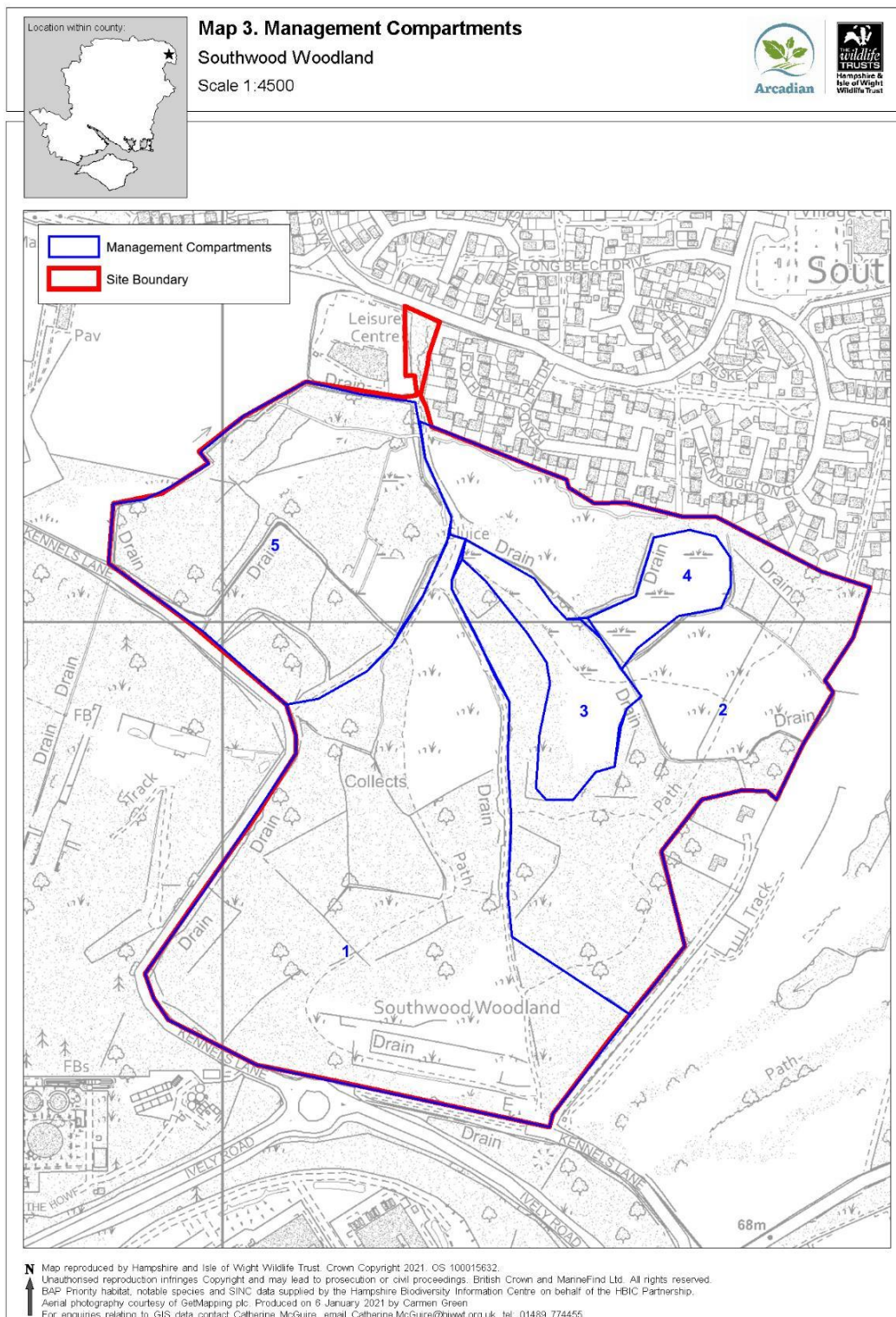
The reserve is immediately bounded by housing to the north, a country park to the east and road to the south and west. There more extensive areas of heathland and woodland to the west of the reserve, some of which are part of the Ministry of Defence (MoD) estate.

### 1.2.2. Biological

The key habitats on the site are lowland mixed deciduous woodland, wet woodland, purple moor-grass and rush pasture and wood heathland. In addition, there are a number of waterbodies, comprising ditches and ponds across the site, and the headwaters of the Ively Brook forming the northern boundary. The HBIC survey undertaken in 1993 noted that habitats at Southwood Woodland had been more open in the 1970's, however, these open areas have become increasingly scrubbed up and eventually

become woodland. The site was mostly open fields in the past and woodland has developed over open grassland, moorland and heathland so that there are few open areas remaining.

It has been decided that, at least initially, the site will be restored back to the natural habitats recorded by HBIC in 1993 when the last full botanical survey was completed. Therefore, the aim of this management plan is restore secondary woodland habitats back to this condition with more heathland, wooded heath and open areas in order to encourage a greater diversity of flora and fauna. The long-term aim would then be to restore to wood pasture.



## Priority Habitats

### Lowland mixed deciduous woodland

A substantial area of Southwood Woodland is comprised of “dry” woodland containing tall, single stem oak and birch trees, which has a natural feel although relatively recent (Management Compartment 1). The field layer is either grass or brambles, with an occasional shrub layer with local abundance of holly and hazel. The woodland has developed over once open grassland.

In the long-term, the aim of management is to clear areas of dry woodland, leaving only the hedgerbanks, mature oaks and other significant trees. This will be undertaken over a period of 25 years with the short-term aim of restoring back to the habitats documented in the 1993 survey by HBIC.

### Wet woodland

Wet woodland is found in the northern and eastern areas of the site along the Ively Brook (Compartment 2), the extensive ditch network, and an area to the west of the site (Compartment 5). The species composition is oak, birch and alder; alder is dominant in the woodland around the headwaters of the Ively Brook. At the downstream end of the headwaters, there are a series of swamps where water lies at or above the land surface for part of the year; in these areas willow is present. The wet woodland also has seepage areas which are of particular importance, supporting species including white sedge, bog moss areas with stands of bog myrtle and swamps with sedge beds including cyperus sedge. These areas were previously unwooded and woodland has developed over former moorland.

At present, the understorey is very shaded. Over the next five years, the canopy will be thinned to allow more sunlight to reach the ground to encourage ground flora and therefore increase biodiversity.

### Lowland heathland

The central glade is composed of parched heathland characterised by fine grasses with dominant heather and bell heather in semi-shaded margins, and heathland herbs including heath speedwell, heath bedstraw and sheep’s-sorrel (Compartment 3). The southern end of the main glade is of a similar character, being seasonally parched.

The southern glade contains a transition from birch over a ‘humid’ heath of purple moor-grass with heather along the southern centre, to a seasonally parched area comprising fine heathland grasses with heather, bell heather and heath bedstraw through the centre, and fine grasses with bracken to the north (Compartment 2).

There are two small glades within Compartment 1 that have been recently managed to restore acid grassland, mire and heathland habitats with stands of bracken.

### Purple moor-grass and rush pasture

A small area of purple moor-grass is present in an open area of marshy grassland to the north of the site, however the extent in 2019 was less than previous surveys had found (Compartment 4). This area was previously an open field but is currently semi-improved rush-pasture, however, common reed and bracken are beginning to dominate. To ensure preservation and enhancement of these habitats, bracken and common reed clearance would need to be undertaken and further woodland would need to be felled to create additional rush pasture.

### Issues

The open habitats on site are some of the most interesting and diverse, but are vulnerable to encroachment by scrub and birch. Without management, open habitats will become scrubbed up over time. The habitats present at Southwood Woodland had been more open in the 1970’s, however, these open areas have become increasingly scrubbed up and eventually become woodland. Management of trees and scrub will be needed to prevent the glades becoming too shaded, dominating these areas and outcompeting the grasses, heathers and wildflowers. Further areas will need to be cleared to create wooded pasture.

## Priority Species

Full details of the background data search provided by HBIC detailing the protected and notable species within 1km of Southwood Woodland are provided in Appendix 3.

Extensive habitat and species surveys have been undertaken at Southwood Woodland by Arcadian Ecology & Consulting Ltd between 2019 and 2020, as detailed below.

### Plants

The 2019 botanical surveys recorded 14 species of ancient woodland vascular plant and located eight of the protected and notable plants listed in the HBIC background data search (Appendix 3); bell heather *Erica cinerea*, bog-myrtle *Myrica gale*, common cow-wheat *Melampyrum pratense*, heath speedwell *Veronica officinalis*, heather *Calluna vulgaris*, mat-grass *Nardus stricta*, tormentil *Potentilla erecta* and white sedge *Carex canescens*.

### Birds

The 2019 breeding bird survey recorded fifteen species, including song thrush *Turdus philomelos* which is a red list Bird of Conservation Concern (BOCC) and swift *Apus apus*, an amber list BOCC. The management prescriptions contained within this document aims to enhance breeding and foraging habitats for birds using the woodland and increase their diversity and abundance.

### Invertebrates

Southwood Woodland is an important site for invertebrates and exceptionally rich for such a small block of woodland with only approximately 15% open space.

Invertebrate surveys conducted between June 2019 and May 2020 have provided 1,157 records of 675 species, including 50 species of conservation status, of most note being the two nationally rare spiders *Diplocephalus erythropus* and *Xysticus acerbus*.

### Reptiles and Amphibians

Surveys at Southwood Woodland, conducted in 2019, confirmed the presence of common frog *Rana temporaria*, common lizard *Zootoca vivipara* (peak count of three) and slow worm *Anguis fragilis* (peak count of fifteen) at the site. Maintaining, enhancing and extending areas of dry heath will increase the amount of suitable habitats available for both common lizard and slow-worm, allowing populations to expand and colonise new parts of the site.

### Mammals

Bat activity surveys in 2019 recorded at least four species at Southwood Woodland: noctule *Nyctalus noctula*, serotine *Eptesicus serotinus*, soprano pipistrelle *Pipistrellus pygmaeus* and common pipistrelle *Pipistrellus pipistrellus*. There were also possible *Myotis* and long-eared bat *Plecotus* species. Management of the site for invertebrates through the creation of wooded heath, maintaining and enhancing wet woodland and glades and restoring and enhancing ditches and ponds will improve foraging resources for bats using the site. In addition, the retention of mature trees will continue to provide suitable roosting sites for bats.

Badger surveys conducted in 2019 confirmed the presence of one large active main sett with multiple holes, in addition to a second main sett which was inactive at time of survey, and nine subsidiary and outlier setts. Management and enhancements to the habitats at Southwood Woodland will provide excellent foraging resources for badgers as well as providing cover to allow movement across the landscape.

### **1.2.3. Cultural**

#### Landscape

The site forms part of the Thames Basin Heaths Natural Character Area (NCA), comprising greenspace, woodland, common land, heathlands, grasslands and wetlands, as it moves from Weybridge in Surrey to the east to the countryside of Newbury, Berkshire, in the west. It lies within the London Basin, drained by the Thames river system, with many of its major tributaries running through the NCA, and connecting it to neighbouring NCAs (Natural England, 2014).

#### Historical Character

There are no Scheduled Ancient Monuments on site. The site was formerly a farm, Southwood Farm, present on Ordnance Survey from the early nineteenth century, however the irregular pattern of the fields suggest that it is of medieval origin. The southern part of site had the character of a village green with a scattering of small dwellings. The site was a working farm throughout the nineteenth century, before being taken into the military training estate in the early twentieth century.

#### Land Use and Current Management

Blackwater Valley Countryside Partnership have been managing the site including accessibility for visitors to the site and leading a volunteer group to regularly undertake practical conservation tasks on the site. It is acknowledged that in the past, funding has not been adequate to undertake ecological management of the site and maintain all infrastructure and habitats. It is hoped this management plan will enable both infrastructure and habitats to be managed in a balanced way to ensure it is fully accessible, visitors have contact with a good diversity of species and that biodiversity is protected and enhanced.

There are no rights of way on the site, however there are numerous permissive paths creating circular routes around the site (Map 4). The paths are popular with local residents. The site can be accessed from multiple points, including two points on Kennels Lane, where there is a car park at the southern entrance to the site, and paths leading from Southwood Lane and Links Way.

### **1.2.4. Risks to habitats/ potential human impacts**

Due to the urban location of the site, there is potential for anti-social behaviour, fly tipping, vandalism, litter and fires. Being bounded by housing along the north-eastern boundary of the site, there are on-going issues with the dumping of garden waste into the site, particularly as this could lead to the introduction and/or spread of non-native species on the site.

In addition, the management of hazardous trees is a continual health and safety risk, particularly those that overhang into gardens, but also across the site, notably those along paths. With the spread of ash dieback, the number and frequency of encountering hazardous trees is likely to increase. In preparation, Rushmoor Borough Council have a policy on how to monitor and manage trees showing signs of ash dieback (Appendix 4).

## 2. IMPORTANT FEATURES AND NON-NATURAL ATTRIBUTES

### 2.1. Summary of Habitat Features and Non-natural Attributes

A summary of habitat features is described in Table 2 and non-natural attributes are described in Table 3.

**Table 2.** Habitat features.

Feature	Description	Compartment Present
Lowland mixed deciduous woodland	The lowland mixed deciduous woodland is of recent origin, having grown up since 1993. Although this habitat superficially has a high degree of naturalness, it is dominated by tall, single stem trees of oak and birch which have little biodiversity value.	1
Wet woodland	Wet woodland is particularly well developed in the northern and eastern areas of the site, around the Ively Brook, comprising oak, birch and alder, and notable species including white sedge and bog myrtle.	1, 2, 5
Lowland heathland	Areas of heathland are located within the glades. They include areas of humid heath comprising purple moor-grass and heather, and seasonally parched areas with fine heathland grasses and heathland dwarf shrubs.	1, 3, 4
Purple moor-grass and rush pasture	A small area of purple-moor grass and rush pasture is present within the main glade, however the extent is much reduced from previous surveys.	1, 3
Ditches & ponds	There is an extensive ditch network mainly focussed around western, northern and eastern boundaries of the site within the woodlands. Many of the ditches are dry or with standing water/very shallow low flow for part of the year. Two ponds are present, one next to Kennels Lane and connected to the ditch network, and a second newly excavated pond on the edge of the eastern glade which is turbid and sandy coloured.	1, 2, 5

**Table 3.** Non-natural attributes.

Feature	Description	Compartment Present
Access	Regular monitoring of site for health and safety risks, including maintenance of access routes and monitoring for ash dieback (see RBC policy in Appendix 4). There are several permissive paths on the site. All are regularly used by walkers and dog walkers.	All
Boundary fences/features	Perimeter fencing is present where houses back onto the reserve and in areas along Kennels Lane.	1, 2, 5
Signage	There is currently signage present on site, at the entrance and at various locations around the site describing the different habitat types and species of interest.	1, 2, 3



## **2.2. Summary of Site Condition**

Hampshire Biodiversity Information Centre (HBIC) holds data from surveys from the site dating from 1982, with the most recent botanical survey undertaken in 2018 (Miller, 2018). Ad-hoc surveys have also been undertaken on the site.

A series of surveys was started in 2019, for completion by summer 2020, by Arcadian Ecology and Consulting Ltd, to provide baseline information for the SANG and to allow on-going monitoring of the site.

The report highlighted that the site provides a varied structure and diversity, and that the open habitats are particularly important for a range of species, including common and widespread species and assemblages of reptiles, bats, birds and invertebrates. Southwood Woodland is an important site for invertebrates and exceptionally rich for such a small block of woodland, with only approximately 15% open space. In addition, a number of terrestrial invertebrates that are of conservation status are present on the site. However, without management, the site is at risk of losing its open habitats and becoming secondary woodland (Jackson, Thompson & Chatters, 2019).

According to a botanical survey conducted by HBIC in 1993, the site comprised mostly open areas. Therefore, the aim of this management plan is to restore secondary woodland habitats back to this condition, with more heathland, wooded heath and open areas in order to encourage a greater diversity of flora and fauna.

## **2.3. Site in a wider perspective and the implications for management**

Southwood Woodland was designated as a SANG in 2008 to relieve pressure from the Thames Basin Heath Special Protection Area (SPA). The vision for Southwood Woodland is to manage the site to increase its biodiversity value whilst enabling access to nature for all visitors. By balancing these aims, the site can be managed for the benefit of people and wildlife; to fulfil its purpose as both a Suitable Alternative Natural Greenspace (SANG) and a Site of Importance for Nature Conservation (SINC).

The site also lies within the Thames Basin Heaths & Plantations (Hants) Biodiversity Opportunity Areas (BOA), one of 41 BOAs in the county (HBIC, 2010). This is a landscape scale project, which seeks to ensure the conservation of existing wildlife sites, the expansion of these sites and the creation of new wildlife sites to create bigger, better and more places for wildlife in line with the recommendations of Natural England and Defra within 'Securing biodiversity, A new framework for delivering priority habitats and species in England' (Defra, 2011). The targets and opportunities for the Thames Basin Heaths and Plantations (Hants) are focussed on positive management of Sites of Importance to Nature Conservation (SINCs), enhancing the biodiversity value of enclosed woodlands, restoring grazing to former wood pastures, linking of habitats and restoration of non-native tree plantations to heathland and acid grassland (Jonathan Cox Associates, 2010).

In the past, the site comprised open fields with areas of heathland/moorland vegetation. The habitats present at Southwood Woodland had been more open in the 1970's, however, these open areas have become increasingly scrubbed up and eventually become woodland. It is necessary to restore habitats back to its previous state where it comprised larger areas of open grassland, marsh and heathland habitats.

It has been decided that, at least initially, the site will be restored back to the natural habitats recorded by HBIC in 1993 when the last full botanical survey was completed. Therefore, the aim of this management plan is to restore secondary woodland habitats back to this condition, with more heathland, wooded heath and open areas in order to encourage a greater diversity of flora and fauna. The long-term aim would then be to restore to wood pasture.

### 3. OBJECTIVES

#### 3.1. Vision for the Site

The vision for Southwood Woodland is to manage the site to increase its biodiversity value whilst enabling access to nature for all visitors. By balancing the above aims, the site can be managed for the benefit of people and wildlife; and to fulfil its purpose as both a Suitable Alternative Natural Greenspace (SANG) and a Site of Importance for Nature Conservation (SINC). Towards the end of the twentieth century, the site comprised open fields with areas of heathland/moorland vegetation. The aim is to restore habitats back to wooded heath and wetland, as it has been historically.

#### 3.2. Site-wide High Level Objectives

The high level objectives for Southwood Woodland are summarised in Table 4. They are not shown in priority order and none are mutually exclusive. Each high level objective is supported by a number of operational objectives identified in Section 3.3.

**Table 4.** High level objectives.

	High level objective	Notes
1	Manage Southwood Woodland for the benefit of wildlife and provide ecological connectivity between Southwood Woodland, Southwood CP, Hartland Woodlands, Cove Brook Greenways and if possible Farnborough Airport and Eelmoor Marsh SSSI	Provide a haven for wildlife and ecological connectivity in an urban context and provide supporting habitat to the Thames Basin Heaths.
2	Manage access to the site for the benefit of people and wildlife	Provision of defined access route. Controlled access to ensure public and anti-social behaviour do not impact biodiversity. Meet objectives of site as a SANG.
3	Access and infrastructure	Ensure access and infrastructure on site meet health and safety requirements, through regular maintenance and inspection by Rushmoor Borough Council.

#### 3.3. Operational Objectives

The operational objectives in Table 5 identify the key elements involved in delivering the high level objectives. The prescriptions in Section 3.5 outline how each operational objective will be delivered.

**Table 5.** Operational objectives.

Operational Objective	High Level Objective
<p><b>Clear dry woodland to create wooded heaths:</b> Protect hedgebanks and associated oaks, as important wildlife and cultural history features. Continue to manage pathways to retain open edges along woodland edges. Large scale birch clearance in three stages over 5 years to create an open, wooded pasture landscape. This will allow more sunlight to reach the ground to increase floristic and invertebrate diversity. Existing logs and brash from tree works currently left on the woodland floor will be cleared from the site in 2021. Dead wood will be piled in suitable designated areas creating hibernacula for amphibians and reptiles. In future, excess wood will be removed from the reserve and should not be left in-situ across the site as it can smother ground flora and affect invertebrate populations.</p>	1 & 2
<p><b>Maintain and enhance wet woodland and glades:</b> Monitor and remove/thin trees when necessary to ensure canopy does not enclose and stop light penetration, shading out the currently diverse field layer, ensuring a more open canopy to increase species diversity within the understorey. Management of surrounding trees and scrub to stop encroachment. Retain transitional habitats around edges of glades.</p>	1
<p><b>Maintain, enhance, extend, create, connect and manage glades:</b> Maintain, enhance and extend existing glades and create new glades, ensuring connectivity between them to provide more open habitat which is a key feature of the site, supporting invertebrates of conservation status. These will be managed long-term through the control of scrub encroachment, to provide a good amount of open areas and edge habitat for wildlife. More open areas for people to use on site.</p>	1 & 2
<p><b>Restore, connect and enhance ditches and ponds:</b> Increasing hydrological connectivity between the headwaters and the Ively Brook. De-culvert or divert Ively Brook to create natural waterway to ensure seasonal flooding. Thin tree canopy to ensure dappled shade over ditches is retained. Retain pond on boundary with Kennels Lane. Extend newly excavated pond or create new wildlife pond, creating shelved edges for aquatic plant growth and protective planting around some of the edge (to stop damage by dogs).</p>	1
<p><b>Monitor and maintain all infrastructure:</b> Complete signage and interpretation on site, and review if existing signage is fit for purpose. Annual check of benches, paths, car park and signage and produce a schedule of works for any repairs required. Paths to be resurfaced. Delivery of the schedule of works as part of the management plan.</p>	3
<p><b>Monitor effects of management:</b> Regular species monitoring to ensure works are not negatively impacting the wildlife present on site (using baseline data for comparison). Monitor for non-native invasive species and manage as appropriate. After 5 years, a review of the management plan should be undertaken.</p>	1
<p><b>Comply with health and safety requirements:</b> Ensure dangerous tree surveys are carried out at least annually. Maintain a path network to ensure it is safe for all site users, whilst protecting the most vulnerable areas from public access impacts.</p>	2 & 3
<p><b>Comply with all other statutes:</b> Maintain clarity on how the management of the site must comply with a series of legal and administrative requirements. These range from requirements of the Town and Country Planning, Forestry and Wildlife and Countryside Acts; to those to ensure it is a functional SANG</p>	3

### 3.4. Factors Influencing the Achievement of Long-term Management Objectives

A summary of factors influencing the achievement of long-term management objectives is described in Table 6.

**Table 6.** Factors influencing the achievement of long-term management objectives.

<b>Factor</b>	<b>Notes</b>
Natural succession	Natural succession is the process by which open bare ground develops into grassland and eventually woodland. All open habitats in the UK are prevented from becoming woodland by external factors such as grazing pressure, mechanical cutting or fire. At Southwood Woodland, grazing or a combination of manual and mechanical cutting and clearance will be required to maintain and increase the open habitats, namely the glades.
Local community engagement	Engagement with neighbours to value the site and stop/report anti-social behaviour to help protect the site. Continue to work with and grow the voluntary group training the volunteers to undertake monitoring and conservation tasks.
Disease	Management and monitoring needs to take into consideration the increasing number of diseases affecting native species, such as ash dieback and oak processionary moth. Regular surveys, particularly for dangerous trees, should identify potential issues.
Non-native invasive plant species	Due to the site's close proximity to housing, it is particularly at risk from the introduction of non-native invasive plant species both intentionally and by mistake, being transported by people on their footwear and animals on their feet. Regular surveys to check and then manage/remove non-natives should be undertaken.
Climate change	With increasing temperatures, species are going to need to adapt or move to survive. For sedentary species and plants this will be more challenging and likely to result in at least localised declines or extinctions. There is also the potential for more non-native species to arrive from the continent. Monitoring of the biodiversity of the site and comparison with local and national trends will be key to identifying those species that are struggling, and regular updates of the management plan will be required to reflect this, such as potential changes to tree species composition.

### 3.5. Prescriptions

Table 7 sets out the more detailed operational objectives and prescriptions for the site. Ideally targets and/or limits of acceptable change should be identified for each operational objective. Where this is not possible because additional work is required to inform the setting of targets, an action is identified in the work programme set out in Appendix 1. Timing of works on an annual and long-term schedule are provided in Appendix 1 and 2 respectively.

Abbreviations used in table: HIWWT – Hampshire & Isle of Wight Wildlife Trust/Arcadian Ecology & Consulting Ltd; RBC - Rushmoor Borough Council.

**Table 7.** Operational objectives and prescriptions

Operational Objective	Notes and Prescription	Compartment(s)	Delivered By	Monitoring
<p><b>Clear dry woodland to create wooded heath</b></p>	<p>The woodlands at Southwood include hedgebanks with associated oaks, which are an important habitat for wildlife, as well as a feature of the cultural history of the site.</p> <p><b>Prescription –</b> Continue to manage pathways to retain open habitats where light can penetrate and retain structural diversity.</p> <p>Logs and brash from tree works should not be left in-situ across the site as it can smother ground flora and affect invertebrate populations. Instead, dead wood should be piled in suitable designated areas to provide important habitat for invertebrates, amphibians and reptiles. Three brash and log piles will be created within woodland to create hibernacula for amphibians and reptiles (Map 5).</p> <p>Large scale birch clearance to create an open, wooded pasture landscape, retaining feature oaks through haloing (Map 5) undertaken in three stages over 5 years.</p> <p>Regular survey for ash dieback and removal as appropriate (in accordance with RBC policy, Appendix 4) where a health and safety risk.</p> <p><b>Target –</b> Clearance of areas of birch will allow more sunlight to reach the ground to encourage natural tree regeneration, diversifying the age structure of the woodland, while increasing floristic and invertebrate</p>	<p>1, 2</p>	<p>Site manager</p> <p>Site manager Volunteers</p> <p>Contractor</p> <p>Site manager</p>	<p>Targeted species surveys at 10 year intervals – breeding bird, bat and terrestrial invertebrate surveys</p> <p>NVC survey at 10 year intervals</p>

Operational Objective	Notes and Prescription	Compartment(s)	Delivered By	Monitoring
	diversity, returning the site back to its previous state, as open, wooded pasture. Species interest maintained or enhanced.			
<b>Maintain and enhance wet woodland</b>	<p>The wet woodland on site contains a diverse field layer.</p> <p><b>Prescription –</b> Monitor and remove/thin trees when necessary to ensure canopy does not enclose and stop light penetration.</p> <p><b>Target –</b> Botanical interest maintained.</p>	2, 5	Site manager Contractor	NVC survey at 10 year intervals
<b>Maintain, enhance, extend, create, connect and manage glades</b>	<p>The site has lost a large proportion of its open habitat through encroachment and growth of secondary woodland, however these habitats (heathland, acid grassland and mire) are the most interesting and diverse habitats on site.</p> <p><b>Prescription –</b> Trees and scrub such as gorse and broom cut back to maintain extent of glades. All brash/cuttings to be removed from open areas.</p> <p>On-going management to ensure retention of open habitat and stop tussocky grasses becoming dominant. Ideally through grazing but more likely through mowing (twice a year in Spring (April/May) and Autumn (September/October)). This will allow more light and heat into the glades.</p> <p>Retain transitional habitats around edges of glades, with scalloped edges to create microclimates within the grassland/woodland transition.</p> <p>Annual cutting of small areas of heather on a 10-year rotation to create varied age range and structure (Map 5).</p> <p>Small, shallow scrapes within glades, created annually so as to expose some mineral soil without removing the seedbank entirely.</p>	1, 3, 4	<p>Site manager Volunteers</p> <p>Site manager</p> <p>Site manager</p> <p>Site manager</p>	<p>Targeted species surveys at 10 year intervals – breeding bird, bat, reptile and terrestrial invertebrate surveys</p> <p>NVC survey at 10 year intervals</p>

Operational Objective	Notes and Prescription	Compartment(s)	Delivered By	Monitoring
	<p>Cutting back of bracken two to three times a year and removal of all arisings.</p> <p>Create new glades or extend existing glades to provide more open habitat, with up to 30% more open space present on site; possibly through birch clearance (Map 5).</p> <p>Remove arisings from open habitats – either by disposal off site, burning or in a sacrificial area (dark, shaded area).</p> <p><b>Target</b> – Increasing open space from approximately 15% of the total area to 30% will allow retention of important features of the site to support a wider range of species, particularly for invertebrates.</p>		<p>Site manager Volunteers</p> <p>Site manager Volunteers</p> <p>Volunteers</p>	

Operational Objective	Notes and Prescription	Compartment(s)	Delivered By	Monitoring
<p><b>Restore, connect and enhance ditches and ponds</b></p>	<p>The ditches and ponds provide an interesting habitat on site, including supporting the notable sedge species within the wet woodland. They also provide a function to remove water from roads and neighbouring housing.</p> <p><b>Prescription –</b> De-culvert Cove Brook to create natural waterway which will help with seasonal flooding.</p> <p>Thin tree canopy to ensure dappled shade over ditches is retained, increasing light penetration and growth of ground flora and emergent vegetation.</p> <p>Retain pond on boundary with Kennels Lane, as potential historical feature (Map 5).</p> <p>Create a new pond within woodland for wildlife; creating shelved edges for aquatic plant growth and protective planting around some of the edge (to stop damage by dogs) (Map 5).</p> <p>Retain woody debris, as provides structural variation and micro-habitats, but monitor to ensure does not create a block to flow.</p> <p><b>Target –</b> ecologically diverse habitat with increased species interest.</p> <p>The creation of an additional pond would provide further, connected habitat for aquatic species such as invertebrates and amphibians.</p>	<p>1, 2, 5</p>	<p>Contractor</p> <p>Site manager Contractor</p> <p>Site manager Contractor</p> <p>Site manager Contractor</p> <p>Site manager Volunteers</p>	<p>Targeted species surveys at 10 year intervals – amphibian and aquatic invertebrate surveys</p> <p>NVC survey at 10 year intervals</p>



Operational Objective	Notes and Prescription	Compartment(s)	Delivered By	Monitoring
<p><b>Monitor and maintain all infrastructure</b></p>	<p>As a SANG, the site needs to be accessible for visitors, and for them to have an enjoyable experience whilst on site. There is circular route with interconnecting paths present on the site with three entrance points.</p> <p><b>Prescription –</b> Complete signage and interpretation on site, and review if existing signage is fit for purpose. This will include: main entrance map and interpretation, signage at secondary entrances and on-site interpretation. New signage to include results from species surveys.</p> <p>Review and complete signage on site and interpretation leaflet.</p> <p>Annual check of all infrastructure including benches, paths, car park and signage and produce a schedule of works for any repairs required.</p> <p>Paths to be resurfaced.</p> <p><b>Target –</b> easily navigable site with signs to inform visitors of interest features of site. signs to inform visitors of interest features of site.</p>	<p>All</p>	<p>RBC Site manager</p> <p>Site manager</p> <p>RBC</p> <p>RBC</p>	<p>Log and schedule of repair works</p>
<p><b>Monitor effects of management</b></p>	<p>Southwood Woodland supports a range of species, utilising the foraging, commuting and sheltering opportunities the site provides, in addition to providing connectivity to habitats in the wider landscape.</p> <p><b>Prescription –</b> Regular monitoring to provide comparisons to baseline data. Allowing trends for species on sites to be monitored at a local level (enabling assessment against management) and a national context to assess how the site is doing in comparison to national trends (where data is available).</p> <p>Annual survey for non-native invasive species; monitor and manage as appropriate.</p>	<p>All</p>	<p>HIWWT</p> <p>Site manager Volunteers</p>	<p>Targeted species surveys at 10 year intervals – badger, bat, breeding bird, reptile, terrestrial invertebrate and aquatic invertebrate surveys</p> <p>Annual survey to identify non-</p>

Operational Objective	Notes and Prescription	Compartment(s)	Delivered By	Monitoring
	<p>Train volunteers to undertake surveys e.g. reptiles and bat activity surveys.</p> <p>After 5 years, a review of the management plan should be undertaken.</p> <p><b>Target</b> – Number and diversity of species the site supports is maintained or enhanced.</p>		<p>Volunteers</p> <p>RBC</p>	<p>natives, monitor spread and remove as appropriate</p> <p>NVC survey at 10 year intervals</p>
<p><b>Comply with health and safety requirements</b></p>	<p>The site is used daily by visitors, so it is important that the woodland is safe for visitors whilst protecting the most vulnerable areas from public access impacts.</p> <p><b>Prescription –</b> Regular and appropriate health and safety inspections undertaken and recorded.</p> <p>Ensure dangerous tree surveys are carried out at least annually.</p> <p>Ensure fences are maintained (where responsibility of Rushmoor Borough Council).</p> <p>Any incidents of anti-social behaviour reported and reviewed.</p> <p><b>Target</b> – Up to date reports/logs available on request.</p>	<p>All</p>	<p>RBC</p> <p>RBC</p> <p>RBC</p> <p>All site users</p>	<p>Dangerous tree report</p> <p>Incident log</p>

Operational Objective	Notes and Prescription	Compartment(s)	Delivered By	Monitoring
<p><b>Comply with all other statutes</b></p>	<p>A wide range of statutory obligations need to be considered when managing land. It is essential when managing a site that the land managers operate to best practice and comply with these and other statutes during their operations.</p> <p><b>Prescription –</b> Ensure that all works on site have permissions/consents in place prior to work commencing.</p> <p><b>Target –</b> Consents available for inspection prior to work commencing.</p>	<p>All</p>	<p>RBC Site manager</p>	<p>Copies of consents and permissions held on file.</p>

## 4. REFERENCES

- **BGS (2019).** British Geographical Society. Geology of Britain Viewer. <http://mapapps.bgs.ac.uk/geologyofbritain/home.html> [Accessed: 03/12/2019]
- **Defra (2011).** English Nature Natural Areas – An Introduction. 66. London Basin <http://adlib.everysite.co.uk/adlib/defra/content.aspx?id=000IL3890W.16NTBYWORHG20W> [Accessed: 18/11/2019]
- **Defra (2011).** *Biodiversity 2020: A strategy for England's wildlife and ecosystem services*. Defra. London.
- **Hampshire Biodiversity Information Centre (2010).** *Hampshire Biodiversity Opportunity Areas*. Hampshire Biodiversity Partnership. <https://documents.hants.gov.uk/biodiversity/37ThamesBasinHeathsBOAmap.pdf> [Accessed: 19/11/2019].
- **Jackson, S., Thompson, A., Chatters, C. Rushbrook, B. & Lyons, G. (2020).** *Species Surveys & Assessment 2019-2020: Southwood Woodland*. Arcadian Ecology & Consulting Ltd, Curdridge.
- **Miller, J. (2018).** *Southwood Woodlands SU84255490*. Hampshire Biodiversity Information Centre, Winchester.
- **Jonathan Cox Associates (2010).** *Review of Land Management Provision within Biodiversity Opportunity Areas in Hampshire: Summary*. Hampshire Biodiversity Partnership.
- **Natural England (2014).** <http://publications.naturalengland.org.uk/publication/4685559624630272?category=587130> [Accessed: 18/11/2019]

## **MAPS**

Location within county:

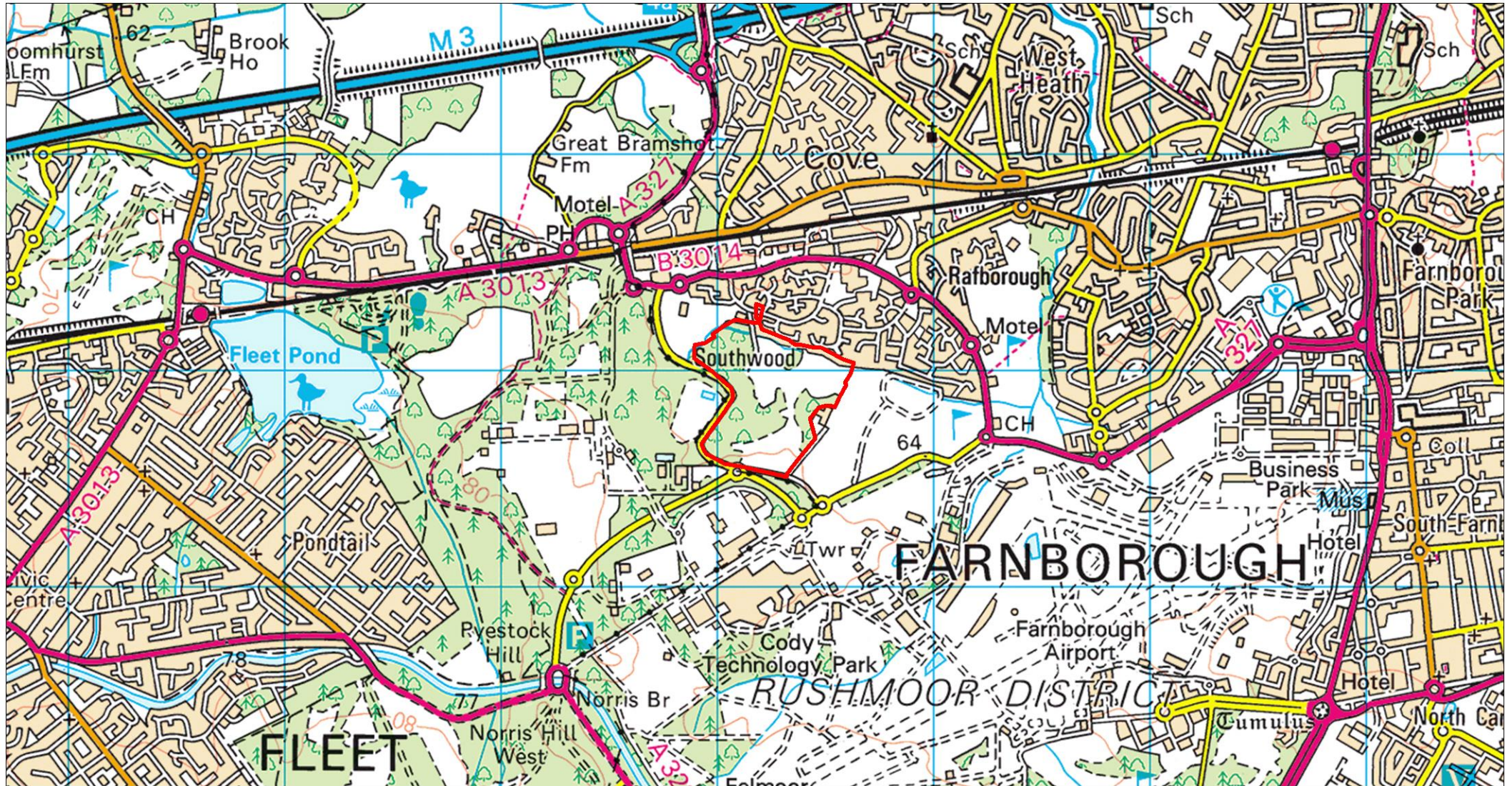


Page 28

# Map 1. Site Location

## Southwood Woodland

Scale 1:25000



Map reproduced by Hampshire and Isle of Wight Wildlife Trust. Crown Copyright 2019 OS 100015632. Unauthorised reproduction infringes Copyright and may lead to prosecution or civil proceedings. British Crown and MarineFind Ltd. All rights reserved. BAP Priority habitat, notable species and SINCC data supplied by the Hampshire Biodiversity Information Centre on behalf of the HBIC Partnership. Aerial photography courtesy of GetMapping plc. Produced on 2 December 2019 by Sarah Jackson. For enquiries relating to GIS data contact Catherine McGuire, email Catherine.McGuire@hiwwt.org.uk, tel: 01489 774455.

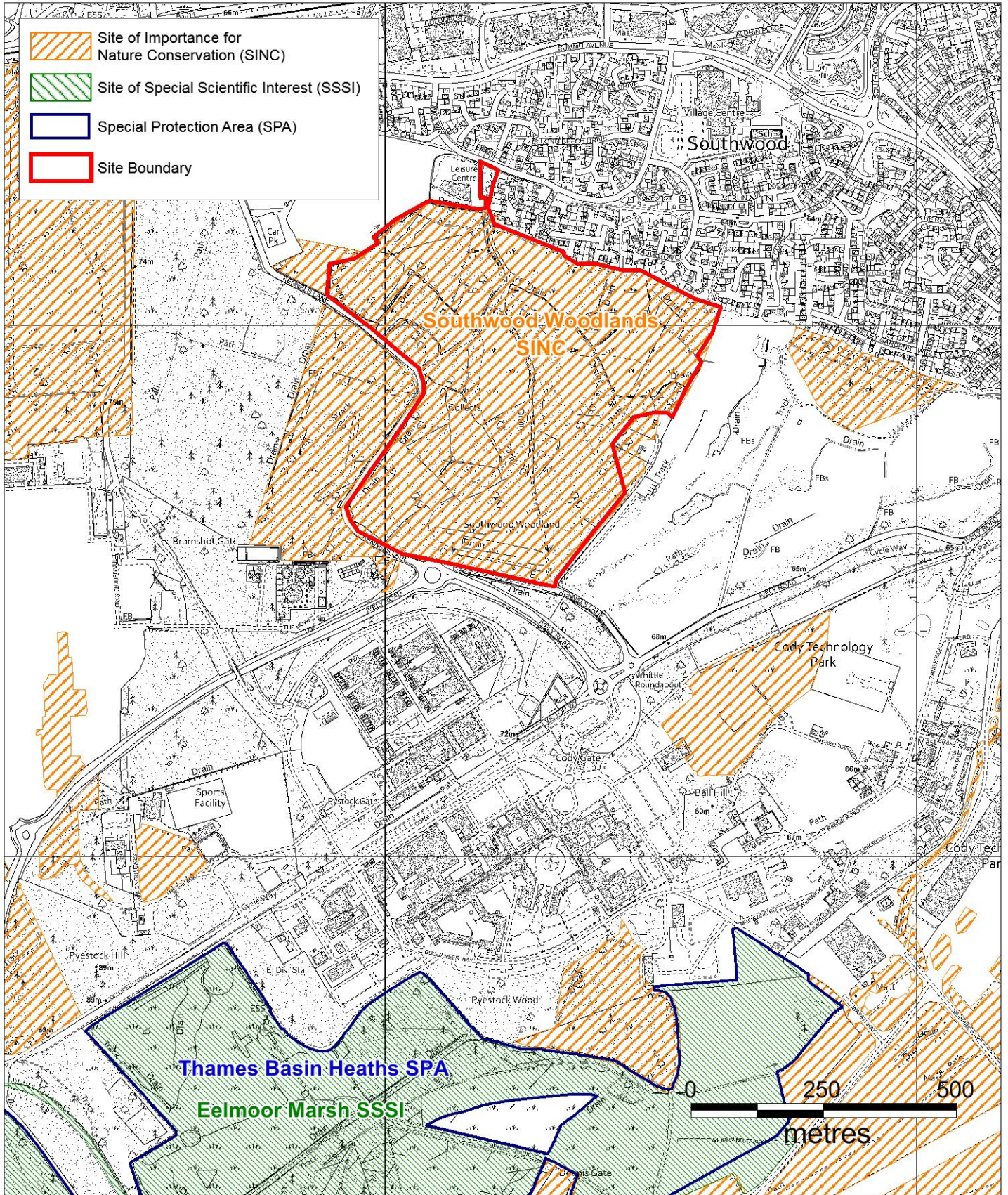
Location within county:



## Map 2. Designated Sites

### Southwood Woodland

Scale 1:10000



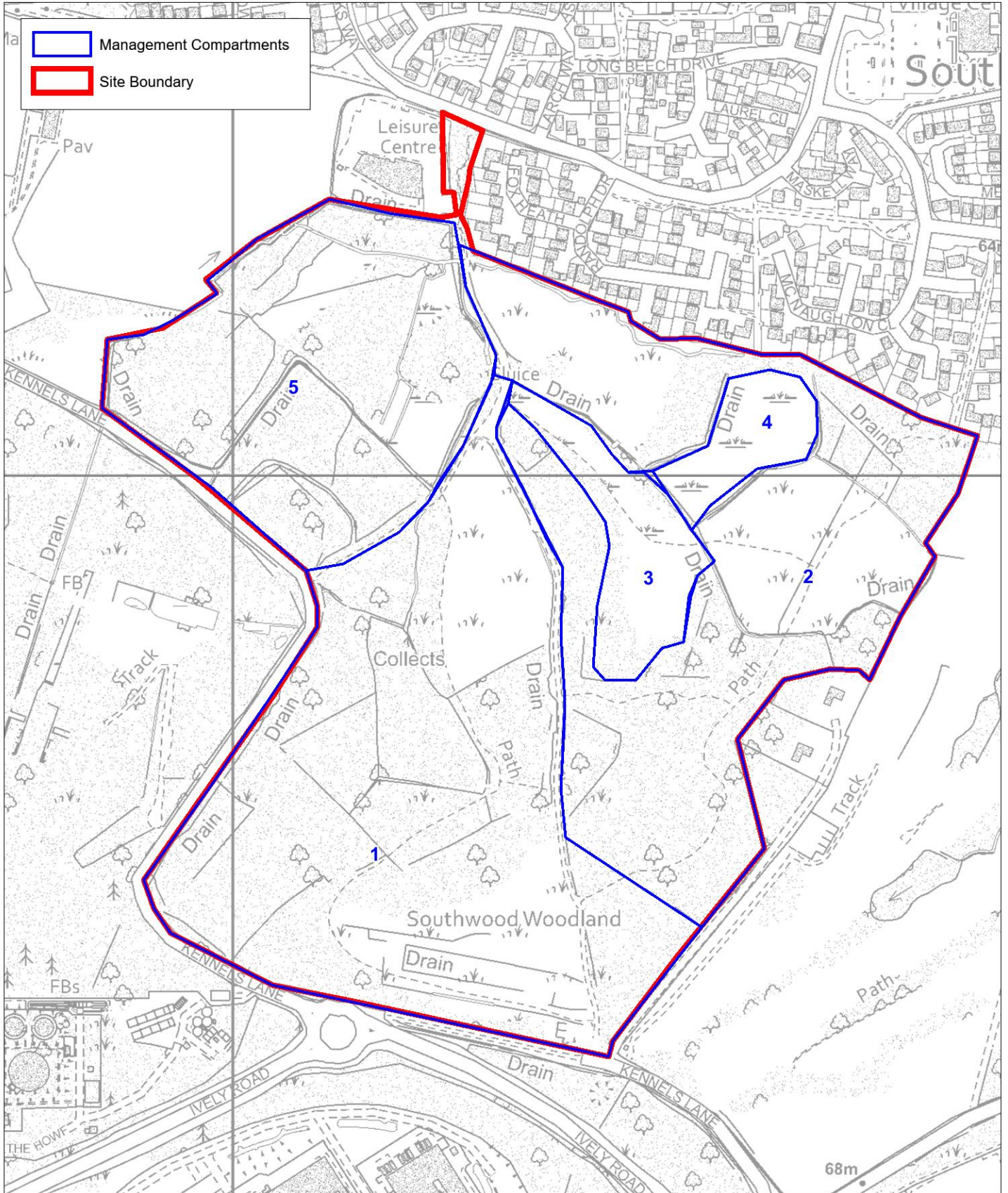
Location within county:



### Map 3. Management Compartments

Southwood Woodland

Scale 1:4500





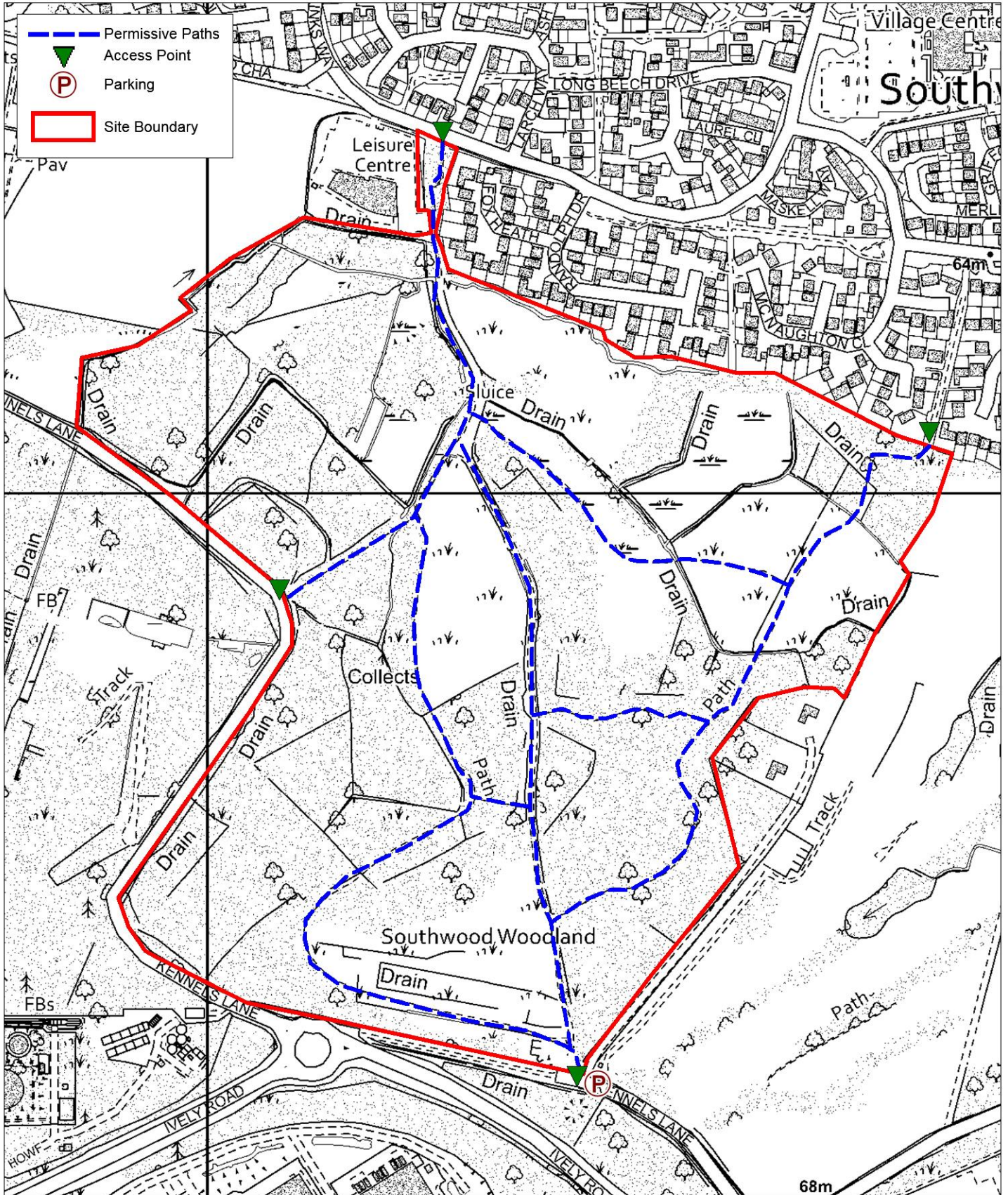
Location within county:



### Map 4. Access

## Southwood Woodland

Scale 1:4500

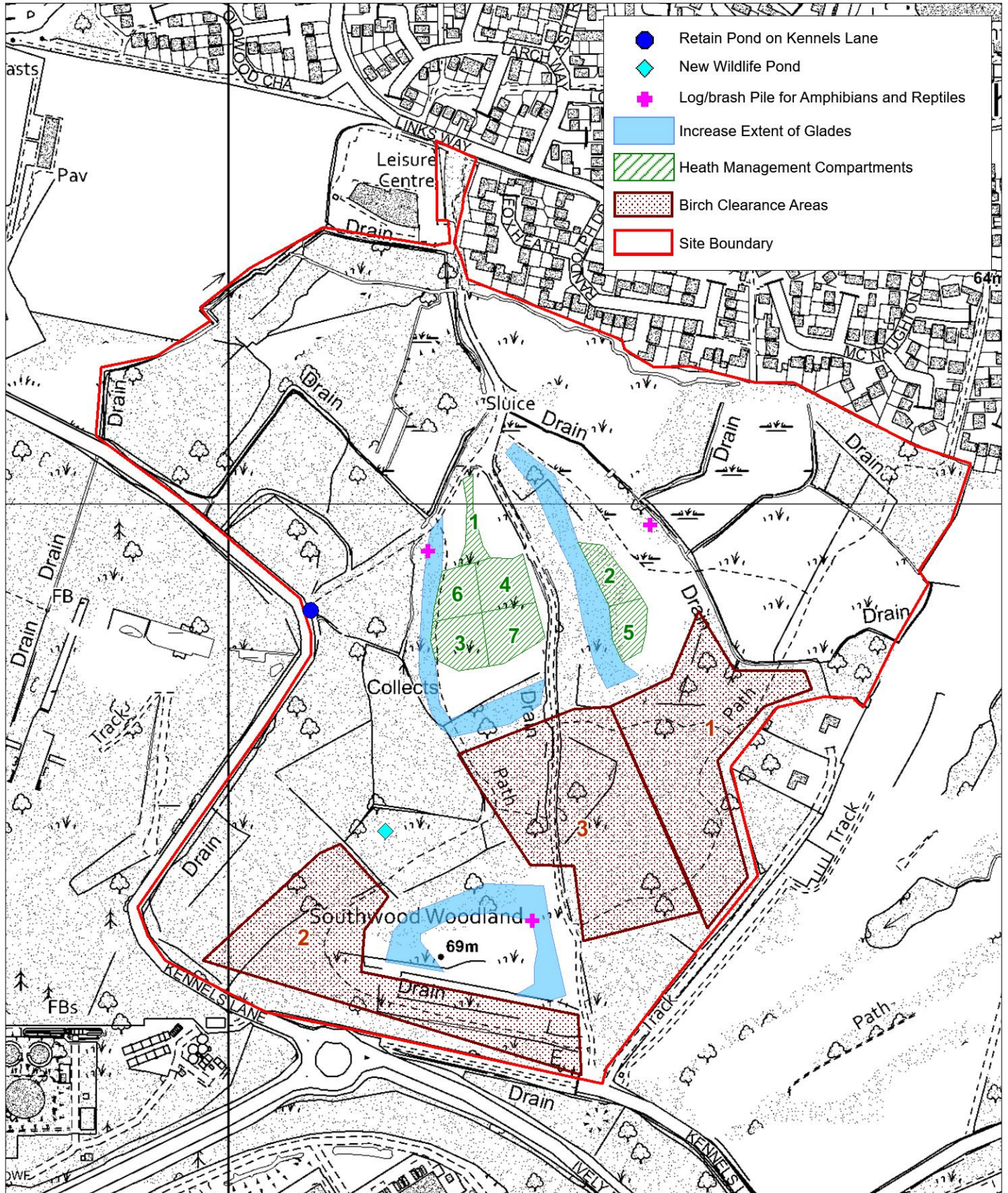




# Map 5. Management Plan Actions

Southwood Woodland

Scale 1:4500



## **APPENDICES**

Appendix 1:  
Annual Work Plan

**Appendix 1: Annual Work Plan**

Operational Objective	Activity	Month											
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>Clear dry woodland to create wooded heath</b>	Felling and removal of birch	X	X								X	X	X
	Cutting back along pathways	X	X								X	X	X
	Existing logs and brash on the woodland floor cleared from site			X	X	X	X	X	X	X			
	Brash and log piles for amphibians and reptiles	X	X								X	X	X
<b>Maintain and enhance wet woodland</b>	Remove and/or thin trees	X	X								X	X	X
<b>Maintain, enhance, extend, create, connect and manage glades</b>	Remove encroaching trees and scrub	X	X								X	X	X
	Mowing of glades (if grazing not possible)				X	X				X	X		
	Create and maintain scalloped edges around edges of glades	X	X								X	X	X
	Rotational cutting of small areas of heather on a 10-year rotation	X	X							X	X	X	X
	Create small, shallow scrapes	X	X								X	X	X
	Cutting back of bracken two to three times a year						X	X					
	Create new glades or extend existing glades to provide more open habitat, with up to 30% more open space present on site	X	X								X	X	X
<b>Restore, connect and enhance ditches and ponds</b>	De-culvert Cove Brook												
	Thin tree canopy over ditches	X	X								X	X	X
	Create a new wildlife pond	X	X	X						X	X	X	X

Operational Objective	Activity	Month											
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
	Monitor presence of woody debris	X	X	X	X	X	X	X	X	X	X	X	X
<b>Monitor effects of management</b>	Amphibian survey			X	X	X	X						
	Badger survey				X	X	X	X	X	X			
	Bat survey					X	X	X	X	X			
	Breeding bird survey			X	X	X	X						
	Reptile survey				X	X	X	X	X	X	X		
	Terrestrial invertebrate survey				X	X	X	X	X	X			
	Aquatic invertebrate survey				X	X				X	X		
	Botanical survey					X	X	X	X	X			
	Non-natives species survey					X	X	X	X				
	Treatment/removal and/or disposal of non-native species (timing dependent on species)	X	X	X	X	X	X	X	X	X	X	X	X
<b>Monitor and maintain all infrastructure</b>	Review and complete signage	X	X	X	X	X	X	X	X	X	X	X	X
	Install new signage	X	X	X	X	X	X	X	X	X	X	X	X
	Design interpretation leaflet	X	X	X	X	X	X	X	X	X	X	X	X
	Annual check of all infrastructure and produce a schedule of works for any repairs required	X	X	X	X	X	X	X	X	X	X	X	X
	Resurface paths	X	X	X	X	X	X	X	X	X	X	X	X
	Dangerous tree survey									X	X		

Operational Objective	Activity	Month											
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Comply with health and safety requirements	Check fences are maintained and repaired when required	X	X	X	X	X	X	X	X	X	X	X	X
	Report and review of anti-social behaviour incidents	X	X	X	X	X	X	X	X	X	X	X	X

Appendix 2:  
Long Term Work Programme



## Appendix 2. Long Term Work Programme

Operational Objective	Activity	Delivered By	Year										
			1	2	3	4	5	6	7	8	9	10	
<b>Clear dry woodland to create wooded heath</b>	Felling and removal of birch including haloing around feature oaks to create wood pasture – Area 1	Contractor			X								
	Felling and removal of birch including haloing around feature oaks to create wood pasture – Area 2	Contractor							X				
	Felling and removal of birch including haloing around feature oaks to create wood pasture – Area 3	Contractor										X	
	Cutting back along pathways	Site manager	X	X	X	X	X	X	X	X	X	X	X
	Existing logs and brash on the woodland floor cleared from site	Site manager Volunteers	X										
	Brash and log piles for amphibians and reptiles	Site manager Volunteers	X						X				
<b>Maintain and enhance wet woodland</b>	Remove and/or thin trees	Contractor						X					
<b>Maintain, enhance, extend, create, connect and manage glades</b>	Remove encroaching trees and scrub	Site manager Contractor	X	X	X	X	X	X	X	X	X	X	X
	Mowing of glades (if grazing not possible)	Site manager	X	X	X	X	X	X	X	X	X	X	X
	Create and maintain scalloped edges around edges of glades	Site manager Contractor	X	X	X	X	X	X	X	X	X	X	X
	Rotational cutting of small areas of heather – Compartment 1	Site manager	X										X
	Rotational cutting of small areas of heather – Compartment 2			X									
	Rotational cutting of small areas of heather – Compartment 3				X								



Operational Objective	Activity	Delivered By	Year										
			1	2	3	4	5	6	7	8	9	10	
<b>Monitor and maintain all infrastructure</b>	Review and complete signage	RBC	X	X									
	Install new signage	Contractor		X									
	Design interpretation leaflet	RBC	X	X									
	Annual check of all infrastructure and produce a schedule of works for any repairs required	RBC	X	X	X	X	X	X	X	X	X	X	X
	Resurface paths	RBC	X										
<b>Comply with health and safety requirements</b>	Regular H&S inspections	RBC	X	X	X	X	X	X	X	X	X	X	X
	Site infrastructure check and maintenance when required	RBC	X	X	X	X	X	X	X	X	X	X	X
	Report and review of anti-social behaviour incidents	All	X	X	X	X	X	X	X	X	X	X	X
<b>Comply with all other statutes</b>	Apply for appropriate permissions/consents prior to works	RBC Site manager Contractor	X	X	X	X	X	X	X	X	X	X	X
<b>Management Plan Review</b>	5-year review of management plan	RBC					X						

Appendix 3:  
Protected and Notable Species Background Data Search

### Appendix 3. Protected and Notable Species Background Data Search

## Protected and Notable Species Records

Search Area: Within 1km of the Southwood Woodlands SINC

Date: 04/06/2019

HBIC Ref: 8403

See this [Legislation Explanatory Document](#) for a document explaining notable species statuses and legislation.

HBIC has its own extensive database of habitat and higher plant data for the County. In addition, HBIC hold copies of datasets belonging to partner organisations. Through data exchange agreements with these organisations HBIC is provided with regular database updates and can supply species information on their behalf. HBIC currently holds copies of the following datasets:

- Botanical Society of Britain and Ireland's (BSBI) vascular plant database for Hampshire
- British Bryological Society (Mosses, Liverworts, Hornworts)
- Butterfly Conservation's butterfly and moth database for Hampshire
- Hampshire Ornithological Society (HOS) bird records
- Hampshire Bat Group (HBG) Records of bat roost visits and sightings
- Survey data administered by the Hampshire and Isle of Wight Wildlife Trust (HIWWT):
  - Monitoring Survey for the Nail Fungus *Poronia punctata*
  - Alien and Native Crayfish
- Data administered by the Hampshire and Isle of Wight Wildlife Trust on behalf of:
  - Hampshire Amphibian and Reptile Recording Network (HARRN)
  - Hampshire Mammal Group (HMG)
- Hampshire records from The Bees, Wasps and Ants Recording Society (BWARS)
- Hampshire records from National Stag Beetle Surveys and 'Great Stag Hunts' run by the Peoples Trust for Endangered Species (PTES)
- Hampshire Odonata records from The Dragonfly Recording Network, maintained by the British Dragonfly Society (BDS)
- Spider and Fungi records gleaned from collections housed and curated by the Hampshire Cultural Trust (HCT)
- Independent Hampshire Entomologist's records
- Earthworm Society of Britain's records

It is important that these species recording groups (where relevant to the data provided) are acknowledged in any document produced by the data requester where data is incorporated into the document, as a matter of course.

The following are protected and notable species records from the datasets **listed on the previous page**, within the search area recorded in the last 15 years. For plants this has been extended to 30 years, for bats there is no time restriction:

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
<b><i>Amphibians &amp; Reptiles</i></b>									
Anguis fragilis	Slow-worm	NERC_s41 WCA_s5s91(t)	SU83155537		Bramshott Heath	2011	2011	1	1
			SU83185536		Bramshot Heath	2016	2016	2	4
			SU83215500		Bramshott Heath	2011	2011	2	1
			SU83215501		Bramshott Heath	2011	2011	1	2
			SU83215535		Bramshott Heath	2011	2011	1	1
			SU83225501		Bramshott Heath	2011	2011	4	1
			SU83235502		Bramshott Heath	2011	2011	1	1
			SU83305408		Pondtail	2016	2016	1	1
			SU83425537		Bramshot Heath	2016	2016	2	1
			SU83425537		Bramshott Heath	2011	2011	8	7
			SU83425538		Bramshott Heath	2011	2011	2	2
			SU83435510		Bramshot Heath	2016	2016	1	1
			SU83445509		Bramshott Heath	2011	2011	6	2
			SU83445510		Bramshott Heath	2011	2011	10	3
			SU83455509		Bramshott Heath	2011	2011	1	1
			SU8354		Bramshot Common	2012	2012	1	4
			SU8354		Southcote Wood West	2004	2004	1	1
			SU8355		Bramshot Common	2011	2012	2	15
			SU84025356		Eelmoor Marsh	2010	2010	8	1
			SU84025365		Eelmoor Marsh	2010	2010	12	1
			SU84045357		Eelmoor Marsh	2010	2010	1	1
			SU84045363		Eelmoor Marsh	2010	2010	5	1
			SU84065363		Eelmoor Marsh	2010	2010	4	1
			SU84285360		Eelmoor Marsh	2010	2010	1	1
			SU84365370		Eelmoor Marsh	2010	2015	8	2
			SU84415372		Eelmoor Marsh	2010	2010	1	1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU84495354		Eelmoor Marsh	2010	2010	6	1
			SU84495355		Eelmoor Marsh	2010	2010	3	1
			SU84495364		Eelmoor Marsh	2010	2010	1	1
			SU8454		Southcote Wood	2004	2004	1	5
			SU84625374		Eelmoor Marsh	2010	2010	2	1
			SU84635358		Eelmoor Marsh	2010	2010	1	1
Bufo bufo	Common Toad	NERC_s41	SU8354		Southcote Wood West	2004	2004	1	1
			SU8356		Junction 4a	2007	2007	1	1
			SU840543		Cody Park	2007	2007	2	2
			SU840543		Cody Park, Farnborough	2007	2007	2	2
			SU842558		Ancells Farm Reserve	2006	2006	1	3
			SU8454		Southcote Wood	2004	2004	1	1
			SU847559		Farnborough	2009	2009	1	Present
			SU852554		Farnborough	2008	2008	1	Present
			SU855553		Farnborough	2008	2008	1	Present
SU855555		Cove Brook Meadow, Farnborough	2007	2007	1	1			
Natrix helvetica	Grass Snake	NERC_s41 WCA_s5s91(t)	SU83215500		Bramshott Heath	2011	2011	3	2
			SU83225501		Bramshott Heath	2011	2011	1	1
			SU83425537		Bramshott Heath	2011	2011	5	1
			SU8354		Bramshot Common	2012	2012	1	1
			SU8354		Southcote Wood West	2004	2004	1	1
			SU8355		Bramshot Common	2010	2012	3	7
			SU84025356		Eelmoor Marsh	2010	2010	10	3
			SU84025365		Eelmoor Marsh	2010	2010	1	1
			SU840543		Cody Park	2007	2007	3	1
			SU84065363		Eelmoor Marsh	2010	2010	1	1
			SU842558		Ancells Farm Reserve	2006	2006	1	1
			SU84285360		Eelmoor Marsh	2010	2010	1	1
			SU84365370		Eelmoor Marsh	2010	2010	7	2
			SU84415372		Eelmoor Marsh	2015	2015	1	1
			SU84445356		Eelmoor Marsh	2010	2010	1	1
SU84495354		Eelmoor Marsh	2010	2010	3	1			

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU84495355 SU84495364 SU8454		Eelmoor Marsh Eelmoor Marsh Southcote Wood	2010 2010 2004	2010 2010 2004	1 1 1	1 1 1
Triturus cristatus	Great Crested Newt	EU_Hab_2np EU_Hab_4 HabReg_s2 NERC_s41 WCA_s5s94b WCA_s5s94c HBAP	SU836560		Bramshot Country Park, Fleet	2017	2017	1	35
Vipera berus	Adder	NERC_s41 WCA_s5s91(t)	SU83155537 SU83175536 SU83185535 SU83185536 SU83185536 SU83225502 SU83425536 SU83425537 SU83425538 SU83445509 SU8354 SU8354 SU8355 SU836553 SU836554 SU838551 SU84025356 SU840536 SU8454		Bramshott Heath Bramshott Heath Bramshott Heath Bramshot Heath Bramshott Heath Bramshott Heath Bramshott Heath Bramshott Heath Bramshott Heath Bramshott Heath Bramshott Heath Bramshott Heath Bramshott Heath Bramshot Common Southcote Wood West Bramshot Common Pyestock Hill Pyestock Hill Southwood Compartment 27 Eelmoor Marsh Old Peatmoor Heath, Eelmoor Marsh Sssi Southcote Wood	2011 2011 2011 2016 2011 2011 2011 2011 2011 2011 2011 2011 2011 2012 2004 2012 2003 2003 2009 2010 2009 2004	2011 2011 2011 2016 2011 2011 2011 2011 2011 2011 2011 2011 2011 2012 2004 2012 2003 2003 2009 2015 2009 2004	3 2 2 1 1 1 1 4 1 1 1 2 1 1 1 1 2 1 1 6 1 1 1	4 1 1 5 1 1 1 2 1 1 1 1 1 1 1 2 1 3 Present 1 1 2



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Zootoca vivipara	Common Lizard	NERC_s41 WCA_s5s91(t)	SU83215500		Bramshott Heath	2011	2011	1	1
			SU83215535		Bramshott Heath	2011	2011	1	1
			SU83425536		Bramshott Heath	2011	2011	1	2
			SU83425538		Bramshott Heath	2011	2011	1	1
			SU83445509		Bramshott Heath	2011	2011	1	1
			SU83445510		Bramshott Heath	2011	2011	1	1
			SU83455509		Bramshott Heath	2011	2011	1	1
			SU8354		Bramshot Common	2012	2012	1	1
			SU8356		Junction 4a	2007	2007	1	12
			SU838551		Southwood Compartment 27	2009	2009	1	Present
			SU84015356		Eelmoor Marsh	2015	2015	1	2
			SU84045362		Eelmoor Marsh	2016	2016	1	1
			SU840543		Cody Park	2007	2007	7	3
			SU84065363		Eelmoor Marsh	2010	2010	1	1
			SU84065366		Eelmoor Marsh	2016	2016	1	1
			SU84095367		Eelmoor Marsh	2016	2016	1	1
			SU84245363		Eelmoor Marsh	2015	2015	1	1
			SU84285359		Eelmoor Marsh	2015	2015	1	1
			SU84495355		Eelmoor Marsh	2010	2010	1	1
			SU84495364		Eelmoor Marsh	2010	2010	3	1
SU8454		Southcote Wood	2004	2004	1	2			
SU84625374		Eelmoor Marsh	2010	2010	2	1			
SU84635358		Eelmoor Marsh	2010	2010	2	1			
SU84705370		Eelmoor Marsh	2015	2015	1	1			
<b>Birds</b>									
Acanthis cabaret	Lesser Redpoll	BOCC_Red NERC_s41	SU8254		Fleet	2010	2010	1	5
			SU8254		NE Fleet Pond	2017	2017	4	1
			SU8255		Fleet Pond	2010	2010	5	100
			SU8255		Ne Fleet Pond	1993	2012	245	200
			SU8255		Ne Fleet Pond	2013	2017	9	30
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	2009	2009	1	4

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	2007	2007	1	1
Acanthis flammea	Common (Mealy) Redpoll	CI	SU8254 SU8254 SU8255 SU8255		Fleet Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond	2010 1994 1996 2013	2010 2011 2012 2013	1 4 22 1	1 3 60 1
Accipiter gentilis	Goshawk	WCA_s1p1 CR	SU85	Yes	Sensitive	2003	2003	1	1
Acrocephalus scirpaceus	Reed Warbler	HBAP	SU8254 SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond	2013 1993 2013	2013 2012 2016	1 98 18	6 75 24
Alauda arvensis	Skylark	BOCC_Red NERC_s41 HBAP	SU8254 SU8255 SU8255 SU8255 SU8453 SU8453 SU8453 SU8453		Neh Fleet Heath Ne Fleet Pond Neh Bramshot Heath Ne Fleet Pond Neh Eelmoor Marsh/pyestock Wood (dera) Neh Farnborough Airfield NE TBH Eelmoor Marsh/Pyestock Wood (DERA) Neh Eelmoor Marsh/Pyestock Wood (DERA)	2005 1993 2005 2015 2010 2004 2016 2014	2005 2012 2005 2015 2010 2004 2016 2015	2 63 1 2 1 1 3 2	9 205 5 1 Present 2 2 2
Alcedo atthis	Kingfisher	EU_Bird_1 WCA_s1p1	SU8254 SU8255 SU8255 SU8353 SU8453		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond Ne Basingstoke Canal Norris Bridge Neh Eelmoor Flash	2015 1994 2013 2003 1998	2017 2012 2017 2003 2004	8 95 27 1 2	3 47 6 5 1
Anas clypeata	Shoveler	CR	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1993 2013	2012 2017	350 57	48 73
Anas querquedula	Garganey	WCA_s1p1	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1996 2015	2010 2017	19 9	3 2

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Anas strepera	Gadwall	HBAP	SU8254		Ne Fleet Pond	1993	2010	7	5
			SU8254		NE Fleet Pond	2017	2017	1	2
			SU8255		Ne Fleet Pond	1993	2012	310	53
			SU8255		Ne Fleet Pond	2013	2017	18	10
Anser albifrons	White-fronted Goose	BOCC_Red HBAP	SU8255		NE Fleet Pond	2016	2016	2	25
Anthus trivialis	Tree Pipit	BOCC_Red NERC_s41	SU8255		Ne Fleet Pond	1993	2010	95	48
			SU83085510		Neh Bramshot Heath	2005	2005	1	1
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	1997	2007	6	3
			SU8353		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	1	1
			SU8353		NE_TBH Eelmoor Flash	2017	2017	1	1
			SU8354		Neh Dera Pyestock/bramshot Wood	2003	2003	1	4
			SU8355		Neh Bramshot Heath	1995	2004	36	8
			SU8355		Neh Bramshot Heath	2015	2015	1	1
			SU8356		Ne Great Bramshot Farm	2005	2005	1	1
			SU836536		Neh Eelmoor Marsh/pyestock Wood (dera)	2001	2010	3	1
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	1998	2007	13	5
SU8453		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2013	2013	1	1			
SU848536		Neh Eelmoor Marsh/pyestock Wood (dera)	2009	2009	1	1			
Ardea cinerea	Grey Heron	CS	SU8255		Ne Fleet Pond	1993	2012	161	13
			SU8255		Ne Fleet Pond	2013	2017	15	16
			SU854550		Cove Brook Grazing Area	2014	2014	1	Present
Arenaria interpres	Turnstone	HBAP	SU8255		Ne Fleet Pond	2012	2012	9	3
			SU8255		Ne Fleet Pond	2013	2013	3	1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Asio flammeus	Short-eared Owl	EU_Bird_1	SU8255		Ne Fleet Pond	2015	2015	1	1
Aythya ferina	Pochard	BOCC_Red HBAP CS	SU8254		NE Fleet Pond	2017	2017	1	1
			SU8255		Ne Fleet Pond	1993	2012	250	116
			SU8255		Ne Fleet Pond	2013	2017	18	7
Aythya marila	Scaup	BOCC_Red NERC_s41 WCA_s1p1	SU8255		Ne Fleet Pond	2010	2010	2	Present
Branta bernicla	Dark-bellied Brent Goose	NERC_s41 HBAP	SU8255		Ne Fleet Pond	1997	2005	4	13
Branta leucopsis	Barnacle Goose	EU_Bird_1	SU8255		Ne Fleet Pond	1993	2012	38	6
			SU8255		NE Fleet Pond	2016	2016	1	1
Calidris alba	Sanderling	HBAP	SU8255		Ne Fleet Pond	2012	2012	3	1
			SU8255		Ne Fleet Pond	2013	2013	3	1
Calidris alpina	Dunlin	HBAP	SU8255		Ne Fleet Pond	1993	2012	29	14
			SU8255		Ne Fleet Pond	2015	2017	9	19
Calidris temminckii	Temminck's Stint	WCA_s1p1	SU8255		Ne Fleet Pond	2004	2004	2	1
Caprimulgus europaeus	Nightjar	EU_Bird_1 NERC_s41 HBAP CI	SU830547		NE TBH DERA Pyestock/Bramshot Wood	2016	2016	1	1
			SU833552		NE TBH Bramshot Heath	2016	2016	1	2
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	1997	2008	11	2
			SU8353		NE_TBH Eelmoor Flash	2017	2017	1	1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8353		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2013	2015	2	2
			SU8354		NE TBH DERA Pyestock/Bramshot Wood	2016	2016	1	2
			SU8355		NE TBH Bramshot Heath	2016	2016	1	1
			SU8355		NE_TBH Bramshot Heath	2017	2017	2	1
			SU837536		Neh Eelmoor Marsh/pyestock Wood (dera)	2010	2010	1	Present
			SU837537		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2015	2015	1	Present
			SU840535		Neh Eelmoor Marsh/pyestock Wood (dera)	2008	2009	2	1
			SU840535		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	1	1
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	1999	2007	5	1
			SU8453		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	1	1
Cettia cetti	Cetti's Warbler	WCA_s1p1 HBAP CS	SU8254 SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond	2015 2012 2014	2015 2012 2016	1 1 15	1 1 1
Charadrius dubius	Little Ringed Plover	WCA_s1p1 CS	SU85H SU85H SU85H	Yes Yes Yes	Sensitive Sensitive Sensitive	1993 2013 2016	2012 2017 2016	52 24 1	4 4 4
Charadrius hiaticula	Ringed Plover	BOCC_Red	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1993 2013	2012 2013	12 2	1 1
Charadrius morinellus	Dotterel	EU_Bird_1 BOCC_Red WCA_s1p1	SU8255		Ne Fleet Pond	2010	2010	1	Present
Chlidonias niger	Black Tern		SU8254		NE Fleet Pond	2016	2017	2	6

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
		EU_Bird_1 WCA_s1p1	SU8255 SU8255		Ne Fleet Pond NE Fleet Pond	1993 2016	2012 2017	32 19	7 7
Chroicocephalus ridibundus	Black-headed Gull	CR	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1993 2013	2012 2017	233 33	845 1000
Circus aeruginosus	Marsh Harrier	EU_Bird_1 WCA_s1p1 CR	SU8255		Ne Fleet Pond	1993	2010	16	1
Circus cyaneus	Hen Harrier	EU_Bird_1 BOCC_Red NERC_s41 WCA_s1p1 HBAP	SU8255		Ne Fleet Pond	1994	2009	6	1
Coccothraustes coccothraustes	Hawfinch	BOCC_Red NERC_s41 HBAP CI	SU8254		NE Fleet Pond	2017	2017	1	2
Cuculus canorus	Cuckoo	BOCC_Red NERC_s41	SU8255 SU8255 SU8353 SU835536 SU8453 SU8453 SU8453		Ne Fleet Pond Ne Fleet Pond Neh Eelmoor Marsh/Pyestock Wood (DERA) Neh Eelmoor Marsh/pyestock Wood (dera) Neh Eelmoor Marsh/pyestock Wood (dera) Neh Farnborough Airfield Neh Eelmoor Marsh/Pyestock Wood (DERA)	1993 2015 2013 2012 2012 2002 2015	2012 2017 2013 2012 2012 2006 2015	37 3 2 1 1 3 1	3 1 1 1 1 1 1
			SU8255		Ne Fleet Pond	1993	2012	110	3

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Dendrocopos minor	Lesser Spotted Woodpecker	BOCC_Red HBAP	SU828552		Ne Fleet Pond	2009	2009	1	2
Egretta garzetta	Little Egret	EU_Bird_1 HBAP CR	SU8254 SU8255 SU8255 SU847554		NE Fleet Pond Ne Fleet Pond Ne Fleet Pond NE Cove	2017 1994 2013 2017	2017 2012 2017 2017	1 73 35 1	1 5 11 1
Emberiza citrinella	Yellowhammer	BOCC_Red NERC_s41	SU8255 SU8255 SU8353 SU8355		Fleet Pond Ne Fleet Pond Eelmoor Marsh/pyestock Wood (dera) Neh Bramshot Heath	2010 1993 2010 1995	2010 2006 2010 2004	1 47 1 18	1 25 2 9
Emberiza schoeniclus	Reed Bunting	NERC_s41 HBAP	SU8254 SU8255 SU8255 SU8353 SU8353 SU8453 SU8453 SU8453		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond Neh Eelmoor Marsh/pyestock Wood (dera) Neh Bourley Long Valley Reclamation Area Neh Eelmoor Marsh/pyestock Wood (dera) NE TBH Eelmoor Marsh/Pyestock Wood (DERA) Neh Eelmoor Marsh/Pyestock Wood (DERA)	2015 1993 2013 1997 2014 1997 2016 2015	2016 2012 2017 2012 2014 2007 2016 2015	4 71 5 9 1 7 6 5	1 105 6 2 17 4 1 1
Falco columbarius	Merlin	EU_Bird_1 BOCC_Red WCA_s1p1 HBAP	SU8255 SU833557		Ne Fleet Pond Ne Bramshot Lane	1993 2008	2005 2008	35 1	2 1
Falco peregrinus	Peregrine		SU85 SU85	Yes Yes	Sensitive Sensitive	1995 2013	2012 2017	23 8	1 1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
		EU_Bird_1	SU85	Yes	Sensitive	2013	2015	2	1
		WCA_s1p1	SU85	Yes	Sensitive	2017	2017	1	1
		CR							
Falco subbuteo	Hobby	WCA_s1p1	SU85G	Yes	Sensitive	1996	2008	4	2
			SU85H	Yes	Sensitive	1993	2012	106	30
			SU85H	Yes	Sensitive	2013	2017	11	2
			SU85H	Yes	Sensitive	1997	2003	6	7
			SU85L	Yes	Sensitive	1994	2004	6	2
			SU85L	Yes	Sensitive	2013	2017	2	2
			SU85M	Yes	Sensitive	2005	2005	1	1
		HBAP							
		CI							
Ficedula hypoleuca	Pied Flycatcher	BOCC_Red	SU8255		Ne Fleet Pond	1993	2004	20	1
		CR							
Fringilla montifringilla	Brambling	WCA_s1p1	SU8254		Ne Fleet Pond	1993	2011	5	110
			SU8255		Fleet Pond	2010	2010	2	2
			SU8255		Ne Fleet Pond	1993	2011	221	344
			SU8255		Ne Fleet Pond	2015	2015	1	3
			SU8355		Ne Great Bramshot Farm	1995	2007	2	2
Gallinago gallinago	Snipe	HBAP	SU8254		Ne Fleet Pond	2013	2013	1	15
			SU8255		Ne Fleet Pond	1993	2012	159	93
			SU8255		Ne Fleet Pond	2013	2017	27	100
			SU8353		Neh Bourley Long Valley Reclamation Area	2009	2009	1	1
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	1998	2010	4	18
			SU8353		Neh Bourley Long Valley Reclamation Area	2014	2014	2	17
			SU836537		NE TBH Bourley - Long Valley Reclamation Area	2016	2016	2	11
			SU836537		NE_TBH Bourley - Long Valley Reclamation Area	2017	2017	5	27
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	1998	2010	25	48
		CS							



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8453		NE_TBH Eelmoor Flash	2017	2017	1	46
Grus grus	Crane	EU_Bird_1	SU8255		Ne Fleet Pond	2012	2012	1	3
Haematopus ostralegus	Oystercatcher	CS	SU8254 SU8255 SU8255		NE Fleet Pond Ne Fleet Pond Ne Fleet Pond	2016 1994 2013	2016 2012 2017	1 15 32	1 3 3
Hydrocoloeus minutus	Little Gull	EU_Bird_1 WCA_s1p1	SU8254 SU8255 SU8255		NE Fleet Pond Ne Fleet Pond Ne Fleet Pond	2016 1993 2013	2016 2012 2017	2 77 20	1 5 2
Ixobrychus minutus	Little Bittern	EU_Bird_1 WCA_s1p1	SU8255		Ne Fleet Pond	1993	2012	329	4
Larus argentatus	Herring Gull	BOCC_Red CR	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1993 2013	2012 2017	121 8	230 90
Larus fuscus	Lesser Black-backed Gull	BOCC_Red CR	SU8254 SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond	2015 1993 2013	2016 2012 2017	3 136 10	1 369 520
Larus marinus	Great Black-backed Gull	CR	SU8255		Ne Fleet Pond	1994	2010	64	13
Larus melanocephalus	Mediterranean Gull	EU_Bird_1 WCA_s1p1 HBAP CR	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1994 2013	2012 2017	20 24	3 4

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Limosa lapponica	Bar-tailed Godwit	EU_Bird_1 HBAP	SU8255		Ne Fleet Pond	1993	2012	5	12
Limosa limosa	Black-tailed Godwit	BOCC_Red WCA_s1p1 HBAP CI	SU8255		Ne Fleet Pond	2013	2016	7	4
Linaria cannabina	Linnet	BOCC_Red HBAP	SU8255 SU8255 SU8353 SU8353 SU8353 SU8353 SU8353 SU8353 SU8355 SU838535 SU8453 SU8453 SU8453 SU8453		Ne Fleet Pond Ne Fleet Pond Eelmoor Marsh/pyestock Wood (dera) Neh Eelmoor Marsh/pyestock Wood (dera) NE TBH Eelmoor Marsh/Pyestock Wood (DERA) NE_TBH Bricksbury-Bourley Heath-Long Valley NE_TBH Eelmoor Flash Neh Bramshot Heath Neh Eelmoor Marsh/Pyestock Wood (DERA) Eelmoor Marsh/pyestock Wood (dera) Neh Eelmoor Marsh/pyestock Wood (dera) NE TBH Eelmoor Marsh/Pyestock Wood (DERA) NE_TBH Eelmoor Flash	1993 2015 2010 1997 2016 2017 2017 1995 2013 2010 1997 2016 2017	2012 2015 2010 2004 2016 2017 2017 2004 2013 2010 2007 2016 2017	51 1 1 7 1 1 1 10 1 1 9 2 1	500 35 4 8 1 3 1 25 1 2 6 2 2
Loxia curvirostra	Common Crossbill	WCA_s1p1 CS	SU8255 SU8255 SU8353		Ne Fleet Pond Ne Fleet Pond Neh Bourley Long Valley Reclamation Area	1993 2013 2011	2012 2013 2011	115 1 1	193 1 6

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	1998	2012	2	20
			SU8353		Neh Miles Hill	2011	2011	4	26
			SU835537		Neh Dera Pyestock/bramshot Wood	2012	2012	1	1
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	1998	2006	2	14
			SU8555		Ne Farnborough	2003	2003	1	1
			SU8255		Ne Fleet Pond	1993	2012	51	8
			SU8255		NE Fleet Pond	2017	2017	1	1
			SU833552		NE WH Bramshott Common/Chase	2016	2016	1	1
			SU834553		NE_TBH Bramshot Heath	2017	2017	1	1
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	1998	2012	7	3
			SU8354		Neh Dera Pyestock/bramshot Wood	2005	2006	2	11
			SU8354		NE TBH DERA Pyestock/Bramshot Wood	2016	2016	1	2
			SU8355		Neh Bramshot Heath	1995	2012	15	2
			SU8355		NE TBH Bramshot Heath	2016	2016	1	1
			SU8355		NE_TBH Bramshot Heath	2017	2017	1	4
			SU8355		NE_TBH Bramshot Heath	2017	2017	3	4
			SU8355		Neh Bramshot Heath	2015	2015	1	1
			SU8356		NE_TBH Bramshot Heath	2017	2017	1	1
			SU836536		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2014	2014	1	1
			SU837535		Neh Eelmoor Marsh/pyestock Wood (dera)	2010	2010	1	Present
			SU838535		Neh Eelmoor Marsh/pyestock Wood (dera)	2009	2009	1	1
			SU839536		Neh Eelmoor Marsh/pyestock Wood (dera)	2009	2009	1	1
			SU840543		Neh Eelmoor Marsh/pyestock Wood (dera)	2006	2006	1	2
			SU842535		Neh Eelmoor Marsh/pyestock Wood (dera)	2006	2006	1	1
			SU8453		Neh Eelmoor Flash	2003	2003	3	1
Lullula arborea	Woodlark	EU_Bird_1 NERC_s41 WCA_s1p1 HBAP CI							

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	1998	2012	10	4
			SU8453		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	3	2
			SU8453		NE_TBH Eelmoor Flash	2017	2017	1	1
			SU845538		Neh Eelmoor Marsh/pyestock Wood (dera)	2009	2010	2	1
			SU846536		Neh Eelmoor Marsh/pyestock Wood (dera)	2009	2009	1	2
			SU846539		Neh Eelmoor Marsh/pyestock Wood (dera)	2008	2008	1	2
Melanitta nigra	Common Scoter	BOCC_Red NERC_s41 WCA_s1p1 HBAP	SU8255		Ne Fleet Pond	1994	2006	5	5
			SU8255		Ne Fleet Pond	2015	2017	3	1
Mergus merganser	Goosander	HBAP CR	SU8255		Ne Fleet Pond	1993	2012	201	34
			SU8255		Ne Fleet Pond	2013	2017	12	4
Milvus migrans	Black Kite	EU_Bird_1	SU8455		Ne Southwood	2005	2005	1	1
Milvus milvus	Red Kite	EU_Bird_1 WCA_s1p1 HBAP CR	SU8254		Ne Fleet Pond	2010	2010	1	Present
			SU8254		NE Fleet	2016	2016	1	1
			SU8254		NE Fleet Pond	2016	2017	3	2
			SU8255		Ne Fleet Pond	1999	2012	33	3
			SU8255		Ne Fleet Pond	2013	2017	25	7
			SU8356		Neh Hawley Common	2014	2014	2	1
			SU8453		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2015	2015	1	1
Motacilla cinerea	Grey Wagtail	BOCC_Red	SU8255		Ne Fleet Pond	1993	2012	134	22
			SU8255		Ne Fleet Pond	2013	2016	5	2

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8354 SU8355 SU847556		Ne Fleet Kennel Lane Ne Great Bramshot Farm Ne Southwood	2004 2007 2004	2004 2007 2004	1 1 1	2 1 1
Motacilla flava	Yellow Wagtail	BOCC_Red HBAP CR	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1993 2013	2012 2017	170 5	31 11
Muscicapa striata	Spotted Flycatcher	BOCC_Red NERC_s41 HBAP	SU8255 SU8255 SU8255 SU8354		Fleet Pond Ne Fleet Pond Ne Fleet Pond Neh Dera Pyestock/bramshot Wood	2010 1994 2014 2003	2010 2012 2015 2003	2 42 3 1	1 131 3 2
Numenius arquata	Curlew	BOCC_Red NERC_s41	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1993 2013	2012 2017	14 3	1 2
Numenius phaeopus	Whimbrel	BOCC_Red WCA_s1p1	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1994 2013	2012 2015	25 12	15 8
Oenanthe oenanthe	Wheatear	CS	SU8255 SU8255 SU8353 SU8353 SU8353 SU8453 SU8453 SU8453 SU8453 SU84535		Ne Fleet Pond Ne Fleet Pond Neh Bourley Long Valley Reclamation Area Neh Miles Hill Neh Eelmoor Marsh/Pyestock Wood (DERA) Neh Eelmoor Marsh/pyestock Wood (dera) Neh Farnborough Airfield NE TBH Eelmoor Marsh/Pyestock Wood (DERA) Neh Farnborough Airfield	1993 2013 2006 2011 2013 1999 1995 2016 2012	2012 2013 2006 2011 2013 2012 2004 2016 2012	23 2 1 1 1 7 4 1 1	3 4 2 1 1 3 4 1 1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8553		Neh Farnborough Airfield	1993	2003	30	19
Pandion haliaetus	Osprey	EU_Bird_1 WCA_s1p1	SU8255		Ne Fleet Pond	1993	2010	43	1
			SU8255		Ne Fleet Pond	2015	2015	1	1
Passer domesticus	House Sparrow	BOCC_Red NERC_s41	SU8555		Cove	2010	2010	11	40
			SU8555		Ne Cove	2005	2009	13	40
			SU8555		Ne Farnborough	2011	2011	3	20
			SU8555		Ne Farnborough	2013	2013	1	20
Passer montanus	Tree Sparrow	BOCC_Red NERC_s41 HBAP CR	SU8555		Ne Cove	2009	2009	1	1
Perdix perdix	Grey Partridge	BOCC_Red NERC_s41 HBAP	SU8255		NE Fleet Pond	2016	2016	1	1
Pernis apivorus	Honey-buzzard	EU_Bird_1 WCA_s1p1 HBAP CR	SU85	Yes	Sensitive	1993	2008	21	2
Phoenicurus ochruros	Black Redstart	BOCC_Red WCA_s1p1 CR	SU8255		Ne Fleet Pond	2012	2012	1	1
			SU839537		Neh Eelmoor Marsh/pyestock Wood (dera)	2008	2008	1	1
	Redstart	CI	SU8255		Ne Fleet Pond	1995	2006	8	2

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Phoenicurus phoenicurus			SU840535		Neh Eelmoor Marsh/pyestock Wood (dera)	2012	2012	1	1
Phylloscopus sibilatrix	Wood Warbler	BOCC_Red NERC_s41 CI	SU8255		Ne Fleet Pond	1993	2012	30	3
Platalea leucorodia	Spoonbill	EU_Bird_1 WCA_s1p1	SU8255		Ne Fleet Pond	2014	2014	3	1
Pluvialis apricaria	Golden Plover	EU_Bird_1 HBAP	SU8254 SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond NE Fleet Pond	2010 1993 2017	2010 2008 2017	1 15 1	Present 36 9
Podiceps cristatus	Great Crested Grebe	CI	SU8254 SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond	2015 1993 2013	2015 2012 2017	1 482 70	1 40 24
Podiceps nigricollis	Black-necked Grebe	WCA_s1p1 HBAP	SU8255		Ne Fleet Pond	2007	2010	5	1
Poecile palustris	Marsh Tit	BOCC_Red	SU8255 SU8255 SU8555		Ne Fleet Pond Ne Fleet Pond Ne Cove	1995 2013 2005	2011 2016 2005	22 2 1	2 2 2
Pyrrhula pyrrhula	Bullfinch	HBAP	SU8254 SU8254 SU8255 SU8255		Ne Fleet Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond	2008 2013 1994 2013	2008 2013 2011 2014	1 1 36 4	1 1 15 3
Rallus aquaticus	Water Rail	CS	SU8254 SU8254 SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond	1993 2015 1993 2013	2008 2017 2012 2017	10 5 254 34	20 1 30 10

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Recurvirostra avosetta	Avocet	EU_Bird_1 WCA_s1p1 CR	SU8255		Ne Fleet Pond	2015	2015	3	1
Regulus ignicapilla	Firecrest	WCA_s1p1 HBAP CS	SU8255		Ne Fleet Pond	2015	2015	1	1
			SU8353		NE B'stoke Canal Norris Bridge	2016	2016	1	1
			SU8555		Ne Cove	2005	2005	1	1
Riparia riparia	Sand Martin	CS	SU8255		Ne Fleet Pond	1993	2012	249	2000
			SU8255		Ne Fleet Pond	2013	2017	42	175
Saxicola rubetra	Whinchat	BOCC_Red HBAP CR	SU8254		Neh Fleet Heath	2005	2005	1	1
			SU8255		Ne Fleet Pond	1993	2011	20	2
			SU8255		Ne Fleet Pond	2015	2017	4	1
			SU8353		Neh Bourley Long Valley Reclamation Area	2011	2011	1	2
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	2011	2011	1	2
			SU8453		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	1	1
SU845535		Neh Farnborough Airfield	2010	2012	2	1			
Scolopax rusticola	Woodcock	BOCC_Red	SU8255		Ne Fleet Pond	1993	2006	24	3
			SU8255		NE Fleet Pond	2017	2017	1	1
			SU8353		Neh Eelmoor Flash	2009	2009	1	1
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	1997	2010	7	3
			SU8353		Neh Velmead Common	1998	2009	3	1
			SU8353		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2013	2014	2	1
			SU8355		Neh Bramshot Heath	1997	2004	3	1
			SU8355		NE TBH Bramshot Heath	2016	2016	2	2
			SU8355		NE_TBH Bramshot Heath	2017	2017	1	1



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU836537		Neh Eelmoor Marsh/pyestock Wood (dera)	2012	2012	1	2
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	1999	2012	10	8
			SU8453		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	2	3
			SU8453		NE_TBH Eelmoor Flash	2017	2017	1	2
			SU8453		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2013	2013	1	1
			SU8553		NE_TBH Farnborough Airfield	2017	2017	1	1
Spinus spinus	Siskin	CI	SU8254		Ne Fleet Pond	2014	2014	1	12
			SU8255		Fleet Pond	2010	2010	5	500
			SU8255		Ne Fleet Pond	1993	2012	388	2308
			SU8255		Ne Fleet Pond	2013	2017	29	200
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	2006	2006	1	10
			SU8453		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	3	1
			SU8555		Rafborough, Farnborough	2006	2006	4	10
Sterna hirundo	Common Tern	EU_Bird_1 CR	SU8254		Ne Fleet Pond	2013	2015	4	5
			SU8255		Ne Fleet Pond	1993	2012	355	91
			SU8255		Ne Fleet Pond	2013	2017	56	17
			SU8353		Ne Basingstoke Canal Norris Bridge	2007	2007	1	1
Sterna paradisaea	Arctic Tern	EU_Bird_1	SU8255		Ne Fleet Pond	1993	2012	39	80
			SU8255		Ne Fleet Pond	2013	2017	17	10
Sterna sandvicensis	Sandwich Tern	EU_Bird_1 CR	SU8255		Ne Fleet Pond	1994	2010	18	3
			SU8255		Ne Fleet Pond	2013	2015	3	3
Streptopelia turtur	Turtle Dove	BOCC_Red NERC_s41 HBAP	SU8255		Ne Fleet Pond	1993	2005	56	7

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Sturnus vulgaris	Starling	BOCC_Red	SU8254		Fleet Pond	2010	2010	1	300
			SU8254		Ne Fleet Pond	1994	2011	3	1450
			SU8255		Fleet Pond	2010	2010	6	520
			SU8255		Ne Fleet Pond	1993	2012	84	6411
			SU8255		Ne Fleet Pond	2013	2017	8	530
Sylvia undata	Dartford Warbler	EU_Bird_1 WCA_s1p1 HBAP CI	SU8255		Ne Fleet Pond	2000	2008	3	1
			SU8353		Neh Eelmoor Marsh/pyestock Wood (dera)	1999	2012	11	4
			SU8353		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	1	4
			SU8353		NE_TBH Eelmoor Flash	2017	2017	1	3
			SU8353		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2015	2015	1	4
			SU8355		Neh Bramshot Heath	1995	2004	42	3
			SU836536		Neh Eelmoor Marsh/pyestock Wood (dera)	2008	2008	1	1
			SU836536		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	1	1
			SU836536		NE_TBH Bricksbury-Bourley Heath-Long Valley	2017	2017	1	1
			SU836536		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2014	2014	1	1
			SU836537		NE TBH Eelmoor Marsh/Pyestock Wood (DERA)	2016	2016	1	1
			SU83695370		Neh Eelmoor Marsh/pyestock Wood (dera)	2008	2008	1	3
			SU8453		Neh Eelmoor Marsh/pyestock Wood (dera)	2000	2005	6	5
SU8453		Neh Eelmoor Marsh/Pyestock Wood (DERA)	2015	2015	1	1			
Tadorna tadorna	Shelduck	CI	SU8254		Ne Fleet Pond	1993	2012	5	3
			SU8255		Ne Fleet Pond	1993	2012	36	5
			SU8255		Ne Fleet Pond	2013	2017	7	5

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Tringa glareola	Wood Sandpiper	EU_Bird_1 WCA_s1p1	SU8255		NE Fleet Pond	2017	2017	1	1
Tringa nebularia	Greenshank	WCA_s1p1	SU8255 SU8255		Ne Fleet Pond Ne Fleet Pond	1993 2013	2012 2017	35 15	18 3
Tringa ochropus	Green Sandpiper	WCA_s1p1	SU8254 SU8255 SU8255		NE Fleet Pond Ne Fleet Pond Ne Fleet Pond	2016 1993 2014	2016 2012 2017	1 40 20	1 4 2
Tringa totanus	Redshank	HBAP	SU8255 SU8255 SU8355		Ne Fleet Pond Ne Fleet Pond Ne Great Bramshot Farm	1996 2013 2005	2012 2017 2005	19 13 1	3 3 1
Turdus iliacus	Redwing	BOCC_Red WCA_s1p1	SU8254 SU8255 SU8255 SU8355 SU8355 SU8453 SU8555		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond Ne Great Bramshot Farm Ne Great Bramshot Farm Neh Eelmoor Flash Ne Cove	1994 1993 2013 1993 2014 2013 2005	2011 2012 2017 2011 2014 2013 2005	12 268 33 4 1 1 3	12244 12998 2600 200 50 30 4
Turdus philomelos	Song Thrush	BOCC_Red HBAP	SU8255 SU8255 SU8353		Ne Fleet Pond Ne Fleet Pond NE_TBH Bricksbury-Bourley Heath- Long Valley	1993 2015 2017	2011 2015 2017	69 1 1	339 17 2
Turdus pilaris	Fieldfare	BOCC_Red WCA_s1p1	SU8255 SU8255 SU8355		Ne Fleet Pond Ne Fleet Pond Ne Great Bramshot Farm	1993 2013 1993	2011 2015 2007	143 7 6	3379 330 250
Turdus torquatus	Ring Ouzel	BOCC_Red NERC_s41	SU8255		Ne Fleet Pond	1996	2008	3	2
Turdus viscivorus	Mistle Thrush	BOCC_Red	SU8254 SU8255		Ne Fleet Pond Ne Fleet Pond	1995 1993	2011 2012	2 37	60 60

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Tyto alba	Barn Owl	WCA_s1p1	SU8255		Ne Fleet Pond	2013	2013	1	1
Vanellus vanellus	Lapwing	BOCC_Red NERC_s41 HBAP	SU8254 SU8255 SU8255 SU8453 SU8553		Ne Fleet Pond Ne Fleet Pond Ne Fleet Pond Neh Eelmoor Marsh/Pyestock Wood (DERA) Neh Farnborough Airfield	2015 1993 2014 2015 1997	2015 2012 2017 2015 2004	1 99 9 1 4	1 408 12 2 17
<b>Higher plants - Ferns</b>									
Oreopteris limbosperma	Lemon-scented Fern	nHS	SU829546		W Of Cody Technology Park, Pyestock	2002	2002	1	3
<b>Higher plants - Flowering Plants</b>									
Agrostemma githago	Corncockle	CR nHR	SU832539 SU851548		Pyestock Southwood Golf Course East and West	2015 2017	2015 2017	1 1	Present Present
Agrostis curtisii	Bristle Bent	nHS	SU841535 SU844535 SU84475352 SU847536		Eelmoor Marsh Eelmoor Marsh Eelmoor Marsh Eelmoor Marsh	2008 1986 1997 2008	2008 2008 1997 2010	1 2 1 2	Present Present Present Present
Anacamptis morio	Green-winged Orchid	IUCN_EN_2014:VU, IUCN_GB_2001:NT HBAP nHS	SU8453 SU845538 SU845538 SU846537 SU847535 SU847535 SU849537		Farnborough Airfield Eelmoor, Victor Meadow North Eelmoor Eelmoor, Victor Meadow Eelmoor Marsh Eelmoor, Laffan Meadow Farnborough Airfield	1974 2012 2010 2012 2008 2013 1993	1991 2013 2010 2013 2015 2013 1993	2 2 1 2 4 1 1	Present Present Present Present Present Present Present
Apera spica-venti	Loose Silky-bent		SU8254		Fleet Area	1990	1990	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
		IUCN_GB_2001:NT CS nHS, sHR	SU827550 SU828552 SU830552 SU8355 SU849552		Bramshot Nr Fleet Pond Bramshot Cove Southwood, Farnborough	1993 1978 1995 1990 1991	1997 1990 1995 2002 1991	3 4 1 2 2	Present Present Present 12 100
Bidens tripartita	Trifid marigold	Bur- nHS	SU855550		Cove Brook (remodelled section)	1998	1998	1	Present
Briza media	Quaking-grass	IUCN_EN_2014:NT	SU830545 SU8355 SU838551 SU838551 SU838551 SU838562 SU844542 SU8453 SU845535 SU846538 SU847535 SU847535 SU849560 SU8553		Pyestock North Southwood Area Southwood Southwood Compartment 27 Southwood Compartment 27 Foxlease Meadows Farnborough Eelmoor Marsh/farnborough Airfield Area Eelmoor Marsh Eelmoor Eelmoor Marsh Eelmoor, Laffan Meadow Cove, St John's Churchyard Farnborough Airfield	2003 1990 2015 1985 2000 2004 2013 1978 2007 2016 2008 2016 2015 1990	2003 1990 2015 1991 2009 2004 2013 1990 2016 2016 2010 2016 2015 1990	1 1 1 2 2 2 1 3 2 1 2 1 1 1	Present Present Present Present Present Present Present Present Present Present Present Present Present Present
Butomus umbellatus (F)	Flowering-rush	CS nHS	SU855548		Cove	2007	2007	1	Present



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU842546		Southwood Area 6	1993	1993	1	Present
			SU842549		Southwood Area 6	1993	1993	1	Present
			SU84345443		Ball Hill	2015	2015	1	Present
			SU843549		Southwood Area 6	1993	2000	3	Present
			SU843549		Southwood Woodlands - Compartment 3	2010	2010	1	Present
			SU84475352		Eelmoor Marsh	1997	1997	1	Present
			SU84525354		Eelmoor Marsh	1997	1997	1	Present
			SU8453		Eelmoor Marsh	1978	1994	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood	2018	2018	1	Present
			SU8454		Southwood/farnborough Area	1978	1990	2	Present
			SU845538		Eelmoor, Victor Meadow	2012	2012	1	Present
			SU845540		Farnborough Airfield	1993	1993	1	Present
			SU845540		Farnborough Airfield Compartment 9	1993	1993	1	Present
			SU84555354		Eelmoor Marsh	1997	1997	1	Present
			SU8456		Cove, St John's Churchyard	2014	2014	1	Present
			SU846537		Eelmoor Marsh	2011	2011	1	Present
			SU846538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU846539		Farnborough Airfield Compartment 20	1993	1993	1	Present
			SU847539		Farnborough Airfield	1993	1993	1	Present
			SU84785433		Ball Hill	2015	2015	1	Present
			SU848537		Farnborough Airfield Compartment 17 (part)	2005	2005	1	Present
			SU848540		Farnborough Airfield	1993	1993	1	Present
			SU848540		Farnborough Airport Compartment 24	1993	1993	1	Present
			SU849537		Farnborough Airfield	1993	1993	1	Present
			SU849537		Farnborough Airfield Compartments 66, 67, 68 and 209	2005	2005	1	Present
			SU849539		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU850537		Farnborough Airfield	1993	1993	1	Present
			SU850537		Farnborough Airfield Compartment 64	1993	1993	1	Present
			SU850537		Farnborough Airfield Compartments 63 and 64	2005	2005	1	Present
			SU850538		Farnborough Airfield Compartment 65	2005	2005	1	Present
			SU850538		Farnborough Airfield Compartments 61 and 62	2005	2005	1	Present
			SU850540		Farnborough Airfield Compartments 53 and 56	2005	2005	1	Present
			SU8553		Farnborough Airfield	1978	1990	3	Present
			SU8554		Farnborough/farnborough Airfield Area	1990	1990	1	Present
Campanula rotundifolia	Harebell	IUCN_EN_2014:NT	SU8353		Norris Hill/eelmoor Marsh Area	1990	1990	1	Present
			SU8355		Southwood Area	1990	1990	1	Present
			SU8553		Farnborough Airfield	1978	1990	3	Present
			SU8554		Farnborough/farnborough Airfield Area	1978	1990	2	Present
Carex arenaria	Sand Sedge	nHS	SU843538		Cody Technology Park	2015	2015	1	Present
Carex canescens	White Sedge	CS	SU836555		Southwood	1990	1990	1	Present
			SU840551		Southwood	1996	2015	3	Present
			SU840551		Southwood Woodlands - Compartment 5	2010	2010	1	Present
			SU840551		Southwood Area 6	1989	1989	1	Present
			SU840552		Southwood	1990	1990	1	Present
			SU841547		Southwood Woodlands - Compartment 1	2010	2010	1	Present
			SU841552		Southwood	1989	1993	2	Present
			SU843549		Southwood Area 6	2000	2000	1	Present
			SU845548		Southwood	1989	1989	1	Present
SU846549		Southwood	1989	1989	1	Present			
Carex distans	Distant Sedge	nHR	SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU838536		Eelmoor Marsh, Tyte Track	2013	2013	1	Present
			SU840535		Eelmoor Marsh	2010	2015	2	Present



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU840535		Eelmoor Marsh, Leyland Track	2008	2008	1	Present
			SU840535		Old Peatmoor Heath, Eelmoor Marsh	2003	2003	1	Present
			SU840536		Eelmoor Marsh	2010	2010	1	Present
			SU841536		Eelmoor Marsh	2002	2015	5	19
			SU841536		Eelmoor Marsh, Leyland / Foden Track Junction	2008	2008	1	Present
			SU841536		Eelmoor Marsh, Leyland Track	2008	2008	1	Present
			SU841536		Old Peatmoor Heath, Nr Pyestock Wood	2002	2003	2	19
			SU847535		Eelmoor Marsh	2007	2015	3	Present
			SU847535		Eelmoor Marsh, Laffan's Meadow / Cove Brook	2001	2006	2	119
			SU849544		Ively, Farnborough	2011	2011	2	Present
			SU850544		Farnborough, Liz's Lakes, Qinetiq	2008	2008	1	Present
			SU850544		Ively Meadow	2008	2008	1	Present
			SU8254		Fleet Area	1978	1990	2	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8355		Southwood Area	1990	1990	1	Present
			SU839535		Eelmoor Marsh	2009	2009	1	Present
			SU839535		Eelmoor Marsh, Dennis Pool	2012	2012	1	Present
			SU840535		Eelmoor Marsh	2015	2015	1	Present
Carex echinata	Star Sedge	IUCN_EN_2014:NT	SU840551		Southwood Woodlands - Compartment 5	2010	2010	1	Present
			SU840551		Southwood Area 6	1989	1989	1	Present
			SU841547		Southwood Woodlands - Compartment 1	2010	2010	1	Present
			SU842535		Eelmoor Marsh	2016	2016	1	Present
			SU843535		Eelmoor Marsh	2012	2012	1	Present
			SU843536		Eelmoor	2014	2014	1	Present
			SU844535		Eelmoor Marsh	2012	2012	1	Present
			SU850551		Southwood	2015	2015	1	Present
Carex hostiana	Tawny Sedge	nHS	SU8353		Eelmoor Marsh	1997	1997	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8356		Foxlease Meadows	1995	1995	1	35
Carex pulicaris	Flea Sedge	IUCN_EN_2014:NT	SU8353		Eelmoor Marsh	1978	1997	2	Present
			SU8356		Foxlease Meadows	1995	1995	1	Present
Carex rostrata	Bottle Sedge	nHS	SU8254		Fleet Area	1990	1990	1	Present
			SU8254		Fleet Pond	1980	1991	3	Present
			SU8255		Fleet Pond	1980	1991	3	Present
			SU8255		Fleet Pond/heath Area	1990	1990	1	Present
Carex vesicaria	Bladder-sedge	IUCN_EN_2014:VU CS	SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU8356		Foxlease Meadow 8	2011	2011	1	Present
Centaurea cyanus (H)	Cornflower	NERC_s41 HBAP	SU847544		Ively, Farnborough	2000	2000	1	6
			SU848545		Farnborough	2000	2000	1	Present
			SU848545		N Of Farnborough Airfield	2000	2000	2	6
			SU848545		South of Ively Road	2000	2000	2	6
Centaurium pulchellum	Lesser Centaury	nHS	SU846538		Cody Technology Park, Farnborough	2007	2007	1	Present
			SU846539		Farnborough, Cody Technology Park	2006	2006	1	1500
			SU847535		Eelmoor	2014	2014	1	Present
			SU847538		North Eelmoor	2009	2011	2	Present
			SU847539		Cody Technology Park, Farnborough	2007	2007	1	Present
			SU847539		North Eelmoor	2009	2009	1	Present
SU847540		Cody Technology Park, Farnborough	2007	2007	1	Present			
Cerastium arvense	Field Mouse-ear	IUCN_EN_2014:NT	SU841552		Southwood Lane Meadow	1999	1999	1	Present
Cerastium diffusum	Sea Mouse-ear	nHS	SU8255		Fleet Pond, Near	1993	1993	1	Present
			SU8456		Farnborough, Nw Of	2017	2017	1	Present
Chamaemelum nobile (L)	Chamomile	IUCN_EN_2014:VU, IUCN_GB_2001:VU NERC_s41	SU830545		Pyestock North	2003	2003	1	Present
			SU833542		Pyestock Hill, Farnborough	2003	2003	1	32
			SU835539		Pyestock	1997	1997	1	Present
			SU836539		Pyestock Hill, Farnborough	1994	1994	2	1000

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
		HBAP nHS	SU836540 SU836540 SU836541 SU836541 SU837540		Pyestock Playing Field Pyestock Playing Field (South) Pyestock Pyestock Playing Field Pyestock Playing Field	2004 2004 1994 1997 1994	2004 2004 1997 1997 1994	1 1 4 1 1	Present Present 1000 Present 1000
Cuscuta epithymum	Dodder	IUCN_EN_2014:VU, IUCN_GB_2001:VU	SU8255 SU832554 SU8353 SU8354 SU8355 SU835549 SU841536 SU845536 SU845537 SU845537 SU845537 SU845538 SU845538 SU846537 SU846537 SU846537 SU846538 SU846538 SU846538 SU846538 SU847536 SU847537		Fleet Pond/heath Area Bramshot Norris Hill/eelmoor Marsh Area Pyestock Area Bramshot Common Southwood Eelmoor Marsh Eelmoor Marsh Eelmoor Marsh Eelmoor Marsh (n) Eelmoor, Victor Meadow Eelmoor, Victor Meadow North Eelmoor Eelmoor Marsh Eelmoor, Victor Meadow North Eelmoor Sinc Cody Technology Park, Farnborough Eelmoor, Victor Meadow North Eelmoor North Eelmoor Sinc Eelmoor Marsh Eelmoor Marsh	1990 1990 1990 1990 2010 1990 2009 2009 2009 2003 2011 2011 2005 1990 2016 2003 2011 2010 2008 2003 2011 2010 2010	1990 1990 1990 1990 2010 1990 2013 2011 2011 2008 2011 2011 2010 2016 2016 2011 2011 2013 2013 2003 2016 2010	1 1 1 1 1 6 3 3 2 1 1 4 10 1 7 1 6 7 1 2 3	Present Present
Dactylorhiza incarnata subsp. pulchella	Early Marsh- Orchid	nHR	SU8255 SU8255 SU8353 SU8453		Ancell's Farm Ancells Farm, Fleet Eelmoor Marsh Eelmoor Marsh	1983 1983 2004 1978	1991 1991 2006 2006	2 2 2 2	Present Present 33 28
		IUCN_EN_2014:VU	SU8254		Fleet Area	1990	1990	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Drosera intermedia	Oblong-leaved Sundew		SU8255		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU8353		Eelmoor Marsh	1975	1997	2	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1990	1990	1	Present
			SU840535		Eelmoor Marsh	2008	2012	3	Present
			SU841535		Eelmoor Marsh	2008	2016	4	Present
			SU842536		Eelmoor Marsh	2012	2016	2	Present
			SU844535		Eelmoor Marsh	2013	2013	1	Present
			SU8453		Eelmoor Marsh	1977	1994	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1990	1990	1	Present
Drosera rotundifolia	Round-leaved Sundew	IUCN_EN_2014:NT	SU8254		Fleet Area	1990	1990	1	Present
			SU8255		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU833553		Bramshot Common	2013	2013	1	Present
			SU834553		Bramshot Common	2013	2013	1	Present
			SU8353		Eelmoor Marsh	1975	1997	4	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8355		Bramshot Common	2010	2010	1	Present
			SU840535		Eelmoor Marsh	2008	2008	1	Present
			SU842535		Eelmoor Marsh	1975	2011	2	Present
			SU842536		Eelmoor Marsh	2012	2012	1	Present
			SU844535		Eelmoor Marsh	2013	2013	1	Present
			SU8453		Eelmoor Marsh	1994	1994	2	Present
						SU8453		Eelmoor Marsh/farnborough Airfield Area	1978
			SU845535		Eelmoor Marsh	2010	2011	2	Present
			SU846535		Eelmoor Marsh	2011	2011	1	Present
Elatine hexandra	Six-stamened Waterwort	HBAP CS sHR, nHS	SU8254		Fleet Pond And Immediate Area	1994	1994	1	Present
			SU8255		Fleet Pond	1959	1995	3	Present
			SU8255		Fleet Pond	1989	1989	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Eleocharis acicularis	Needle Spike-rush	IUCN_EN_2014:NT CS nHS, sHS	SU8353		Basingstoke Canal	1989	1992	3	Present
			SU8353		Basingstoke Canal, Norris Bridge Area	1990	1990	1	Present
			SU8353		Norris Bridge, Basingstoke Canal	1992	1992	1	Present
Eleogiton fluitans	Floating Club-rush	nHS	SU8254		Fleet Pond	1990	1990	1	Present
			SU8255		Fleet Pond	1990	1990	1	Present
			SU841535		Eelmoor Marsh	2006	2006	1	Present
			SU841535		Eelmoor Marsh, Farnborough	2004	2004	1	5
			SU842535		Eelmoor	2014	2014	1	Present
			SU843536		Eelmoor Marsh	2015	2016	2	Present
Epilobium roseum	Pale Willowherb	nHR	SU841536		Eelmoor Marsh	2008	2011	3	Present
			SU841537		Eelmoor Marsh	2015	2015	1	Present
			SU841537		North Eelmoor	2015	2015	1	Present
			SU845537		North Eelmoor	2010	2010	1	Present
Epipactis phyllanthes	Green-flowered Helleborine	NS HBAP CS	SU8353		Eelmoor Marsh	1978	2016	2	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU835536		Basingstoke Canal, E Of Norris Bridge	2012	2012	1	Present
			SU835537		Pyestock Hill, E Of	2007	2007	1	Present
			SU836554		Southwood	1979	1988	13	23
			SU837538		Eelmoor, Tyte Track	2007	2011	4	Present
			SU838536		Eelmoor Marsh	2015	2015	1	Present
			SU838537		Eelmoor, Tyte Track	2007	2007	1	Present
			SU839535		Eelmoor Marsh	2015	2016	2	Present
			SU839536		Eelmoor Marsh	2007	2016	8	Present
			SU839536		Eelmoor, Tyte Track	2013	2013	1	Present
			SU839536		Old Peatmoor Heath, Eelmoor	2004	2004	1	6
			SU839537		Eelmoor Marsh	2007	2014	3	Present
			SU839537		Eelmoor, Tyte Track	2011	2011	1	Present
			SU840535		Eelmoor Marsh	2012	2013	2	Present
			SU840537		Eelmoor Marsh, Tyte Track	2010	2011	2	Present
			SU844537		Eelmoor Marsh	2011	2011	1	Present
SU844541		Cody Technology Park, Farnborough	2007	2009	4	10			
SU844542		Cody Technology Park	2008	2014	8	12			

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU844542		Farnborough	2007	2007	1	12
			SU8453		Eelmoor Marsh	1997	1997	1	Present
			SU846535		Eelmoor Marsh	2000	2003	3	6
			SU847535		Eelmoor Marsh	2007	2013	5	Present
Erica cinerea	Bell Heather	IUCN_EN_2014:NT	SU8254		Fleet	2012	2012	1	Present
			SU8254		Fleet Area	1978	1990	2	Present
			SU8255		Fleet Pond	2015	2015	1	Present
			SU8255		Fleet Pond/heath Area	1978	1990	2	Present
			SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU830545		Pyestock North	2003	2003	1	Present
			SU834553		Bramshot Common	1996	1996	1	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1978	2012	3	Present
			SU8355		Southwood Area	1978	1990	2	Present
			SU838545		Kennels Lane Sewage Works	2016	2016	1	Present
			SU838546		Southwood Compartment 9	1983	1993	2	Present
			SU839548		Southwood Compartment 7	1993	1993	1	Present
			SU840551		Southwood Woodlands - Compartment 5	2010	2010	1	Present
			SU841536		Eelmoor Marsh	2011	2011	1	Present
			SU841547		Southwood Woodlands - Compartment 1	2010	2010	1	Present
			SU842546		Southwood Area 6	1993	1993	1	Present
			SU842549		Southwood Area 6	1993	1993	1	Present
			SU84345443		Ball Hill	2015	2015	1	Present
			SU843549		Southwood Area 6	1993	2000	3	Present
			SU844548		Southwood Woodlands - Compartment 2	2010	2010	1	Present
			SU84475352		Eelmoor Marsh	1997	1997	1	Present
			SU84525354		Eelmoor Marsh	1997	1997	1	Present
			SU8453		Eelmoor Marsh	1978	1997	2	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood	2018	2018	1	Present
			SU8454		Southwood/farnborough Area	1978	1990	2	Present
			SU845540		Farnborough Airfield	1993	1993	1	Present
			SU845540		Farnborough Airfield Compartment 9	1993	1993	1	Present
			SU84555354		Eelmoor Marsh	1997	1997	1	Present
			SU846538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU846539		Farnborough Airfield Compartment 20	1993	1993	1	Present
			SU847539		Farnborough Airfield	1993	1993	1	Present
			SU848537		Farnborough Airfield Compartment 17 (part)	2005	2005	1	Present
			SU848540		Farnborough Airfield	1993	1993	1	Present
			SU848540		Farnborough Airport Compartment 24	1993	1993	1	Present
			SU849537		Farnborough Airfield	1993	1993	1	Present
			SU849537		Farnborough Airfield Compartments 66, 67, 68 and 209	2005	2005	1	Present
			SU849539		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present
			SU850537		Farnborough Airfield	1993	1993	1	Present
			SU850537		Farnborough Airfield Compartment 64	1993	1993	1	Present
			SU850537		Farnborough Airfield Compartments 63 and 64	2005	2005	1	Present
			SU850538		Farnborough Airfield Compartment 65	2005	2005	1	Present
			SU850538		Farnborough Airfield Compartments 61 and 62	2005	2005	1	Present
			SU850540		Farnborough Airfield Compartments 53 and 56	2005	2005	1	Present
			SU853542		Farnborough Airfield	1993	1993	1	Present
			SU853542		Farnborough Airfield Compartment 46/47	1993	1993	1	Present
			SU8553		Farnborough Airfield	1978	1990	2	Present
			SU8554		Farnborough/farnborough Airfield Area	1990	1990	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Erica tetralix	Cross-leaved Heath	IUCN_EN_2014:NT	SU8254		Fleet	2012	2012	1	Present
			SU8254		Fleet Area	1990	1990	1	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU8255		Fleet Pond/heath Area	1990	1990	1	Present
			SU8255		Fleet, Ancells Farm Area	2012	2012	1	Present
			SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU834553		Bramshot Common	1996	1996	1	Present
			SU8353		Eelmoor Marsh	1975	1997	3	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1978	1990	2	Present
			SU8355		Southwood Area	1978	1990	2	Present
			SU838546		Southwood Compartment 9	1983	1993	2	Present
			SU839548		Southwood Compartment 7	1993	1993	1	Present
			SU84475352		Eelmoor Marsh	1997	1997	1	Present
			SU84525354		Eelmoor Marsh	1997	1997	1	Present
			SU8453		Eelmoor Marsh	1978	1994	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood/farnborough Area	1990	1990	1	Present
			SU846537		Eelmoor Marsh	2011	2011	1	Present
			SU846538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU846539		Farnborough Airfield Compartment 20	1993	1993	1	Present
			SU847539		Farnborough Airfield	1993	1993	1	Present
SU849539		Farnborough Airfield	1993	1993	1	Present			
SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present			
SU8553		Farnborough Airfield	1990	1990	1	Present			
SU8554		Farnborough/farnborough Airfield Area	1990	1990	1	Present			
Erica vagans	Cornish Heath		SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
		IUCN_EN_2014:NT NR CI	SU838535		Eelmoor, Former Radio Research Station	2011	2011	1	Present
Eriophorum angustifolium	Common Cottongrass	IUCN_EN_2014:VU	SU8254		Fleet Area	1990	1990	1	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU8255		Fleet Pond	2015	2015	1	Present
			SU8255		Fleet, Ancells Farm Area	2012	2012	1	Present
			SU8353		Eelmoor Marsh	1975	1997	2	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1990	1990	1	Present
			SU8354		Pyestock Area	1990	1990	1	Present
			SU8356		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU838535		Eelmoor, Former Radio Research Station	2009	2009	1	Present
			SU841536		Eelmoor Marsh	2008	2008	1	Present
			SU842535		Eelmoor Marsh	1975	2008	2	Present
			SU843535		Eelmoor Marsh	2009	2011	3	Present
			SU844535		Eelmoor Marsh	2012	2012	1	Present
			SU8453		Eelmoor Marsh	1978	1994	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood/farnborough Area	1990	1990	1	Present
SU8553		Farnborough Airfield	1990	1990	1	Present			
Euphrasia nemorosa	Eyebright	IUCN_EN_2014:NT	SU830545		Pyestock North	2003	2003	1	Present
			SU8353		Eelmoor Marsh	2008	2008	1	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU835537		Eelmoor, Former Radio Research Station	2009	2009	1	Present
			SU836538		Eelmoor	2009	2009	1	Present
			SU839535		Eelmoor Marsh	2011	2011	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU845537		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU846538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU847535		Eelmoor Marsh	2010	2010	1	Present
Filago minima	Small Cudweed	IUCN_EN_2014:NT	SU8354		Southwood	2010	2010	1	Present
			SU836536		Eelmoor	2014	2014	1	Present
			SU836536		Eelmoor Marsh	2015	2015	1	Present
			SU839548		Southwood Heath	2015	2015	1	Present
			SU844539		Cody Technology Park	2014	2014	1	Present
			SU844539		Cody Technology Park, Farnborough	2008	2008	1	Present
			SU845539		Cody Technology Park	2008	2008	1	Present
			SU8456		Farnborough, Nw Of	2017	2017	1	Present
			SU846538		Cody Technology Park	2005	2005	1	Present
			SU846538		Eelmoor	2006	2006	1	Present
Filago vulgaris	Common Cudweed	IUCN_EN_2014:NT, IUCN_GB_2001:NT	SU838536		Eelmoor Marsh, Tyte Track	2007	2007	1	Present
			SU845539		Cody Technology Park, Farnborough	2007	2010	2	Present
			SU845539		North Eelmoor	2011	2011	1	Present
			SU8456		Farnborough, Nw Of	2017	2017	1	Present
			SU846539		Cody Technology Park, Farnborough	2008	2016	3	1000
			SU846539		Farnborough, Cody Technology Park	2005	2011	3	380
			SU846539		Victor Way, North Eelmoor	2004	2004	1	38
			SU847539		Cody Technology Park, Farnborough	2009	2009	1	Present
Fragaria vesca	Wild Strawberry	IUCN_EN_2014:NT	SU8254		Fleet	2012	2012	1	Present
			SU830545		Pyestock North	2003	2003	1	Present
			SU8353		Eelmoor Marsh	1978	2008	2	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1978	1990	2	Present
Galium parisiense	Wall Bedstraw	IUCN_EN_2014:VU, IUCN_GB_2001:VU NS HBAP CS nHR, sHR	SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU837536		Eelmoor Marsh	2015	2016	2	Present
			SU837537		Eelmoor Marsh	2015	2016	3	Present
			SU837537		Eelmoor, Former Radio Research Station	2009	2011	4	Present
			SU837537		Eelmoor, Tyte Track	2008	2013	4	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU838536		Eelmoor Marsh	2015	2015	2	Present
			SU838536		Eelmoor Marsh, Tyte Track	2007	2016	9	30
			SU838537		Eelmoor, Tyte Track	2009	2009	1	Present
			SU844539		Cody Technology Park	2015	2016	2	Present
			SU844539		Cody Technology Park, Farnborough	2008	2013	6	Present
			SU845539		Cody Technology Park	2016	2016	1	Present
Genista anglica	Petty Whin	IUCN_EN_2014:VU, IUCN_GB_2001:NT	SU8255		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU830540		Pyestock Heath	1990	1990	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8355		Southwood Area	1978	1990	2	Present
			SU844535		Eelmoor Marsh	2012	2013	2	Present
			SU8453		Eelmoor Marsh	2016	2016	1	53
			SU846537		Eelmoor Marsh	1976	1990	2	Present
			SU846537		Eelmoor, Victor Meadow	2013	2013	1	Present
			SU846538		Eelmoor, Victor Meadow	2011	2016	4	Present
			SU846538		North Eelmoor	2008	2016	7	Present
			SU847537		Eelmoor Marsh	2011	2016	2	Present
			SU847537		North Eelmoor	2012	2016	3	Present
			SU8553		Farnborough Airfield	1990	1990	1	Present
SU8554		Farnborough/farnborough Airfield Area	1990	1990	1	Present			
Geranium sanguineum	Bloody Crane's-bill	IUCN_EN_2014:NT	SU839539		Farnborough	1988	1988	1	Present
Glebionis segetum (L)	Corn Marigold	IUCN_EN_2014:VU, IUCN_GB_2001:VU	SU8254		Fleet Area	1990	1990	1	Present
			SU8255		Fleet Pond/heath Area	1990	1990	1	Present
			SU827550		Bramshot, Near Fleet Pond	1993	1997	5	Present
			SU828548		Bramshot, Near Fleet Pond	1984	1991	5	Present
			SU833540		Pyestock	2014	2014	1	Present
			SU833540		Pyestock Hill, Farnborough	2014	2014	1	Present
			SU834557		Bramshot Country Park	2018	2018	1	Present
			SU8355		Southwood Area	1990	1990	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8456		Cove	1992	1992	1	Present
Gnaphalium sylvaticum	Heath Cudweed	IUCN_EN_2014:EN, IUCN_GB_2001:EN HBAP CS	SU8354		Southwood	1984	1991	2	Present
			SU839548		Southwood	1993	1993	1	Present
			SU839548		Southwood Compartment 7	1993	1993	1	Present
			SU839549		Southwood Heath	2005	2015	5	390
			SU839549		Southwood Heath, Southwood	1984	2009	8	1100
			SU840549		Southwood Heath, Southwood	1998	1998	1	375
Hottonia palustris (F)	Water-violet	IUCN_EN_2014:VU CS nHR, sHR	SU8356		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU8356		Foxlease Meadows	1983	1991	2	Present
Hydrocotyle vulgaris	Marsh Pennywort	IUCN_EN_2014:NT	SU8254		Fleet	2012	2012	1	Present
			SU8254		Fleet Area	1978	1990	2	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU8255		Fleet Pond	2015	2015	1	Present
			SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1990	1990	1	Present
			SU8355		Southwood Area	1990	1990	1	Present
			SU8356		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU836560		Bramshot Country Park	2018	2018	1	Present
			SU836560		Rspb Meadow 12, Great Bramshot Farm	2016	2016	1	Present
			SU838551		Southwood Compartment 27	1985	1991	2	Present
			SU838555		Southwood Meadow	1985	1995	3	Present
			SU8454		Southwood/farnborough Area	1990	1990	1	Present
SU851548		Southwood Golf Course East and West	2017	2017	1	Present			
Hypericum elodes	Marsh St John's-wort	IUCN_EN_2014:NT	SU842536		Eelmoor Marsh	2016	2017	2	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Jasione montana	Sheep's-bit	IUCN_EN_2014:VU nHS	SU828554 SU829554 SU829555 SU842541		Bramshot Bramshot Bramshot Farnborough	1995 1992 1991 1990	1995 1998 1991 1990	1 2 1 1	Present Present Present Present
Juncus articulatus x acutiflorus = J. x surrejanus	Rush	CR sHR, nHR	SU8353		Norris Hill, Near	1989	1989	1	Present
Juncus subnodulosus	Blunt-flowered Rush	CS sHS, nHS	SU851548 SU854547 SU854547		Southwood Golf Course East and West Southwood Golf Course Marsh Southwood Golf Course Marsh	2017 2018 2017	2017 2018 2017	1 1 1	Present Present Present
Lathyrus linifolius	Bitter-vetch	IUCN_EN_2014:NT	SU8254 SU8554		Fleet Area Farnborough/farnborough Airfield Area	1990 1978	1990 1990	1 2	Present Present
Lepidium campestre	Field Pepperwort	IUCN_EN_2014:NT nHS	SU845539 SU846539 SU852544		Cody Technology Park, Farnborough Farnborough Farnborough Airfield	1997 1997 1990	1997 1997 1990	1 1 1	1 Present Present
Leucojum aestivum	Summer Snowflake	HBAP	SU840550		Farnborough	2006	2006	1	Present
Linum bienne	Pale Flax	nHR	SU850544		Farnborough, Liz's Lakes, Qinetiq	2003	2003	2	Present
Littorella uniflora	Shoreweed	nHS	SU8255		Fleet Pond	1932	1989	4	Present
Melampyrum pratense	Common wheat Cow-wheat	IUCN_EN_2014:NT	SU8254 SU8255		Fleet Area Ancells And Foxlease Meadows	1978 2013	1990 2013	2 1	Present Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU830540 SU8353 SU8355 SU840551 SU846539		Pyestock Hill/Pondtail Heath Norris Hill/eelmoor Marsh Area Southwood Area Southwood Woodlands - Compartment 5 Farnborough	1996 1978 1978 2010 1997	1996 1990 1990 2010 1997	1 2 2 1 1	Present Present Present Present Present
Mentha arvensis	Corn Mint	IUCN_EN_2014:NT	SU8354		Pyestock Area	1978	1990	2	Present
Mentha pulegium (L)	Pennyroyal	IUCN_EN_2014:CR, IUCN_GB_2001:EN NS NERC_s41 WCA_s8 HBAP CS	SU850544		Farnborough, Liz's Lakes, Qinetiq	2003	2008	2	Present
Moenchia erecta	Upright Chickweed	IUCN_EN_2014:VU nHS	SU830545 SU833540 SU833542 SU833543 SU836540 SU842540 SU845539 SU846538 SU846539 SU846539 SU847542 SU848540 SU850537 SU850537 SU850543		Pyestock North Pyestock Hill, Farnborough Pyestock Hill, Farnborough Pyestock Hill, Farnborough Pyestock Playing Field (South) Farnborough Cody Technology Park, Farnborough Cody Technology Park, Farnborough Cody Technology Park, Farnborough Victor Way, North Eelmoor Ball Hill, Nr Southwood Cody Technology Park Farnborough Airfield Farnborough Airfield Compartment 64 Cody Technology Park	2003 2003 2003 2003 2004 2004 2004 2004 2004 2004 2004 2004 2007 2004 2004 2013 1993 1993 2008	2003 2003 2003 2003 2004 2004 2004 2004 2004 2004 2004 2004 2004 2007 2004 2004 2013 1993 1993 2008	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Present Present Present 60 Present 200 Present 200 Present Present Present 25 Present Present Present Present Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU851544		Nr Iveley Gate, W Of Farnborough Airfield	2004	2004	1	Present
			SU852541		Farnborough Airfield, Diamond Way Area	2001	2001	1	400
			SU853542		Farnborough Airfield	1993	1993	1	Present
			SU853542		Farnborough Airfield Compartment 46/47	1993	1993	1	Present
			SU854553		Southwood Meadows	2007	2007	1	Present
			SU8553		Farnborough Airfield	1978	1994	3	Present
			SU8553		Farnborough Airfield (laffans Plain)	1993	1993	1	Present
			SU8554		Farnborough / Farnborough Airfield Area	1993	1993	1	Present
			SU8554		Farnborough Airfield	1994	1994	1	Present
Muscari neglectum	Grape-hyacinth	IUCN_GB_2001:VU NR NERC_s41	SU841544		Farnborough, Qinetiq Site	2007	2007	1	1
Myosotis secunda	Creeping Forget-me-not	nHS	SU8255		Ancells Farm Hwt Reserve	1993	1993	1	Present
			SU847535		Eelmoor Marsh	2010	2016	2	Present
			SU847535		Eelmoor Marsh, Laffan's Meadow / Cove Brook	2004	2004	1	Present
			SU847536		Eelmoor Marsh	2010	2016	2	Present
			SU848536		Eelmoor Marsh	2010	2016	2	Present
			SU848537		Eelmoor North, Cove Brook	2004	2004	1	Present
Myrica gale	Bog-myrtle	IUCN_EN_2014:NT nHS	SU8254		Fleet Area	1978	1990	2	Present
			SU8254		Fleet Pond	2006	2006	1	Present
			SU8255		Ancells Farm Hwt Reserve	2006	2006	1	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU8255		Fleet Pond	2006	2007	2	Present
			SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU8353		Eelmoor Marsh	1975	2006	4	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8356		Foxlease Meadows Sssi	2006	2006	1	Present
			SU840551		Southwood	2015	2015	1	Present
			SU840551		Southwood Woodlands - Compartment 5	2010	2010	1	Present
			SU840551		Southwood Area 6	1989	1989	1	Present
			SU843549		Southwood Area 6	2000	2000	1	Present
			SU8453		Eelmoor Marsh	1978	2006	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8455		Southwood	2006	2006	2	Present
			SU849539		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present
			SU8553		Farnborough Airfield	1978	1990	2	Present
			SU8553		Watts Common Golf Course	1998	1998	1	Present
			SU8554		Farnborough / Farnborough Airfield Area	1993	1993	1	Present
Myriophyllum alterniflorum	Alternate Water-milfoil	nHS	SU8255		Fleet Pond	1932	1990	6	Present
			SU850545		Liz's Lakes, Ively	2003	2003	1	Present
Nardus stricta	Mat-grass	IUCN_EN_2014:NT	SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU8255		Fleet Pond/heath Area	1990	1990	1	Present
			SU830545		Pyestock North	2003	2003	1	Present
			SU834553		Bramshot Common	1996	1996	1	Present
			SU8353		Eelmoor Marsh	1978	2009	3	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1978	1990	2	Present
			SU8354		Southwood	2010	2010	1	Present
			SU8355		Southwood Area	1978	1990	2	Present
			SU838551		Southwood Compartment 27	1991	1991	1	Present



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU838555		Southwood Meadow	1985	1995	3	Present
			SU839548		Southwood Compartment 7	1993	1993	1	Present
			SU841547		Southwood Woodlands - Compartment 1	2010	2010	1	Present
			SU842546		Southwood Area 6	1993	1993	1	Present
			SU842549		Southwood	2018	2018	1	Present
			SU842549		Southwood Area 6	1993	1993	1	Present
			SU843536		Eelmoor Marsh	2011	2011	1	Present
			SU844536		Eelmoor Marsh	2011	2011	1	Present
			SU8453		Eelmoor Marsh	1994	1997	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	3	Present
			SU8454		Southwood/farnborough Area	1978	1990	2	Present
			SU845538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU845540		Farnborough Airfield	1993	1993	1	Present
			SU845540		Farnborough Airfield Compartment 9	1993	1993	1	Present
			SU846538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU846539		Farnborough Airfield Compartment 20	1993	1993	1	Present
			SU847538		North Eelmoor	2010	2010	1	Present
			SU847539		Farnborough Airfield	1993	1993	1	Present
			SU848537		Farnborough Airfield Compartment 17 (part)	2005	2005	1	Present
			SU849537		Farnborough Airfield	1993	1993	1	Present
			SU849537		Farnborough Airfield Compartments 66, 67, 68 and 209	2005	2005	1	Present
			SU849539		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present
			SU850537		Farnborough Airfield	1993	1993	2	Present
			SU850537		Farnborough Airfield Compartment 64	1993	1993	1	Present
			SU850537		Farnborough Airfield Compartments 63 and 64	2005	2005	1	Present
			SU850538		Farnborough Airfield Compartments 61 and 62	2005	2005	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU853542		Farnborough Airfield	1993	1993	1	Present
			SU853542		Farnborough Airfield Compartment 46/47	1993	1993	1	Present
			SU8553		Farnborough Airfield	1978	1990	2	Present
			SU8554		Farnborough/farnborough Airfield Area	1990	1990	1	Present
Oxalis acetosella	Wood-sorrel	IUCN_EN_2014:NT	SU8254		Fleet	2012	2012	1	Present
			SU8254		Fleet Area	1978	1990	2	Present
			SU8254		Fleet Pond	2015	2015	1	Present
			SU8255		Fleet Pond	2006	2006	1	Present
			SU836558		Ethy & Ashy Copses	2016	2016	1	Present
			SU837559		Ethy Copse	1996	1996	1	Present
Papaver argemone	Prickly Poppy	IUCN_EN_2014:EN, IUCN_GB_2001:VU	SU8355		Cove	1991	1991	1	Present
			SU835555		Cove, W Of	1991	1991	1	Present
			SU845539		Cody Technology Park, Farnborough	1997	1997	1	3
			SU846539		Farnborough	1997	1997	1	Present
Parentucellia viscosa	Yellow Bartsia	nHS	SU834537		Pyestock Hill	2004	2004	1	3
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Fleet	1998	1998	1	Present
			SU8353		Pyestock Hill	1994	1994	1	3500
			SU835537		Eelmoor, Former Radio Research Station	2016	2016	1	Present
			SU836537		Cove Radio Station	2001	2001	1	39
			SU837536		Cove Radio Station	2008	2008	1	Present
			SU837536		Eelmoor, Disused Radio Station	2009	2016	4	Present
			SU838535		Eelmoor, Former Radio Research Station	2008	2016	2	Present
			SU838536		Cove Radio Station	2002	2002	1	36
			SU838536		Eelmoor Marsh	2015	2015	1	Present
			SU838536		Eelmoor, Former Radio Research Station	2007	2016	6	Present
			SU839535		Cove Radio Station	2002	2002	1	19
			SU839535		Eelmoor, Former Radio Station	2008	2013	4	Present
			SU839536		Eelmoor	2008	2008	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU840535		Eelmoor Marsh	2011	2011	1	Present
			SU840536		Eelmoor Marsh	2009	2016	2	Present
			SU841535		Eelmoor Marsh	2011	2011	1	Present
			SU843536		Eelmoor Marsh	2015	2015	1	Present
			SU843537		Eelmoor Marsh	1975	1989	4	Present
			SU844536		Eelmoor Marsh	2009	2009	1	Present
			SU8453		Eelmoor Marsh	1994	2016	2	Present
			SU8453		Farnborough Airfield	1978	1988	2	Present
			SU8454		Farnborough Airfield	1988	1988	1	Present
			SU845537		North Eelmoor	2009	2009	1	Present
			SU845538		North Eelmoor	2009	2009	1	Present
			SU846535		Eelmoor Marsh	2008	2008	1	Present
			SU847535		Eelmoor Marsh	2008	2010	3	Present
			SU848536		Eelmoor Marsh	2008	2016	5	Present
			SU848536		Eelmoor Marsh, Laffan Meadow	2006	2013	2	600
			SU848536		Laffan Meadow, Nr Farnborough Airfield	2001	2001	1	290
			SU849544		Liz's Lakes, Ively	2004	2008	2	1000
			SU850544		Farnborough, Liz's Lakes, Qinetiq	2002	2009	6	2000
			SU850544		Ively Meadow	2011	2011	1	Present
			SU850544		Ively Pond	2007	2007	1	Present
			SU850545		Liz's Lakes, Ively	1999	2003	4	18000
Pedicularis palustris	Marsh Lousewort	IUCN_EN_2014:VU nHS	SU8254		Fleet Pond And Immediate Area	1996	1996	1	75
Pedicularis sylvatica	Lousewort	IUCN_EN_2014:VU	SU8254		Fleet Area	1990	1990	1	Present
			SU8255		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU8255		Fleet Pond	2015	2015	1	Present
			SU8255		Fleet Pond/heath Area	1990	1990	1	Present
			SU8255		Fleet, Ancells Farm Area	2012	2012	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU832541		Pyestock Hill	2017	2017	1	Present
			SU832542		Pyestock Hill	2016	2016	1	Present
			SU8353		Eelmoor Marsh	1975	1997	3	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1978	1990	2	Present
			SU8355		Southwood Area	1978	1990	2	Present
			SU836537		Eelmoor, Former Radio Research Station	2015	2015	1	Present
			SU837535		Eelmoor Marsh	2015	2015	1	Present
			SU838551		Southwood Compartment 27	2000	2000	1	Present
			SU839535		Eelmoor Marsh	2009	2009	1	Present
			SU839536		Eelmoor Marsh	2011	2011	1	Present
			SU840535		Eelmoor Marsh	2009	2009	1	Present
			SU840536		Eelmoor Marsh	2014	2014	1	Present
			SU843535		Eelmoor Marsh	2011	2011	2	Present
			SU84475352		Eelmoor Marsh	1997	1997	1	Present
			SU8453		Eelmoor Marsh	2013	2013	1	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU845535		Eelmoor Marsh	2015	2015	1	Present
			SU849539		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present
			SU8553		Farnborough Airfield	1990	1990	1	Present
Pinguicula lusitanica	Pale Butterwort	nHR	SU8353		Eelmoor Marsh	1935	2016	12	2000
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU839535		Eelmoor Marsh	2009	2009	1	Present
			SU842536		Eelmoor Marsh	1977	2000	2	Present
			SU8453		Eelmoor Marsh	1975	1995	8	Present
			SU8353		Eelmoor Marsh	1938	2016	11	105

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Pinguicula vulgaris	Common Butterwort	IUCN_EN_2014:VU CR nHR, sHR	SU8453		Eelmoor Marsh	1989	2007	4	Present
Polygala serpyllifolia	Heath Milkwort	IUCN_EN_2014:NT	SU8254		Fleet Area	1990	1990	1	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU830545		Pyestock North	2003	2003	1	Present
			SU832551		Bramshot Common, Nr Southwood	2013	2013	1	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1978	1990	2	Present
			SU8355		Southwood Area	1990	1990	1	Present
			SU8356		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU839536		Eelmoor Marsh	2008	2008	1	Present
			SU840535		Eelmoor Marsh	2015	2015	1	Present
			SU840536		Eelmoor Marsh	2008	2014	3	Present
			SU841536		Eelmoor Marsh	2013	2013	1	Present
			SU844535		Eelmoor Marsh	2013	2013	1	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU845536		Eelmoor Marsh	2010	2010	1	Present
			SU846535		Eelmoor Marsh	2016	2016	1	Present
			SU849537		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present
SU850559		Cove, St John's Churchyard	2015	2015	1	Present			
SU8553		Farnborough Airfield	1990	1990	1	Present			
Polypogon monspeliensis (L)	Annual Beard- grass	NS HBAP nHS	SU838541		Farnborough, Qinetiq	2003	2003	1	20
			SU838542		Farnborough	2002	2002	1	Present
			SU838544		Farnborough	2006	2006	1	Present
			SU840543		Farnborough, Cody Park	2006	2006	1	Present



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU838551		Southwood Compartment 27	2000	2009	2	Present
			SU838555		Southwood Meadow	1985	1995	3	Present
			SU839548		Southwood Compartment 7	1993	1993	1	Present
			SU839549		Southwood Heath, Southwood	2009	2009	1	Present
			SU840551		Southwood Woodlands - Compartment 5	2010	2010	1	Present
			SU841547		Southwood Woodlands - Compartment 1	2010	2010	1	Present
			SU843549		Southwood Area 6	1993	2000	2	Present
			SU843549		Southwood Woodlands - Compartment 3	2010	2010	1	Present
			SU844548		Southwood Woodlands - Compartment 2	2010	2010	1	Present
			SU844550		Southwood Woodlands - Compartment 4	2010	2010	1	Present
			SU84475352		Eelmoor Marsh	1997	1997	1	Present
			SU8453		Eelmoor Marsh	1997	1997	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood	2018	2018	1	Present
			SU8454		Southwood/farnborough Area	1978	1990	2	Present
			SU845538		Eelmoor, Victor Meadow	2012	2012	1	Present
			SU8456		Farnborough, Nw Of	2017	2017	1	Present
			SU846539		Farnborough Airfield Compartment 20	1993	1993	1	Present
			SU847539		Farnborough Airfield	1993	1993	1	Present
			SU848537		Farnborough Airfield Compartment 17 (part)	2005	2005	1	Present
			SU848548		Southwood Golf Course	2010	2010	1	Present
			SU849537		Farnborough Airfield	1993	1993	1	Present
			SU849537		Farnborough Airfield Compartments 66, 67, 68 and 209	2005	2005	1	Present
			SU849539		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU850540		Farnborough Airfield Compartments 53 and 56	2005	2005	1	Present
			SU851548		Southwood Golf Course East and West	2017	2017	1	Present
			SU8554		Farnborough/farnborough Airfield Area	1978	1990	2	Present
Potentilla erecta subsp. erecta	Tormentil	IUCN_EN_2014:NT	SU8454		Southwood	2018	2018	1	Present
Potentilla erecta x anglica = P. x suberecta	Cinquefoil	CR nHR, sHR	SU835537		Eelmoor, Former Radio Research Station	2009	2009	1	Present
			SU833537		Pyestock Hill	2010	2011	2	Present
			SU839536		Eelmoor	2009	2009	1	Present
			SU839536		Eelmoor Marsh	2004	2006	2	Present
			SU839536		Old Peatmoor Heath, Eelmoor	2004	2004	1	90
			SU839537		Eelmoor Marsh	2005	2015	11	Present
			SU839537		Eelmoor, Beside Tyte Track	2005	2005	2	280
			SU839537		Eelmoor, Tyte Track	2004	2016	16	330
			SU839537		Old Peatmoor Heath, Eelmoor	2004	2006	2	60
			SU843536		Eelmoor Marsh	2013	2016	3	Present
			SU844536		Eelmoor Marsh	2015	2015	1	Present
			SU8254		Fleet Area	1978	1990	2	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
Ranunculus flammula	Lesser Spearwort	IUCN_EN_2014:VU	SU8255		Fleet	2012	2012	1	Present
			SU8255		Fleet Pond	2015	2015	1	Present
			SU8255		Fleet Pond/heath Area	1990	1990	1	Present
			SU8255		Fleet, Ancells Farm Area	2012	2012	1	Present



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1978	2012	3	Present
			SU8355		Southwood Area	1990	1990	1	Present
			SU835558		Rspb Meadow 29 North	2016	2016	1	Present
			SU8356		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU8356		Foxlease Meadows	2011	2011	1	Present
			SU836560		Bramshot Country Park	2018	2018	1	Present
			SU836560		Rspb Meadow 12, Great Bramshot Farm	1996	2016	2	Present
			SU838551		Southwood Compartment 27	1985	1991	2	Present
			SU838551		Southwood Compartment 27	2000	2000	1	Present
			SU838555		Southwood Meadow	1985	1995	3	Present
			SU839548		Southwood Compartment 7	1993	1993	1	Present
			SU840551		Southwood Area 6	1989	1989	1	Present
			SU841535		Eelmoor Marsh	2016	2016	1	Present
			SU843549		Southwood Area 6	1993	2000	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood/farnborough Area	1978	1990	2	Present
			SU847535		Eelmoor Marsh	2016	2016	1	Present
			SU848548		Southwood Golf Course	2010	2010	1	Present
			SU851548		Southwood Golf Course East and West	2017	2017	1	Present
			SU854547		Southwood Golf Course Marsh	2017	2017	1	Present
			SU854549		Southwood Meadows	2018	2018	1	Present
			SU854550		Cove Brook Grazing Area	2014	2014	1	Present
			SU854550		Cove Brook (remodelled section)	2003	2003	1	Present
			SU8553		Farnborough Airfield	1990	1990	1	Present
			SU8554		Farnborough/farnborough Airfield Area	1978	1990	2	Present
			SU855550		Cove Brook (remodelled section)	1998	1998	1	Present
	Lesser Spearwort	IUCN_EN_2014:VU	SU836560		Bramshot Country Park	2018	2018	1	Present

Taxon Name	Common Name		Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Ranunculus flammula subsp. flammula				SU854549		Southwood Meadows	2018	2018	1	Present
Ranunculus omiophyllus	Round-leaved Crowfoot		nHS	SU8353 SU840552 SU842551 SU848537 SU848546 SU849539 SU849539 SU849539 SU849539 SU850539 SU851541 SU851543 SU852544 SU853546		Norris Hill/eelmoor Marsh Area Southwood Southwood Eelmoor North, Cove Brook Farnborough Cove Brook, Farnborough Airfield. Farnborough Airfield Farnborough Airfield Compartment 60 (old) Farnborough Airfield Compartment 60 (part) Farnborough Airfield, Cove Brook Cove Brook, Farnborough Airfield Farnborough Airfield Compartments 40, 41, 42, 43 and 45 (part) Cove Brook, Farnborough Airfield Farnborough Airfield Compartments 37, 38, 39 and 87 (part)	1990 1990 1990 2009 1990 1990 1993 1993 2005 1990 1990 2005 1990 1990 2005	1990 1990 1990 2009 1990 1990 1993 1993 2005 1990 1990 2005 1990 1990 2005	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Present Present Present Present Present Present Present Present Present Present Present Present Present Present Present
Rhynchospora alba	White sedge	Beak-	IUCN_EN_2014:NT nHS	SU8353 SU840535 SU8453		Eelmoor Marsh Eelmoor Marsh Eelmoor Marsh	1975 2008 1978	1997 2016 1994	4 7 2	Present Present Present
Rorippa amphibia	Great cress	Yellow-	CS sHS, nHS	SU8254 SU8255 SU8353 SU8553 SU8554		Fleet Pond Fleet Pond Basingstoke Canal, Norris Hill Area Watts Common Golf Course Farnborough/farnborough Airfield Area	1990 1990 1990 1990 1978	1990 1990 1990 1990 1990	1 1 1 1 2	Present Present Present Present Present
Rorippa sylvestris	Creeping Yellow-cress		nHS	SU8353 SU8355 SU8454 SU850545 SU854550		Norris Hill/eelmoor Marsh Area Southwood Area Southwood/farnborough Area Ively Cove Brook (remodelled section)	1990 1978 1978 1990 2003	1990 1990 1990 1990 2003	1 2 2 1 1	Present Present Present Present Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU855550		Cove Brook (remodelled section)	1998	1998	1	Present
Sagittaria sagittifolia	Arrowhead	nHR	SU8353		Basingstoke Canal, Norris Bridge Area	1990	1990	1	Present
Salix aurita	Eared Willow	nHS	SU8353		Fleet	1988	1988	1	Present
Salix repens	Creeping Willow	IUCN_EN_2014:NT	SU8254		Fleet Area	1990	1990	1	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1990	1990	1	Present
			SU8355		Southwood Area	1990	1990	1	Present
			SU838546		Southwood Compartment 9	1983	1993	2	Present
			SU8453		Eelmoor Marsh	1978	1997	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood/farnborough Area	1990	1990	1	Present
			SU845536		Eelmoor Marsh	2010	2010	1	Present
			SU845538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU846536		Eelmoor Marsh	2008	2010	2	Present
			SU846538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU846538		North Eelmoor	2008	2008	1	Present
			SU846539		Farnborough Airfield Compartment 20	1993	1993	1	Present
			SU847537		Eelmoor Marsh	2010	2010	1	Present
SU847539		Farnborough Airfield	1993	1993	1	Present			
SU849539		Farnborough Airfield	1993	1993	1	Present			
SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present			

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU850537		Farnborough Airfield Compartments 63 and 64	2005	2005	1	Present
			SU8553		Farnborough Airfield	1990	1990	1	Present
			SU8554		Farnborough/farnborough Airfield Area	1990	1990	1	Present
Sanguisorba officinalis	Great Burnet	CS nHS, sHS	SU855555		Cove	1991	1998	3	Present
			SU855555		Cove Brook, Ne Of Golf Course	2006	2006	1	5
			SU855555		Southwood Meadows	2007	2007	2	Present
Sanicula europaea	Sanicle	IUCN_EN_2014:NT	SU8353		Norris Hill/eelmoor Marsh Area	1990	1990	1	Present
Scleranthus annuus	Annual Knawel	IUCN_EN_2014:EN, IUCN_GB_2001:EN NERC_s41	SU834549		Bramshot Common, Southwood	1995	1995	1	1
			SU845539		Cody Technology Park, Farnborough	1997	1997	1	10
			SU846539		Farnborough	1997	1997	1	Present
Senecio aquaticus	Marsh Ragwort	IUCN_EN_2014:NT	SU836560		Rspb Meadow 12, Great Bramshot Farm	2016	2016	1	Present
			SU853555		Southwood Meadows	2007	2007	1	Present
			SU8255		Fleet Pond/heath Area	1990	1990	1	Present
			SU8355		Southwood Area	1990	1990	1	Present
			SU835558		Rspb Meadow 29 North	2016	2016	1	Present
			SU8356		Ancells And Foxlease Meadows	2013	2013	1	Present
			SU8356		Foxlease Meadows	2011	2011	1	Present
			SU837535		Eelmoor, Disused Radio Station.	2008	2010	3	Present
			SU837536		Eelmoor, Disused Radio Station	2010	2010	1	Present
			SU838551		Southwood Compartment 27	1985	1991	2	Present
			SU838551		Southwood Compartment 27	2009	2009	1	Present
			SU838555		Southwood Meadow	1985	1995	2	Present
			SU839551		Southwood	2015	2015	1	Present
			SU843549		Southwood Meadows	2018	2018	1	Present
			SU843549		Southwood Area 6	2000	2000	1	Present
			SU844537		Eelmoor Marsh	2011	2014	2	Present
			SU844537		North Eelmoor	2016	2016	1	Present
			SU844538		Cody Technology Park, Farnborough	2010	2016	3	Present
Silene flos-cuculi	Ragged-Robin	IUCN_EN_2014:NT							

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1990	1990	1	Present
			SU8454		Southwood/farnborough Area	1978	1990	2	Present
			SU845542		Cody Technology Park, Ball Hill	2009	2009	1	Present
			SU854552		Southwood Meadows	2018	2018	1	Present
			SU8553		Farnborough Airfield	1978	1990	3	Present
			SU8554		Farnborough/farnborough Airfield Area	1978	1990	2	Present
			SU855550		Cove Brook (remodelled section)	1998	1998	1	Present
			SU855554		Southwood Meadows	2018	2018	1	Present
<i>Solidago virgaurea</i>	Goldenrod	IUCN_EN_2014:NT	SU8255		Fleet Pond/heath Area	1990	1990	1	Present
			SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8354		Pyestock Area	1978	1990	2	Present
<i>Spergula arvensis</i>	Corn Spurrey	IUCN_EN_2014:VU, IUCN_GB_2001:VU	SU8254		Fleet Area	1990	1990	1	Present
			SU8255		Fleet Pond/heath Area	1978	1990	2	Present
			SU8355		Southwood Area	1978	1990	2	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood/farnborough Area	1990	1990	1	Present
			SU8553		Farnborough Airfield	1978	1990	2	Present
			SU8554		Farnborough/farnborough Airfield Area	1978	1990	2	Present
<i>Spiranthes spiralis</i>	Autumn Lady's-tresses	IUCN_EN_2014:NT, IUCN_GB_2001:NT nHR	SU848536		Eelmoor Marsh, Laffan Meadow	2016	2016	1	Present
<i>Stellaria palustris</i>	Marsh Stitchwort	IUCN_EN_2014:VU, IUCN_GB_2001:VU NERC_s41 CS nHR, sHR	SU8356		Foxlease Meadows	1985	1994	2	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Stratiotes aloides	Water-soldier	IUCN_GB_2001:NT NR CI	SU8353		Fleet	1992	1992	1	Present
			SU8353		Norris Bridge, Basingstoke Canal	1992	1992	1	Present
Succisa pratensis	Devil's-bit Scabious	IUCN_EN_2014:NT	SU8254		Fleet Area	1978	1990	2	Present
			SU8255		Ancells Farm Hwt Reserve, Part S Of Ancells Copse	2008	2008	1	Present
			SU8255		Fleet Pond/heath Area	1990	1990	1	Present
			SU8255		Fleet, Ancells Farm Area	2012	2012	1	Present
			SU830540		Pyestock Hill/Pondtail Heath	1996	1996	1	Present
			SU8353		Eelmoor Marsh	1975	1997	3	Present
			SU8353		Eelmoor, Former Radio Station	2009	2009	1	Present
			SU8353		Norris Hill/eelmoor Marsh Area	1978	1990	2	Present
			SU8355		Southwood Area	1990	1990	1	Present
			SU8356		Foxlease Meadows	2011	2011	1	Present
			SU838551		Southwood Compartment 27	1991	1991	1	Present
			SU838551		Southwood Compartment 27	2000	2000	1	Present
			SU838555		Southwood Meadow	1985	1995	3	Present
			SU843549		Southwood Area 6	2000	2000	1	Present
			SU84525354		Eelmoor Marsh	1997	1997	1	Present
			SU8453		Eelmoor Marsh	1978	1997	3	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood/farnborough Area	1990	1990	1	Present
			SU846538		Eelmoor, Victor Meadow	2011	2011	1	Present
			SU849537		Farnborough Airfield	1993	1993	1	Present
SU849539		Farnborough Airfield	1993	1993	1	Present			
SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present			
SU851543		Farnborough Airfield Compartments 40, 41, 42, 43 and 45 (part)	2005	2005	1	Present			
SU853546		Farnborough Airfield Compartments 37, 38, 39 and 87 (part)	2005	2005	1	Present			

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8553		Farnborough Airfield	1990	1990	1	Present
			SU8554		Farnborough/farnborough Airfield Area	1990	1990	1	Present
Teesdalia nudicaulis	Shepherd's Cress	IUCN_EN_2014:NT, IUCN_GB_2001:NT CS sHR, nHS	SU849560  SU849560		Cove, St John's Churchyard  St John's Church, Cove	2014  1985	2014  1991	1  3	Present  300
Trichophorum germanicum	Deergrass	nHS	SU8254 SU8353 SU8355 SU838546 SU839546 SU839549 SU8453		Fleet Area Norris Hill/eelmoor Marsh Area Southwood Area Southwood Heath Southwood Heath Southwood Heath, Southwood Eelmoor Marsh/farnborough Airfield Area	1990 1978 1990 2015 2015 2009 1990	1990 1990 1990 2015 2015 2009 1990	1 2 1 1 1 1 1	Present Present Present Present Present Present Present
Trifolium ornithopodioides	Bird's-foot Clover	nHS	SU839548 SU840548 SU840548 SU840549 SU8454		Southwood Compartment 7 Kennels Lane, Southwood Southwood, Kennels Lane Southwood Heath, Southwood Farnborough, Kennels Lane, Southwood	1993 1992 1992 1993 1992	1993 1992 1992 2004 1992	1 1 2 3 1	Present Present Present 340 Present
Trifolium subterraneum	Subterranean Clover	nHS	SU850544		Ively, Farnborough	1999	1999	1	Present
Utricularia australis	Bladderwort	CS nHS, sHR	SU8254 SU8254 SU8353 SU8353 SU8353 SU8353		Fleet Pond Fleet Pond And Immediate Area Basingstoke Canal Basingstoke Canal, Norris Hill Area Norris Bridge, Basingstoke Canal Norris Hill/eelmoor Marsh Area	1975 1991 1991 1990 1990 1990	1991 1991 1991 1990 2002 1990	2 1 1 1 3 1	Present Present Present Present Present Present
Utricularia minor			SU8254		Fleet Pond	1975	1991	3	Present





Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU837540		Pyestock Playing Field Pines	2004	2004	1	Present
			SU838550		Southwood Compartment 2	1993	1993	1	Present
			SU839549		Southwood Heath, Southwood	2009	2009	1	Present
			SU841547		Southwood Woodlands - Compartment 1	2010	2010	1	Present
			SU842546		Southwood Area 6	1993	1993	1	Present
			SU842549		Southwood Area 6	1993	1993	1	Present
			SU84345443		Ball Hill	2015	2015	1	Present
			SU843549		Southwood Area 6	1993	2000	3	Present
			SU843549		Southwood Woodlands - Compartment 3	2010	2010	1	Present
			SU844537		North Eelmoor	2015	2015	1	Present
			SU84525435		Ball Hill	2015	2015	1	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1978	1990	2	Present
			SU8454		Southwood/farnborough Area	1978	1990	2	Present
			SU845538		Eelmoor, Victor Meadow	2012	2012	1	Present
			SU8456		Farnborough, Nw Of	2017	2017	1	Present
			SU84585420		Ball Hill	2015	2015	1	Present
			SU84685425		Ball Hill	2015	2015	1	Present
			SU84785433		Ball Hill	2015	2015	1	Present
			SU848537		Farnborough Airfield Compartment 17 (part)	2005	2005	1	Present
			SU848540		Farnborough Airfield	1993	1993	1	Present
			SU848540		Farnborough Airport Compartment 24	1993	1993	1	Present
			SU849537		Farnborough Airfield Compartments 66, 67, 68 and 209	2005	2005	1	Present
			SU849539		Farnborough Airfield	1993	1993	1	Present
			SU849539		Farnborough Airfield Compartment 60 (old)	1993	1993	1	Present
			SU853542		Farnborough Airfield	1993	1993	1	Present
			SU853542		Farnborough Airfield Compartment 46/47	1993	1993	1	Present
			SU8553		Farnborough Airfield	1990	1990	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8554		Farnborough/farnborough Airfield Area	1990	1990	1	Present
Veronica scutellata	Marsh Speedwell	IUCN_EN_2014:NT	SU836560		Bramshot Country Park	2018	2018	1	Present
			SU839549		Southwood Heath	2012	2012	1	Present
			SU841535		Eelmoor Marsh	2016	2016	1	Present
			SU841536		Eelmoor Marsh	2010	2010	1	Present
			SU8453		Eelmoor Marsh/farnborough Airfield Area	1990	1990	1	Present
			SU847535		Eelmoor Marsh	2007	2016	3	Present
			SU847535		Eelmoor Marsh, Laffan's Meadow / Cove Brook	2006	2006	1	Present
			SU848536		Eelmoor Marsh	2008	2008	1	Present
Veronica scutellata var. scutellata	Veronica scutellata var. scutellata	IUCN_EN_2014:NT	SU836560		Bramshot Country Park	2018	2018	1	Present
			SU844536		Eelmoor Marsh	2013	2013	1	Present
Veronica scutellata villosa var.	Marsh Speedwell	IUCN_EN_2014:NT	SU8254		Fleet Pond And Immediate Area	1984	1991	6	65
			SU8356		Foxlease Meadows	1995	1995	1	Present
			SU839548		Southwood	2012	2012	1	Present
			SU843535		Eelmoor Marsh	2012	2012	1	Present
Viola canina	Heath Dog-violet	IUCN_EN_2014:VU, IUCN_GB_2001:NT nHS	SU845537		Eelmoor, Victor Meadow	2012	2012	1	Present
			SU845538		Eelmoor, Victor Meadow	2012	2016	3	Present
			SU845538		North Eelmoor	2010	2010	1	Present
Viola lactea	Pale Dog-violet	IUCN_EN_2014:EN, IUCN_GB_2001:VU NS NERC_s41 HBAP nHR	SU839535		Eelmoor Marsh	2003	2003	1	Present
			SU840535		Eelmoor Marsh	1977	2015	15	Present
			SU840536		Eelmoor Marsh	2003	2016	12	20
			SU841536		Eelmoor Marsh	1997	2002	4	Present
			SU84525354		Eelmoor Marsh	1997	1997	1	Present
			SU8453		Eelmoor Marsh	1975	2016	6	Present
			SU845535		Eelmoor Marsh	1976	1990	4	Present
			SU845535		Farnborough Airfield, Eelmoor Marsh	1986	1990	2	200
			SU845536		Eelmoor Marsh	2002	2010	2	Present
			SU845537		Eelmoor Marsh	2005	2011	5	Present
			SU845537		Eelmoor Marsh (n)	2006	2006	1	28
			SU846535		Eelmoor Marsh	1997	2010	5	238

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU846536 SU847536 SU847537		Eelmoor Marsh Eelmoor Marsh Farnborough Airfield	1978 1997 1993	1997 2014 1993	3 4 1	Present Present Present
Viola palustris	Marsh Violet	nHS	SU840551		Southwood Area 6	1989	1989	1	Present
Viola palustris subsp. palustris	Marsh Violet	nHS	SU841552 SU841552		Southwood Southwood, Ash Moor	1989 1989	1990 1989	2 1	Present Present
Viola tricolor	Wild Pansy	IUCN_EN_2014:NT, IUCN_GB_2001:NT CS sHS, nHS	SU833555 SU8353		Bramshot Common Norris Hill/eelmoor Marsh Area	1991 1990	1991 1990	1 1	Present Present
<b>Higher plants - Horsetails</b>									
Equisetum fluviatile arvense = E. litorale	Shore Horsetail	CS nHS, sHS	SU8353 SU843537		Basingstoke Canal, Norris Hill Area Eelmoor Marsh	2005 2008	2005 2008	1 1	Present Present
<b>Invertebrates - Coleoptera</b>									
Abdera biflexuosa	Abdera biflexuosa	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 2004	2004 2004	1 1	Present Present
Abdera flexuosa	Abdera flexuosa	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 2004	2004 2004	1 1	Present Present
Abdera quadrifasciata	Abdera quadrifasciata	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 2004	2004 2004	1 1	Present Present
Amphotis marginata	Amphotis marginata	IUCN_GB_pre94:IK	SU8454		Southwood	2004	2004	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Anaglyptus mysticus	Anaglyptus mysticus	NS	SU8454		Southwood	2004	2004	1	Present
Anisoxya fuscata	Anisoxya fuscata	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 2004	2004 2004	1 1	Present Present
Attactagenus plumbeus	Attactagenus plumbeus	NS	SU8356		Junction 4a	2007	2007	1	1
Cardiophorus asellus	Cardiophorus asellus	NS	SU8353		Eelmoor Marsh West	2011	2011	1	1
Cassida hemisphaerica	Cassida hemisphaerica	NS	SU8354		Pyestock	2003	2003	1	1
Chaetocnema confusa	Chaetocnema confusa	NS	SU8353		Eelmoor Marsh West	2011	2011	2	1
Chaetocnema subcoerulea	Chaetocnema subcoerulea	NS	SU8454		Southwood	2004	2004	2	Present
Ctesias serra	Cobweb Beetle	NS	SU8454		Southwood	2004	2004	2	Present
Eledona agricola	Eledona agricola	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 1905	2004 2004	1 3	1 1
Enicmus brevicornis	Enicmus brevicornis	NN	SU8454		Southwood	2004	2004	1	Present
Epuraea (Epuraea) guttata	Epuraea (Epuraea) guttata	NS	SU8454 SU8454		Southcote Wood Southwood	2004 2004	2004 2004	1 1	Present Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Epuraea (Epuraea) silacea	Epuraea (Epuraea) silacea	IUCN_GB_pre94:R	SU8454		Southwood	2004	2004	1	Present
Epuraea (Epuraea) thoracica	Epuraea (Epuraea) thoracica	NN	SU8454		Southwood	2004	2004	1	Present
Gonioctena viminalis	Gonioctena viminalis	NS	SU8454		Southwood	2004	2004	1	1
Helochares punctatus	Helochares punctatus	NS	SU8353 SU8356 SU8554		Eelmoor Marsh West Minley Sssi Near 4a M3 Southwood Gc	2011 2007 2004	2011 2007 2004	1 1 1	1 1 1
Hydrochus angustatus	Hydrochus angustatus	NS	SU8454 SU8454		Southcote Southcote Wood	2004 2004	2004 2004	1 1	Present 1
Hypera (Hypera) fuscocinerea	Hypera (Hypera) fuscocinerea	NS	SU8454		Southwood	2004	2004	1	1
Lucanus cervus	Stag Beetle	EU_Hab_2np NS NERC_s41 HBAP	SU851558 SU856549			2007 2006	2007 2006	1 1	2 1
Lythriaria salicariae	Loosestrife Flea Beetle	NS	SU8454		Southwood	2004	2004	1	1
Magdalis (Porrothus) cerasi	Magdalis (Porrothus) cerasi	NS	SU8454 SU8554		Southwood Southwood Gc	2004 2004	2004 2004	1 1	1 1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Megatoma undata	Megatoma undata	NS	SU8454		Southwood	2004	2004	1	1
Monotoma (Gyrocecis) angusticollis	Monotoma (Gyrocecis) angusticollis	IUCN_GB_pre94:R	SU8454		Southwood	2004	2004	1	1
Mordellistena (Mordellistena) neuwaldeggiana	Mordellistena (Mordellistena) neuwaldeggiana	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 2004	2004 2004	1 1	1 1
Oligota apicata	Oligota apicata	NN	SU8454		Southwood	2004	2004	1	1
Orchesia micans	Orchesia micans	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 2004	2004 2004	1 1	1 1
Orchestes (Orchestes) iota	Orchestes (Orchestes) iota	NS	SU8353		Eelmoor Marsh West	2011	2011	2	1
Phloiophilus edwardsii	Phloiophilus edwardsii	NS	SU8454		Southwood	2004	2004	1	1
Platydracus latebricola	Platydracus latebricola	NS	SU8353		Eelmoor Marsh West	2011	2011	1	1
Platypus cylindrus	Pinhole Borer	NS	SU8454		Southwood	2004	2004	1	1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Polydrusus (Chrysophis) formosus	Polydrusus (Chrysophis) formosus	NS	SU8454		Southwood	2004	2004	1	1
Prionychus ater	Prionychus ater	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 1905	2004 2004	1 3	1 1
Sepedophilus bipunctatus	Sepedophilus bipunctatus	NS	SU8353		Eelmoor Marsh West	2011	2011	1	1
Synchita humeralis	Synchita humeralis	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 2004	2004 2004	1 1	1 1
Tetratoma desmarestii	Tetratoma desmarestii	NS	SU8454 SU8454		Southwood Southwood, N.hampshire	2004 2004	2004 2004	1 1	1 1
<b><i>Invertebrates - Hymenoptera</i></b>									
Andrena (Hoplandrena) trimmerana	Trimmer's Mining Bee	NS	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	1998	2004	2	Present
Andrena (Margandrena) marginata	Small Scabious Mining Bee	NS	SU841536 SU848537		2 Eelmoor SSSI, Managed area, Cove radio	2003	2008	2	Present
					7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2008	2009	2	Present
Andrena (Micrandrena) falsifica	Thick-margined Mini-miner	NS	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2009	2009	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Andrena (Plastandrena) bimaculata	Large Gorse Mining Bee	NS	SU841536		2 Eelmoor SSSI, Managed area, Cove radio	2003	2003	1	Present
Andrena (Poliandrena) tarsata	Tormentil Mining Bee	NERC_s41	SU845535		Eelmoor Marsh SSSI (Comp.8)	2003	2003	1	Present
			SU845535		Farnborough; Eelmoor Marsh, Compartment 8	2003	2003	1	Present
			SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	1998	2009	3	Present
Auplopus carbonarius	Auplopus carbonarius	NS	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2009	2009	1	Present
Chrysis illigeri	Chrysis illigeri	NS	SU841536		2 Eelmoor SSSI, Managed area, Cove radio	2009	2009	1	Present
Cryptocheilus (Adonta) notatus	Cryptocheilus (Adonta) notatus	IUCN_GB_pre94:VU	SU841536		2 Eelmoor SSSI, Managed area, Cove radio	2009	2009	1	Present
			SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2003	2003	1	Present
Dasypoda hirtipes	Pantaloon Bee	NS	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2003	2003	1	Present
Dolichovespula (Pseudovespula) saxonica	Dolichovespula (Pseudovespula) saxonica	IUCN_GB_pre94:IK	SU8354		Pyestock, Quinetic, Farnborough	2003	2003	1	Present



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Eumenes coarctatus	Heath Wasp Potter	NS	SU841536		2 Eelmoor SSSI, Managed area, Cove radio	2003	2003	1	Present
Formica rufa	Red Wood Ant	HBAP CS	SU8354		Pyestock, Quinetic, Farnborough	2003	2003	1	Present
			SU8356		Foxlease SSSI	2003	2003	1	Present
			SU841536		2 Eelmoor SSSI, Managed area, Cove radio	2003	2003	1	Present
			SU8453		Eelmoor SSSI	2009	2009	1	Present
Hylaeus (Prosopis) signatus	Large Yellow-face Bee	NS	SU8354		Pyestock, Quinetic, Farnborough	2003	2003	2	Present
Lasioglossum (Dialictus) leucopus	White-footed Furrow Bee	IUCN_GB_pre94:R	SU841536		2 Eelmoor SSSI, Managed area, Cove radio	2009	2009	1	Present
Lasioglossum (Evylaeus) malachurum	Sharp-collared Furrow Bee	NS	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2004	2004	1	Present
Lasioglossum (Evylaeus) pauxillum	Lobe-spurred Furrow Bee	NS	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2009	2009	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
<i>Lasius brunneus</i>	Brown Tree Ant	NS	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2009	2009	2	Present
<i>Macropis europaea</i>	Yellow Loosestrife Bee	NS	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2003	2009	3	Present
<i>Nomada fucata</i>	Painted Nomad Bee	NS	SU8354		Pyestock, Quinetic, Farnborough	2003	2003	2	Present
<i>Nysson dimidiatus</i>	Small Spurred Digger Wasp	NS	SU8354		Pyestock, Quinetic, Farnborough	2003	2003	1	Present
			SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2003	2003	1	Present
<i>Sphecodes reticulatus</i>	Reticulate Blood Bee	NS	SU8354		Pyestock, Quinetic, Farnborough	2003	2003	1	Present
			SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	1998	2009	2	Present
<i>Symmorphus crassicornis</i>	<i>Symmorphus crassicornis</i>	IUCN_GB_pre94:R	SU848537		7 Eelmoor SSSI, Cove Brook,n. ditch and bank	2003	2006	2	Present
<b><i>Invertebrates - Lepidoptera</i></b>									
<i>Aethalura punctulata</i>	Grey Birch	nHS	SU838537		Eelmoor Marsh Sssi	2009	2009	1	2
<i>Amphipoea oculea</i>	Ear Moth	NERC_s41	SU837536		Eelmoor Marsh Sssi	2010	2010	8	6

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Anarta myrtilli	Beautiful Yellow Underwing	nHS	SU837536		Eelmoor Marsh Sssi	2010	2010	1	2
Aplocera plagjata	Treble-bar	nHS	SU837536 SU838537 SU848545		Eelmoor Marsh Sssi Eelmoor Marsh Sssi Iveley Gate, Farnborough	2010 2009 2011	2010 2009 2011	3 1 1	1 Present 2
Archiearis parthenias	Orange Underwing	nHS	SU8353 SU8453 SU8454		Pyestock Hill Eelmoor Marsh Farnborough - Qinetiq	2011 2011 2008	2011 2011 2008	1 1 1	1 1 1
Argynnis paphia	Silver-washed Fritillary	HBAP CI	SU8354 SU841548 SU843535 SU843536 SU8453		Bramshot Heath Southwood Eelmoor Eelmoor East Eelmoor	2017 2003 2012 2008 2012	2017 2004 2012 2008 2012	1 2 1 1 1	2 1 1 1 1
Coenonympha pamphilus	Small Heath	IUCN_GB_2001:NT NERC_s41	SU8255 SU834552 SU8353 SU8353 SU8353 SU8353 SU8353 SU8353 SU8353 SU837535 SU838536 SU841548 SU844535 SU844537 SU8453 SU8453 SU8453 SU8453		Fleet Pond Lnr Pyestock Woods Cove Radio Station Eelmoor Eelmoor (west Area) Eelmoor Marsh Sssi Eelmoor West West Eelmoor West Eelmoor West Eelmoor Eelmoor Southwood Eelmoor Sssi, Area 10 Eelmoor Sssi, Area 5 Eelmoor Eelmoor (main Site) Eelmoor East Eelmoor Marsh	2005 2005 2002 2009 2013 2005 2008 2010 2012 2009 2004 2009 2009 2003 2011 2008 2001	2006 2005 2003 2009 2013 2006 2008 2011 2012 2009 2004 2009 2009 2012 2011 2008 2010	3 1 2 1 1 2 1 3 3 1 1 3 1 1 14 4 1 4	7 1 1 2 1 10 3 6 4 1 1 3 1 1 201 213 23 3

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU8453		Eelmoor Marsh Sssi	1996	2006	17	115
			SU8453		Eelmoor Marsh Sssi (east)	2009	2009	1	1
			SU8453		North Eelmoor	2003	2003	1	1
			SU8454		Ively	2001	2007	4	9
			SU8454		Ively Meadow	2008	2008	1	1
			SU845535		Eelmoor	2010	2010	1	17
			SU845538		North Eelmoor	2009	2009	1	5
			SU845542		Eelmoor Sssi, Area 6	2009	2009	2	5
			SU845543		Eelmoor	2003	2003	1	2
			SU846535		Eelmoor	2012	2012	1	5
			SU850545		Eelmoor Sssi, Area 8	2009	2009	2	1
			SU850545		Ively Meadow	2011	2011	1	1
			SU853554		Southwood Meadows Transect: Section No 5	2010	2010	1	1
			SU854550		Southwood Meadows (cove Brook) Transect: Section No 10	2013	2013	1	1
			SU854550		Southwood Meadows Transect: Section No 10	2012	2012	1	1
Diacrisia sannio	Clouded Buff	CS	SU8254		Fleet Pond	2000	2008	4	3
			SU8353		Eelmoor Marsh	2002	2008	8	3
			SU8353		Eelmoor Marsh Sssi	1980	2006	2	1
			SU8453		Eelmoor	2012	2012	1	2
			SU8453		Eelmoor Marsh	2002	2008	13	4
			SU8453		Eelmoor Marsh Sssi	2006	2006	1	2
Diarsia rubi	Small Square-spot	NERC_s41	SU838537		Eelmoor Marsh Sssi	2009	2009	1	1
Ennomos erosaria	September Thorn	NERC_s41	SU837536		Eelmoor Marsh Sssi	2010	2010	3	1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Epione repandaria	Bordered Beauty	nHS	SU837536		Eelmoor Marsh Sssi	2010	2010	1	1
Erynnis tages	Dingy Skipper	IUCN_GB_2001:VU NERC_s41 CI	SU8353		Cove Radio Station	2004	2004	1	5
			SU8353		Eelmoor	2009	2009	1	2
			SU8353		Eelmoor Marsh Sssi	2004	2005	2	14
			SU8353		West Eelmoor	2010	2011	2	8
			SU844537		Eelmoor Sssi, Area 5	2009	2009	1	1
			SU8453		Eelmoor	2002	2011	6	13
			SU8453		Eelmoor (main Site)	2011	2011	1	16
			SU8453		Eelmoor East	2008	2008	1	8
			SU8453		Eelmoor Marsh	2002	2010	3	17
			SU8453		Eelmoor Marsh Sssi	2000	2007	4	13
			SU8453		Eelmoor Marsh Sssi (east)	2009	2009	1	10
			SU8453		North Eelmoor	2001	2006	8	1
			SU8454		Ball Hill	2004	2004	1	Present
			SU8454		Ively Meadow	2008	2008	1	1
			SU845535		Eelmoor	2010	2010	1	2
SU845538		Eelmoor East	2008	2008	1	7			
Eulithis testata	Chevron	nHS	SU837536		Eelmoor Marsh Sssi	2010	2010	3	1
Hemaris fuciformis	Broad-bordered Bee Hawk-moth	HBAP	SU842549		Southwood Woodland	2011	2011	1	1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Hemaris tityus	Narrow-bordered Bee Hawk-moth	NERC_s41 HBAP	SU8453		Eelmoor Marsh	2009	2009	1	1
Hipparchia semele	Grayling	IUCN_GB_2001:VU NERC_s41	SU8255		Fleet Pond Lnr	2005	2005	2	3
			SU829550		Bramshot Common, Fleet	2003	2007	7	2
			SU8353		Eelmoor (west Area)	2013	2013	1	10
			SU8353		Eelmoor Marsh Sssi	2005	2006	3	146
			SU8353		Eelmoor West	2008	2008	1	6
			SU8353		Unknown	2003	2003	1	1
			SU8354		Pyestock	2003	2003	1	1
			SU835553		Bramshot Heath	2014	2014	1	Present
			SU837535		Eelmoor Marsh	2010	2010	1	Present
			SU839535		Eelmoor	2009	2009	1	8
			SU841548		Southwood	2000	2005	5	2
			SU844535		Eelmoor Sssi, Area 10	2009	2009	3	30
			SU8453		Eelmoor	2002	2013	11	116
			SU8453		Eelmoor (main Site)	2011	2011	3	123
			SU8453		Eelmoor East	2008	2008	1	78
			SU8453		Eelmoor Marsh	2001	2010	4	2
			SU8453		Eelmoor Marsh Sssi	1996	2006	8	150
			SU8453		North Eelmoor	2002	2007	3	1
			SU8454		Ively	2006	2006	1	1
			SU8454		Ively Meadow	2008	2008	1	1
			SU845536		Eelmoor	2012	2012	1	3
			SU845538		Eelmoor Marsh Sssi	2012	2012	1	9
			SU845543		Eelmoor	2003	2003	1	40
			SU846538		Eelmoor	2012	2012	1	9
SU847537		Eelmoor	2012	2012	1	24			
SU847537		Eelmoor Sssi, Area 7	2009	2009	1	2			
SU850545		Ively Meadow, Farnborough	2009	2009	1	1			

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU854552 SU8554		Southwood Meadow Ively Meadow	2004 2009	2006 2009	2 1	Present 1
Hoplodrina blanda	Rustic	NERC_s41	SU837536		Eelmoor Marsh Sssi	2010	2010	9	6
Leucoptera spartifoliella	Broom Bent-wing	CR	SU8454		Southwood	2007	2007	1	1
Limenitis camilla	White Admiral	IUCN_GB_2001:VU NERC_s41	SU83045494		Bramshot Heath	2017	2017	1	1
			SU840551		Southwood Woodlands - Compartment 5	2010	2010	1	Present
			SU84055510		Southwood Woodlands - Compartment 5	2010	2010	1	1
			SU854552		Southwood Meadow	2016	2016	1	1
Litoligia literosa	Rosy Minor	NERC_s41	SU837536		Eelmoor Marsh Sssi	2010	2010	1	1
Melitaea cinxia	Glanville Fritillary	IUCN_GB_2001:EN NERC_s41	SU8354		Eelmoor Marsh Sssi	2009	2009	1	1
			SU8453		Eelmoor	2011	2011	1	2
Ocnerostoma piniariella	White Pine Ermel	CR	SU8255		Fleet Pond	2006	2006	1	1
Oncocera semirubella	Rosy-striped Knot-horn	NS	SU848537		Eelmoor North, Cove Brook	2010	2010	1	1

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Papilio machaon	Swallowtail	IUCN_GB_2001:NT WCA_s5s91(k) WCA_s5s91(t) WCA_s5s94a WCA_s5s94b WCA_s5s94c	SU839559		Farnborough	2017	2017	1	1
Phyllocnistis saligna	Willow Bent-wing	CR	SU8355		Southwood Playing Fields	2008	2008	1	1
Plebejus argus	Silver-studded Blue	IUCN_GB_2001:VU NERC_s41 HBAP CI	SU8353 SU8354 SU844535 SU844535 SU8453 SU8453 SU8453 SU8453 SU845535 SU845535 SU845538 SU845543		Pyestock Hill Bramshot Heath Eelmoor Eelmoor Sssi, Area 10 Eelmoor Eelmoor Marsh Eelmoor Marsh Sssi North Eelmoor Eelmoor Eelmoor East North Eelmoor Eelmoor	2007 2017 2009 2009 2002 2001 1996 2002 2010 2008 2009 2003	2007 2017 2009 2009 2012 2010 2007 2006 2010 2008 2009 2003	1 1 1 2 5 3 11 4 1 1 1 1 1	Present 1 5 3 16 7 16 1 4 6 1
Polyommatus coridon	Chalk Hill Blue	IUCN_GB_2001:NT HBAP CS	SU8353 SU8453		Eelmoor (west Area) Eelmoor	2013 2013	2013 2013	1 1	1 1



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
Pseudoterpna pruinata	Grass Emerald	nHS	SU837535		Eelmoor Marsh	2010	2010	1	1
Pyrgus malvae	Grizzled Skipper	IUCN_GB_2001:VU NERC_s41 CI	SU8353		Eelmoor Marsh Sssi	2004	2005	2	8
			SU8353		West Eelmoor	2010	2010	1	1
			SU844536		Eelmoor	2009	2009	1	3
			SU844537		Eelmoor Sssi, Area 5	2009	2009	1	4
			SU8453		Eelmoor	2002	2011	8	17
			SU8453		Eelmoor (main Site)	2011	2011	1	7
			SU8453		Eelmoor East	2008	2008	3	5
			SU8453		Eelmoor Marsh	2010	2010	2	7
			SU8453		Eelmoor Marsh Sssi	1999	2007	6	18
			SU8453		Eelmoor Marsh Sssi (east)	2009	2009	1	13
Saturnia pavonia	Emperor Moth	CS	SU848537		Eelmoor North, Cove Brook	2005	2005	1	1
			SU848541		Eelmoor Marsh Sssi	2009	2009	1	1
Scotopteryx chenopodiata	Shaded Broad-bar	NERC_s41	SU837536		Eelmoor Marsh Sssi	2010	2010	1	1
Spilosoma lutea	Buff Ermine	NERC_s41	SU837536		Eelmoor Marsh Sssi	2010	2010	1	1
Tyria jacobaeae	Cinnabar	NERC_s41	SU829550		Bramshot Common, Fleet	2004	2012	10	1
			SU8353		West Eelmoor	2010	2011	2	2
			SU837535		Eelmoor Marsh	2010	2010	1	Present
			SU838537		Eelmoor Marsh Sssi	2009	2009	1	3
			SU8453		Eelmoor (main Site)	2011	2011	1	18
SU8453		Eelmoor Marsh	2010	2010	1	2			

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
<b><i>Invertebrates - Odonata</i></b>									
Ceriagrion tenellum	Small Red Damselfly	HBAP	SU849545		Ively Ponds (Liz's Lakes)	2002	2003	5	6
Cordulia aenea	Downy Emerald	HBAP	SU8353		Bas. Canal, Norris Bridge	2007	2007	1	1
			SU849545		Ively Ponds (Liz's Lakes)	2001	2003	3	2
Orthetrum coerulescens	Keelred Skimmer	HBAP	SU838548		Pyestock Bridging Tanks	2003	2003	2	1
			SU838548		Pyestock Tanks	2003	2003	1	1
			SU849545		Ively Ponds (Liz's Lakes)	2003	2003	1	1
Platycnemis pennipes	White-legged Damselfly	HBAP	SU8353		Bas. Canal, Norris Bridge	2007	2007	1	1
<b><i>Invertebrates - Orthoptera</i></b>									
Metrioptera brachyptera	Bog Bush-cricket	NS	SU8453		Eelmoor Marsh	2003	2003	1	1
<b><i>Lower plants - Liverworts, Hornworts &amp; Mosses</i></b>									
Dicranum polysetum	Rugose Fork-moss	CR	SU836536		Eelmoor SSSI, Farnborough Aerodrome Conservation compartment 1	2006	2006	1	Present
Dicranum spurium	Rusty Fork-moss	NERC_s41 CS	SU831553		Southwood Minley MOD area	2002	2002	1	Present
			SU832553		Minley MOD area, E of Fleet Pond	2002	2009	2	Present
			SU832553		Minley, Fleet Pond, E. of	2002	2009	2	Present
<b><i>Mammals - Terrestrial (bats)</i></b>									
Chiroptera	Bats		SU829556		Sensitive	1998	1998	1	Present

Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
		EU_Hab_2np EU_Hab_4 HabReg_s2 NERC_s41 WCA_s5s94b WCA_s5s94c HBAP CI	SU856552		Sensitive	2003	2003	1	Present
Pipistrellus	Pipistrelle Bat species	EU_Hab_4 HabReg_s2 NERC_s41 WCA_s5s94b WCA_s5s94c HBAP	SU843551  SU856552		Sensitive  Sensitive	2009  2010	2009  2010	1  1	1  1
Pipistrellus pipistrellus	Pipistrelle	EU_Hab_4 HabReg_s2 WCA_s5s94b WCA_s5s94c HBAP	SU845561		Sensitive	2016	2016	1	1



Taxon Name	Common Name	Status	Grid Ref	GR Blurred	Location	First Year	Last Year	No. of Records	Max Count
			SU843544		Sensitive	2008	2008	3	Present
			SU843546		Sensitive	2010	2010	1	Present

### Sensitive species

A small number of species are considered as sensitive by the relevant specialist species recording groups and will be indicated as such on all lists. Species may be considered sensitive for a variety of reasons. Location details for these records will not be disclosed unless the relevant species recording group has given their permission. Grid references may be altered to give a less precise position, this is indicated by the 'Grid Ref Blurred' column. Contact HBIC if further information is needed on these records.

### Further notes

- Records of species such as Box (*Buxus sempervirens*) may not appear in the table above because obviously planted specimens have been excluded from protected and notable species lists.
- Bluebell (*Hyacinthoides non-scripta*), Butchers Broom (*Ruscus aculeatus*) and Scots Pine (*Pinus sylvestris*) have a national status, however they are relatively common in Hampshire and so have been excluded from protected and notable species lists.
- Records of Hazel Dormice (*Muscardinus avellanarius*) include those where presence has been inferred from hazel nut evidence. Please contact HBIC if further details are required on these records.
- The location names, where shown, are the originals given by the recorders and may not match any formal name for the location or other colloquial names by which the location may also be known.
- The grid references, where shown, are the originals given by the recorders and may indicate the specific location of the species, a central grid reference representing a larger survey area, or a grid square.
- Where species have been deemed as 'sensitive' by the relevant specialist species recording group the location name will not be shown and the grid reference may have been altered to give a less precise position specified by the species recording group. This will be indicated by a 'yes' in the 'Grid Ref Blurred' column.
- Many of the records have been supplied by specialist species recording groups. Whilst every reasonable effort is made to validate information supplied to the Hampshire Biodiversity Information Centre the accuracy or comprehensiveness of this information cannot be guaranteed.
- Records do not necessarily represent evidence of breeding at a site; please contact HBIC if further details are required for any of these records.
- Whilst a species may have been recorded at a site, this does not indicate that the species is still present. Equally, the absence of a species from a site does not signify that it is absent, only that it has not been recorded, that the site has not been surveyed for this species, or that HBIC has not been informed of its presence.
- Quantities of '0' (zero) indicate that the species was 'present' but the number of individuals seen was not recorded.
- Negative sightings are not included in species lists.

<b>EU_Bird_1</b>	Annex I of the Birds Directive
<b>EU_Hab_2</b>	Annex II of the Habitats Directive (priority species)
<b>EU_Hab_2np</b>	Annex II of the Habitats Directive (non-priority species)
<b>EU_Hab_4</b>	Annex IV of the Habitats Directive
<b>EU_Hab_5</b>	Annex V of the Habitats Directive
<b>IUCN_GB_pre94</b>	See IUCN (pre 1994) guidelines, covering Great Britain
<b>IUCN_GB_1994</b>	See IUCN (1994) guidelines, covering Great Britain
<b>IUCN_GB_2001</b>	See IUCN (2001) guidelines, covering Great Britain
<b>IUCN_EN_2014</b>	See IUCN (2001) guidelines, covering England
<b>BOCC_Red</b>	Birds of Conservation Concern Red list
<b>NR</b>	Nationally rare (occurring in 15 or fewer 10km squares in Great Britain)
<b>NS</b>	Nationally scarce (occurring in 16 - 100 10km squares in Great Britain)
<b>NN</b>	Nationally notable (occurring in 16 - 100 10km squares in Great Britain or less than 20 Vice Counties)
<b>HBAP</b>	Hampshire Biodiversity Action Plan species
<b>NERC_s41</b>	Priority Species listed under Section 41 of the Natural Environment and Rural Communities Act 2006
<b>WCA_s1p1</b>	Schedule 1 Part 1 of the Wildlife and Countryside Act 1981 (as amended)
<b>WCA_s5s91(k)</b>	Schedule 5 Section 9 Part 1 (killing/injuring) of the Wildlife and Countryside Act 1981 (as amended)
<b>WCA_s5s91(t)</b>	Schedule 5 Section 9 Part 1 (taking) of the Wildlife and Countryside Act 1981 (as amended)
<b>WCA_s5s94a</b>	Schedule 5 Section 9 Part 4a of the Wildlife and Countryside Act 1981 (as amended)
<b>WCA_s5s94b</b>	Schedule 5 Section 9 Part 4b of the Wildlife and Countryside Act 1981 (as amended)
<b>WCA_s5s94c</b>	Schedule 5 Section 9 Part 4c of the Wildlife and Countryside Act 1981 (as amended)
<b>WCA_s8</b>	Schedule 8 of the Wildlife and Countryside Act 1981 (as amended)
<b>HabReg_2</b>	Schedule 2 of Conservation of Habitats and Species Regulations 2010 (European Protected Species animal)
<b>HabReg_5</b>	Schedule 5 of Conservation of Habitats and Species Regulations 2010 (European Protected Species plant)
<b>PBA</b>	Protection of Badgers Act 1992
<b>NI</b>	National Interest
<b>CR</b>	County Rare
<b>CS</b>	County Scarce
<b>CI</b>	County Interest
<b>nHR</b>	North Hampshire Rare (VC12)
<b>sHR</b>	South Hampshire Rare (VC11)
<b>nHS</b>	North Hampshire Scarce (VC12)
<b>sHS</b>	South Hampshire Scarce (VC11)

Appendix 4:  
Rushmoor Borough Council Ash Dieback Policy

## **Appendix 4. Rushmoor Borough Council Ash Dieback Policy**

### **Rushmoor Borough Council - Policy relating to Ash Dieback (Chalara)**

#### **Overview**

It is predicted that Chalara will have an impact on Ash trees within the UK similar to that experienced with Elm trees during the Dutch Elm Disease outbreak in the 1970/80's. The Eastern Counties of the UK are already experiencing significant losses and this impact is expected to spread across the country with Hampshire seeing an increase of mortality within the next 3 to 4 years.

Ash Dieback is caused by a fungus on Ash trees, which is present in most parts of the UK. Initial infection to significant symptoms becoming evident can take a number of years, up to 10 years in some cases. Experience shows it can cause a high proportion of infected trees to die, however, some Ash trees (studies suggest about 5% of the population) are resistant and identification of resistant trees is of high importance.

Consideration towards the safety of persons and property is of primary concern with consideration towards the recovery of canopy cover in the longer term.

#### **The Guiding Principle**

Ash Die-back may well have a significant impact on the present and future Ash population, however, the presence of Ash die-back will not, in itself, necessarily be considered as a reason for premature pruning, felling, or intervention.

Where infection of an Ash tree is suspected or known, each situation will be judged on its individual merits taking into account the extent of die-back, the visual amenity that the tree or trees provide, and any health and safety considerations. Whilst it may appear to make economic sense, if one or more trees in a wider group do require intervention, removal of the whole group will not necessarily be considered justified.

Arising's from works to Ash trees will continue to be dealt with in accordance with current guidelines relating to biosecurity. As the disease is already widespread no special consideration toward Ash arising's is deemed necessary.

#### **How the Council will manage Ash Trees**

The timing of inspections are to be optimised where possible and feasible to identify the presence and extent of infection within the Ash population and permit forward planning in relation to remedial works and replacement planting.

As part of the ongoing proactive tree survey where Ash trees are identified as being significantly affected then these trees will be considered for removal or other remedial works depending upon location and condition. As a general guide once an infected tree exceeds <50% crown density then removal may be the most pragmatic action. This early intervention saves costs over longer-term remedial works.

Replacement tree planting will be considered in line with the Tree Maintenance Policy.



Where the council is informed of a council owned tree that may be affected by Chalara then the enquiry will be prioritised accordingly based upon location, condition and the inspections that have been carried out previously.

The Council will not consider requests to remove Ash trees that show no evidence of infection on the grounds of safety as to remove an otherwise healthy tree may be removing one of the 5% resistant trees that are of high value for the future of the species as a whole.

This page is intentionally left blank

## Equality Peer Challenge

March 2021

### 1. Background

- 1.1 In June 2020 the Council passed a Motion to record its solidarity in the fight against racism following the death of George Floyd in the USA and the subsequent Black Lives Matter protests across the world. The Council agreed to undertake an all-party review of its processes, policies and organisational attitudes regarding racism.
- 1.2 The Policy and Projects Advisory Board (PPAB) held a Special Meeting on 25 August 2020 to consider the scope and next steps to be followed by the Council in light of the Motion. The Board agreed that to support this work, an LGA Peer Challenge on Equalities and Diversity should take place as soon as possible, with a view to any initial work being completed and recommendations prepared by the end of the 2020/21 Municipal Year.
- 1.3 The LGA Peer Challenge took place in January 2021 with LGA Peers undertaking two days of virtual meetings with Council staff, Members, community groups and partner organisations. The Peer Challenge undertaken was based upon the Equality Framework for Local Government and were asked to look specifically at Black and Minority Ethnic issues rather than other protected characteristics.
- 1.4 The Peer Team for the Challenge were as follows:
- Councillor Kam Kaur – Portfolio Holder for Customer and Transformation, Warwickshire County Council
  - Minakshee Patel – Corporate Equality and Diversity Advisor, Rugby Borough Council
  - Sam Johnson – Policy and Performance Manager, Bournemouth, Christchurch and Poole Council
  - Kirsten Burnett – Head of Policy and Organisational Development, Hyndburn Borough Council
  - Gill Elliott – Review Manager, Local Government Association
  - Harry Parker – Review Manager, Local Government Association
  - Esther Barrott – LGA NGDP Graduate and Shadow Peer
- 1.5 The Peer Team were provided with a range of background documents in the weeks ahead of the review to supplement the two days of virtual meetings. The findings were presented to the Council on 28 January 2021 and all those who had participated in meetings with the Peer Team and all Members were invited to this session. This presentation and the written report (as attached at Annex A) have been structured in line with the four areas of the Equality Framework for Local Government, as follows:
- Understanding and working with your communities
  - Leadership and organisational commitment
  - Responsive services and customer care
  - A diverse and engaged workforce

- 1.6 The report makes 35 recommendations to the Council for consideration and these reflect what the LGA witnessed during their review of documentation and through the two days of virtual conversations.
- 1.7 The report highlights a number of areas of good practice, along with an acknowledgement that the Council has made a good start, particularly with regard to how the Motion has been taken forward and the Council's "exemplary and long-standing work with the Nepali community". The recommendations provide some suggestions to the Council on how this can be further built upon to improve work on equalities and diversity.
- 1.8 In their report, the LGA acknowledge that Covid 19 has resulted in additional pressures for Council staff and that it will be important not to overwhelm staff with further additional work. The draft Action Plan (at Annex B) has been developed in this context with a view to this work being recognised as 'Business as Usual' in line with the LGA's recommendation.

## **2. Approach to developing the Action Plan**

- 2.1 Following publication of the LGA's report in February 2021, work has been underway to review each of the recommendations made by the LGA and to consider the Council's possible response to each of the actions. This work is summarised in Annex B which provides detail of each recommendation, the Council's proposed response and actions to be taken along with timescales and identification of the lead officer for each piece of work. In most instances, the Council's proposed response aligns with the recommendations of the LGA although in a small number of cases, the management response proposes a different approach.
- 2.2 This work has been reviewed by the Council's Corporate Management Team (CMT) and the actions and timescales are thought to be deliverable. The draft Action Plan includes a number of significant actions which will take place over the next 6 months and will include work to embed equalities and diversity into existing relevant strategies and further develop the governance framework that already exists. Work will also take place to refresh the training offer available for Council staff and work is already underway to improve the levels of workforce data that is currently held. Over the course of the summer, it is also proposed that further resident survey work is undertaken in line with the recommendations in the LGA report. The aim of this early work will be to ensure that the Council continues to ensure that it has up to date foundations for continued and enhanced work on Equalities and Diversity.
- 2.3 There are a number of actions that are identified for delivery between September 2021 and March 2022. These are typically activities where there is a need to align with work that is already planned (for example, the launch of a new website or the planned refresh of the Procurement Strategy) or where there is a need for earlier work to be embedded (such as staff training). The timing of the release of Census data will also be critical to enhancing the Council's understanding and work with communities.
- 2.4 The draft Action Plan also identifies a relatively small number of actions which are proposed for the delivery in the longer term. In light of the LGA's comments around phasing of implementation of actions, these are recommendations that may be best delivered in light of some of the proposed earlier work. The draft Action Plan proposes some indicative dates for these to be delivered.

- 2.5 Finally there is one action in relation to mentoring and coaching where officers consider that work is already underway as part of the Learning and Development Strategy and therefore no specific action is proposed. In this case, the recommendation is considered completed.

### **3. Next Steps**

- 3.1 Following discussion and consideration at this Board, it is proposed that the draft Action Plan is presented to Cabinet for adoption. It is proposed that the final Action Plan will be incorporated into the Service Plans for all relevant services and delivery will be monitored via the Equalities Working Group, CMT and the Overview and Scrutiny Committee.

Rachel Barker

16 March 2021

This page is intentionally left blank

**LGA Peer Review draft Action Plan – March 2021**

**Leadership and Organisational Commitment**

LGA Recommendation	Management Response	Next steps	By when?	By whom?
<p>Develop an <b>Equalities Strategy and smart action plan</b> to provide a framework for EDI work and governance across the Council; develop objectives etc.</p>	<p>Embed this in existing work rather than create a separate Equalities Strategy.</p> <p>The People Strategy and Supporting Communities Strategies could provide the framework for the Council’s future work in this area.</p> <p>The Vision and Values work also represents an opportunity – this work is currently being undertaken, to be completed by May 21. Work will follow to translate the values to a Behaviours Framework and embed in all the Council’s day to day activities. Referencing EDI in the values work would represent a very significant step to ensuring EDI is not just a policy/procedure but also forms part of our everyday thinking, conversations and work.</p>	<p>Explore whether this recommendation can be achieved in this way. Following this, relevant documents can be revised.</p>	<p>Review by May 2021</p> <p>Updated documents by September 2021</p>	<p>Review – Strategic and Corporate Policy.</p> <p>Updated documents – Corporate Manager – People and Head of Democracy and Community.</p>
<p>Establish a <b>governance framework</b> for EDI work, including the Equalities Group. Use Overview and Scrutiny Committee for scrutiny of EDI</p>	<p>Governance framework to be in line with management arrangements – Equalities Group through to CMT and Cabinet.</p> <p>Lead CMT Officer to be Assistant Chief Executive (agreed CMT 9 March 2021).</p> <p>Member Scrutiny through Overview &amp; Scrutiny.</p>	<p>Brief Equalities Group &amp; CMT.</p>	<p>March 2021</p>	<p>Strategic and Corporate Policy</p>

Identify <b>lead officers</b> for Engagement and EDI work	Lead officers are members of the Equalities Group and the Assistant Chief Executive.	Brief Equalities Group & CMT.	March 2021	Strategic and Corporate Policy
Consider establishing a <b>Cabinet Champion</b> role for Equalities	To be considered by the Cabinet as part of their response to the Peer Challenge.	To discuss informally with the Leader and Deputy Leader.	May 2021	Chief Executive
Ensure that any <b>Covid-19 Recovery Plan</b> includes a BAME focus	Covid 19 recovery plans will include a focus on EDI and will be subject to an Equalities Impact Assessment.	To be taken forward as part of the Business Planning and Service Planning process.	June 2021	Strategic and Corporate Policy
<b>Review the EQIA template</b> and process and roll out training for managers.	To be actioned as a priority to support decisions taken by the Council.	To seek LGA guidance on good practice models	March 2021 for template and training to be rolled out by June 2021.	Strategic and Corporate Policy
Develop an <b>internal and external communications strategy</b> that links into the Business Plan, and key strategies affecting BAME issues	To be considered as part of a possible future LGA Peer Review of communications. A communications/engagement strategy can be developed in light of the findings of this work.	LGA Peer Review on Communications to take place in 2021/22	Following Communications Peer Review	Corporate Manager - Communications (external communications)  Corporate Manager – People (internal communications)
<b>Strengthen Service Level Agreements</b> to link in with the Corporate priorities.	Agreed, to be taken forward as SLAs due for renewal.	To establish when relevant SLAs are due for renewal	Update on current SLA position to be provided by April 2021.	Head of Democracy and Community.
Sign up to the <b>Race in the Workplace Charter</b>	To be considered at a later date. There are a number of accreditations/Charters that could be considered and it is proposed that the Council reviews this at a later date.	HR to consider and report back to CMT in due course	April 2022	Corporate Manager – People



**Understanding and Working with Your Communities**

<b>LGA Recommendation</b>	<b>Management Response</b>	<b>Next steps</b>	<b>By when?</b>	<b>By whom?</b>
Use existing <b>published data and data shared</b> with partners to build up a clearer picture of BAME communities in Rushmoor.	Agreed. After the release of the 2021 Census data the Council will produce a report to create a clearer picture of the BAME communities in Rushmoor. This report will be shared with partners via the Partnership Network.	To follow the release of Census 2021 data	TBC (depending on release of Census data)	Strategic and Corporate Policy
Use <b>grant awards</b> as leverage to become an effective enabler. Use this funding to improve participation and build BAME community capacity.	Agreed. Suggested next step to review where are able to use some grant awards to potentially support an Equalities, Diversity and Inclusion agenda. This work could potentially be included in the scope of a Community Engagement Strategy.	Democracy and Community Service to review and advise CMT of potential options.	2021/22 for implementation in 2022/23	Democracy and Community Service
<b>Broaden engagement with smaller communities</b> and ethnic minorities beyond faith groups. An engagement strategy would assist with this.	Agreed. Given the timing of the Census, it might be worthwhile developing any Community Engagement Strategy following the publication of the Census.	To follow the release of the Census Data and to consider as part of the Communications Strategy work	TBC (depending on release of Census data)	Communications Manager Democracy and Community Team
Extend the good practice from the engagement work done with the Nepalese community and ensure <b>provision is available for other communities</b> to support them to shape and access services.	Agreed and propose that this is taken forward following the publication of the Census data.	Democracy and Community Team to consider	Autumn 2021 onwards	Democracy and Community Team
Refresh the <b>EDI related content on the Council's website</b> . Use it to signpost to	Agreed. This can be taken forward as part of the planned implementation of a new Council website.	Ensure that this is on the work plan for new website.	2021/22	Communications Manager

community groups and other support.				
<b>Celebrate festivals and events internally and externally</b> , for example Black History Month, Eid, Diwali, Pride etc	Agreed. This can start to be implemented quickly and can be developed further as time goes on. The LGA proposed a first step around social media which can be taken forward by the Communications Team.	Calendar of festivals/celebrations to be developed.	Implementation can commence in March 2021 starting with International Women's Day.	Communications Manager  Democracy and Community Team
Develop <b>bespoke communications</b> for different communities e.g. Covid 19 information for higher risk communities	Arguably, this is an area where the Council have already been focused and will continue to do so. Work could be expanded in this area but would need to be informed by data around which groups to target for communications.	Maintain watching brief.	In place already	Communications Manager
Work with partners to properly <b>understand the health and wellbeing inequalities</b> within the different BAME communities	Arguably, this is an area where the Council have already been focused and will continue to do so.	Add to the scope of the internal review that will commence on health.	2021/22	Executive Director (KE)  Head of Democracy and Community.
Provide <b>formal feedback loops for BAME</b> communities – they do not know where to raise issues.	To be considered as part of the work on the Community Engagement Strategy/Communications Strategy.	Add to the scope of the Community Engagement Strategy	2021/22	Communications Manager  Democracy and Community Team

## Responsive Services and Customer Care

<b>LGA Recommendation</b>	<b>Management Response</b>	<b>Next steps</b>	<b>By when?</b>	<b>By whom?</b>
<b>Review and develop data sharing protocols</b> with key partners and communicate these across the organisation	To be reviewed as the Council's view is that data sharing protocols are in place and this may just be an issue around communication. Need to understand these before deciding whether further work is required.	Understand what is already in place before agreeing next steps.	July 2021	Corporate Manager – Legal
Ensure that services consider <b>equality of access for all</b> during service design, planning or redevelopment	This will require training, documentation and templates (e.g. EQIA) to be developed along with cultural change. All of these are identified elsewhere in the LGA's recommendations and this should then result in services fully considering equality of access.  This may be an area for the lead officer and Member Champion to have oversight around progress.	To launch EDI training and to refresh equality impact assessment guidance and templates and to consider incorporating EDI into our vision and values as they emerge.	December 2021 onwards	Corporate Manager – People  Assistant Chief Executive
<b>Review the Council's approach to procurement</b> to maximise impact on the EDI agenda.	To be considered when the Procurement Strategy is refreshed (planned for 2021/22)	Add to the scope of the refresh.	2021/22	Principal Procurement Officer
<b>Commission and analyse in-depth resident and customer surveys</b> to gain a better understanding of the views and experiences of BAME people (and other protected characteristics)	Resident satisfaction survey is planned for Summer 2021 and can include questions which address this recommendation.	Design survey and liaise with the communications team	September 2021	Strategic and Corporate Policy Team
Adopt the <b>principle of co-design and co-development</b> of	The Council has examples of where this approach has been used successfully.	Keep under review	From 2022/23 onwards	Strategic and Corporate Policy Team

services with the users including minority ethnic communities	We would need to think about how and where we might adopt this approach more widely and it might be more appropriate to consider once training and EQIAs are embedded.			
---	--	--	--	--

### Engaged and Diverse Workforce

LGA Recommendation	Management Response	Next steps	By when?	By whom?
Set <b>aspirational targets</b> for increasing the percentage of BAME staff in the council	The Council doesn't wish to take positive action in terms of appointments or set targets but will look at initiatives to encourage applications from under-represented groups.	Initiatives to encourage applications from under-represented groups to be taken forward following a review of recruitment analytics, as identified in People Strategy	April 2021 onwards	Corporate Manager – People
Roll out <b>training programmes for staff</b> on EDI, including some mandatory training, induction training and embed other training as appropriate.	To take forward as a priority action and already identified in the Corporate Learning and Development Plan	Identify training provision and roll out to all staff.  Review additional training needs.	April 2021 onwards	Corporate Manager – People
<b>Develop Member training</b> for EDI – consider making it mandatory	A decision for Members on whether they wish to take this recommendation forward.	Refer to member Development Group for consideration	June 2021	Service Manager – Democratic Services
Start addressing <b>gaps in workforce data</b> , recognising that not all staff will complete	Priority action that had already been identified in the People Strategy.	Request to be sent to all staff.	February 2021 onwards	Corporate Manager – People

their data immediately and it may take several reminders.		Baseline position to be established		
Start analysing <b>trends in workforce data and addressing barriers to progression</b> for BAME staff if this is an issue. Capture and understand the lived experience of BAME staff.	To follow the action above.		2021/22	Corporate Manager – People
Adopt a <b>positive action approach to advertising, recruitment and developing talent</b> for career progression. Consider the reintroduction of formal and informal positive action initiatives for BAME people at all levels similar to earlier projects that existed in a bid to increase the number of female leaders.	Not agreed at this stage. Any approach in relation to this recommendation would need to be underpinned by data (on workforce, recruitment etc) as well as an understanding on how this has worked in other organisations.  Recruitment processes in a broad sense to be looked at as mentioned above as part of the work under the People Strategy and will consider EDI issues.		2021/22	Corporate Manager – People
Consider how <b>mentoring, coaching, sponsorship and secondment</b> to partners and other local employers could improve diversity at senior levels	Incorporated already as part of the Learning and Development Strategy.		Completed	Corporate Manager – People
Partner with community links e.g. Farnborough College to gain insight into what different segments of the community want from work and promote the <b>Council as an employer of</b>	To be taken forward as part of the People Strategy Action Plan.		2022/23	Corporate Manager – People

<b>choice</b> which can offer many careers.				
Establish a BAME <b>staff equality network</b> with allies, sponsorship and a budget (depending on numbers and interest a BAME network could initially be part of a wider staff equality network.	The Council already has an Equalities working group and could be tasked with giving consideration of whether an Equalities Network would be useful.	To be considered by the Equalities Working Group	September 2021	Equalities Working Group
Continue to identify opportunities to target the <b>recruitment of apprentices</b> – this could help to get a more representative workforce as well as help the council meet its apprenticeship duty.	To be considered as part of the People Strategy Action Plan		2021/22	Corporate Manager – People
Embed the <b>behavioural framework</b> in processes such as performance and development reviews. This could be refreshed to reflect EDI commitments.	To be considered as part of the People Strategy Action Plan and work on values		2021/22	Corporate Manager – People



**Equality Peer Challenge**  
**Rushmoor Borough Council**

**Peer Team Report**

**January 2021**



## 1. Background

In June 2020 Rushmoor Borough Council (RBC) passed a Council motion to record its' solidarity in the fight against racism following the death of George Floyd in the USA and the subsequent Black Lives Matter (BLM) protests across the world. RBC pledged to eradicate racism and make its towns inclusive for all citizens. The Council agreed to undertake an all -party review of its processes, policies and organisational attitudes regarding racism. As part of that wider review the LGA was asked to carry out an equality peer challenge based on its Equality Framework for Local Government.(EFLG) The peer team were asked to look specifically at Black Asian and Minority Ethnic (BAME) issues rather than other protected characteristics.

The Equality Framework has four areas of performance. They are:

- Understanding and working with your communities
- Leadership and organisational commitment
- Responsive services and customer care
- A diverse and engaged workforce

The Peer Challenge is not an inspection; rather it offers an external assessment by critical friends who are subject experts and have experience of delivering an equality/diversity agenda in their own councils.

The peer team for the Challenge were:

Councillor Kam Kaur-Portfolio Holder for Customer and Transformation, Warwickshire County Council
Minakshee Patel - Corporate Equality & Diversity Advisor
Sam Johnson - Policy and Performance Manager, Bournemouth, Christchurch, Poole Council
Kirsten Burnett -Head of Policy and OD, Hyndburn Borough Council
Gill Elliott – Review Manager - Local Government Association
Harry Parker– Review Manager -Local Government Association
Esther Barrott – LGA NGDP Graduate and shadow peer

The peer team were provided with background documents and spent two days talking to a range of stakeholders including frontline staff, managers, Members, third sector and other partners as well as community representatives. The peer team would like to thank everybody that they met and spoke to during the process for their time and contributions.

Our findings were presented to the Council on 28<sup>th</sup> January 2021. This report provides some more detail to the findings including strengths and areas for consideration. We have made a number of recommendations, divided into the four areas of the Equality Framework. Many of the recommendations focus on



BAME issues as requested by the council in its scope. It is important that the Council, while addressing these issues, does not lose sight of the wider EDI objectives and looks at ways that its policies and actions can encompass all of the protected characteristics to ensure a robust and effective EDI strategy.

## **Executive Summary**

The Black Lives Matter (BLM) motion passed by councillors in June 2020 is a visible public declaration and demonstrable commitment that RBC Members want to work together on Equality, Diversity and Inclusion (EDI) and BAME issues within the borough of Rushmoor and the Council itself. The motion has been a catalyst for activity within the council. The Board has set the following objectives for its overall work:

- Understanding current provisions, guidance and best practice
- Examining policies to ensure they reflect the above
- Complete the review of equalities policy and processes
- Reflect the provisions in the emerging People Strategy

We feel that the Council has made a good start. Its' Policy and Project Advisory Board (PPAB) made up of Members from all parties will be overseeing the work. Going forward, the Council now needs to develop some structure for EDI work so that it fits more clearly into the managerial and governance structure of the organisation and so that activities can be better co-ordinated. This will help to ensure there is proper planning and accountability for the work. There is currently no clear link between the organisation's Business Plan and its EDI agenda. Establishing that "Golden Thread" throughout corporate plans, policies and procedures will help to mainstream equality throughout the organisation.

The political and executive leadership understand the issues and want to see real changes for BAME communities and staff. However, its messaging in the past has been inconsistent. Ownership of the EDI agenda by Members and the Executive Leadership Team (ELT) needs to be strengthened and clarified throughout the Council and EDI needs to be a key corporate priority.

It is important to acknowledge that people are dealing with new ways of working arising from the Covid-19 pandemic, resulting in additional pressures. EDI is a significant work agenda, and it will be important to avoid overwhelming staff further with additional work. EDI needs to become part of "business as usual" at the Council so as not to become an extra burden. Working from home has required people to work very differently than before the pandemic, making far greater use of technology. This presents fresh opportunities for greater collaboration between staff and with Members, making it easier to work jointly on projects.

We heard that RBC has a strong “family” culture and that there are many staff with long service, which is an organisational strength. However, it can also mean that people may be rather “set in their ways” which could result in practices and behaviours that exclude some people. Consequently, it is important that the organisation’s culture is inclusive for all staff whatever their length of service, age, ethnicity or other protected characteristic. It is critical that all staff feel they belong within the ‘family’ and are able to “bring their whole selves” to work. Creating this culture will need to be a proactive process that is led from the top but involving all the staff and members.

The Council’s work with its Nepali community is exemplary and long standing. There are now estimated to be around 10,000 Nepalese people in Rushmoor since ex-Gurkhas were given leave to remain in 2010 and to bring their families to the UK. The community includes many elderly citizens and an increasing number of young people. It is recognised and appreciated that it is the largest ethnic minority in the borough, but we feel that there now must be a rebalancing of resources and activity to provide other smaller ethnic minority communities similar consideration.

RBC is seen as a good partner to work with but there is insufficient scrutiny from the Council on the outputs of initiatives it funds, which partners such as the Citizens Advice Bureau (CAB) and the Council for Voluntary Services (CVS) in Rushmoor are delivering. We also feel that the Council is not maximising opportunities to use its procurement power to benefit the community and progress the EDI agenda e.g., leveraging more social value from multi – million pound regeneration projects in the borough.

The Council has recently adopted a new People Strategy. We felt that it was rather “light” on EDI considerations and references and could be used to set equality objectives. The supporting action plan will need to ensure that EDI is being better addressed including a review of all HR policies and procedures. Better and more up to date workforce and community population data will help the Council to identify key areas of work and track progress. We were pleased to hear that work has already started on increasing the amount of workforce data collected.

The training offer on EDI is currently ad hoc and extremely limited for staff and Members. This is reflected in the low levels of knowledge and lack of confidence around EDI issues including the Public Sector Equality Duty. Much of what we found in the way of EDI policies, objectives and templates needs to be updated.

The use of equality impact assessments (EQIAs) is inconsistent across the Council. This leaves the Council open to legal challenge if due regard is not given to equality impacts when decisions are taken.

## 2. Recommendations

### Leadership and Organisational Commitment

1. Develop an equalities strategy and a smart action plan to provide a framework for EDI work and governance across the Council; develop objectives, set timescales, manage accountability etc.
2. Establish a governance framework for EDI work, including the Equalities Group. Use the Overview and Scrutiny committee to scrutinise EDI policy
3. Identify lead officers for Engagement and EDI work. Staff were unclear about who has responsibility for these issues
4. Consider establishing a Cabinet Champion role for Equalities. There are Member Champions for other issues. An EDI Champion would signal that EDI is a Cabinet priority.
5. Bring EDI into the Council's performance management framework
6. Ensure that any Covid-19 Recovery Plan includes a BAME focus.
7. Review the EQIA template and process and roll out training for managers. Currently EQIAs do not take into consideration all the protected characteristics within the Equality Act 2010.
8. Develop an internal and external communications strategy that links into the Business Plan, and key strategies affecting BAME issues
9. Strengthen Service Level Agreements to link in with the Corporate priorities.
10. Sign up to the Race in The Workplace Charter. Doing so will signal nationally that the Council is committed to this agenda as well as gaining access to guidance.

### Understanding and Working with Your Communities

11. Use existing published data and data shared with partners to build up a clearer picture of BAME communities in Rushmoor.
12. Use grant awards as leverage to become an effective enabler. Use this funding to improve participation and build BAME community capacity.
13. Broaden engagement with smaller communities and ethnic minorities beyond faith groups. An engagement strategy would assist with this.
14. Extend the good practice from the engagement/work done with the Nepalese community and ensure provision is available for other communities to support them to shape and access services

15. Refresh the EDI related content on the Council's website. Use it to signpost to community groups and other support.
16. Celebrate festivals and events internally and externally, for example Black History Month, Eid, Diwali, Pride etc.
17. Develop bespoke communications for different communities e.g., Covid-19 information for higher risk communities.
18. Work with partners to properly understand the health and wellbeing inequalities within the different BAME communities.
19. Provide formal feedback loops for BAME communities – they do not know where to raise issues.

## Responsive Services and Customer Care

20. Review and develop data sharing protocols with key partners and communicate these across the organisation.
21. Ensure that services consider equality of access for all during service design, planning or redevelopment.
22. Review the council's approach to procurement to maximise impact on the EDI agenda.
23. Commission and analyse in-depth resident and customer surveys to gain a better understanding of the views and experiences of BAME people (and the other protected characteristics).
24. Adopt the principle of co-design and co-development of services with the users including minority ethnic communities.

## Engaged and Diverse Workforce

25. Set aspirational targets for increasing the percentage of BAME staff in the council.
26. Roll out training programmes for staff on EDI, including some mandatory training, induction training and embed in other training as appropriate.
27. Develop Member training for EDI – consider making it mandatory.
28. Start addressing gaps in workforce data, recognising that not all staff will complete their data immediately and it may take several reminders
29. Start analysing trends in workforce data and addressing barriers to progression for BAME staff if this is an issue. Capture and understand the lived experience of BAME staff.
30. Adopt a positive action approach to advertising, recruitment and developing talent for career progression. Consider the reintroduction of formal and informal positive action initiatives for BAME people at all levels similar to earlier 'projects' that existed in a bid to increase the number of female leaders.
31. Consider how mentoring, coaching, sponsorship and secondment to partners and other local employers could improve diversity at senior levels.

32. Partner with community links e.g. Farnborough College to gain insight into what different segments of the community want from work and promote the Council as an employer of choice which can offer many careers.
33. Establish a BAME staff equality network with allies, sponsorship and a budget (depending on numbers and interest a BAME network could initially be part of a wider staff equality network).
34. Continue to identify opportunities to target the recruitment of apprentices - this could help to get a more representative workforce as well as help the council meet its apprenticeship duty.
35. Embed the behavioural framework in processes such as performance & development reviews. This could be refreshed to reflect EDI commitments.

### **3. Detailed findings**

#### **3.1 Leadership**

##### **Strengths.**

The BLM Motion in June 2020 was a clear and public commitment from the Council Members that EDI is a key priority for the Council. The Policy and Project Advisory Board (PPAB) of members will be accountable for the delivery of the BAME review. Being cross party is a real strength for the organisation as many of the wards with the greatest deprivation and highest minority ethnic populations have Labour councillors.

As a council Rushmoor has been characterized as being rather “old fashioned” in its culture and ways of working. The Chief Executive, senior team and HR are all keen to bring Rushmoor up to date as an organisation and with regards to EDI. There is a good flow of information at a strategic level and the Corporate Management Team have a good understanding of equalities and are visible at community events. It is important that demonstrable and personal commitment to EDI is seen by the community and staff.

It is encouraging to see a high level of diversity amongst Members. The diversity of different backgrounds and ages adds value as it brings varied knowledge and experiences to their role and the Council and it is a real strength to have a broad body of opinions and attitudes to feed into the EDI agenda.

Partnership working during the Covid-19 pandemic has strengthened relationships and provided a strong basis for taking other initiatives forward. The new Supporting Communities Strategy has the potential to deliver real improvements for BAME and other deprived communities.

## Areas for consideration

EDI needs to be embedded in all relevant strategies. e.g. Communications Strategy and Council Business Plan. The Council's new Business Plan does not express the Council's commitment to EDI, making it feel more like an add-on than a priority. This could be addressed by publishing a re-fresh of the Plan and by ensuring there is a better connection between the communications strategy and the Business Plan.

There is no governance structure in place for EDI in the organisation. For example, there is no established scrutiny mechanism for EDI. This could be addressed by using task and finish groups within the Overview and Scrutiny Committee or having an annual EDI report to scrutiny. The new EDI group that was established in late 2020 has no formal reporting links to the corporate management team for reporting progress on issues or seeking a steer on activities. It needs to be brought into the governance structure with reporting lines to the corporate management team. There needs to be a 'Golden thread' of EDI through the organisation, which is owned by the Members as well as staff

There is no Member training offer on EDI at present which is a significant gap. Members understand the importance of EDI but lack understanding and knowledge about what it means in practice and how they can use their role as community leaders to empower all local communities, engage better with BAME residents and build vision and direction for the organisation's equality work into the Council's priorities.

Corporate ownership for the emerging EDI agenda is not well understood by staff throughout the organisation. Our small survey of what staff thought of the council's approach to EDI produced words like "variable" "lacking" "open" "engaged" "developing" "unknown" and "not very visible" "under supported" "patchy" amongst others.

People we spoke to feel that the Council is well intentioned and good at addressing problems with communities when they arise, but that it needs to be more proactive in understanding and seeking out issues before they become a problem.

Equality objectives for the organisation are not up to date and it is not clear what progress has yet been made to achieve them. The single equality objective on the Council's website dates from 2018. The Council needs to develop an equality strategy with revised objectives and an action plan to deliver them.

Staff do not always know how to apply equalities considerations to services and policies. Their knowledge needs to be broadened so that equalities can be more embedded throughout the organisation. Including EDI in the corporate

performance management systems will also help this process. Service planning and performance monitoring needs to consider equality implications. The staff performance/development appraisal process should also address equality. This may be by assessing training needs or setting objectives.

Equality Impact Assessments (EQIA) are not routinely undertaken and there is no oversight of their quality. The EQIAs that we saw only addressed six protected characteristics not the nine included in the Equality Act 2010, so are outdated and inadequate. It was also not clear that all Cabinet/Council reports have EQIAs attached. Both these factors leave the council at risk of non-compliance with the requirements of the PSED.

## **3.2 Understanding and Working with Your Communities**

### **Strengths**

The Council has a strong and proud history of working and engaging with the Nepali community, as evidenced by the town being twinned with Gorkha District, Nepal. Nepali representatives feel that the council listens to them and takes account of their needs in the way services are provided.

The Council has tried alternative means to engage with some minority ethnic groups through other service providers such as shops used by Romanian and restaurants used by African Caribbean communities.

There are good links between the council and the borough's religious leaders and their communities. The Council contacted community groups after tensions caused by the EU Referendum, and this led to creation of the Strength in Unity Faith Forum. Community representatives commented that their experience of dealing with the Council was more positive than many connected groups had benefitted from in other parts of the country.

The Council has had some success in improving engagement and community cohesion across a wider range of communities through events such as the multi-ethnic food festivals and the local lottery grants process. There are some good examples of wide-ranging public consultations including the Civic Quarter redevelopment in Farnborough and the recent Council website re-design project.

The Council has a quarterly newsletter which is sent to all 41,000 households; an audio version is also produced. This is a significant asset but it could be used more proactively as part of establishing the council's corporate identity and enabling smaller communities to feature and share their culture with the wider community.

The Council chairs the borough's cohesion forum and the council has been described as "excellent" in managing community tension, particularly when large numbers of Nepalese people moved into the borough after 2010 and proactively 'myth busting', and bringing communities with competing interests closer together.

### **Areas for Consideration**

There is a lack of scrutiny and monitoring from the Council on the outputs of initiatives it funds partners to deliver. We heard that CAB and the Rushmoor Council for Voluntary Services (CVS) receive £250,000 annually from the Council to deliver services to residents and community groups. There are no formal service level (SLA) agreements in place and very little monitoring of the outputs or outcomes. This is a significant amount of money for the Council and it is vital that the money being spent is delivering on corporate priorities. Having SLAs would help to keep track of the spend and enable the Council to determine what services should be delivered, and it could be used to 'piggy back' on the resources of partners such as the vast bank of volunteers used by CAB to share information across their networks.

Engagement with BAME residents/communities other than the Nepali is less well developed. Some community leaders commented that they find the Council easy to work with and its officers accessible. Others said that it took an event before they really got to know or talk to the Council. There is no strategy in place to find ways to broaden engagement with smaller ethnic communities beyond faith groups. No "roadmap" exists for engaging with community groups to deliver the Council's new Supporting Communities Strategy. There is also no formal feedback loop for communities. They told us that they do not know where and how to raise issues with the Council. Representatives of BAME communities said that residents want the Council to be more transparent.

There is a lot of information and data available on ethnicity and deprivation e.g., ward profiles, Office of National Statistics (ONS) reports; Joint Strategic Needs Assessment (JSNA), Schools data etc. These need to be more widely known about and used across the Council in the design and delivery of its services. We understand that at one school in Aldershot over sixty different languages are spoken. Data is not routinely shared with partners and we did not hear about any data sharing protocols e.g. health, fire service; police. The Council needs to better understand and communicate what data can be shared and with whom. We found a lack of specific data about the views of the BAME community in surveys that take place. Results of resident surveys are not disaggregated by protected characteristics. The 2020 Coronavirus and You survey gathered data on respondent's diversity but only age featured in the results as a separate protected characteristic.



Communications with communities is not well targeted e.g., Covid-19 information for higher risk communities. The Council does not communicate well what it does for groups other than Nepalese. The Council's website has no signposting information for residents to access community groups or specialist support

The Council could participate more regularly in celebratory occasions via its social media platforms/internal and external communication functions. E.g. Black History Month/Diwali/Eid / Pride. This would be way to signal the Council's commitment to EDI issues that are important to different communities.

### **3.3 Responsive services and customer care**

#### **Strengths**

It was clear that there are pockets of good practice across Rushmore. However, they exist in isolation and new knowledge and learning is not routinely shared among peers. Response to Covid-19 with the Nepali community has been very good. Access to services have been changed to meet the needs of elderly Nepalese residents e.g., Nepali speakers have been employed in front facing teams such as customer services and engagement and access consequently improved. Nepali speakers are being used to staff the Revenue and Benefits telephone line during the pandemic to ensure trusted voices could improve messaging in response to the cultural belief that it was "Shameful if you had Covid-19" and because elderly Nepalese residents were the greatest in-person users of the contact centre before the pandemic.

Co-location of Citizens Advice Service within the Council building has had benefits for Council service users coming into the contact centre, allowing them to access advice and other services in a single visit. This is important because many of the service users coming to the centre are elderly and rely on public transport.

We heard of successful bids to secure funding from the Ministry for Housing Communities and Local Government (MHCLG) which were used by partners to integrate community adjustments to services and work undertaken to gain an early understanding issues to improve health outcomes; the NHS being commissioned to deliver key messages to communities through various social media platforms such as Facebook and Viber.

We heard some really good examples of how services have been developed to meet needs of diverse communities e.g. Nepalese cremation protocols; officers door knocking to seek out housing issues among young Romanian men in particular; access to housing and accommodation for ex-Armed Forces personnel; and the employment Nepali speaking staff at polling stations.

There are good processes in place to respond to the Gypsy, Roma Traveller communities. We also heard of a good flow of information and engagement at a strategic level around Hate Crime and robust scrutiny processes and increased reporting and increased confidence within communities affected. A project has been undertaken with the Citizens Advice Bureau on the recording of Hate Crime and its finding reported to the Councils Overview and Scrutiny Committee.

Work is underway in partnership with the Arts Council to build a Cultural Compact and Strategy and the local lottery has been used to improve engagement and increase participation.

### **Areas for consideration**

Data exists but is not always well used for service planning around community needs, except for the Nepali community. The impact of decisions about services is routinely considered for the Nepali community but this cannot be evidenced across other groups. The Council needs to ensure that EDI work and data collection includes all protected characteristics to avoid having to duplicate / redo training and other processes.

Council services are highly professional but do not always consider the issue of equality of access or outcome for all during service design or redevelopment. Lack of language skills prevents some Nepali residents from using certain professional building services offered by the council, meaning they have a lack of choice compared to English speakers. Staff want to give a good service to diverse clients but need training to really equip them to do it well. There is a lack of confidence amongst staff around use of language and how to manage difficult conversations with customers and other staff who have different cultural needs. The Council uses the Learning Pool e-learning system. This has a number of courses to support EDI which could be quickly utilised.

There is a lack of understanding about how procurement processes can be used to further equalities in the borough. Some EDI questions are asked at the pre-tendering stage but there was little evidence of contract monitoring around EDI once a contract is in operation. There was little evidence of using procurement to benefit local suppliers or improve access to employment for people from a BAME background. There are some multi-million-pound redevelopment contracts within the borough that the Council awards and these can offer opportunities for to use these contracts to generate greater social value including EDI benefits.

There is little evidence that the views of customers are always being captured or understood as some services had “never had a complaint”. Where issues were identified for service users the response was often good for an individual customer, but issues are not picked up on a wider scale so that trend data is available for analysis and lessons learnt to improve customer experience and service delivery in future. Customer satisfaction surveys that do take place are

not always capturing the views of diverse customers, nor are the results shared across the organisation. E.g. a recent Serco customer survey did not report any BAME specific results.

The Armed Forces Covenant is well known and used by some services such as Housing. However, its' principles need to be more embedded across other services in the council.

### **3.4 Diverse and engaged workforce**

#### **Strengths**

The Council has a long-standing workforce - they describe a caring and friendly working environment that is "like a family". Key officers reported a genuine enthusiasm to receive feedback and make improvements and suggestions on EDI issues. This is a real strength because any culture change initiatives to make the council more inclusive will need to harness employee's ideas and interest if it is to be successful.

The council has responded well to addressing the needs of staff during the Covid-19 pandemic. The impact of delivering services differently and effect on staff due to Covid-19 is recognised by the senior leadership. Staff said that they felt that their needs were "definitely a priority" for the council in terms of health, wellbeing, use of technology and new ways of working. Employees said that they have been supported with Covid-19 risk assessments and health needs on an individual basis and these have been taken account of.

The Human Resources team has already begun to consider what actions it will need to take to ensure EDI is mainstreamed in the organisation. EDI training has been identified as a priority within the People Strategy and HR already has plans to start addressing gaps in its workforce data.

There is a process in place to identify opportunities to recruit apprentices. This could help to get a more representative workforce quickly and help the council meet its apprenticeship duty.

Positive action has been undertaken to increase the number of women who work within information Communication Technology.

Staff pulse surveys have been helpful in identifying immediate needs and actions during the pandemic. They could also be used to capture feedback about specific issues relevant to equality.

There has been an increased emphasis on learning and development in recent times however, this has not carried through to learning and development around EDI.

## **Areas for consideration**

We felt that the People Strategy which has recently been adopted is "light" on EDI considerations. We understand that the strategy's action plan will include specific equality related measures. Holding some EDI focus groups within the Directorates would help staff take ownership of the strategy.

Collection rates of workforce data needs to be increased significantly to cover the protected characteristics. No data was available on where BAME staff are employed in the council or at what grades. Data must be analysed for trends to see where the barriers to employment and progression are so they can be addressed. Workforce representativeness of BAME employees is extremely low compared to the population. 2.2% employed (People Strategy) v 14% population (2011 Census). We understand that the number of BAME employees is more likely to be around 8%. However, the 2021 Census is likely to show that the BAME population has also increased.

There is no EDI training currently available to staff or Members. This needs to be addressed and a training strategy for EDI put in place. Training should be available at the induction stage as a minimum and all employees should have some mandatory EDI awareness training. Anyone taking part in recruitment or selection should have training so that they understand the legal requirements as well as best practice. Consideration should be given to some mandatory training for Members.

The recruitment process from advertising through to job offer is not monitored by protected characteristics. This should be the starting point for a review of the recruitment and selection processes in the organisation. There will also need to be a refreshed recruitment and selection training for managers which includes equalities.

There are no systems in place to collect and analyse employment data across a range of practices: training, leavers, grievance; capability and disciplinaries etc. This is important because although rates of discipline and grievance are low at RBC other councils have found through monitoring, that BAME employees are often disproportionately involved in these processes and have poorer outcomes.

Race and disability pay distribution within the Council is not calculated. This would help to look at where and at what levels BAME staff and other staff with protected characteristics are employed.

The staff appraisal process at RBC is aimed at development rather than performance. This is clearly what the Council feels works best for them. However, not including a performance element means that equality related objectives cannot be set, and the process does not properly encompass the Council's behavioural framework.

## 4. Signposting to good practice elsewhere

### Equality Impact Assessments

**Rochdale Council** has a robust system in place for ensuring that equality impact assessments are undertaken when required and for quality assuring these assessments. It implemented the Mod Gov electronic report management system in June 2014 which ensures that all reports meet Council requirements and are checked and signed off by Legal, HR, Equality, Finance and the Relevant Director of Service before the report proceeds to the relevant committee meeting. Ongoing advice and feedback are provided to managers on the quality of their equality impact assessments.

**Bournemouth, Christchurch Poole (BCP) Council** have a good practice guide for the development of equality impact assessments and can provide an Equality Impact Assessment Template that has several prompts to support the authors in their development.



EINA  
Guidance.docx



EINA Guidance.doc



A Good Practice  
Guide for EINAs A R

### Rugby Borough Council EQIA Guidance Toolkit



Equality Impact  
Assessment form



Equality Impact  
Assessment Guidance

### Working with and Supporting BAME Communities

BCP Council has set up a commission to help improve the way it works with and supports Black, Asian and Minority Ethnic (BAME) individuals and communities.

[BCP Council Equality Action Commission](#)

## **EDI Governance**

We recommended that RBC establish a governance framework for its EDI work. This example is from BCP Council.



Agreed  
Governance of Equa

## **Equality Strategy and Objectives**

Hyndburn Council updated its E & D Strategy in 2020. This includes a number of equality objectives: <https://www.hyndburnbc.gov.uk/download-package/our-equality-and-diversity-scheme-2020-2025/>

**Race Equality Matters** - a Community Interest Company formed in response to the Black Lives Matter Movement to turn declarations of commitment and support from organisations and individuals into meaningful change in racial equality both in the workforce & in society. Their **Race Equality Network** can provide **free** services, insight, opportunities to collaborate and training materials to ethnic minority network Chairs.

<https://www.raceequalitymatters.com/about-us/>

**Race at Work Charter** - Organised by Business in the Community. Its website has a wealth of resources on all aspects of equality in the workplace including Race

<https://www.bitc.org.uk/report/the-race-at-work-charter-one-year-on-2019/>

**Contact: Gill Elliott**  
**Improvement Adviser**  
**Local Government Association**  
Tel No – 07747 753263  
E-mail [gill.elliott@local.gov.uk](mailto:gill.elliott@local.gov.uk)

**Local Government House**  
**Smith Square**  
**London SW1P 3HZ**  
**Telephone 020 7664 3000**

Facsimile 020 764 3030  
E-mail [info@local.gov.uk](mailto:info@local.gov.uk)  
[www.local.gov.uk](http://www.local.gov.uk)

This page is intentionally left blank



## POLICY AND PROJECT ADVISORY BOARD WORK PROGRAMME

The purpose of the work programme is to plan, manage and co-ordinate the ongoing activity and progress of the Council's Policy and Project Advisory Board, incorporating policy development work carried out through working groups.

### (A) CURRENT WORKING GROUPS APPOINTED BY THE POLICY AND PROJECT ADVISORY BOARD

GROUP	MEMBERSHIP 2020/21	CURRENT POSITION	CONTACT
<b>Elections Group</b>	<p>Cllrs P.I.C. Crerar, A.R. Newell (Cabinet Member with responsibility for electoral issues) S.J. Masterson (Chairman of Licensing, Audit and General Purposes Committee), C.J. Stewart (Vice-Chairman of PPAB), T.D. Bridgeman and K. Dibble, T.W. Mitchell</p> <p>Chairman: Cllr C. Stewart</p>	<p>At the October meeting, the Group considered comments/suggestions from the polling districts/stations consultation. Other updates included, the current canvass and the Electoral Services redesign work.</p> <p>At its meeting in January, the recommendations following the consultation on polling districts/stations were reviewed. The report included comments from members of the public and input from meetings held with Ward Members.</p> <p>The Licensing Audit and General Purposes Committee approved the Group's recommendations at its meeting on 25th January, 2021.</p> <p>At the February meeting it was noted that HNL letters would be delivered to all household before 6th May, confirming those registered and promoting postal voting. Some changes would be made to polling stations following guidance to avoid using schools on polling day.</p>	<p>Andrew Colver, Head of Democracy, Strategy and Partnerships, Tel: (01252) 398820, <a href="mailto:andrew.colver@rushmoor.gov.uk">andrew.colver@rushmoor.gov.uk</a></p>

GROUP	MEMBERSHIP 2020/21	CURRENT POSITION	CONTACT
<p><b>Strategic Housing and Local Plan Group</b></p> <p>To steer the development of the Local Plan and monitor updates to the Housing and Homelessness Strategy</p>	<p>Cllrs P.I.C. Crerar (As V-C of PPAB), D.E. Clifford (Leader of the Council), T.W. Mitchell, Marina Munro (Cabinet Member with responsibility for the Local Plan), P. Cullum, C.J. Stewart, C.P. Grattan and M.J. Roberts</p> <p>Chairman: Cllr P.I.C. Crerar</p>	<p>During the last Municipal Year, the Group have received updates in a number of areas, including:</p> <ul style="list-style-type: none"> <li>• Housing delivery</li> <li>• Rough sleepers strategy</li> <li>• Draft Infrastructure and Developer Contributions SPD</li> <li>• Conservation Area Reviews</li> <li>• Changes to the Planning System (Government Consultation)</li> <li>• Planning White Paper (Government Consultation)</li> <li>• Waverley Local Plan Part 2</li> <li>• Site Allocations and Development Management Policies</li> <li>• Pre-Submission Consultation</li> <li>• Permitted Development Right Consultation</li> </ul> <p><b>Rough Sleepers Consultation/Strategy - December 2020 Note - there was a poor response to the consultation, but those that responded were supportive of the approach proposed by the Council. The next steps would be to present the Strategy to the Cabinet for approval.</b></p>	<p>Tim Mills Head of Planning Tel: (01252) 398790 <a href="mailto:tim.mills@rushmoor.gov.uk">tim.mills@rushmoor.gov.uk</a></p> <p>Anna Lucas Principal Planning Officer</p> <p>Zoe Paine Strategy and Enabling Manager (Housing)</p>

GROUP	MEMBERSHIP 2020/21	CURRENT POSITION	CONTACT
<b>Leisure Facilities and Contracts</b>	Cllrs J. B. Canty (as Chairman of PPAB), Sue Carter, Mara Makunura, T.W. Mitchell, C.J. Stewart, C.P. Grattan and Sophie Porter  Chairman: tbc	<p>The Group met on 14th September when an update on current working arrangements and the contract situation was given. Negotiations continued with Places Leisure for the period after the current contract is due to expire with on 31 March 2021. Over the period of negotiations, under government instruction to reduce the transmission of Coronavirus, indoor leisure facilities remained closed.</p> <p>On the 23rd February, 2021 the Cabinet resolved that:</p> <ul style="list-style-type: none"> <li>• the ongoing closure of the Farnborough Leisure Centre at the end of the existing contract, be approved</li> <li>• the option to enter into a short term contract with Places for People Leisure to operate the Aldershot Indoor Pools Complex, be approved.</li> </ul>	James Duggin Head of Operational Services Tel: (01252) 398543 <a href="mailto:james.duggin@rushmoor.gov.uk">james.duggin@rushmoor.gov.uk</a>

GROUP	MEMBERSHIP 2020/21	CURRENT POSITION	CONTACT
<p><b>Transformation Task and Finish Group (formerly Rushmoor 2020 Modernisation and Improvement Programme)</b></p>	<p>Cllrs J.B. Canty, K.H. Muschamp (as Cabinet Member with responsibility for this area of work), Sophia Choudhary, P.J. Cullum, Gaynor Austin and Sophie Porter (plus one Liberal Democrat vacancy)</p> <p>Chairman: Cllr. J.B. Canty</p>	<p>The Group met on 12th October 2020, when updates were provided on the ICE Programme and People Strategy. A demonstration on the new CRM system was also provided.</p> <p>A meeting of the Group was held on 7th December 2020 to discuss the website and telephony projects which are both part of the ICE Programme.</p> <p>At the meeting on 13th January 2021, a general update was given on the ICE Phase 2 Programme. Detailed reports were also given on the New Ways of Working Project (Realising Benefits) and the Microsoft Windows 10 Rollout Project, both part of the ICE Programme.</p>	<p>Karen Edwards, Executive Director Tel: (01252) 398800 <a href="mailto:karen.edwards@rushmoor.gov.uk">karen.edwards@rushmoor.gov.uk</a></p>

**(B) OTHER ISSUES/MATTERS FOR THE WORK PROGRAMME**

ISSUE	DETAILS	CONTACT DETAILS
<b>REGENERATION</b>		
<b>Aldershot Town Centre Strategy</b>	<p>An update was provided at the June, 2020 meeting on Part 1 of the Town Centre Uses Study.</p> <p>A further presentation was provided for the meeting on 7th October, 2020 on the revisions to the Aldershot Transition and Recovery Plan and an update on activities in both Town Centre was shared at the November 2020 meeting.</p>	<p>Tim Mills Head of Economy, Planning and Strategic Housing Tel. (01252) 398542 <a href="mailto:tim.mills@rushmoor.gov.uk">tim.mills@rushmoor.gov.uk</a></p>
<b>Regeneration Consultation and Policy</b>	<p>At the meeting in June 2020 it was agreed not to progress the establishment of the task and finish group. It was felt that sustainability and regeneration issues would be better dealt with by all Member briefings/consultations.</p> <p>The Board will play a role in reviewing the policy document that will be produced following the programme of seminars on regeneration and sustainability issues.</p> <p>An all Member Seminar was held on 10th December, 2020. The Seminar provided an update on the Regeneration Programme and further updates will be provided via the Quarterly Monitoring which can be found <a href="#">here</a>.</p>	<p>Karen Edwards, Executive Director Tel: (01252) 398800 <a href="mailto:karen.edwards@rushmoor.gov.uk">karen.edwards@rushmoor.gov.uk</a></p> <p>Paul Brooks Head of Regeneration and Property Tel: (01252) 398544 <a href="mailto:paul.brooks@rushmoor.gov.uk">paul.brooks@rushmoor.gov.uk</a></p>
<b>ENVIRONMENTAL SUSTAINABILITY</b>		
<b>Rowhill and Southwood Management Plans</b>	<p>The Rowhill Management Plan was presented to the Board at its meeting on 25th November, 2020.</p> <p>The Southwood Management Plan will be presented at the meeting on 24th March.</p>	<p>Tim Mills Head of Economy, Planning and Strategic Housing Tel. (01252) 398542 <a href="mailto:tim.mills@rushmoor.gov.uk">tim.mills@rushmoor.gov.uk</a></p>

<b>Byelaws Review – Aldershot and District Military Lands</b>	Pending publication of a consultation on the Byelaws Review of Aldershot and District Military Lands, the Chairman has requested that this issue be placed on the work programme.	
<b>DEPRIVATION HEALTH AND WELLBEING</b>		
<b>Deprivation and Wellbeing Strategy</b>	<p>Following a presentation given on Covid-19 Recovery at the meeting on 15<sup>th</sup> July 2020, it has been decided to amalgamate the work area of Health, Wellbeing and Obesity with that of Indices of Multiple Deprivation under the heading of Deprivation and Wellbeing Strategy.</p> <p>An update was given at the October, 2020 meeting. A workshop was held after the main meeting to agree the main themes, which areas of the Borough will the work focus on and actions that will make the most difference.</p> <p>The draft Supporting Communities Strategy and Action Plan was presented at the meeting on 25th November, 2020. The Strategy was approved by the Cabinet on 19th January, 2021.</p>	<p>Andrew Colver Head of Democracy, Strategy and Partnerships Tel: (01252) 398820 <a href="mailto:andrew.colver@rushmoor.gov.uk">andrew.colver@rushmoor.gov.uk</a></p>
<b>Strategy for Future Investment in Relation to Playgrounds within the Borough</b>	<p>As of October, 2020, the strategy continued to be delayed due to C19.</p> <p>I has been noted that Capital funding has been sought to finance the draft action plan – the outcome is still to be agreed.</p>	<p>James Duggin Head of Operational Services Tel: (01252) 398543 <a href="mailto:james.duggin@rushmoor.gov.uk">james.duggin@rushmoor.gov.uk</a></p>
<b>End Violence at Work Charter</b>	<p>An update was given at the Board at its meeting on 15th July, 2020. Organisations that have signed up to the Charter can be found <a href="#">here</a>.</p>	<p>Karen Edwards, Executive Director Tel: (01252) 398800 <a href="mailto:karen.edwards@rushmoor.gov.uk">karen.edwards@rushmoor.gov.uk</a></p>

	<b>OTHER MATTERS</b>	
<b>Black Lives Matter</b>	<p>In August, 2020 the Board held a special meeting to discuss the Black Lives Matter (BLM) Motion. At the meeting it was agreed that a Peer Review Challenge would take place.</p> <p>The Local Government Association (LGA), who will be leading the Review, will be looking at how well the Council is placed to address the issues raised in the Motion and how it can then lead by example and influence the wider business community.</p> <p>The review will take place on 19th and 20th January, 2021.</p> <p>A report would be provided on the outcomes of the Peer Review at the March, 2021 meeting.</p>	<p>Rachel Barker, Assistant Chief Executive</p> <p><a href="mailto:rachel.barker@rushmoor.gov.uk">rachel.barker@rushmoor.gov.uk</a></p>

**POLICY AND PROJECTS ADVISORY BOARD**

**AGENDA PLANNING – 2020-2021**

<b>24 March 2021</b>	<ul style="list-style-type: none"><li>• BLM LGA Peer Review – Report (RB)</li><li>• Corporate Plan – Resilience and Recovery Plan (RB)</li><li>• Southwood Woodland Management Plan (TM/DS)</li></ul>
<b><i>Items to be rescheduled</i></b>	



## PROGRESS GROUP MEETINGS

Membership: Cllrs J.B. Canty (Chairman), P.I.C. Crerar (Vice-Chairman), C.J. Stewart (Vice-Chairman), P.J. Cullum, M.J. Roberts, Nadia Martin and T.W. Mitchell

<b>16 December 2020</b>	<p>Leisure facilities</p> <p>HCC Budgets</p> <p>Climate Change Strategy</p> <p>LGA Peer Review</p>	<p>It was noted that negotiations were still ongoing. Further updates would be provided as appropriate.</p> <p>This item was raised as a concern for the Council and the impacts it may have going forward – This item would be referred to the Budget Strategy Working Group in the first instance.</p> <p>It was noted that a number of Government White Papers were expected soon, covering this area and the need to incorporated key areas within the Strategy. The Strategy was a fluid document and could be amended to addresses changing needs moving forward.</p> <p>It was noted that the LGA would be setting the context for the review and providing questions in advance of the Review taking place on 19-20 January.</p>
<b>24 February 20201</b>	<p>Resilience and Recovery Programme post C-19</p> <p>Masterplan/Civic Quarter</p> <p>Leisure Facilities</p>	<p>consider how we monitor the fallout, in particular from retail and youth unemployment. Service workshops happening to review priorities post C-19 – the need to be flexible with priorities.</p> <p>KE to provide a schedule of the planned work to help inform the Work Plan.</p> <p>An update was given on the outcomes of the recent Cabinet meeting which considered the future of the Borough’s leisure facilities – this issue would be revisited at the next meeting of the Progress Group.</p>
<b>FUTURE MEETINGS</b>	<ul style="list-style-type: none"> <li>• Litter Enforcement Strategy</li> <li>• Medium Term Financial Strategy/Budget Strategy</li> <li>• Fair Funding consultation</li> <li>• Rushmoor Development Partnership – Site Appraisals</li> <li>• Income Crisis – policy development</li> <li>• Commercial Investment Strategy</li> <li>• Follow-up on Department of Transport Letter on Heathrow Southern Rail Link (end 2020/beg 2021)</li> </ul>	

This page is intentionally left blank