



# BIODIVERSITY MANAGEMENT ACTION PLAN 2015-2018

This action plan is one of ten that we have put in place for the period 2015-2018, covering the following issues - air quality, biodiversity, carbon, community, energy, local economy, noise, surface access, waste, and water quality & consumption. Each Action Plan shows how our S106 Legal Agreement and our Decade of Change sustainability strategy are aligned to ensure that the airport continues to grow sustainably, and our actions to deliver these two programmes. We'll continuously monitor our performance and report annually on our progress against the actions. **The action plans will be reviewed and updated during 2017-18 in conjunction with the development of a new S106 Legal Agreement.**

## S106 LEGAL AGREEMENT OBLIGATIONS

In devising and bringing forward proposals for airport development, we will;

- Have due regard to relevant national and local planning policies and guidance
- Attend to the visual impact of the development in terms of its urban design, landscaping and relationships with its surroundings

- Support our proposals with information about the management of any particularly significant ongoing impacts that would be attributable to the development in question
- Replace or otherwise compensate for any loss of trees as a consequence of the development
- Have regard to the impact of flooding and design such development and where necessary include mitigation measures to avoid any harmful impact on surrounding communities.



Our 2010 Decade of Change strategy set out 3 focus areas on biodiversity

- Have biodiversity action plans for two on-airport sites (see details below under 'Key Headlines')
- Increase the biodiversity value of the airport
- Increase the educational value of biodiversity.

We will deliver our overall Decade of Change plan by

- Working with Government on new and emerging legislation
- Maintaining a strong relationship with the airport's key local authorities
- Working with business partners to deliver innovative work programmes
- Engage with airport employees and passengers to ensure they support our approach.





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Our Action Plan is designed to deliver our S106 obligations and Decade of Change targets on Biodiversity. Actions 1, 3, 4, 5, 6, 7 and 9 are Decade of Change actions; Action 8 is a S106 action; and Actions 2 and 10 are combined S106 and Decade of Change actions.

	2015	2016	2017	2018	
<b>STRATEGY</b>	1. Annually review Gatwick's overall approach to biodiversity as part of maintaining the airport's certification to the Biodiversity Benchmark award.	●	●	●	●
	2. Following the re-let of the Airport landscaping contract in Q1 2016, GAL will create a new landscaping strategy during 2016 for implementation by 2017. This will detail landscape and wildlife design guidelines, maintenance specifications and how local environmental/landscape initiatives will be supported; and an implementation schedule.		●	→	
<b>DELIVERY</b>	3. Maintain a regular schedule of biodiversity surveys to support development of biodiversity action plans.	→			
	4. Review outputs of survey work on a quarterly basis with Gatwick Greenspace.	●	●	●	●
	5. Re-evaluate the management of key habitats at the airport on an annual basis to inform the review of biodiversity action plan.	●	●	●	●
	6. Continue to work closely with Gatwick Greenspace to ensure the full educational benefit of biodiversity is realised.	→			
	7. Maintain volunteering and education programmes to engage and educate airport partners and staff in the value of biodiversity.	→			
	8. Ensure that all airport development aligns with S106 requirements and biodiversity action plans.	→			
	9. Retain Biodiversity Benchmark status for existing habitats and ensure that adequate measures are in place to secure the retention of this standard.	→			
	10. Report performance through internal governance processes and externally via stakeholder groups, websites and annual reports.	→			

## BIODIVERSITY KPIS

The following annual KPIs are being introduced from 2015 to report on the key activities that contribute to our Decade of Change goals on biodiversity.

### Conservation and Habitat Management

- Annual conservation actions completed %
- Annual conservation actions in progress %

### Ecological Monitoring

- Surveys completed (total number)

### Community engagement

- Volunteering days undertaken (total number) by airport employees, community members and schools.

## KEY HEADLINES FOR 2010-2014

- We have developed and implemented biodiversity action plans for 2012-2017 for:
  - Gatwick Land East of the Railway Line, which includes meadows, ponds and woodland (including Horleyland Wood which is ancient woodland and is designated as a Site of Nature Conservation Interest), and
  - Gatwick's North West Zone where the River Mole forms an attractive floodplain of grassland and reeds, and is surrounded by more woodland, scrub and rough grassland.
- We work in partnership with our landscape contractor and with the Gatwick Greenspace Partnership (GGP), part of Sussex Wildlife Trust, on practical habitat management work, species surveys and community engagement.
- Habitat improvement works have included coppicing and grassland management in Brockley Wood, and planting of the Black Poplar tree – a native endangered tree – along the River Mole.
- Since 2011 we have undertaken a range of baseline surveys, including for breeding birds, dragonflies, Dormice and Great Crested Newts. Ecological surveys have also revealed the presence on site of Harvest Mice, rare bat species, and Long-horned Bees.
- In 2013 we contributed funding to Sussex Wildlife Trust for employment of a GGP Assistant People and Wildlife Officer. In return, this has increased conservation volunteer participation and habitat management onsite.
- In 2014 we hosted our first 'Gatwick Wildlife Day', engaging the local community, combining the forces of local experts and helping to boost our biodiversity records for the area.
- In 2014, and again in 2015, Gatwick achieved The Wildlife Trust's Biodiversity Benchmark Award, a national award requiring annual certification of high standards in maintaining and enhancing biodiversity.

## LOOKING AHEAD

We will maintain the airport's commitment to protect biodiversity, including external certification of our efforts through the Biodiversity Benchmark. We will also continue to promote and encourage on-site conservation volunteering and education.