University of Sussex

Rural Estate Management Plan

Revision: 20-01-2025

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Sussex Estates and Facilities LLP

Sussex Estates and Facilities

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Woodland Walk Hastings Building (West)

Introduction

The University of Sussex is a leading higher education and research institution near Brighton, in the south of England. Sussex was the first of the new wave of UK universities founded in the 1960's, receiving its Royal Charter in 1961.

To manage and maintain the campus, the Sussex Estates and Facilities LLP partnership was created, marking an exciting new chapter in the delivery of the University's estates and facilities management (EFM) services. The partnership aims to improve the campus experience for students and all campus users, develop staff and their careers, and make the University of Sussex the shining example of EFM in the university sector.

As part of this partnership a campus Masterplan has been created to help deliver the universities enhancement visions and provide a planning framework for future planning. Creating a high-quality physical environment at university means we can help students and staff to enjoy their studies and work.

Major projects include:

- Delivering our vision through a new campus Masterplan to increase capacity while continuing to enhance the environment in sympathy with the architectural heritage of the campus.
- Improving our academic facilities including a major renewal of the science estate.
- Increasing the residential accommodation to provide housing for 40 per cent of our students such as the West Slope and East Slope developments.
- Continuing to invest in library, IT and other academic support facilities to ensure excellent infrastructure and facilities for our students and staff.
- Developing our sport, leisure and social facilities for the campus and community.

Furthermore, the plan reinforces Sir Basil Spence's key design principles which make the campus so special and unique. Working in collaboration with Historic England, Brighton & Hove City Council and other local bodies, the goal is to develop a shared agreement that ensures that its architectural legacy is not compromised.

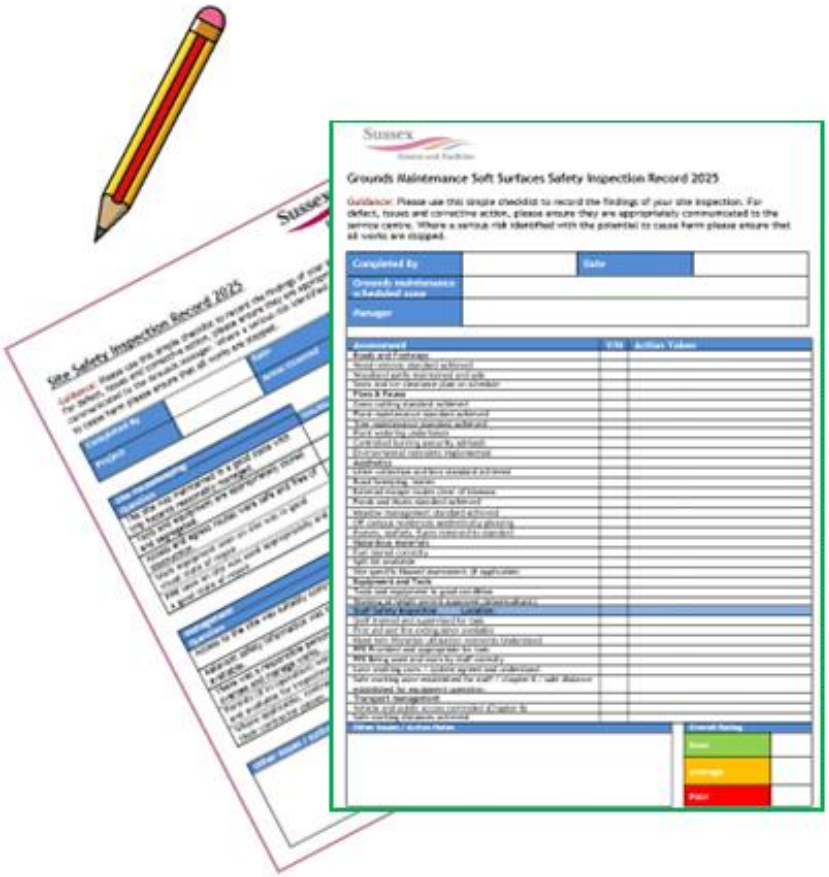
The Masterplan helps us to develop the best aspects of Sir Basil Spence's original vision for the site, with interlocking courtyards and with trees and landscape still dominant. The approach recognises that our estate requires sensitive regeneration, while implementing a building programme that will continue to modernise and improve the look and feel of campus.

Sussex Estates and Facilities will continue to take great care to protect and support this natural heritage. Careful maintenance ensures that the down land environment is reflected across campus and is enhanced in a variety of planned improvements.

Purpose and Scope of the Management Plan

- Identify all the issues that affect the management of the University of Sussex grounds.
- Provide a clear vision for the University and its environmental development.
- Ensure staff, stakeholder, and community involvement in the Universities development.
- Raise the profile of the University.
- Guide future management and ensure continuity of management plans.
- Develop a sense of sustainable and environmental achievements at the University.
- Provide a basis for identifying priorities within the University grounds.
- Assist in Green Flag accreditation and any other relevant awards and accreditations.
- Ensure consistent management across the University and its grounds.

This Management Plan is a working document, which will be updated annually and the detailed management and maintenance activities within the site will be refined as appropriate to ensure that the aims for landscape are delivered. In this way, the precise details of any specific activities identified within this plan may evolve and change over time.

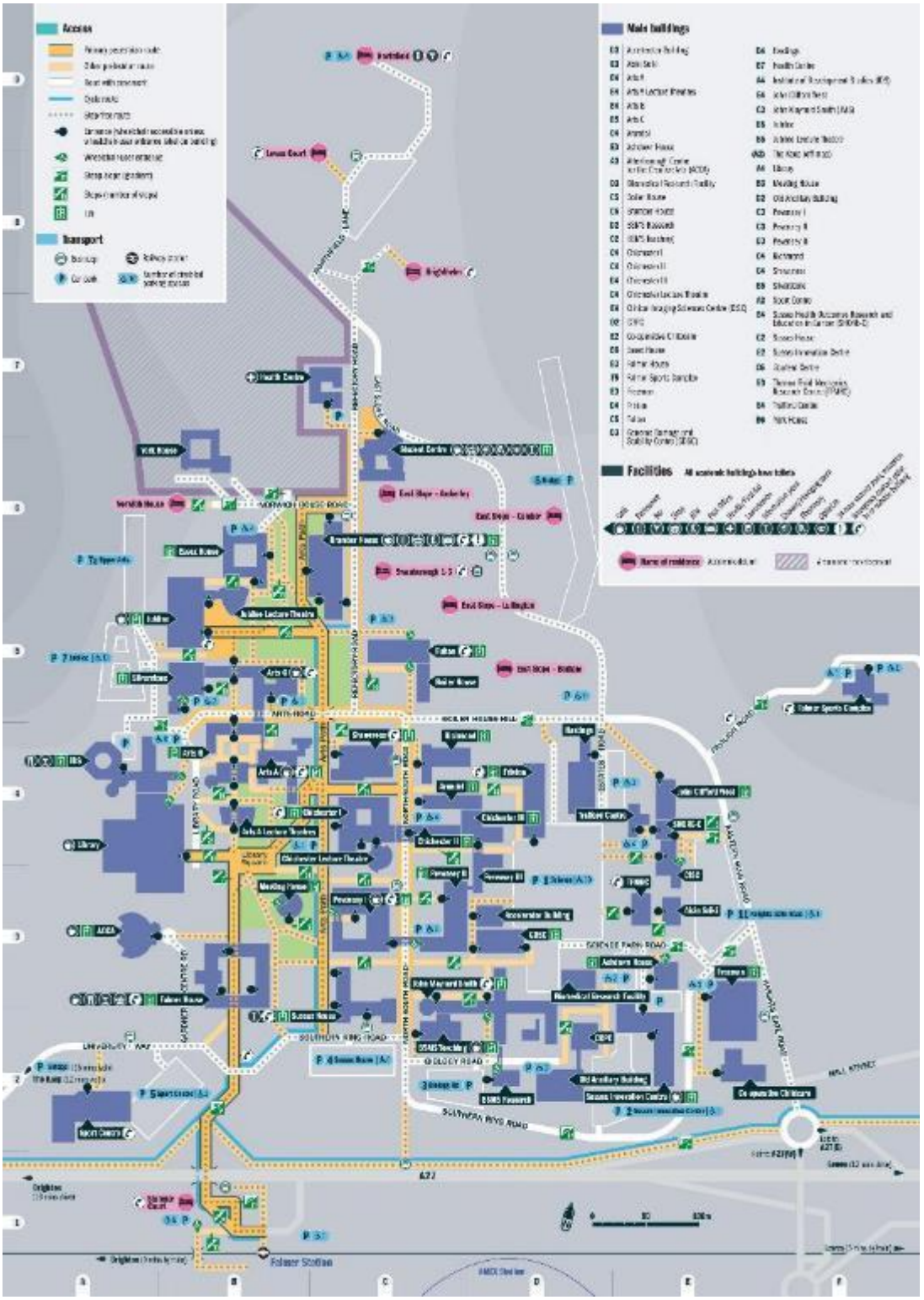


General Information

Location

University of Sussex, Falmer, Brighton, BN1 9RH United Kingdom

Figure 1: [University of Sussex campus Map]



Transport Links

The University of Sussex campus is well served by public transport with Falmer train station on the south side of campus, and frequent buses on campus to and from Brighton. The adjoining A27 also gives good access by car.

Train

Falmer station is directly opposite the campus. Falmer is on the line between Brighton and Lewes. You can get from Brighton to Falmer in nine minutes by train.

Foot

You can walk to the campus from the station through a subway under the A27 - follow signs for the University of Sussex (the University of Brighton has a campus at Falmer too).

Car

The University is at Falmer on the A27 between Brighton and Lewes, about four miles (six kilometres) from the centre of Brighton. Signage can be seen for the University of Sussex on all major road links – such as the A27.

Parking on campus

Parking on campus is limited and there is normally a daily parking charge for visitors.

This does not apply for open and admissions days or any visits arranged through the Student Recruitment Services Office. There is also designated visitor parking which is signposted on campus however the car parks are not attended, and valuables should not be left.

Local buses

The 23, 25, 28 and 29 buses run between the centre of Brighton and the University, bringing you directly to campus. Travel time between the campus and Brighton is about 20-30 minutes.

Site History

A rural campus designed in typical 1960s-style by Sir Basil Spence. He was a Scottish architect, who is mostly associated with Coventry Cathedral and the Beehive in New Zealand. His architecture can be distinguished on campus through his Modernist/Brutalist style.

Prime examples include Falmer House, the administrative, social, and student recreational block which opened in October 1962 around a central quadrangle, a reminder of more ancient universities. This was followed in 1963 by the Physics, Arts, and Library buildings. In total the campus covers an area of over 91.54 Hectares.

Built Environment

There are 14 Green roofs on the Northfield residential blocks and an additional three at Jubilee building and an Amenity raised lookout.

The new accommodation on the East Slope has been completed, and this has nine sedum (brown roof) installations.

Construction of the new west slope development commenced in 2023 and will incorporate 15 Intensive and extensive green roofs and Rain Garden landscape installations.

Grasslands

The campus has several grassland parcels that are managed in various ways including Passive rewilding and low management elements of chalk grassland, tussocky grassland with tall herbs and ruderal vegetation.

There are also several amenity lawns scattered throughout the campus (teaching and residential buildings). The various management regimes for grasslands are shown on the 'Biodiversity Management' map (*Appendix 001).*

Approximately 80% of the UKs chalk grassland habitat has been lost since the Second World War, making the chalk grasslands of the South Downs some of the rarest habitat in the UK. Examples of this habitat type can be found on the campus; for example, there are remnants of chalk grassland on the steep slopes opposite Swanborough East and there is an expanse of the habitat to the north- west of the campus (Jubilee Woodland).

Chalk grasslands can support a diversity of rare flora and fauna, including the Adonis blue butterfly and its food plant, Horseshoe vetch. Estimates suggest that 60% of the UK's butterfly species can be found on the chalk grasslands of the South Downs. Chalk grasslands cover 4% of the South Downs National Park, but more than a third of the sites are less than a hectare in extent; this makes efforts to restore chalk grassland habitat particularly important.

Our new student residential buildings have been constructed on the East Slope.

Excavated soil and chalk rubble was translocated over land on the West Slope to create a new area of chalk grassland; this phase of the work was completed in the summer of 2019, with the first plants flowering in the spring and summer of 2020 this area has continuing to thrive in to 2025.

The area currently consists of species-poor and semi-improved grassland. The excavated soil was sown with a mix of wildflower seeds that are appropriate to the habitat.

With some of the seed being sourced from nearby chalk grasslands. The creation of this habitat has delivered biodiversity benefits to this part of the campus; chalk grasslands support intricate plant communities and many of the species found there are specialists that are directly dependent on the campus habitat.

Wildflower meadows on the campus are known to support rare wildflowers. Smaller patches of wildflower meadow (along Sciences Park Road and the eastern edge of car park one) support pyramidal orchid and the white helleborine. Other areas of wildflower meadow provide a unique mix of species; for example, the meadow outside the Attenborough Centre contains annuals such as toadflax and cornflower. Up to 40 species of wildflower have been recorded in the meadow areas here; as well as having a strong visual impact, the wildflowers are hugely beneficial to pollinating insects.

Amenity grasslands are those that are regularly mown and intensively managed (e.g., lawns, recreational grounds and playing fields). Because of frequent and intensive management, the biodiversity value of amenity grassland tends to be low; for example, these grasslands typically support a low number of wildflower species and lack habitat diversity and structure.

We manage our amenity grasslands to provide several benefits for biodiversity without losing recreational value. Our amenity grassland that borders other habitat types (e.g., woodland or scrub) is of value; for example, grass that is short (~5 – 15cm), tussock and damp provide ideal foraging habitat for the song thrush (Red List BoCC) and pied wagtail.

Summary of habitat enhancements for grasslands

1) Installing interpretation materials across the site in 2024 has promoted the wildlife value of the grassland areas and explained the reasons behind the various management regimes to staff, students, and visitors, for example along the boundary walk and on information lecterns, we have promoted species in the planting mix, species likely to visit the meadows, and advised people to create similar habitat in their own gardens.

2) Identifying locations where a less intensive and phased management regime could be incorporated onto amenity Naturalised areas has reduced our carbon footprint by reducing fuel and labour costs and improved the biodiversity of the campus environment.

3) Incorporating scattered wildflower seeding in 2023- 2024 into amenity grassland areas has established Sustainable displays of colour and scent within the centre of campus, this has also provided social insects with food and habitat support.

4) Enhancing annual meadows has been visually striking and has transformed specific beds (e.g. near Life Science facilities or the bank by the Attenborough Centre) into meadows that are managed for pollinators throughout the seasons.

Enhance habitat for pollinators

There are beehives on the Eastern and southern edges of the campus, also bee hotels, have been established across the campus to support social insects. We actively support the National pollinator strategy: Pollinator Action Plan 2024 and have achieved the Defra Bees Needs award for the past five years.

Biodiversity Mapping

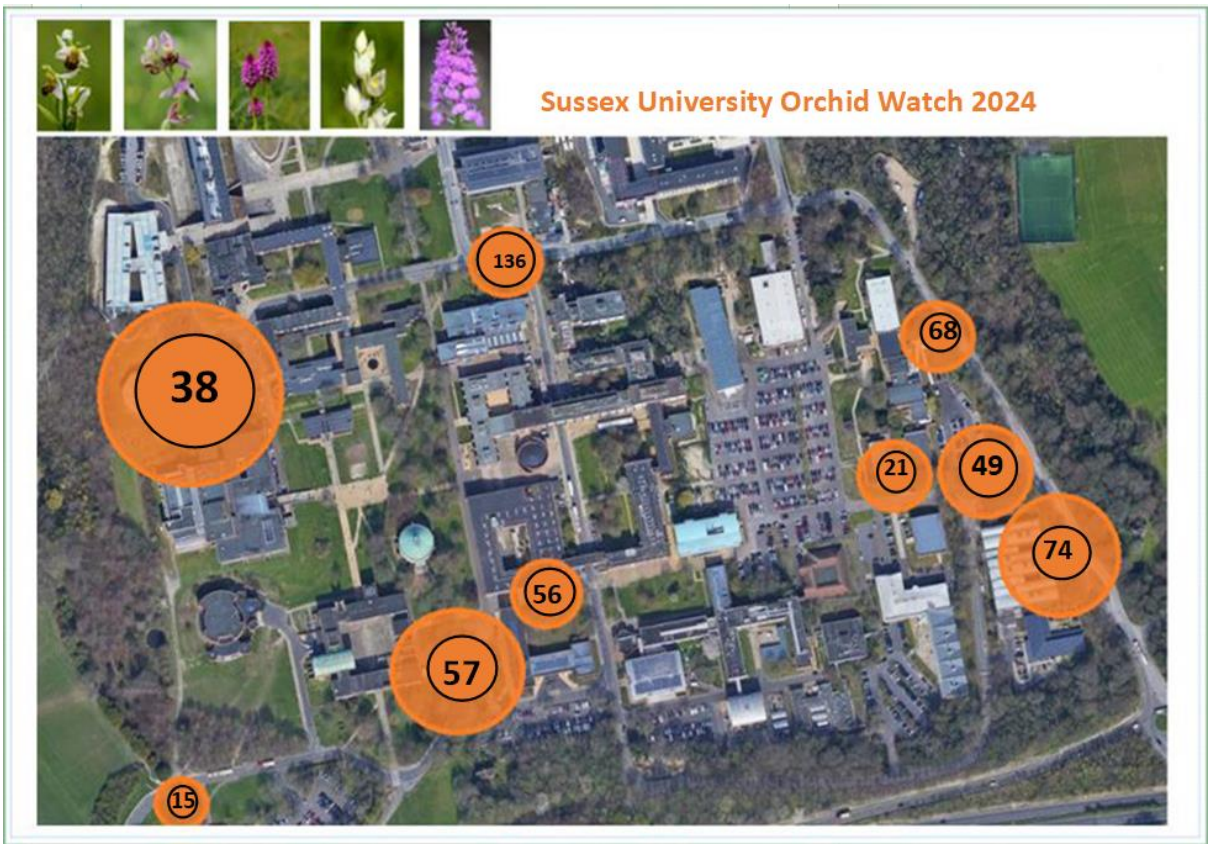
Our grounds maintenance delivery is balanced between our contracted benchmark and applying innovative land management strategies that are measured and sustainable achieving a Net Gain where possible.

The campus has been fully mapped and measured providing us with biomass data that we use to accurately identify and link with specific species and habitat projects.

Example, Orchid germination, tree planting, social insect study, wildflower propagation and chalk downland creation.

Supporting orchid diversity

By creating natural areas within several of our road verges and amenity areas we have enhanced our Orchid activity across the estate, recording bumper population of Pyramidal, Bee, white helleborine and Spotted orchid this year, with a high germination success being recorded under Beech canopy locations.



Development/restoration of chalk grassland on West Slope

Changes in the ecology of the grassland on the West Slope are monitored over time; for example, fixed point quadrats and fixed- point photography are used to survey changes in the vegetation and structure of the chalk grassland from the original baseline (2016/2017). This is undertaken by students within the School of Life Sciences LASI cohorts and include data collection for the Kew seed trial plot project.

The meadow is managed to support native wildflower by undertaking an annual cut and collect methodology, this ensures nutrient levels are optimum for germination.

The cutting is also undertaken in blocks to support mammal and insect natural translocation.

Boundary Woodland Walk

The walk starts at knights Gate Road at the main entrance to the University of Sussex.

You then proceed due west down the wooden steps that take you into the old linear beech woodland and the path runs next to the old ivy clad Pelham flint wall.

The Pelham's were the aristocrats who owned the estate before the University was built, and the wall is likely to be in the order of 300 years old, roughly the age of the beech trees in the Woodland belt.

On Friday 16th October 1987, winds more than 100mph swept across Southern England, and many old beeches and elms on campus were damaged or destroyed.

The root plates of these trees were heaved up, forming cavities underneath.

Many of these cavities are now occupied by badgers, and you can see their excavations on your right as you walk west along the path.

As you proceed west, you cross the Southern Ring Road and the entrance to the Innovation Centre, then Southern Ring Road again just after the electricity sub-station.

After crossing the road, you walk between a variety, of trees that were planted by the original grounds man, Mr. Don Collier, after the University opened in 1961, So these trees are all less than about 60 years old.

This section of the path takes you to the pedestrian and cycle access to the University, after passing the Tenant Lain cottages on your right.

Further trees and hedging were planted along this belt in 2023 and 2024 near the A27 underpass.

The path then runs through the Sports Centre car park with the Pelham wall now on your left.

Growing along the wall is a good population of English elm trees. Most of these are young and have grown suckers after the original trees were blown down, In 2022-2023 two elms became infected with Dutch Elm and were felled to reduce further contamination across the campus elm stock.

Many new resilient elm species have now been planted across the campus in 2023 -24 to support replenishment of this species.

The path then runs behind the Sports Centre through a fine stand of circa 300-year oaks, veers north and emerges at the bottom of Richmond Hill.

As you climb Richmond Hill, you pass Russell's Clump on your right, which is an ancient beech plantation that was also badly damaged by the 1987 winds.

On the Eastern edge of the clump is the University's wildlife dew pond, constructed in spring 2005 from money contributed for environmental improvements after the building of the Medical School.

The pond is now supporting breeding frogs, newts, dragonflies, and much other wildlife, and providing drinking and bathing water for birds and other animals in dry summers.

The boundary walk, proceeds north past the trees on your right, then up Richmond Hill to some more trees where you bear right.

You then bear left and follow the tree line north, eventually passing through a kiss gate into the Jubilee woodland plantation and further up Richmond Hill.

The top of the hill has the ancient name of **Grubbing's,** and it is here that you will see the remains of the University observatory. This is a superb place to get your bearings and view the whole of the campus.

It is also possible to see Falmer Church tower emerging from the trees in the distance to the Southeast, and Stanmer Park due West.

The footpath then turns East past the old observatory and down the hill past the newly planted Forest Fruit Garden, meadow.

At the bottom of the hill, you meet the Euro Constituency County Constituency and Church Parish boundary, marked by a linear tract of woodland.

Fallow deer and Roe Deer can often be seen emerging from these trees in the early hours and late evenings.

You pass on to a farm track at the bottom of the hill, and then enter the woodland on your right. This was called Sunny Bank Wood by one of the oldest residents of Falmer, MRS Doris Williams, who wrote an informative book about the village, and worked at the University for many years.

On entering the wood, you can turn right and walk on the level back to centre of campus.

Alternatively, you can continue with the boundary walk by going straight ahead up a winding and sometimes muddy track that climbs quite steeply through the wood.

You can see the chalk and flints exposed through the path and many species of tree and ground flora in this rich little woodland including wild alpine strawberry.

On reaching the top of the hill you come to a 'T junction', the boundary walk proceeds left for a few meters and then right.

The route then passes through Tenant Lain Belt, which is a wind break of mainly wind-damaged beech trees.

About halfway along, you will pass the Biology Field Trials Plot: this is an open-air laboratory where ecological research is done for the School of Life Sciences.

You also cross the road that leads to the Falmer Sports Complex.

At the Southern end of the tree belt, you emerge into Falmer Village, but before you do, there is a notable tree on your right: this is Ginkgo biloba or a maidenhair tree.

This is believed to originate from China, this tree is supposed to have medicinal properties. This specimen is clearly very old, probably more than 200 years.

At the road, turn right and you will find yourself back at the beginning of the walk.

Jubilee Woodland

Jubilee Woodland, on the north-western edge of the campus, was planted by staff and students at the University in 2012 to commemorate the Queens Jubilee. The plot was grassland and although it is within the campus boundary, it is also part of the South Downs National Park. Whips of eleven native species were planted within a 2 Hectare plot, totalling 2500 trees. The following species were planted:

Jubilee Planting List 2012
Beech
Dog wood
Downy birch
Elder
Field maple
Hawthorn
Hornbeam
Oak
Small-leaved lime
Spindle
Wild cherry

An oak tree sapling, which was cultivated from an acorn collected from the royal estate at Sandringham, was also planted on campus outside the Jubilee Building and continues to thrive to this day.

Tree planting on campus

Tree planting is carried out during the winter operation period (September to March). Several stages are involved in planning tree planting work before the approval of the University is granted and the work is undertaken.

Consultation is carried out with members of staff that are specialists in ecology and conservation.

The tree planting plan takes account of the potential size and ecological requirements of the trees. Any potential future hazards are also considered, including light shadowing, new building works, underground utilities, moisture uptake and long-term amenity value.

The overall aim is to support the University by ensuring that there is a balanced approach to tree planting, ensuring that we replace any trees affected by building works and also enhance the ecology of the site by utilising wild grass areas, orchid areas, meadows, and wildflower beds.

We monitor tree diseases and undertake prompt action to retain our tree stock, replacing moribund trees with resilient native species where practical.

Northfields Fruit Tree Planting Project 2022-2025

Supporting biodiversity within our arboricultural arena is high on our environmental planning list of objectives, particularly when supporting our social insects and pollinators.

Map No	Fruit Name	Species	Picking Season
1	Coxs Orange Pipin	Apple	August to September
2	William Bon Chretien	Pear	September to October
3	Conference	Pear	September to October
4	Sunset	Apple	August to September
5	Coxs Orange Pipin	Apple	August to September
6	Merryweather	Damson	August to September
7	Victoria	Plum	August
8	Worcester Pearmain	Apple	August to September
9	Beurre Hardy	Pear	September to October
10	Morello	Cherry	June to July
11	Lord Lambourn	Apple	August to September
12	Oulins Golden	Gage	August to September
13	Coxs Orange Pipin	Apple	August to September
14	Meech's Prolific	Quince	October to November
15	Scrumptious	Apple	August to September

Map No	Fruit Name	Species	Picking Season
16	Morello	Cherry	June to July
17	Concord	Pear	September to October
18	Farleigh	Damson	August to September
19	Red Falstaff	Apple	August to September
20	Bramley Seeding	Apple	August to September
21	Kidd's Orange Red	Apple	August to September
22	Summer Sun	Cherry	June to July
23	Beth	pear	September to October
24	Red Devil	Apple	August to September
25	Stella	Cherry	June to July
26	Queen of the Realm	Apple	August to September
27	Vranja	Quince	October to November
28	Bramley Seeding	Apple	August to September
29	Farleigh	Damson	August to September
30	Ruby Mirabelle	Plum	August

On the 1st of December 2022 we planted 30 fruit trees within the Northfields accommodation estate to create a natural corridor between our existing woodland cops and neighbouring farmland, increasing the social insect activity.

Regular inspection and maintenance has ensured that all trees have established, and expectation is high for 2025 fruiting and increased pollinator activity, in this area.

This area of our campus is also home to the new Students' Union allotment site and the new Forest fruit garden project also the Kew seed trial plots, all of which will benefit from our long term sustainability and biodiversity objectives.

Tree Survey Data

By reviewing our current and historical tree records dating back to the year 2000, we maintain a tree population graph (See Figure 2).

This provides us with a detailed overview of species on site and identifies areas that may benefit the campus ecology by supplementing species that historically have a poor uptake, and also provides other core information relating to the biodiversity and habitats within our site such as tree canopy cover, flood water management, Wind brake and heat reduction elements.

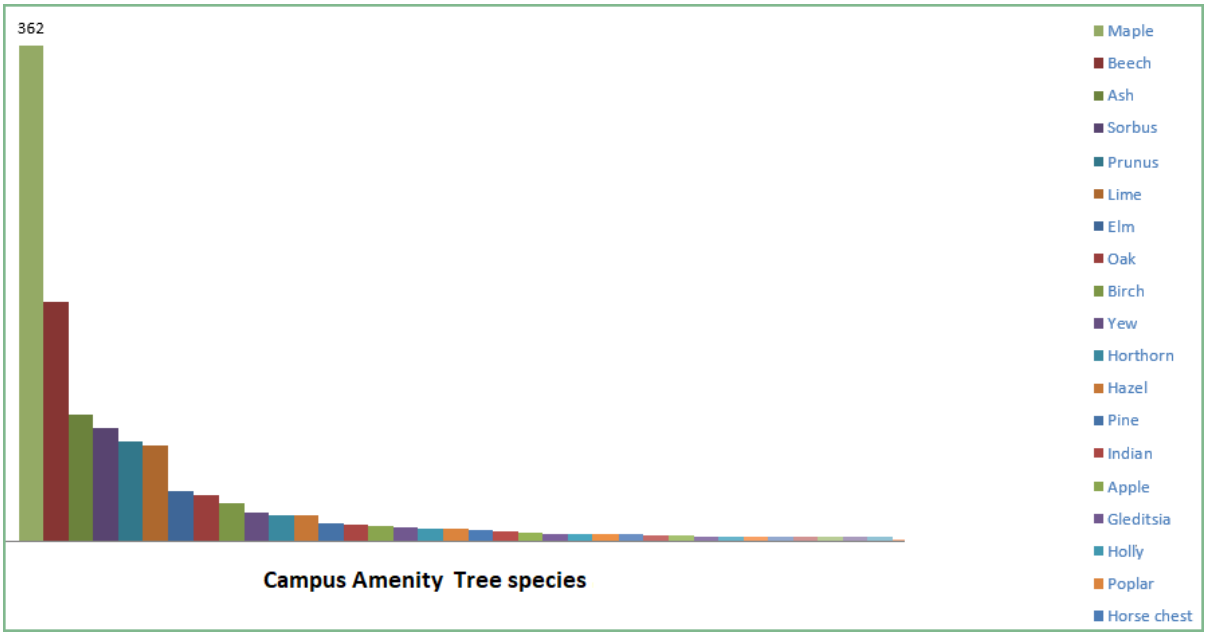


Figure 2: Tree Survey Data

Management of tree health

Ash dieback (*Chalara*) is an emerging threat to our woodlands and Amenity species on site and has the potential to cause significant damage.

Symptoms include leaf loss and dieback in the crown and *Chalara* is usually fatal to campus ash tree stock; however, there is evidence that older, mature ash trees can survive infection and continue to provide wildlife benefits.

Our woodland Ash Tree stock has been badly affected this year providing the opportunity to review a long-term woodland management strategy, this will support a sustainable solution, that will potentially include the creation of glades, scallops, and tolerant native planting schemes, that will benefit our campus biodiversity expectations.

Our university community and alumni comprise of an extensive range of academics specializing in the environmental disciplines who are keen to support our campus biodiversity and sustainability management aims.

By also sourcing advice from government departments and other specialist environmental cohorts we can incorporate long and short-term strategies to enhance our arboricultural and Forest management.

Useful links include:

The Woodland Trust

English Woodland

Royal Horticultural Society

Forestry Commission Research

Royal Forestry Society

BHPS (British Hedgehogs)

Dutch Elm Management

Our university campus has a rare population of the English Elm (*Ulmus procera*). 27 Elms are present on the campus, 22 of which are classified as mature.

The epidemic of Dutch Elm disease in the late 1960s led to the death of most of our mature English elms and by the end of the great storm on the 15-16 October 1987 we had lost 195 English elm trees on campus.

This year we have planted 20 resilient elms within proximity of the failed tree species across campus and aim to achieve additional 10 new Elm trees by the end of January 2025.

Mapping identifies Infected Elm Trees that have been removed as of 2024

When possible, we aim to retain fallen timber and brash within woodland belt areas to support social insect ecology and provide a natural refuge for animal species.

This is assessed based on application of pest and disease legislation requirements and potential risk to staff, students, and visitors to the campus.

Grounds Maintenance Service Line 2025

Our campus grounds cover a **93.10 Hectare** footprint that includes a **60.31-hectare** biomass.

The amenity lawn area alone is equal to **22 football pitches.**

The University Grounds staffing requirement for the campus is:

- 1 FTE Waste & Hygiene
- 3 FTE Sports Complex Groundman
- 5 FTE campus Estate
- 2 FTE East Slope Accommodation
- 1 FTE Pest Control
- 1 FTE Grounds and Pest Control Manager

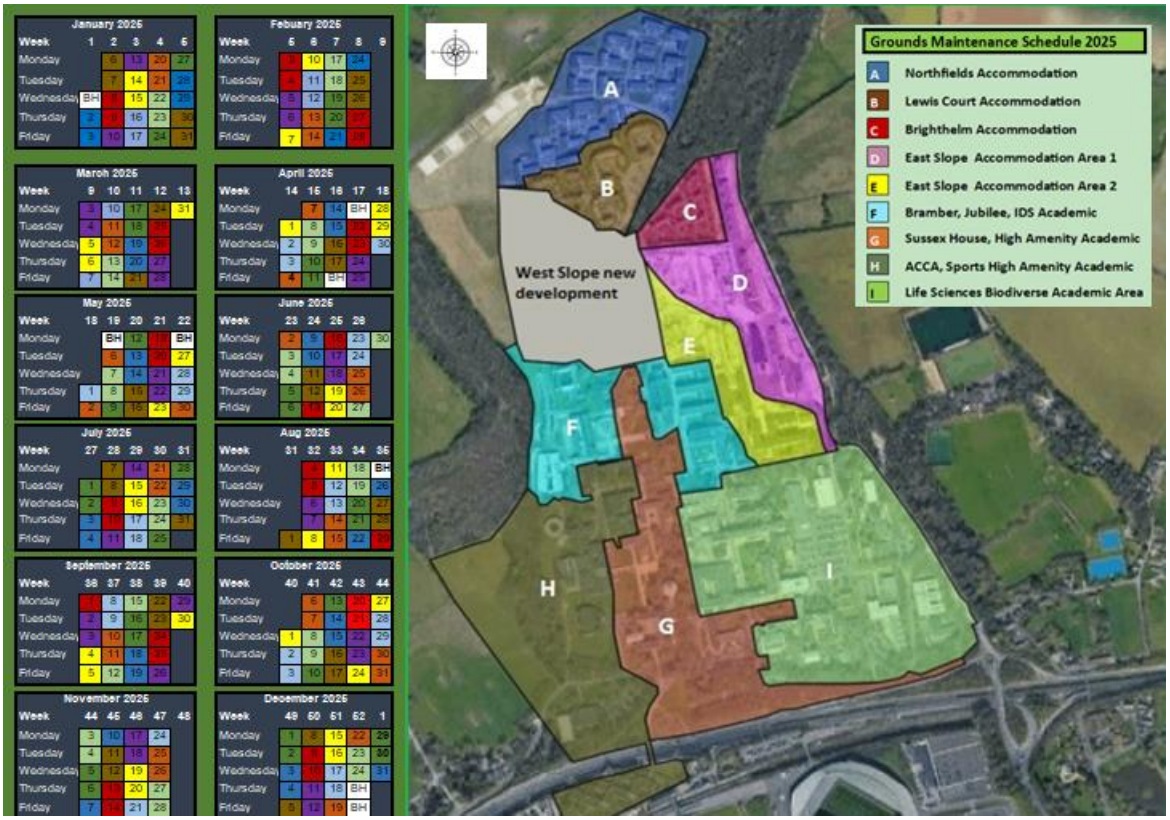
UNIVERSITY OF SUSSEX GROUNDS TEAM 2024/25
Robin Cutts
Grounds Operative
Gary Cody
Team Leader
Jonathan Bennett
Waste Hygiene Operative
Lewis Barton
Groundskeeper
Sam McSweeney
Grounds Operative
Aaron McSweeney
Grounds Operative
Nigel Lawman
Head Groundskeeper
Mark Henson
Team Leader
Louis Dinmore
Trainee Groundskeeper
Ashley Wilcox
Grounds and Pest Control Manager
Lynne Saunders
Pest Control Operative
Peter Reynolds
Tractor Driver
Glen Mitchell
East Slope Grounds Operative

Grounds Maintenance Schedule 2025

Grounds Maintenance is delivered using a planned yearly schedule ensuring a consistent standard of service.

The schedule is revised yearly by the Grounds Manager and staff to support University core service variations such as Exams, Events, Open days, and VIP Visits.

This also includes a reactive attendance requirement.



Grass Cutting and Seeding

We generally manage amenity lawn to a height of not more than 50mm, however adjustments are implemented depending on nutritional needs of some plant species, example, clippings are left on the grass to replace nutrients in some areas and cut and collected in others to ensure wild species (such as orchids) are allowed to grow.

Plants and Shrub Maintenance

Our shrubs and hedges are pruned out of nesting season during the colder months, this supports a reduction of disease and pest infestation within our plant stock and provides material for winter hibernation within our woodland areas.

We also use this opportunity to clear old leaves and litter accumulation under hedges and plants when ecologically appropriate, we don't aim to disturb any hibernating animals such as Hedge hogs, so we always assess before doing this type of management.

Trees

Our Independent tree condition survey is undertaken every five years on a rolling basis. We have 1186 Amenity tree species and a woodland estate covering 18.91 Hectares.

The last survey was commissioned in 2020 with each tree tagged, numbered, and its GPS location recorded.

In addition, the report also logs the details of the individual tree height, spread, age, diameter, and any signs of disease also the amenity value. As well as a tree hazard rating and commentary, of any recommendations by the Arborist, a summary, and the conclusion.

Weeding

To keep hard surfaces free of weeds, moss and lichen and general organic growth, we apply the most environmentally practical approach, and this can be pulling out weeds by hand or with tools to applying new vinegar products, or as a last resort application of chemicals in accordance with legislative requirements.

Watering

We generally avoid tree or shrub planting in the summer season to support species establishment and save water.

Occasionally new tree planting cannot be restricted, example, memorial event or Historical event requests.

Woodland paths and boundary footpaths

All are maintained to ensure they are kept clear and safe to a width of 3 metres and are free of litter.

Snow and Ice Clearance

The grounds and security team monitor weather conditions throughout the day and night providing up to date forecasting data to the University.

This information is used to identify potential disruption to core services within the campus and to activate our Snow and Ice plan.

Our grit stores are located within two strategic sites on campus, one within Pevensey under croft that supplies the pedestrian movement resource, and one at Hastings building, that provides highway support using tractor and spreader attachment.

During a site event requiring the application of grit to all car parks, roads and paving on campus our grounds team will deploy over 200 bags of grit per treatment.

In addition, we also fill 22 independent grit bins located across key areas of our campus with a total of 220 rock salt bags.

Our Grounds Maintenance department, Porters and other service staff work together to manage weather events safely, supporting our students, staff, and visitors to undertake their business with as little disruption as possible.

Our priority is the clearance of main roads and paths across campus to allow access and keep everybody safe and informed as far as is reasonably practicable to do so.

To allow these routes to be cleared some areas of the campus are off limits after periods of heavy snowfall or very low temperatures, closed paths, steps and car parks are marked by barriers and signs. Advice on our campus weather event process is available for review via University HSO.

Snow clearing teams start work as soon as they themselves can get to campus and therefore not all routes may have been cleared by the time staff arrives on site.

Our campus Ice and Gritting plan is reviewed by the management team and Grounds Staff each year to ensure the plan is fit for purpose and reflects the needs of the University staff, students and public.

This plan is published on the University web site annually. Sussex University Snow and Ice Management

Pest Control

Integrated Pest Management Plan (IPM)

Sussex Estates and Facilities provide self-delivery of the planned and reactive Pest Control Service for the University of Sussex grounds and properties, using modern equipment and methods, 24 hours a day.

Integrated Pest Management (IPM) is our sustainable approach to managing pests by combining biological, cultural, physical, and chemical tools in a way that minimizes economic, health and environmental risks.

The University of Sussex has seen a dramatic decrease of rodent activity from the conception of the Integrated Pest Management Plan in 2019 within the buildings and grounds Sussex Estates and Facilities manage.

The plan outlines procedures to be followed to protect the health and safety of staff, student and visitors from pest and pesticide hazards, and is designed to comply with company policies and legislation.

Objectives of this IPM plan include:

- Elimination of significant threats caused by pests to the health and safety of staff, students and the public.
- Prevention of loss or damage to structures or property by pests.
- Protection of environmental quality inside and outside buildings.

IPM Management

The Pest Control Manager is responsible for implementing the IPM plan and coordinates pest management- related communications between Sussex Estates and Facilities and Sussex University, staff, students and cohorts.

Posting And Notification Of Pesticide Applications

When a pesticide application is identified as being the safest option for a specific control event, we notify all cohorts, students and staff that may be affected during the treatment duration by:

1) Posting a pest control information sign with the date, time and location of the application and the product applied in an appropriate area and including contact information for additional details.

2) Providing this information to all individuals working in the building.

3) Providing this information to all teachers and students who have requested notification of individual applications of pesticides.

Where pests pose an immediate threat to the health and safety of staff, we may authorize an emergency pesticide application by notifying the service centre and the building managers by telephone and Email.

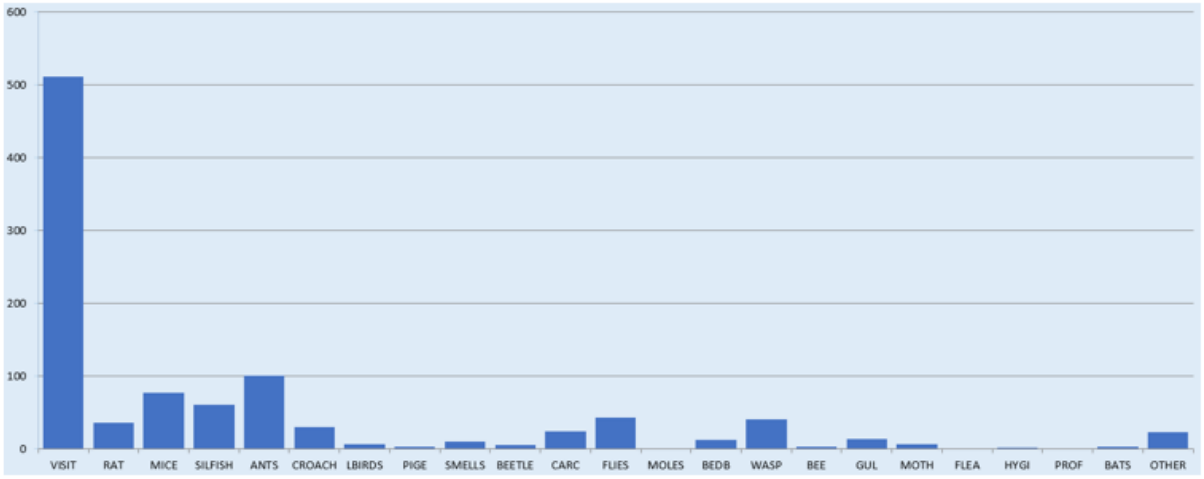
Disinfectants, anti-microbial and self-contained or gel-type pesticide baits are applied in inaccessible areas and are exempt from this notification process.

Record Keeping and Public Access to Information

We maintain records of all visits and pest control treatments for at least 7 years.

Records regarding pest management activities within campus are available for review and auditing purposes on request.

We monitor rodenticide effect on rodent physical tolerance and its core effectiveness.



Campus Activity 2024

Training

All pest control technicians are trained to RSPH standards and hold BPCA in Pest Management in addition to associated rodenticide, raptor, and trapping certification.

campus cleaning staff, Porters and Catering personnel receive one to one support and advice on the identification of pest activity and pest-conducive conditions.

This advice supports staff with basic reactive methods to contain or reduce immediate activity they may identify and

It also Improves communication through our service centre tasking team, when reporting pest activity events to our Pest control service line.

General IPM Strategy

Our pest management strategy includes education, exclusion, sanitation, maintenance, biological and mechanical controls, and pre-approved, site-appropriate pesticides.

1) All Pest activity on campus is initially assessed by applying our IPM methodology:
2) Identify pest species.
3) Estimate pest populations and compare to established action thresholds.
4) Select the appropriate management tactics based on current on-site information.
5) Assess effectiveness of pest management.
6) Keep appropriate records.

Pest-specific Strategies

Survey And Assessment

On completion of our initial assessment, we focus on the specific species and activity, example upon initial survey:

- Rodents are identified to species, this aids us in identifying the nesting sites and the species preferred food type,
- it's habits and what the appropriate bait might be, if necessary.
- Extent of infestation is assessed horizontally and vertically
- The size of the infestation, is it light, moderate, or heavy
- Areas of activity located, and potential baiting points agreed
- Food source identified and removed.
- Harbourage Sites identified and removed
- Water source identified and removed
- History of infestation- particularly control history
- Source of infestation breeding and nesting site located
- Immigration
- Non target hazards – including children, pets, and wildlife
- Proofing defects
- Hygiene defects

Activity And Baiting Strategy

Historical metal and plastic baiting stations have been systematically removed across our campus.

Our aim over 2024 is to replace all historical baiting stations with new modern baiting devices that provide discretion, security, versatility.

This initiative will also address the associated sensory and physical attributes of commensal Rodents activity, by providing species with a natural feeding environment underground.




Hygiene Inspections

The inspections are undertaken by our in-house SEF BPCA qualified staff that have extensive industry experience; this type of inspection is not to be confused with a Local Authority enforced public health inspection.

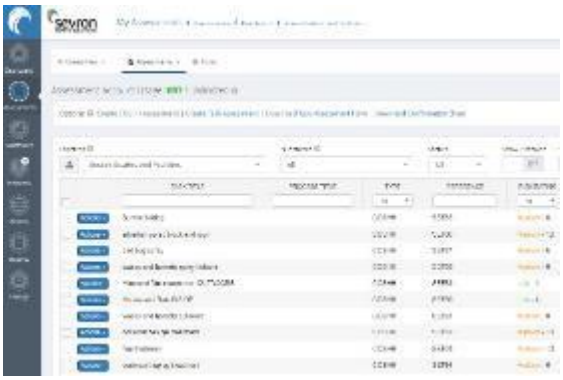
All our campus catering outlets are issued with our Pest Control Folder containing contact details for their pest control technician and other important documentation, specific to their needs, such as.

1) Attendance Record
2) Monthly report sheet / Recommendations
3) Rodenticide Insecticide application (COSHH Sheet)
4) Risk Assessment
5) Product Data Sheets.

Adequate procedures to control pests within our campus are in place and include.

1) Proofing of entrances and other entrance points
2) Insect screens
3) Electronic fly killers (EFKS)
4) Good stock rotation of dry goods
5) Regular surveys by competent staff
6) Baiting with pesticides
7) Due Diligence by staff

Health and Safety



Our pest control technicians understand the importance of safety and how it relates to all pest control operations, we also know the importance of having a legal and moral responsibility for safety.

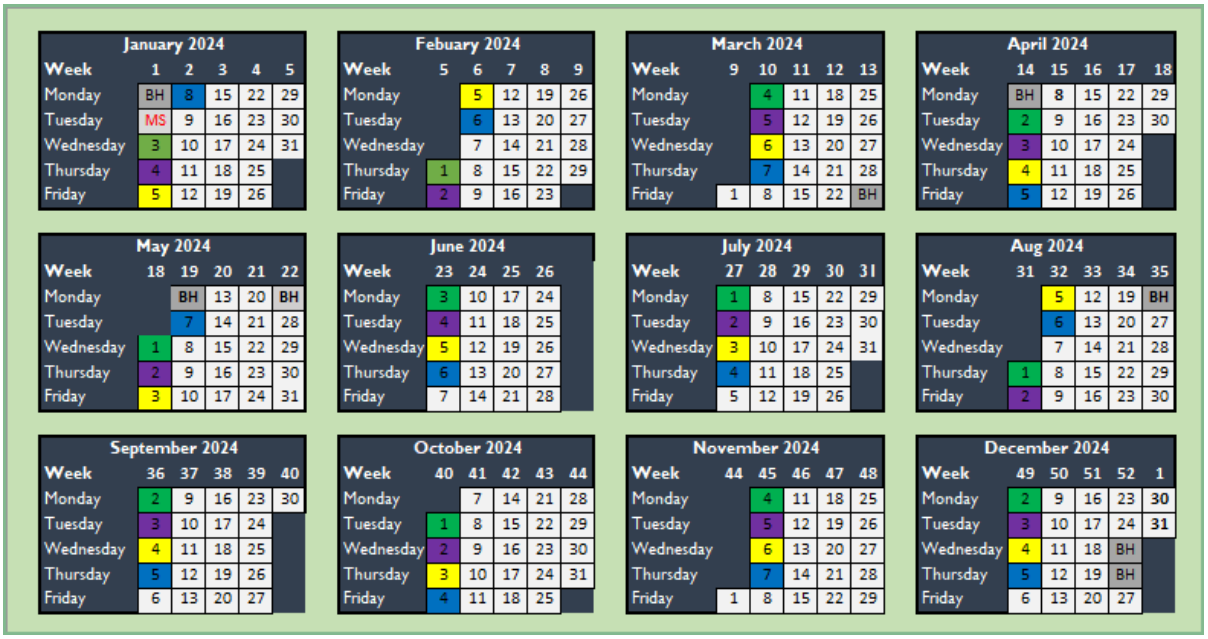
By following the SEF policies, procedures, and BPCA safe practices we demonstrate concern for our client, our students, teachers and staff, pets and non-target species, and also for the environment.

Knowledge of safety requirements is essential, and the practical application of that knowledge is a measure of the skill and competence of our pest control delivery.

We undertake a systematic approach to safety and record all risks and hazard/COSHH assessments within the SEF Sevron System, this is reviewed at least once a year and new Assessments added when a new risk is identified.

Our Catering inspections are undertaken within the first two weeks of each month.

Catering Outlet - inspection Schedule 2024



January 2024					
Week	1	2	3	4	5
Monday	BH	8	15	22	29
Tuesday	MS	9	16	23	30
Wednesday	3	10	17	24	31
Thursday	4	11	18	25	
Friday	5	12	19	26	

Febuary 2024					
Week	5	6	7	8	9
Monday		5	12	19	26
Tuesday		6	13	20	27
Wednesday		7	14	21	28
Thursday	1	8	15	22	29
Friday	2	9	16	23	

March 2024					
Week	9	10	11	12	13
Monday		4	11	18	25
Tuesday		5	12	19	26
Wednesday		6	13	20	27
Thursday		7	14	21	28
Friday	1	8	15	22	BH

April 2024					
Week	14	15	16	17	18
Monday	BH	8	15	22	29
Tuesday	2	9	16	23	30
Wednesday	3	10	17	24	
Thursday	4	11	18	25	
Friday	5	12	19	26	

May 2024					
Week	18	19	20	21	22
Monday		BH	13	20	BH
Tuesday		7	14	21	28
Wednesday	1	8	15	22	29
Thursday	2	9	16	23	30
Friday	3	10	17	24	31

June 2024					
Week	23	24	25	26	
Monday	3	10	17	24	
Tuesday	4	11	18	25	
Wednesday	5	12	19	26	
Thursday	6	13	20	27	
Friday	7	14	21	28	

July 2024					
Week	27	28	29	30	31
Monday	1	8	15	22	29
Tuesday	2	9	16	23	30
Wednesday	3	10	17	24	31
Thursday	4	11	18	25	
Friday	5	12	19	26	

Aug 2024					
Week	31	32	33	34	35
Monday		5	12	19	BH
Tuesday		6	13	20	27
Wednesday		7	14	21	28
Thursday	1	8	15	22	29
Friday	2	9	16	23	30

September 2024					
Week	36	37	38	39	40
Monday	2	9	16	23	30
Tuesday	3	10	17	24	
Wednesday	4	11	18	25	
Thursday	5	12	19	26	
Friday	6	13	20	27	

October 2024					
Week	40	41	42	43	44
Monday		7	14	21	28
Tuesday	1	8	15	22	29
Wednesday	2	9	16	23	30
Thursday	3	10	17	24	31
Friday	4	11	18	25	

November 2024					
Week	44	45	46	47	48
Monday		4	11	18	25
Tuesday		5	12	19	26
Wednesday		6	13	20	27
Thursday		7	14	21	28
Friday	1	8	15	22	29

December 2024					
Week	49	50	51	52	1
Monday	2	9	16	23	30
Tuesday	3	10	17	24	31
Wednesday	4	11	18	BH	
Thursday	5	12	19	BH	
Friday	6	13	20	27	

Roots (Communal Gardening)

In 2008 the University turned a disused allotment on campus into a communal garden where like-minded staff and students could grow food and explore practical sustainability.

This initiative has now established within university, with a new Allotment (Roots) site being built in 2023 within the West Slope next to the new Forest Fruit Garden and Kew seed trial plots.

By bringing all three ecological cohorts together we are expecting to support an existing and rewarding collaboration in 2024 onwards.

Volunteering Events 2024

Fare Share Donations Volunteering

In March we assisted the local Fare Share centre sort and prepare food for donation to those who need it. This involved some manual work moving crates of food around the warehouse.

Brighton Beach Clean

We volunteered to tidy up Brighton seafront in March. Litter pickers and bags were provided working with Brighton & Hove City Council, working up and down the beach to collect litter.

As well as students volunteering their time to improve the campus, all SEF staff are allowed to take a day's leave to volunteer for a good cause. Many choose to carry out a volunteer day on the university grounds, undertaking jobs such as planting, litter picking and woodland management.

Furniture Donations in September

We have donated a huge number of items to schools and charities this term, as part of giving back to the local community. The Estates team has worked with a number of groups on campus to collect and deliver these donations including the Library, the School of Life Sciences, and the Students' Union.

British Heart Foundation Donations

We have received our annual report from the British Heart Foundation for the summer donations this year, with excellent results.

We have dramatically broken last year's record (692 bags donated), and prevented 9 tonnes of items from going to landfill.

This scheme is managed by SEF and involves donated and abandoned items (clothes, gadgets, bric-a-brac etc.) being collected and donated to the British Heart Foundation, to be sold in local charity outlets to raise funds for medical research and support.

Items are donated by residents or were collected by housekeepers as part of the end of term room cleaning.

[Full article on the University website]

- **Volunteering with Veolia:** we worked with our waste services partner Veolia to arrange a volunteering session on campus in September, clearing and litter picking the Boundary Walk around the periphery of site to make it clean and presentable for local wildlife, nature walkers, and staff and students on campus.
- **Recycling Campaign:** we have worked with the University Sustainability team to promote recycling to staff and students, with new student-designed signage installed across all external bins, and newly standardized instructional signage installed in academic spaces, which is continuing into 2024/25 to be rolled out across all of site.

Aerobic Digester

Our campus was the first University in the UK to install an aerobic digester, successfully reducing our food waste production by 70%.

We use the enriched fertilizer that has been generated within our horticultural projects such as the SU Allotment Group (Roots), the forest fruit garden and within our core grounds maintenance service line.

Solar Energy

Our solar energy infrastructure is the largest of its kind within the UK higher education and boasts over 3,000 panels, halving our carbon emissions and one of the core attributes within our journey, to become the most environmentally friendly university in the country.

Sustainability

Our Sustainability Strategy Action plan provides a framework to identify, plan and build a proactive sustainable campus environment, by introducing achievable objectives and actions and driving a positive cultural change through education, community, and environmental ownership.

Core objectives are as follows:

- Ethical Educators
- Decarbonizing The Economy
- Civic Leaders and Partners
- Environmental Champions

Carbon Management

HEFCE has published guidelines for the development and implementation of Carbon Management Plans, based on the requirements of the Climate Change Act. The Universities Carbon Management Plan fully complies with the requirements of HEFCE and was approved by the University's Governing Body, Council, on the 25th of March 2011.

With the inclusion of SEF, the University are working towards reducing its carbon footprint by 43% from a baseload year of 2005/6, which equates to approximately 9,000tCO2, or equivalent to £1.5M from the annual electricity bill.

Environmental Management System

SEF are committed to minimizing the environmental impact of the Universities activities and to the

safeguarding of the campus heritage, buildings and grounds. The Universities chosen approach to managing the environmental impacts of the University is via an approved Environmental Management System (EMS).

Environmental Aspects and Impacts

These were approved by the Physical Resources Committee in October 2009. The objectives and targets have been derived from baseline environmental reviews of 8 key themes: community involvement, construction & refurbishment, emissions & discharges, energy & water, health safety & welfare, sustainable procurement, transport, and waste management. These form the basis of the

Environmental Management Plan, which incorporates our Carbon Management Plan (as per HEFCE Best Practice Guidance)

Cleansing and Waste Management

Site Cleansing

The appearance of the campus is a priority for the University and is recognized as a basic requirement for attracting new students. The Grounds Services Team is responsible for maintaining the sites grounds which includes emptying external litter and recycling bins daily, at the same time conducting litter picks and leaf sweeping. All the entrances are manually cleaned/picked daily.

Leaf Clearance

Our annual leaf clearance is managed in line with our sustainable aims, we recognize the process of trees losing and gaining leaves allows our campus woodland floor and understory to be just as varied as our tree canopy.

Our autumn period is focused on collection and distribution of leaf mulch to areas of woodland to provide a rich nutrient supply for its future growth.

Waste Management

To encourage site users to keep the campus litter-free, litter and recycling bins are provided extensively throughout the campus. Many of the litter bins have been replaced with Recycling bins that segregate paper/card, plastic bottles/cans, and general waste.

No general waste goes to landfill. Instead, all waste is taken off site for incineration. Green waste is stored on site and then taken away for mulching and composting. This is used on site and/or used on other local sites as a recycled material.

When it comes to large items that are left by student at the end of the academic year, SEF will remove non-University issued items from the residences and arrange for its distribution to our university approved charities.

Health, Safety and Security

Personal Safety and Security

Security is on site 24 hours a day, seven days a week, providing surveillance and helping to give peace of mind to all site users. The aim is to ensure that a secure environment is created for all students, staff and people visiting or using the campus.

The campus is monitored by CCTV cameras, which are recorded 24 hours a day and can be viewed by the Security Team. The network of cameras provides excellent coverage of the campus. The on- site Landscape Services Team works with the Security Team to ensure views from CCTV cameras are obstacle-free and good site-lines are maintained along footpaths and other access routes.

Streetlights provide appropriate levels of lighting along roads and paths around the main campus.

Where hedges are located alongside these routes, these are maintained to a maximum height of 1.5m to improve lines of sight for security and maintenance purposes.

Safe Facilities and Equipment

The University recognizes that it is necessary to ensure that it remains a safe environment for all prospective site users.

To maintain a safe environment, the Facilities and Maintenance Department runs a program of inspections to identify and address potential issues. Any staff member or student is also able to report a problem to the FM via the Service Centre system, such as a fallen tree, broken glass by logging it, via an online form. Issues are then prioritized by maintenance and carried out as quickly as possible. The public may report issues to receptions or use the numbers provided widely across campus.

Equipment used to maintain the grounds is subject to an annual inspection to ensure that it is safe to use. Built features within the grounds are also subject to inspections and appropriate action taken if required.

All tree stock including woodlands within the campus is surveyed by external consultants R.W. Greens Agriculturalists every 5 years with advice given on their condition. This identifies any trees which are dead, dying, or dangerous. Trees are then maintained accordingly. The last survey was completed during December 2020 with the next one due in 2025.

The Landscape Services Co-Ordinator pro-actively monitors potential external threats to our campus biomass and ecology, including the national spread of tree diseases, to take pre-emptive action if required.

Health and Safety

The Landscape Services Co-Ordinator/Grounds Manager has the responsibility for ensuring safe working practices within the Landscape Services Team; Risk Assessments and safe working practices are in place and are reviewed regularly. Control of Substances Hazardous to Health (COSHH) Assessments are recorded and updated as required.

The University Health and Safety Management Team have developed their own health and safety policy and procedures. All necessary precautions are taken to ensure that the grounds can be used with minimal risk of accident or injury.

We provide all staff with details of risk assessments and information leaflets relevant to the risks in their job.

All staff working on the grounds are provided with all necessary protective clothing and equipment and all necessary training is provided to staff, covering topics such as powered hand tools, pedestrian mowing equipment, fire training and first aid. The security staff are first aid trained and are contactable 24 hours a day.

Accident and incident reporting

As a requirement of the Health and Safety at Work legislation, the University ensures that all accidents and near-misses are reported on-site using a standard report procedure. Results are monitored centrally by the University, who instruct accident investigations if necessary.

Conservation of Heritage and Nature

Writing about the creation of the University in 1961, founding architect, Sir Basil Spence, said: 'The whole precinct should have the "sense of a university" and should, if possible, grow out of the soil of Sussex to become a natural part of this beautiful site.' His vision of Sussex was based on a Spence Masterplan of how the campus would develop in sensitivity with the landscape, preserving the mature trees and accommodating the 3,000 students planned to be at Sussex by 1970.

The University of Sussex was the first of a new wave of universities created in the early 1960s. The early buildings were designed by the celebrated architect, Sir Basil Spence, and include one Grade I and seven Grade II* listed buildings. They have many common design features, such as flat roofs, red brick, and concrete arches. The fact that these buildings are listed in the two highest grades is a reflection of their considerable quality and significance. The University has continued to develop the site in sympathy with the early design and site layout.

Sir Basil Spence created several highly distinctive signature buildings for the campus. These include Falmer House, the Meeting House and the newly refurbished Attenborough Centre for the Creative Arts (formerly the Gardner Arts Centre). We will be renewing the original Spence vision with the creation of new and equally distinctive signature buildings, as well as better pathways and movement through the campus, sustaining lines of sight to the Downs. The choice of building materials will also echo those favoured by Spence. Plans to extend and redevelop the campus allow us to increase building capacity while continuing to enhance the environment in sympathy with architectural heritage. At Sussex we're proud to be in an Area of Outstanding Natural Beauty and therefore the university has been designed to complement the Sussex downland character of the landscape and to sit comfortably alongside the listed academic buildings that Sir Basil Spence designed when the University was first established in the 1960s.

Since 1961 more trees have been planted. In 2012 a new woodland was planted, which includes 2,500 mixed trees, to celebrate both the University's 50th anniversary and the Queen's Diamond Jubilee and as stated in 4. Community Engagement more trees have been planted in 2016.

Further plans are also being put together for more greenspace – including a new 'Great Court' on the east side of the campus and new public square in the north of the campus which will echo Fulton Square (Library Square).

In addition, a ground-breaking new agreement to protect the University of Sussex's unique listed buildings and streamline the planning process has been signed by Brighton & Hove City Council, Historic England, and the University. 'The Listed Building Heritage Partnership Agreement' is only the second such agreement in the country - and the first involving a university.

The partnership agreement was formally signed by the council's Chief Executive Penny Thompson; Vice-Chancellor of the University of Sussex, Professor Michael Farthing; and Dr Andrew Brown, Planning and Conservation Director for Historic England in the Southeast. The agreement means that Listed Building Consent for general or repeated work will be granted without the need for the University to individually apply for consent – cutting red tape and saving time and money. Areas covered by the agreement include work to repair or replace the external fabric of buildings, internal fixtures and finishes to upgrade teaching facilities and works to improve safety and accessibility.

The agreement will run for 10 years, subject to periodic review.

Marketing

The University of Sussex website includes extensive details about what features on the campus, including information on the facilities available to the public. The news section of the main website and UoS's Events webpages give information on current and future events.

Events : University of Sussex

In addition, SEF has a micro webpage featured, which includes News and Events related to the campus Environment, the services it provides and contact details.

Sussex Estates and Facilities : Schools and services : University of Sussex

The University of Sussex Twitter account has over 56,000 followers with tweets being retweeted by the University marketing and volunteering teams. It is a great platform for Q&A's as well as informing staff, students and the public about university events and news.

Monitoring and Review

This plan is monitored and organized in house against the objectives and work program set for the site on an annual basis. The outcome of this process is applied in the future work plans.

Reviewing the Management Plan

Although our plan is continually reviewed, it also considers the time for the management plan to achieve its goals, some of which will take a few years to accomplish in full.

The review will consult staff and students. However, there may be changes in demands for some of the facilities within the campus, changes in resources available, in management structures and in the operations and nature of the organization using or influencing the management of the site which necessitate a change in certain aspects of the plan. Similarly, to the production of this plan, the review will be based on good, current baseline information, objectives analysis of that information, and on consultation with a wide cross section of the people working in and using the campus.

Quality Management

As part of our university commitment towards quality and continuous improvement we focus towards achieving the Defra Bees needs and Green Flag Awards on a yearly basis.

Biodiversity Management Map

Meadow Management 2025

Sussex
Estates and Facilities

Grounds Maintenance Soft Surfaces Safety Inspection Record 2025

Guidance: Please use this simple checklist to record the findings of your site inspection. For defect, issues and corrective action, please ensure they are appropriately communicated to the service centre. Where a serious risk identified with the potential to cause harm please ensure that all works are stopped.

Completed By		**Date**	
Grounds maintenance scheduled zone			
Manager			

Assessment	Y/N	Action Taken
Roads and Footways		
Weed removal standard achieved		
Woodland paths maintained and safe		
Snow and Ice clearance plan on schedule		
Flora & Fauna		
Grass cutting standard achieved		
Plant maintenance standard achieved		
Tree maintenance standard achieved		
Plant watering undertaken		
Controlled burning (security advised)		
Environmental restraints implemented		
Aesthetics		
Litter collection and bins standard achieved		
Road Sweeping, leaves		
External escape routes clear of biomass		
Ponds and Moats standard achieved		
Meadow management standard achieved		
Off campus residences aesthetically pleasing		
Posters, leaflets, flyers removed to standard		
Hazardous materials		
Fuel stored correctly		
Spill kit available		
Site specific Hazard Assessment (if applicable)		
Equipment and Tools		
Tools and equipment in good condition		
Working at height permit approved (Arboricultural)		
Staff Safety Inspection Location:		
Staff trained and supervised for task		
First aid and fire extinguisher available		
Hand Arm Vibration utilisation restraints Understood		
PPE Provided and appropriate for task		
PPE Being used and worn by staff corectly		
Lone working coms / system agreed and understood		
Safe working zone established for staff / chapter 8 / safe distance established for equipment operation		
Transport management		
Vehicle and public access controlled (Chapter 8)		
Safe working distances achieved		

Other Issues / Action Notes	Overall Rating	
	Good	
	Average	
	Poor	

Sussex
Estates and Facilities

Site Safety Inspection Record 2025

Guidance: Please use this simple checklist to record the findings of your site inspection. For defect, issues and corrective action, please ensure they are appropriately communicated to the Grounds Manager. Where a serious risk identified with the potential to cause harm please ensure that all works are stopped.

Completed By		Date	
Project		Areas Covered	

Site Housekeeping		
Question	Yes/No/NA	Actions Taken
The site was maintained in a good state with trip hazards reasonably managed.		
Tools and equipment are appropriately stored and segregated.		
Access and egress routes were safe and free of obstruction.		
Work equipment seen on site was in good visual state of repair.		
PPE seen on site was used appropriately and in a good state of repair.		

Management		
Question	Yes/No/NA	Actions Taken
Access to the site was suitably controlled.		
Relevant safety information was readily available.		
There was a responsible person on site to oversee and manage works.		
Permits (if in operation) were being adhered to and available for inspection.		
Where applicable, contractors were wearing their contractor passes.		

Other Issues / Action Notes

Overall Rating	
Good	
Average	
Poor	