

# Staffordshire Wildlife Trust Reserve Management Plan

2012 to 2022



## Highgate Common

One of the county's most important heathlands supporting a large assemblage of regionally and nationally rare invertebrates.



Photo credit: J Sim

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# Reserve description

At over 300 acres, Highgate Common is one of the Trust's largest nature reserves situated in the far south of the county just 5 miles from Dudley. Part of the reserve is designated a Site of Special Scientific Interest (SSSI) for its nationally important collection of invertebrates that rely on the reserve's heathland, grassland and woodland edge habitats.

Amongst the reserve's important invertebrates is a "rare and exceptionally diverse" collection of hymenoptera (solitary bees, wasps and ants) with at least 140 species recorded, of which 36 are listed as Red Data Book (RDB) nationally or regionally scarce. The invertebrate interest is not restricted to the hymenoptera as there are 82 other nationally or regionally scarce invertebrates including beetles, moths, bush-crickets and dragonflies. Key species include bog bush-cricket, glow-worm and black-headed cardinal beetle.

In addition to the invertebrate assemblage, the reserve also supports a range of breeding birds and locally important populations of common lizard, slow worm and grass snake.



The Trust acquired the reserve in 2009 and much of the subsequent management work has focussed around restoring and reconnecting the existing areas of heathland and increasing the area of bare ground available for nesting hymenoptera.

Since World War Two, around 75% of the reserve's heathland has been lost to woodland whilst other areas of remaining heathland became dominated by bracken, bramble and other scrub. Intensive agriculture in the surrounding landscape has also reduced the amount of natural wildflowers that act as a vital nectar source for the reserve's hymenoptera.

The reserve is one of the Trust's most visited sites being located within 10 miles of around 1.5 million people and attracting over 100,000 visits per year. The reserve is criss-crossed by a multitude of public rights of way, permissive paths and desire lines which are particularly well used by dog walkers and walking groups.



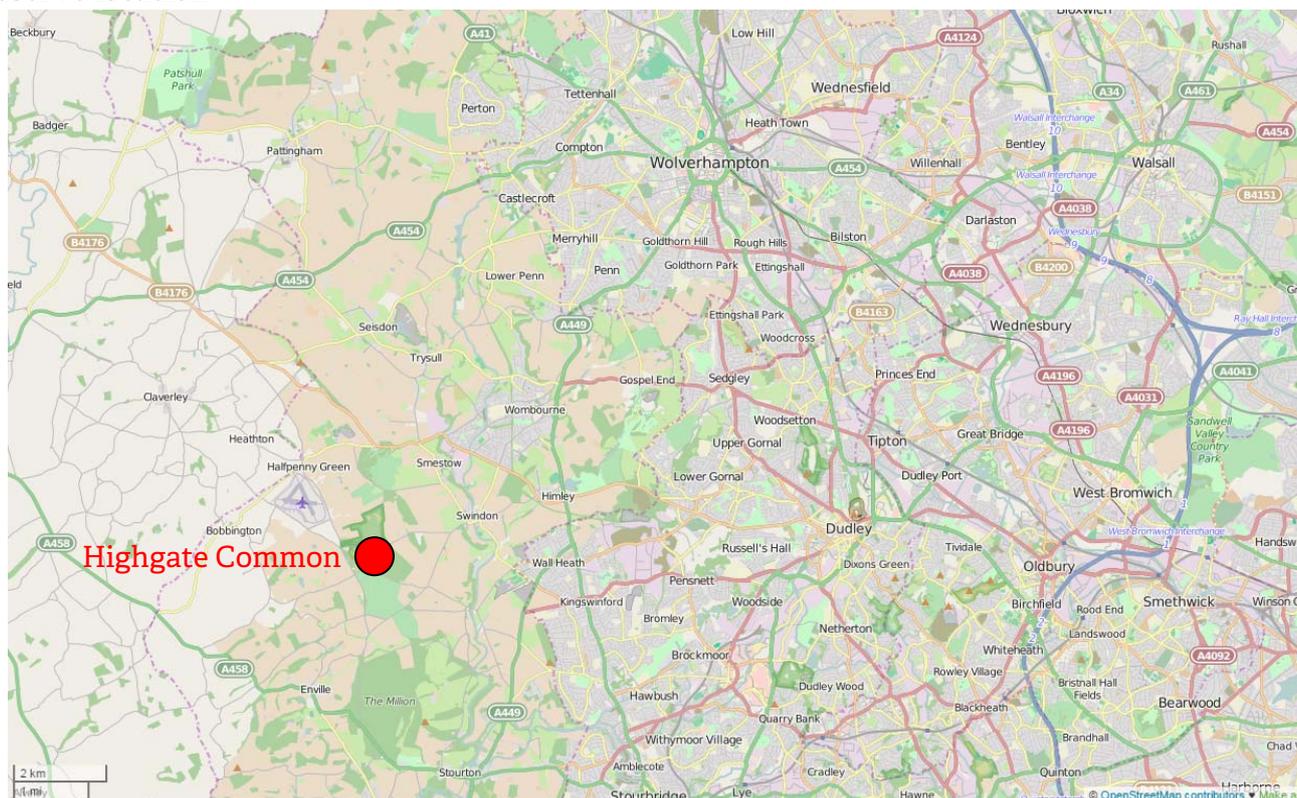
# Location and conservation status

## Reserve information

Reserve size	328 acres / 133 hectares
Entrance grid reference	SO835 894 (Warden's Office), numerous other entrance points
Nearest post code	DY7 5BS (Highgate Farm)

Local authority / Parish	South Staffordshire District Council / Enville CP
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## Reserve location



Reserve status	Flagship (Tier 1)
Living Landscape	None yet specified

National Character Area	Mid Severn Sandstone Plateau
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## Statutory designations

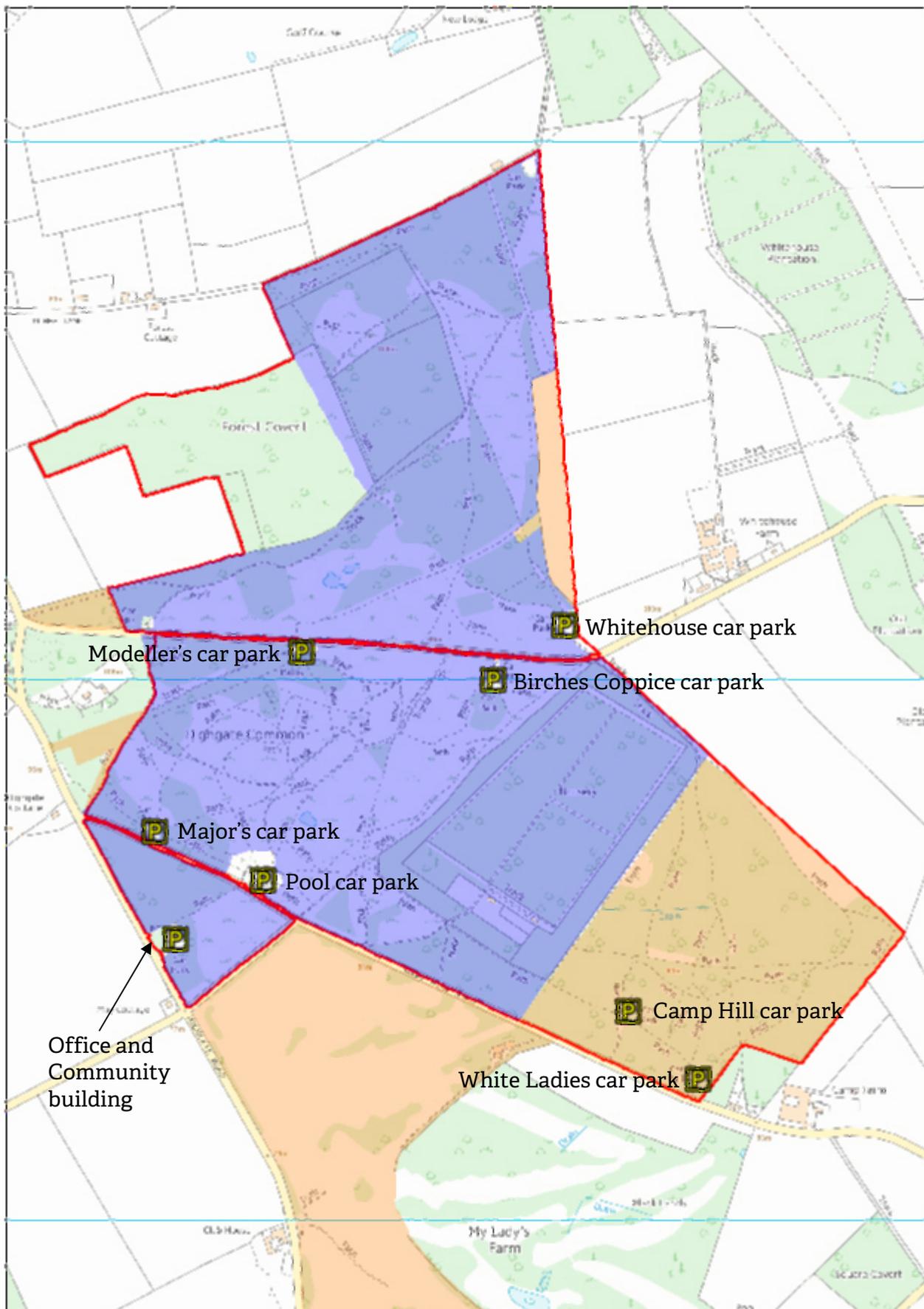
Designated site name	Highgate Common Site of Special Scientific Interest (SSSI)
Designation summary	Designated on 14/02/2006. Designation does not cover entire reserve.  Highgate Common SSSI supports a nationally important assemblage of invertebrates chiefly associated with free-draining grassland, heathland, early successional habitat (areas featuring bare sandy surfaces), scrub and woodland edge habitats. This includes a nationally important assemblage of bees, wasps and ants (aculeate Hymenoptera).

## Non- statutory designations

Site name	Highgate Common and Enville Golf Course Site of Biological Importance (SBI) Local Wildlife Site
Designation summary	Designated in 1986 Site ID: 88/39/86  Country Park and nature reserve. The common comprises a mosaic of habitats, including high quality lowland heath, deciduous woodland, coniferous plantation and some open water areas with emergent vegetation.

The reserve was also designated a Local Nature Reserve (LNR) in 2007 by Staffordshire County Council.

## Reserve boundary and designated sites\*



□ Reserve boundary    ■ Site of Special Scientific Interest    ■ Local Wildlife Site

# Aims of the management plan

This plan aims to set out our vision and priorities for the nature reserve over the next 10 years. Some of the planned works are essential for wildlife, people or statutory reasons, whilst other works may be aspirational and will be delivered as the Trust's priorities and resources allow.

The objectives outlined in each section of this management plan have been allocated a number between 1 and 3, based on the criteria outlined below:

- ❶ These objectives are key planned work the Trust undertakes for wildlife, people or statutory reasons. They are the Trust's main priorities for the reserve and, where ever possible, should be achieved.
- ❷ These objectives are a priority to be completed, but will require additional funding or consent from other organisations to undertake. If funding can't be sourced, some of these objectives may not be achieved.
- ❸ These objectives aren't essential to manage the reserve for wildlife, people or statutory reasons but would complement key planned work. They will be completed as resources allow

## Management Plan Steering Group

The contents of this management plan form an update from the original reserve management plan produced in 2012 through the Highgate Common Management Plan Steering Group. The Group is formed of individuals and representatives of other groups and organisations to develop a 10 year management plan which is widely supported by neighbours, site users, experts and statutory authorities.

The Steering Group includes:

- Staffordshire Wildlife Trust
- Natural England
- RSPB
- South Staffordshire Local Group (Staffordshire Wildlife Trust)
- Bobbington Parish Council
- Enville Golf Course
- Forestry Commission
- Neighbours
- Wildlife specialists
- Campaign to Protect Rural England (CPRE)
- Friends of Highgate Common
- Regular site users (including visitors, volunteers and dog walkers)

Other groups invited to attend included:

- Staffordshire County Council
- South Staffordshire District Council
- Rambler Association
- Enville Parish Council
- Regular site users (horse riders)

# A place for wildlife: **key species and habitats**

The Trust's reserves should act as a first class example of their habitat(s) and be places where wildlife can flourish. Each reserve has its own range of key species and habitats which are the main features of the reserve as a place for wildlife. The habitats and species listed below are not exhaustive, but should be the priority for resources and management.

	<b>Lowland heathland</b>	<b>Primary interest</b>
<p>The reserve's lowland heathland is a priority habitat for the UK Biodiversity Action Plan (UKBAP) and a key feature for many of the reserve's invertebrate assemblage.</p> <p>Management work is focused around reconnecting the reserve's areas of fragmented heathland and restoring other areas of existing heathland.</p>		

	<b>Hymenoptera (solitary bees, wasps and ants)</b>	<b>Primary interest</b>
<p>Several species of hymenoptera found on the reserve occur nowhere else in Staffordshire and are extremely range restricted in the UK.</p> <p>Restoring areas of heathland, managing scrub and creating new areas of bare ground are key to providing suitable habitat for the notable species, with work also benefitting many other species and the lowland heathland habitat.</p>		

	<b>Other notable invertebrates</b>	<b>Primary interest</b>
<p>The mix of lowland heathland, scrub and woodland edge provides a rich mosaic of habitat that has allowed the exceptionally diverse invertebrate assemblage to develop.</p> <p>Species of particular note include bloody-nosed beetle, minotaur beetle, oil beetle, bog bush-cricket, black darter and glow-worm.</p>		

	<b>Reptiles and amphibians</b>	<b>Secondary interest</b>
<p>Three species of reptile occur on the reserve; common lizard, grass snake and slow worm, all of which occur in good numbers with common lizard being by far the most numerous and widespread.</p> <p>The reserve has two pools which are used by breeding frogs and toads with great crested newts also present in the northern pool.</p>		

	<b>Breeding birds</b>	<b>Secondary interest</b>
<p>A variety of breeding birds are present with willow warbler, cuckoo and tree pipit amongst the notable heathland / woodland edge species. A nightjar was also heard 'churring' in 2011 in an area cleared of scrub the previous winter.</p> <p>In recent years wood warbler has become an annual occurrence in Spring but not yet confirmed as a breeding species.</p>		

# A place for wildlife: objectives

Highgate Common is a nationally important site for invertebrates which occur thanks to the mosaic of habitats present. The aim is to increase the area of heathland, reconnect fragmented areas and maintain a diverse mosaic of heathland, grassland, scrub and woodland edge habitats.

## Objective 1 Restore areas of lowland heathland to favourable condition

- ❶ Improve age structure of dwarf shrubs (particularly heather) through mechanical cutting and creating areas of bare ground to allow natural colonisation
- ❶ Control bracken to reduce cover to 5% or less of the heathland areas
- ❶ Reduce scrub cover in heathland areas to maintain a cover of 15% or less of the areas
- ❶ Create areas of bare ground so that between 5-10% of the area is open at any time

## Objective 2 Create corridors of lowland heathland to reduce impact of habitat fragmentation

- ❶ Clear targeted areas of scrub and woodland to reconnect areas of heathland at Brant's Hill, Goldie Heath and Whitehouse Heath with a heathland corridor
- ❶ Thin areas of woodland in Eastern Woodland so that at least 35% of the area is open with dwarf shrubs to create an open corridor connecting pockets of remnant heathland
- ❶ Control bracken to reduce cover to 5% or less of the corridor areas
- ❶ Control invasive and non-native flora, particularly himalayan balsam
- ❶ Spread cut heather to act as a seed source to compliment natural regeneration of heathland and produce a cover of dwarf shrubs of at least 25%
- ❶ Control encroaching scrub in the corridors to maintain a cover of 15% or less along the woodland edge of the corridors

## Objective 3 Restore targeted areas of woodland

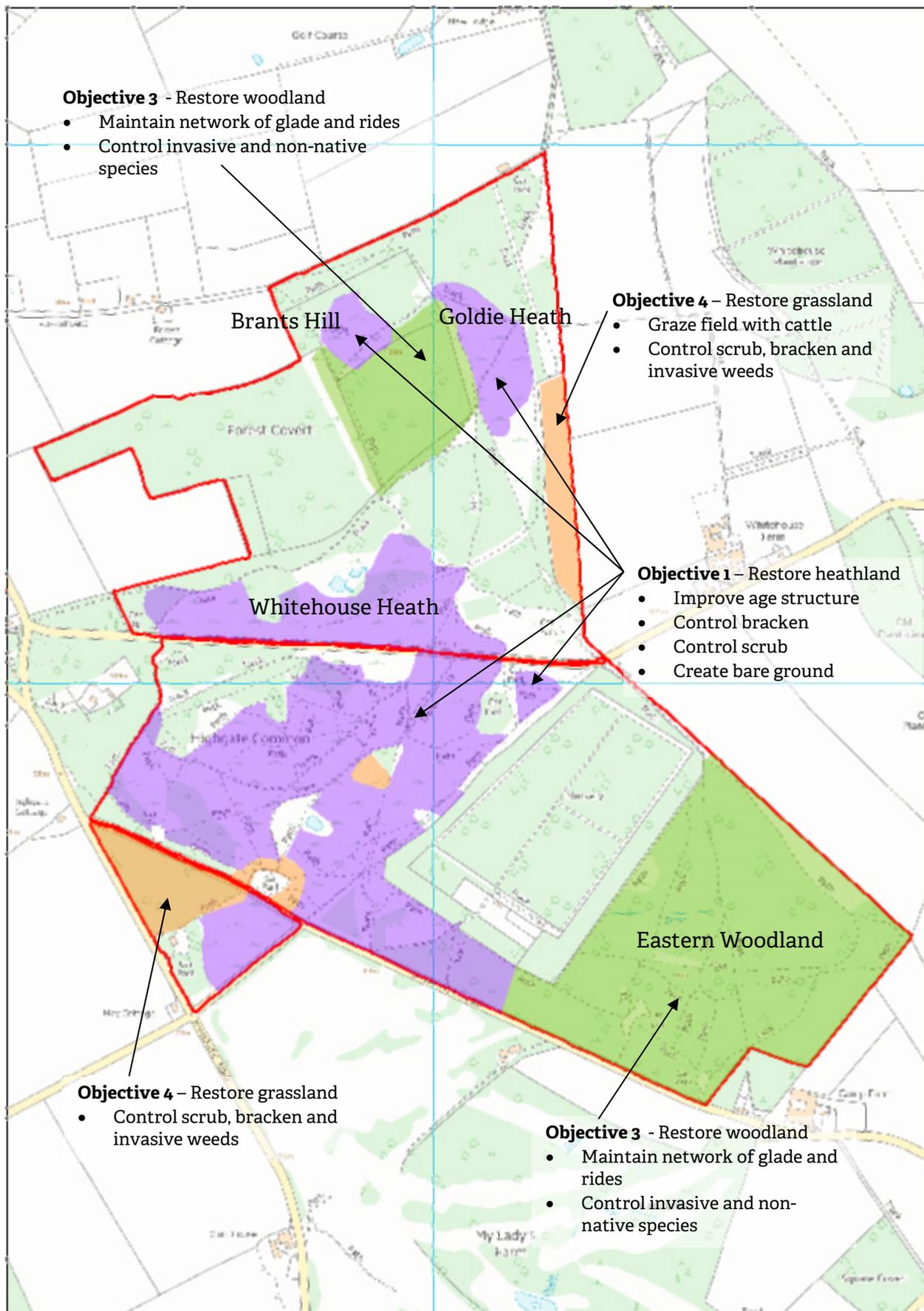
- ❶ Create and maintain a network of rides and glades throughout the woodland covering at least 30% of the area
- ❶ Return the area of former hazel coppice to a 10 year rotational coppice system
- ❶ Control invasive and non-native flora, particularly conifers, sycamore, rhododendron and himalayan balsam

## Objective 4 Restore areas of grassland to species-rich meadow

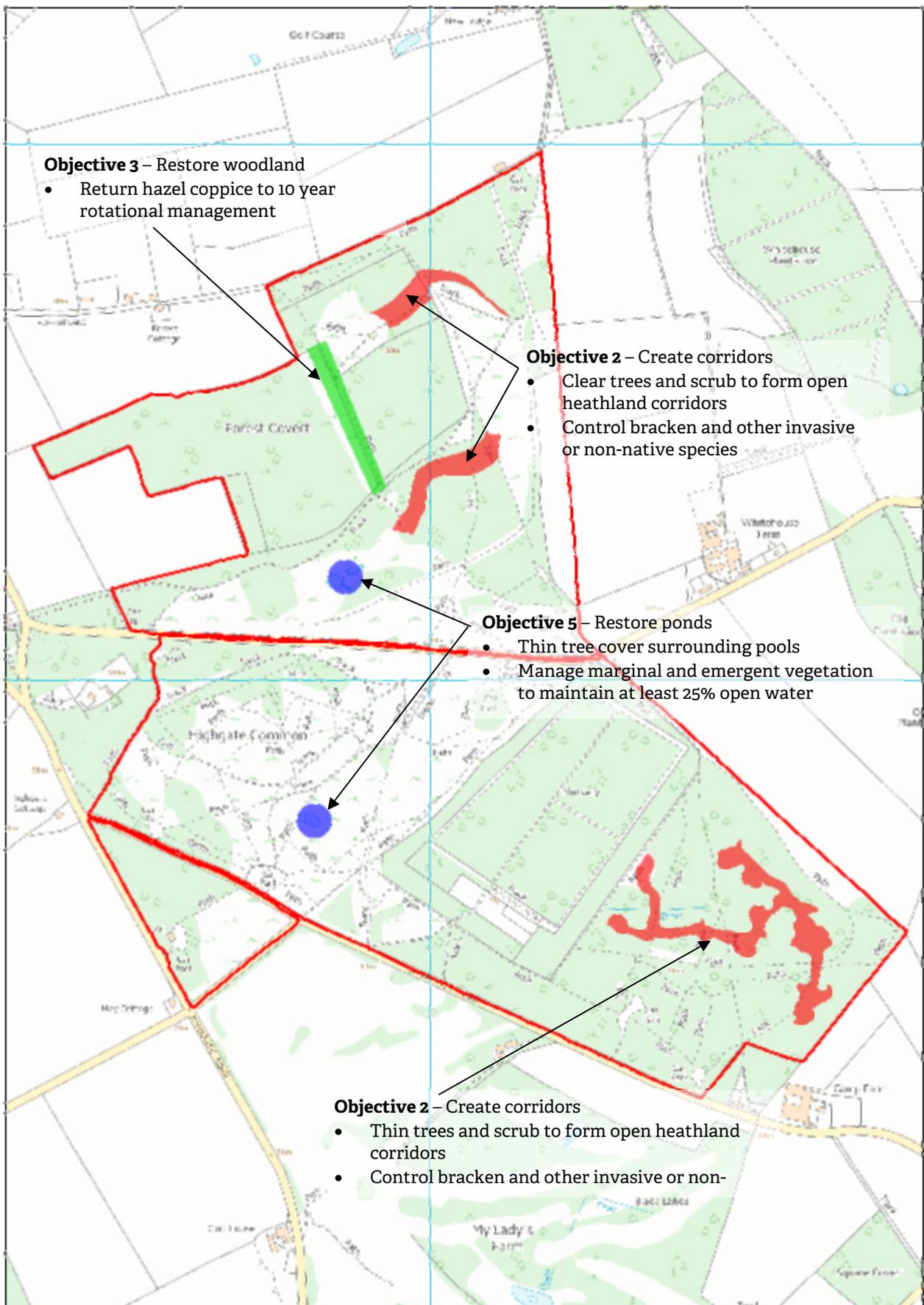
- ❶ Manage eastern meadow by grazing with cattle to improve botanical interest of the sward
- ❶ Control scrub, bracken and invasive weeds to cover 5% or less of area
- ❶ Work with Staffordshire Highways to ensure roadside verges are left uncut until at least end of August to provide a nectar sources for invertebrates

## Objective 5 Restore pools to favourable condition for target species

- ❶ Thin tree cover around both northern and southern pools to let in more light and encourage the wetland vegetation to develop
- ❶ Manage cover of marginal and emergent vegetation between 25% and 75% of the pools to ensure that at least 25% of the areas remain open water
- ❶ Maintain northern pool as 'dog-free' to reduce disturbance to target species



- Reserve boundary
- Heathland restoration
- Woodland restoration
- Grassland restoration



□ Reserve boundary

■ Heathland corridors

■ Hazel rotational coppice

■ Pond restoration

# A place for people: key messages

Every Trust reserve has the potential to inspire people to value wildlife and habitats, and support the work of the Trust. In order to achieve this, each reserve has key messages that should form the focus of all of our work with people at the reserve.



## Highgate Common supports over 5,000 species of invertebrates including nationally and regionally important populations of solitary bees and wasps

'Creepy crawlies' aren't everyone's favourite things but the reserve is one of the most important sites in the UK for many amazing species like minotaur beetles, black mining bees, bloody-nosed beetles and bog bush-crickets.



## The reserve supports a large area of lowland heathland; a rare and declining habitat in the UK

Since World War Two the UK has lost around 80% of its lowland heathland, leading to dramatic declines in the wildlife that relies on the habitat. The Trust's management of the reserve aims to increase the amount of heathland habitat present and improve its condition.

### Target audiences

The Trust aims to promote responsible and appropriate levels of access to all its reserves, which can include either creating new access routes or restricting access completely. The following target audiences are those which the Trust would actively promote the reserve to, or make improvements for (ie. bird hides for birdwatchers, all-ability paths for wheelchair users etc.)

The Trust acknowledges that many other users groups use the reserve.

Primary	<ul style="list-style-type: none"><li>• Families, especially those who have limited engagement with the natural world</li><li>• Wildlife enthusiasts</li></ul>
Secondary	<ul style="list-style-type: none"><li>• Casual visitors (including dog walkers) with an interest in wildlife</li></ul>
Other users	<ul style="list-style-type: none"><li>• Dog walkers</li></ul>

# A place for people to discover: objectives

This section covers objectives aimed at improving the quality of self-led, everyday visits.

Although not directly 'on the doorstep' of the majority of visitors, the reserve is close to a large urban population and is well visited by walkers. The aim is to increase the Trust's engagement with the target audiences and extend the appeal of the reserve to family visitors.

## Objective 1 Improve the quality of the visit for the primary target audiences

- ② Install two new information points, one at Pool car park and one at Birches Coppice car park (also supports Objective 2)
- ① Keep information points up to date with details of events, self-guided trails and reserve leaflets
- ① Ensure information points include information about the reserve's wildlife
- ② Create a leaflet allowing families to explore the existing 'Miniature Monsters' trails
- ② Install two new interactive features to each of the existing 'Miniature Monsters' trails
- ① Provide a new temporary self-guided trails for families during each Easter and Summer school holiday period
- ② Promote the free use of the reserve's 'Explorer Packs' to families available from the office

## Objective 2 Raise awareness, appreciation and support for the Trust and its work

- ② Install new branded 'Staffordshire Wildlife Trust' signage on the office and community room building
- ② Improve branded signage around the car parks to ensure visitors are aware the reserve is owned and managed by the Trust
- ① Improve existing signage at the office and community room building, including the toilet block

## Objective 3 Increase awareness and appreciation for the reserve amongst non-target audiences

- ② Set up a dog walkers club to establish closer ties with the user group, promote responsible use of the reserve and provide information about the reserve and its management

# A place for people to learn: objectives

This section covers objectives aimed at improving the experience offered through events and activities led by Trust staff and volunteers.

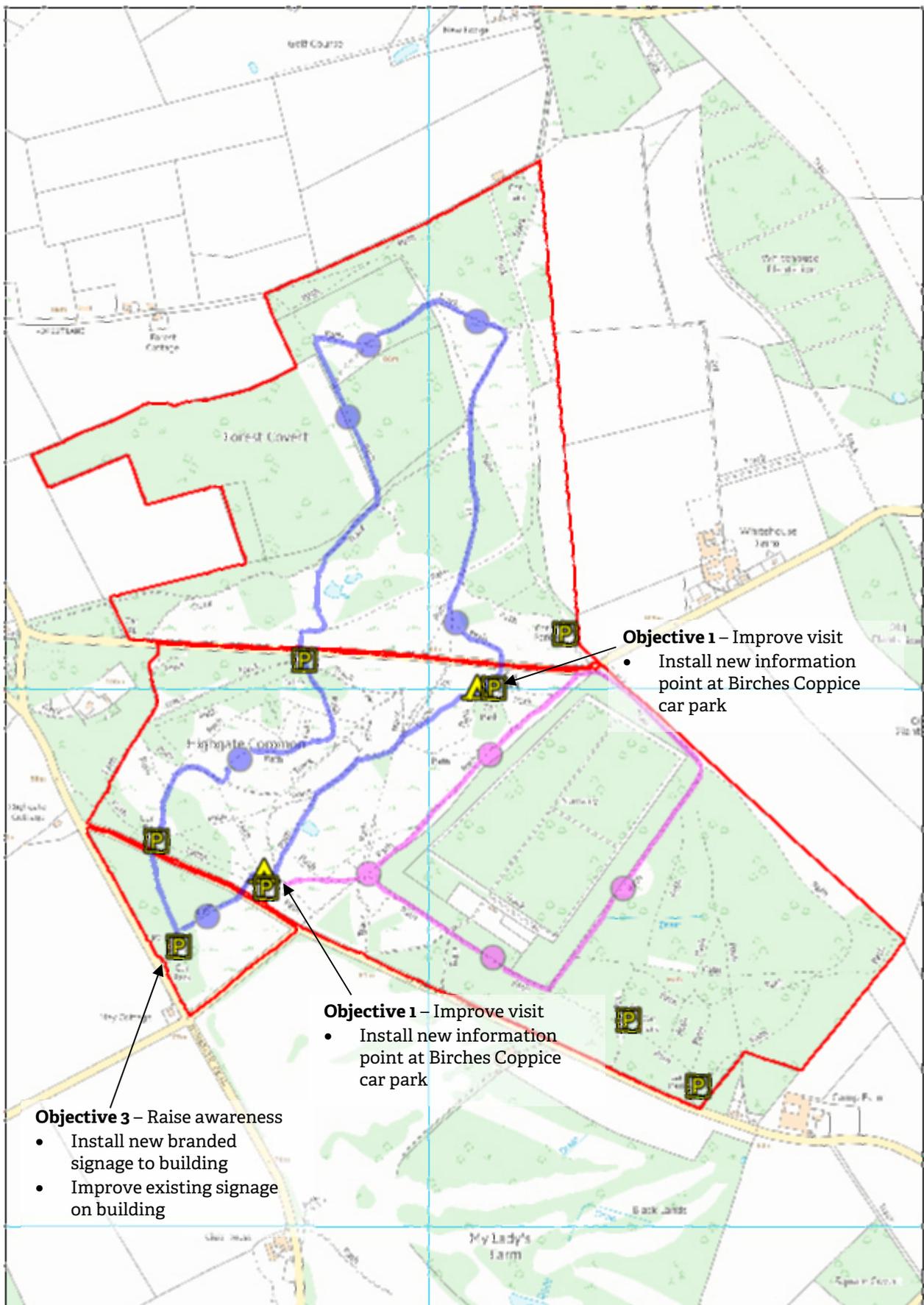
Highgate Common is already used as a location events and activities, including formal education visits, but there is scope to expand and refine the current approach to deliver a better experience for people. Given the reserve's location, the aim is to continue utilising the reserve for informal education and increase the reserve's use for formal education visits.

## Objective 4 Provide led opportunities for people to experience the wildlife of the reserve

- ❶ Hold at least four guided wildlife events annually for wildlife enthusiasts
- ❷ Run one event each month aimed at families as part of the existing Watch Group
- ❷ Run one additional event for families in each Easter and Summer school holiday period

## Objective 5 Increase the number of formal education visits made to the reserve

- ❶ Ensure the reserve is included as a location in all of the Trust's formal education promotion material where appropriate
- ❶ Promote formal education visits to schools within 30 minutes travel time to the reserve
- ❶ Run six formal education visits on the reserve each year



**Objective 1 – Improve visit**

- Install new information point at Birches Coppice car park

**Objective 1 – Improve visit**

- Install new information point at Birches Coppice car park

**Objective 3 – Raise awareness**

- Install new branded signage to building
- Improve existing signage on building

- Reserve boundary
 
P Viewing structure
 

▲ Information point
- Miniature Monsters trails: (info panels marked by circles)
 
■ Oil beetle trail
 

■ Mining bee trail

# Planning for climate change

The Trust acknowledges that climate change could impact our reserves in many ways, potentially affecting the species using them and the level of management required to maintain the habitats.

Natural England has produced a Climate Change Adaptation Manual for guidance on mitigating impacts of climate change on specific habitats. The habitats and potential impacts for this reserve are outlined below. The full document can be viewed as document number NE546 at <http://publications.naturalengland.org.uk/>

## **Lowland heathland** (sensitivity: medium)

- Warmer summers may favour more competitive species such as grasses and bracken to become dominant over dwarf shrubs like heather, reducing their cover and potentially moving the habitat towards a more acidic grassland community. Competitive species may also colonise areas of bare ground which would reduce the area available to the reserve's hymenoptera. Drier summers may lead to more 'wildfires' causing damage to the heathland habitat, whilst areas of wet heath and their associated wildlife may be lost.
- Wetter winters may also support an increase in competitive species. Water-logging may also alter areas not normally associated with these conditions.
- Species in southern Britain that are on the northern most edge of their range in the UK may benefit and expand their range to sites further north like Highgate Common.

## **Lowland mixed deciduous woodlands** (climate change sensitivity: low)

- Warmer winters may encourage an earlier bud burst of trees, leaving them susceptible to frost damage. The abundance of invertebrates feeding on the new growth is likely to be at its peak earlier, impacting on the breeding success of woodland birds, and particularly hampering migratory species
- Drier summers may cause a shift in the species composition of the woodland with more invasive species becoming dominant. The ground flora in the woodland may also change, with a loss of species requiring wetter conditions
- Increasingly frequent storms may lead to the loss of mature and veteran trees, potentially leading to a loss of the associated specialist species, primarily lichens, fungi and invertebrates

The Trust's habitat management of the reserve will help address many of the key adaptation options noted for helping to limit the impacts of climate change on the habitat.

Key to the adaption is the expansion of the area of heathland. The Trust is creating corridors of new habitat to reconnect existing areas of heathland and reduce the impact of fragmentation. Within the heathland, competitive species which are likely to become dominant over the dwarf shrub species are controlled, including bracken, scrub and himalayan balsam. This management will be maintained to prevent them becoming an issue in the future.

Reducing tree cover around areas of wet heath and their associated ponds will help reduce water loss and help retain water during drier periods.

In the woodland, thinning will promote the natural regeneration of tree and shrubs species, providing more nesting and feeding opportunities for woodland birds and having trees ready to take advantage of gaps in the canopy created through the loss of mature trees. The improved woodland structure will also aid the growth of the ground flora species, allowing more flowering and seed setting, thus increasing the potential for species to survive drought years.

# Demonstrating success

The objectives and resulting work detailed in this management plan are intended to make a positive impact on the reserve, whether they act as a place for wildlife, a place for people or both.

In order to evidence the impact of the management and ensure that the impact is positive, the Trust aims to undertake structured monitoring looking at the attributes for the objectives. The monitoring results will also help to review, and where necessary amend the current management plan period and provide evidence to inform future management of the reserve.

The main attributes and objectives are listed on the accompanying tables. From time to time, the Trust may occasionally undertake additional surveys and monitoring to help inform management.

## **A place for wildlife**

The targets listed are intended to provide a realistic and achievable measure of the impact of the reserve's management. Figures, timescales and methods are taken from the existing requirements, such as the Trust's environmental stewardship agreements or best practice guidelines such as JNCC's Common Standards of Monitoring Guidance documents. Where no such reference exists, the Trust consults with experts and partner organisations.

## **A place for people**

The targets listed are intended to provide a realistic and achievable measure of the impact of the Trust's work with people. As little guidance exists for the best practice of monitoring work with people, the Trust's aims to focus monitoring on collecting quantifiable data that can demonstrate an impact, such as number of visits, proportion of people visiting for specific reasons or whether they would recommend a visit to the reserve to others.

The Trust will continually review and update all aspects of its monitoring work to ensure that the data obtained is able to provide an evidence base.

## A place for wildlife

\*CSM = JNCC Common Standards of Monitoring

Attributes		Targets	Monitoring methods Consult highlighted methodologies for more details	Monitoring frequency	Priority
<b>Objective 1: Restore areas of lowland heathland to favourable condition</b>					
Extent of dwarf shrub and structure	Average of all samples shows that: 1. Dwarf shrubs present in at least 30% of samples 2. Heather and bilberry present in at least 30% of samples 3. Different age classes of shrubs present: a. Pioneer between 10-15% b. Building between 20-80% c. Degenerate between 10-30% d. Dead less than 10%		<b>Method H1 – heathland structure</b> Survey method to be confirmed	Every 6 years	High
Bare ground	Average of all samples shows that bare ground is present in 5-10% of samples				
Negative indicators	Average of all samples shows that: 1. Bracken present in less than 5% of samples 2. Scrub present in less than 15% of samples				
Invertebrate assemblage					
Reptile assemblage	At least one adult of each target species seen in each hotspot area		Four visits in the survey year between March and June. Extensive area search within defined hotspots	Every 3 years	Low
<b>Objective 2: Create corridors of lowland heathland to reduce impact of habitat fragmentation</b>					
Corridor	Dwarf shrub extent	Average of all samples shows that dwarf shrubs are present in at least 25% of samples by end of plan period		Annually	High
	Negative indicators	Average of all samples shows that: 1. Bracken present in less than 5% of samples 2. Scrub present in less than 15% of samples			
Eastern woodland	Dwarf shrub extent within woodland structure	Average of all samples shows that dwarf shrubs are present in at least 35% of samples		Every 6 years	High
	Negative indicators	Average of all samples shows that: 1. Bracken present in less than 5% of samples 2. Himalayan balsam not recorded			

<b>Objective 3: Restore targeted areas of woodland</b>				
Negative indicators	Average of all samples shows that: 1. Sycamore, poplar and conifer species present in less than 20% of samples 2. Himalayan balsam and rhododendron not recorded	<b>Method W1 – woodland structure</b> Survey method to be confirmed	Every 6 years	High
Extent of woodland	Average of all samples shows that: 1. Understorey covers (2-5m) between 10-20% 2. Canopy covers (5m+) between 30-70% 3. One or more fallen dead wood tree (>20cm diameter) present per sample 4. One or more standing dead wood tree (>20cm diameter) present per sample (excluding those impacted by tree safety policy and associated works)	<b>Method W1 – woodland structure</b> Survey method to be confirmed	Every 6 years	High
<b>Objective 4: Restore areas of grassland to species-rich meadow</b>				
Species composition	Average of all samples shows that: 1. At least two positive indicator species frequent and two occasional 2. Negative indicator species and scrub present in less than 5% of samples	<b>Method G1 – grasslands (botanical interest)</b> Survey method to be confirmed	Every 3 years	Low
<b>Objective 5: Restore pools to favourable condition for target species</b>				
Biological quality	1. Establish baseline of current water quality and marginal vegetation composition and extent 2. Marginal vegetation extent increases from baseline 3. PSYM score increases from baseline	PSYM method	Every 5 years	Medium

## A place for people

Attributes	Targets	Monitoring methods Consult highlighted methodologies for more details	Monitoring frequency	Priority
<b>Objective 1:</b> Improve the quality of the visit for the primary target audiences				
Frequency of visits made per person	Average number of visits per person increases over period of the management plan	Visitor survey with specific questions to gather data against monitored attributes	Every 3 years from 2015	High
Favourite feature(s) and reason for visiting	Overall wildlife experience and 'Miniature Monsters' trails become favourite features of visitors and reason for visiting.			
Proportion of visitors with children	Proportion of visits made with children increases over period of the management plan			
Likelihood of visitors recommending the reserve to others	Likelihood of visitors recommending the reserve to others increases over period of the management plan			
Quality of visit	Quality of visit increases over period of the management plan			
<b>Objective 2:</b> Raise awareness, appreciation and support for the Trust and its work				
Members recruited	Members recruited from reserve leaflet or during events	Review data from Membership Officer for the join source and reason for joining	Annually	High
<b>Objective 3:</b> Increase awareness and appreciation for the reserve amongst non-target audiences				
Favourite feature(s) and reason for visiting	Overall wildlife experience becomes higher ranked amongst favourite features of visitors and reason for visiting	Visitor survey with specific questions to gather data against monitored attributes	Every 3 years from 2015	High
<b>Objective 4:</b> Provide led opportunities for people to experience the wildlife of the reserve				
Number of events run at reserve	<ol style="list-style-type: none"> <li>1. At least four guided wildlife events delivered annually</li> <li>2. At least one family focused event run every month as part of Watch Group</li> <li>3. At least one family focused event delivered in each Easter and Summer school holiday period, in addition to Watch Group</li> </ol>	End of year review of data on database	Annually	Medium

<b>Objective 5:</b> Increase the number of formal education visits made to the reserve				
Number of sessions delivered	At least six formal education visits delivered on the reserve each year	End of year review of data on database	Annually	Medium

# A place for wildlife: work plan

◇ Lead staff member may undertake task directly or delegate to other staff or volunteers: Land Management Team (LMT), Monitoring Officer (MO), Fundraising Manager (FM)

☆ For this plan, year one is taken as 2012

○ Code refers to project entry on CMSi to allow work recording

⊗ Task not timetabled as work only required once funding secured

Objective 1 Restore areas of lowland heathland to favourable condition						
Management / Task	Projects	Priority	Timing	Lead ◇	Years ☆	CMSi ○
Heather cutting	Mechanically cut areas of heather targeting stands of similar age	High	Oct to Feb	LMT	All	
Control invasive and non-native species	Control bracken by mechanical and manual cutting and/or hand pulling	High	June to Sept	LMT	All	
	Coppice targeted areas of scrub to maintain cover below 15%, treating stumps with herbicide as required	High	Sept to Mar	LMT	All	
Bare ground creation	Map area of existing bare ground (as agreed with Natural England) and produce project plan for rotational creation across the heathland areas	High	Any	MO	5	
	Implement project plan to create bare ground	High	Any	LMT	All	

Objective 2 Create corridors of lowland heathland to reduce impact of habitat fragmentation						
Management / Task	Projects	Priority	Timing	Lead ◇	Years ☆	CMSi ○
Create heathland corridor	Clear fell targeted areas of scrub and woodland to create corridor through area agreed with Natural England	High	Oct to Feb	LMT	⊗	
	Cut heather from other parts of reserve and spread over corridor	High	Oct	LMT	⊗	
	Control scrub encroachment in to corridor	High	Oct to Mar	LMT	⊗	
Woodland thinning	Map existing heathland areas and produce project plan for targeted thinning works	High	Any	MO	Any	
	Implement project plan to complete thinning works	High	Oct to Feb	LMT	Any	
Control invasive and non-native species	Control bracken by mechanical and manual cutting and/or hand pulling	High	June to Aug	LMT	All	
	Control himalayan balsam by hand pulling	High	June to Aug	LMT	All	

Objective 3 Restore targeted areas of woodland						
Management / Task	Projects	Priority	Timing	Lead ◇	Years ☆	CMSi ○
Management of hazel coppice	Map area and produce project plan to reinstate rotation coppicing	Medium	Any	MO	5	
	Implement rotation coppicing	Medium	Oct to Feb	LMT	5-10	
Control invasive and non-native species	Control himalayan balsam by hand pulling	High	Apr to Aug	LMT	All	
	Control rhododendron by coppicing and treating stumps	High	Oct to Mar	LMT	All	
	Target sycamore and conifer species during thinning operations	High	Oct to Mar	LMT	All	

Maintain rides and glades	Map existing rides and glades to gauge current extent and produce project plan for increasing to 30% coverage if not meeting target	High	Any	MO	6	
	Implement woodland thinning project plan as required	Medium	Oct to Mar	LMT	6-10	

#### Objective 4 Restore areas of grassland to species-rich meadows

Management / Task	Projects	Priority	Timing	Lead <sup>◇</sup>	Years <sup>☆</sup>	CMSi <sup>○</sup>
Increase botanical diversity of the eastern meadow	Issue annual grazing license for meadows	High	Feb	MO	All	
	Manage grazing to prevent under and over grazing	High	Oct to Mar	LMT	All	
	Control weeds species (ie. ragwort etc.)	High	Mar to July	LMT	All	
Management of roadside verges	Liaise with Staffordshire Highways to leave areas uncut	Medium	Feb	LMT	All	

#### Objective 5 Restore pools to favourable condition for target species

Management / Task	Projects	Priority	Timing	Lead <sup>◇</sup>	Years <sup>☆</sup>	CMSi <sup>○</sup>
Thin surrounding tree cover	Fell selected trees that shade ponds	Medium	Oct to Mar	LMT	Any	
Assess current condition of pond	Complete survey to assess current condition of ponds	Medium	June to July	MO	Any	
Keep northern pond 'dog-free'	Erect signage around pond to try and prevent owners allowing their dogs to access the pond	High	Any	LMT	All	

# A place for people: work plan

◇ Lead staff member may undertake task directly or delegate to other staff or volunteers: Land Management Team (LMT), Monitoring Officer (MO), Fundraising Manager (FM)

☆ For this plan, year one is taken as 2015

○ Code refers to project entry on CMSi to allow work recording

⊗ Task not timetabled as work only required once funding secured

Objective 1 Improve the quality of the visit for the primary target audiences						
Management / Task	Projects	Priority	Timing	Lead ◇	Years ☆	CMSi ○
Install new information points at main car parks	Design and cost signage	High	Any	LMT	3-5	
	Secure funding to deliver projects	High	Any	FM	6-10	
	Install new signage	High	Any	LMT	⊗	
Make improvements to 'Miniature Monsters' trails	Design and cost leaflets and interactive features	High	Any	LMT	3-5	
	Secure funding to deliver projects	High	Any	FM	6-10	
	Install new features and produce leaflet	High	Any	LMT	⊗	
Produce self-guided trails for families	Produce two temporary trails for Easter and Summer school holiday periods	Low	Mar to Aug	LMT	All	

Objective 2 Raise awareness, appreciation and support for the Trust and its work						
Management / Task	Projects	Priority	Timing	Lead ◇	Years ☆	CMSi ○
Install new signage around building and car parks	Design and cost signage	High	Any	LMT	3-5	
	Secure funding to deliver projects	High	Any	FM	6-10	
	Install new signage	High	Any	LMT	⊗	

Objective 3 Increase awareness and appreciation for the reserve amongst non-target audiences						
Management / Task	Projects	Priority	Timing	Lead ◇	Years ☆	CMSi ○
Set up dog walkers club	Set up and promote new club to visitors	High	Any	LMT	3-5	

Objective 4 Provide led opportunities for people to experience the wildlife of the reserve						
Management / Task	Projects	Priority	Timing	Lead ◇	Years ☆	CMSi ○
Deliver events on reserve	Plan, promote and deliver guided wildlife events	Medium	Any	LMT	All	
	Plan, promote and deliver monthly Watch Group event	Medium	Any	LMT	All	
	Plan, promote and deliver additional event in holiday periods	Medium	Mar to Aug	LMT	All	