

**Certified Regenerative by AGW Regenerative Plan**

**Introduction**

This Regenerative Plan Template is designed to assist you in meeting the requirements of the Certified Regenerative by AGW Regenerative standards. The Regenerative Plan must extend for at least five years, but a period of ten years—or longer—is recommended. Once completed, please submit this template with the required documents to coordinator@agreenerworld.org. Documents may include testing results, photos, or other materials to support your plan. Please add more space as needed throughout when filling out the template.

*Note: Completion of the Regenerative Plan Template does not guarantee A Greener World’s (AGW’s) acceptance of the holding’s Regenerative Plan. Acceptance will depend on the practices of the holding and level of detail provided.*

**Resources**

Please reference Certified Regenerative by AGW standards and annexes for additional information and guidance. As an example, Annex B: Assessment, Monitoring & Testing Methods provides examples of how to measure progress over time for important metrics, including soil health and biodiversity. These annexes are not exclusive but may clarify the requirements of the standards.

**ANNEXES**

Annex A Qualified Experts for Regenerative Plan Development

Annex B Assessment, Monitoring & Testing Methods

Annex C Worksheets Template (available for download [here](https://agreenerworld.org/wp-content/uploads/2020/10/Annex-C-Worksheets-Template-Pilot-v1.xlsx) or by request)

Annex D List of Prohibited and Restricted Inputs

Annex E List of Allowed Inputs

Annex F Recognition/Equivalencies with other Certifications

****

**Certified Regenerative by AGW Regenerative Plan**

**Section 1: Background**

Stewardship Details, Holding Background, Maps, Land Use and Cropping Overview, Buildings and Livestock Information

|  |  |
| --- | --- |
| **Name of Holding** |  |
| **Name of Person Completing the Plan** |  |
| **Contact Name** (this may differ from above) |  |
| **Holding Address** |  |
| **Holding Size** (please specify hectares or acres) |  |
| **Enterprises** (including agrotourism, education, conservation, tours, etc.) |  |
| **Products Sold** |  |
| **Please List Other Certifications Held** *Note: If Certified Organic, please attach a copy of your Organic System Plan* |  |
| **Has the holding’s Regenerative Plan been developed in conjunction with a Qualified Expert? Please describe their experience and qualifications.** (Reference: Annex A of the Certified Regenerative by AGW Standards)  | Yes [ ]  No [ ] Description of Qualifications: |
| **Does the individual or entity seeking *Certified Regenerative* status for this holding have management control of the holding?** | Yes [ ]  No [ ]  |
| **Is this holding part of a network, cooperative, producer group or similar?** | Yes [ ]  No [ ]  |
| **Are any of the following activities occurring on the holding:** **- Fracking****- Mining****- Topsoil removal****- Destruction of riparian zones****- Deforestation****- Slash and burn farming****-** **Peat harvesting** | Yes [ ]  No [ ] **If yes, please describe:** |

**The Holding:**

Please provide a background of the holding’s history and background including traditional stewardship (if not known, <https://native-land.ca/> may be helpful). Include known management history, current farming practices (including diversified enterprises such as farm stays), where products are sold and future plans. Future plans should include the starting point, goals, and milestones to each goal.

|  |
| --- |
|  |

**Maps:**

Please attach all of the holding’s maps with the submission of the Regenerative Plan Template. Please use the following checklist to ensure all required information is visible on the maps:

[ ]  Boundaries

[ ]  High-risk areas

[ ]  Streams or watercourses

[ ]  Wooded areas

[ ]  Fields and field uses

[ ]  Areas of special biodiversity for any wild-harvested plant or fungi species

[ ]  Testing Sites (areas of assessment or measurement)

[ ]  Locations of buildings and residences (please include the exact number of buildings)

[ ]  Locations of planned maintenance or restoration

[ ]  Historic buildings or sites of archeological importance

[ ]  Protected Sites

Farm maps are attached or linked below and contain the details listed above. Yes [ ]  No [ ]

|  |
| --- |
| **Electronic Links to Maps** (if applicable—include link here or email with your application): |

**Land Use and Cropping**

Using the boxes and tables, please describe the holding’s cropping, detailing crops grown, crop rotations, tillage methods and frequency, managements of threats (from pests, weeds, disease, etc.) along with details of the markets they go into. Please also include details of manure storage (in order minimize the loss of nutrients and leaching) and how fertility is maintained and not exploited. Detail how imports and exports are balanced, along with a plan to decrease imports over time. The land use and cropping practices will be helpful to identifying risks in other areas of this plan. Practices may impact multiple risk areas.

|  |
| --- |
|  |

**General Cropping Details**

|  |  |  |
| --- | --- | --- |
| **Crop** | **Acres/Hectares**  | **Typical tonnage harvested (acre/Hectare)** |
| *Wheat* | *500* | *3.5 tonnes /acre* |
| *Grassland (cut)* | *200* | *8 tonnes/acre* |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

**Cultivations**

The table below should be completed in order to provide details of the cultivations that take place for each crop. Generally, the deeper and more frequently cultivations take place, the more carbon is lost from the soil. An objective would be to reduce the amount of cultivations over time.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Crop** | **1st Cultivation and Depth** | **2nd Cultivation or Drill** | **3rd Cultivation or Drill** | **4th Cultivation or Drill** |
| *Barley* | *Plough 7”* | *Roll* | *Drill* |  |
| *Field Beans* | *Combination primary cultivator Max 10”* | *Drill* |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

**Irrigation**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Crop** | **Field** | **Irrigation Type/Method of Application**  | **Water Source** | **Total Number of Irrigations** | **Net Water Use per Acre/Hectare** | **Timescale for Reduction** |
| *Almonds* | *Block 4* | *Flood* | *Culvert- Tulare County Irrigation District* | *60* | *2.5 acre-feet* | *4 years* |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Cropping Inputs**

Please complete the table for the crop inputs you currently use for fertility (including manure), weed and pest/disease control. *Note:* *The use, quantity and application method of restricted ingredients must be reviewed and agreed by AGW.*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Crop** | **Product** | **Restricted or Prohibited?** | **Details/Brand name/Active Ingredient** | **Quantity (kg/ha)** | **Reason**  | **Frequency** | **If Restricted or Prohibited: Opportunities to Reduce Use** |
| *Wheat* | *Fertilizer* | *Restricted* | *Nitrogen 34.5%*  | *120kg/ha* | *For crop growth* | *Spring* | *N fixing crops in rotation* |
| *Wheat*  | *Fertilizer*  | *Restricted* | *0 24 24* | *50kg/ha* | *For crop growth* | *Spring* | *Further use of FYM* |
| *Wheat* | *Herbicide* | *Restricted* | *Monolith / mesosulfuron and propoxycarbazone* | *0.2kg/ha* | *Black grass Control* | *Spring* |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

**Additional Details (if needed):**

|  |
| --- |
|  |

**Buildings**

Farm buildings can play a part in the farms regenerative plan. Consideration should be given to new farm buildings and their impact on the surrounding area, as well as their environmental impact. For example, concrete requires a significant quantity of energy when manufactured whereas timber does not.

Please describe current plans for buildings (current and future). For current buildings describe any provision for birds and bats.

|  |
| --- |
|  |

**Recycling:**

Recycling should be an integral part of regenerative farming (although it is preferable to reduce the creation of waste in the first place). Consideration should be given to all packaging and plastic wrap used on the holding.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Waste Product** | **Current disposal method** | **Quantity produced per year** | **Plans for reduction in use or alternatives, including recycling options** | **Timescale** | **Annual Review** |
| *Example: Silage sheets* | *Landfill* | *1,000kg* | *Re-use silage sheets, send to collector who recycles plastics*  | *2022 harvest* |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |

 **Livestock**

Please describe your livestock enterprise. Detail of the following must be included: type, breed, housing, number of animals, feeding details, veterinary procedures, medicines used and pasture—including typical grass species present. Please also detail how are the animals and/or animal products are sold. Rented or contracted livestock must be included, even if they only spend a portion of the year on the holding.

|  |
| --- |
|  |

**Livestock Management Plan:**

A Livestock Management Plan for the species you are certifying should be completed. Templates can be requested from AGW or found on the AGW website: [Farm Templates & Plans - A Greener World](https://agreenerworld.org.uk/certifications/farm-templates-plans/)

*Note: The Certified Regenerative by AGW standards require that at least one species is certified to the Certified Animal Welfare Approved by AGW (AWA) program after 3 years and all species on the farm after 5 years. Please include a plan and timeline for attaining AWA certification for each species on the holding.*

Livestock Management Plan(s) is attached and contain the details listed above. Yes [ ]  No [ ]

**General Livestock Details**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Species** | **Stock Numbers** | **Stocking density** | **Owned / Tack** | **Production Type** | **Grazing System** | **Feed** | **Housing System** | **AWA – Yes / No, if No, how will you achieve AWA, including timescales.** |
| *Example:**Beef cattle* | *200* | *2/ha* | *Owned* | *Finishers* | *Grass with feed* | *Grass fed only* | *Loose housed* | *Yes* |
|   |   |  |   |   |   |  |   |   |
|   |   |  |   |   |   |  |   |   |
|   |   |  |   |   |   |  |   |   |
|  |  |  |  |  |  |  |  |  |

**Livestock Feeds Purchased**

Please list livestock feeds that are brought onto the farm from elsewhere. This may be forage or concentrate.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Species** | **Feed** | **Tonnage**  | **Frequency** | **Total per Year** |
| *Dairy cows* | *18% Concentrate* | *10 tonnes*  | *Monthly* | *120 tonnes* |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

**Restricted Inputs for Livestock**

Please list below veterinary inputs used on any livestock.  *Note:* *The use, quantity and application method of restricted ingredients must be reviewed and agreed by AGW.*

|  |  |  |  |
| --- | --- | --- | --- |
| **Species** | **Product/Active ingredient** | **Reason**  | **Frequency** |
| *Sheep* | *Crovect / Cypermethrin* | *Fly strike*  | *Summer months* |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

**Section 2: Calculating Risk**

In order to complete the regenerative plan it is necessary to calculate what risks there are on the holding that may affect the surrounding ecosystem, including soil, water, air, biodiversity, human and financial, and at what level the risk is. Current practices that are high risk should be addressed first.

*Example: A holding identifies erosion as a risk due to exposed soils in wet months. Another potential risk could be the reduction of soil organic matter from frequent cultivations. An action is required to mitigate these risks to soils. These could include planting a perennial crop to reduce and/or prevent runoff or erosion.*

Risk can be calculated by:

1. Consider the likelihood of an event happening.
2. Consider the potential impact(s) if the event happens.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Impact** | High | Plan for Action | Action | Action |
| Medium | Monitor | Plan for Action | Action |
| Low | Monitor | Monitor | Plan for Action |
|   |   | Low | Medium | High |
|   |   |  **Likelihood of Activity Occurring** |

The table below can be used to conduct a risk assessment and determine if the risk is significant enough to require action:

Example: A farm grows maize which has caused soil compaction in the field due to wet weather at harvest in past seasons, so the impact of this action is high. The likelihood of impaction occurring is also high as the farm continues to grow maize. The table shows that action would be required to mitigate this risk. The general process flow should follow:

**Complete Risk Analysis> Establish a Baseline> Establish Targets/Goals > Conduct Annual Assessments**

**Soil**

Consider the risks to soils on your farm. Once they have been identified, you must assess how these the risks can be reduced or removed. Actions to mitigate risks must be in place for each risk identified. Completing the table below adding in the areas of risk and how the risk is mitigated for the soil. At minimum, two measures of soil health must be completed. Please add additional rows as needed.

*Reminder: The field reference locations stated must be identified on the farm maps that are supplied.*

**Soil Assessment, Annual Review and Monitoring (Please add rows as needed)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Risk / Source** | **Field Reference/****Map key**  | **Risk Level** **High/****Med/****Low**  | **Objective** | **How will objective be met?** | **How will progress be measured?** | **Timescale** |
| *1. Depletion of soil organic matter caused by frequent cultivation* | *OS 2445 and surrounding land* | *High* | *To increase Soil OM* | *Perennial Cropping* | *Soil testing of OM* | *3 -5 years* |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Assessment Results**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Risk / Source Monitoring** | **Assessment Results – Year 1** (2022) | **Assessment Results – Year 2**(2023) | **Assessment Results – Year 3**(2024) | **Assessment Results – Year 4**(2025) | **Assessment Results – Year 5**(2026) | **Assessment Results – Year 6**(2027) |
| *1. Depletion of soil organic matter caused by frequent cultivation* | *2.7%* | *2.8%* | *2.9%* |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Additional Details (if needed):**

|  |
| --- |
|  |

**Water**

Consider the risks to water on your farm. For example, an objective may be to reduce manure leaching. Summarize risks or opportunities to water from activities carried out on the holding, mitigations, baseline assessment results and ongoing measurements of results. Assessment methods may be lab-based or carried out on the holding. Once they have been identified, assess how these the risks can be reduced or removed. Please add additional rows as needed.

*Note: Assessment to be carried out at the time of the perceived risk.*

**Water Assessment, Annual Review and Monitoring (Please add rows as needed)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Risk / Source** | **Field Reference/****Map key**  | **Risk Level** **High/****Med/****Low**  | **Objective** | **How will objective be met?** | **How will progress be measured?** | **Timescale** |
| *1. Leaching of nutrients caused by proximity to watercourse* | *Land drain outfall in Top field* | *Med* | *Prevent/reduce water course contamination* | *Store manure away from land drains at different location* | *Testing water for total Nitrates/Turbidity* | *2 years* |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Assessment Results**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Risk / Source Monitoring** | **Assessment Results – Year 1** (2022) | **Assessment Results – Year 2**(2023) | **Assessment Results – Year 3**(2024) | **Assessment Results – Year 4**(2025) | **Assessment Results – Year 5**(2026) | **Assessment Results – Year 6**(2027) |
| *1. Leaching of nutrients caused by proximity to watercourse.* |  *Total nitrates 30ppm / Turbidity 40 NTU* | *Total nitrates 10ppm/ Turbidity 5 NTU* |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Additional Details (if needed):**

|  |
| --- |
|  |

**Air**

Summarize risks or opportunities to air from activities carried out on the holding (dust control, emissions, noise, odor, etc.), mitigations, baseline assessment results and ongoing measurements of results. Environmental permit regulations can also be considered. Please add additional rows as needed.

**Air Assessment, Annual Review and Monitoring (Please add rows as needed)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Risk / Source** | **Field Reference/****Map key**  | **Risk Level** **High/****Med/****Low**  | **Objective** | **How will objective be met?** | **How will progress be measured?** | **Timescale** |
| 1. *Ammonia/smell of slurry*
 | *Fields used for slurry* | *Med* | *Reduce odor of slurry* | *Stirring slurry and use of slurry injection* | *Nose test* | *2 years* |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Assessment Results**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Risk / Source Monitoring** | **Assessment Results – Year 1** (2022) | **Assessment Results – Year 2**(2023) | **Assessment Results – Year 3**(2024) | **Assessment Results – Year 4**(2025) | **Assessment Results – Year 5**(2026) | **Assessment Results – Year 6**(2027) |
| 1. *Ammonia/smell of slurry*
 | *15/03/22* |  *15/03/23* |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

­­

**Machinery Inventory (use for calculating emissions)**

Please list all powered machinery (tractors, chainsaws, generators, etc.) and the amount of fuel used. If contractors are used, use a total figure of what they may use while on the farm. Alternatively, you may update the chart With just annual petrol and diesel usage. Please add additional rows as needed.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Machine** | **Opportunities for reducing emissions** | **Emission status (e.g. Euro 5 or 6 or not stated)** | **Annual Fuel Use (gallons or litres)** | **Assessment Results – Year 1** (2022) | **Assessment Results – Year 2**(2023) | **Assessment Results – Year 3**(2024) | **Assessment Results – Year 4** |
|  *Case MX135* | *Pos reduce use* | *Not stated* | *5000 litres* | *5000* |  |  |  |
| *Or Annual Petrol use* | *Reduce mowed area* | *Not stated* | *200 litres*  | *200* |  |  |  |
| *Or Annual Diesel use* | *Pos reduce use* | *Various* | *10,000 litres*  | *10,000* |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Contractors: Total fuel used**  |  | *Euro 5* | *1000 litres* | *1000* |  |  |  |
| **Grand Total** |  |  | *15200* |  |  |  |  |

**If wood is used for heating, please detail the burning protocol followed and the buildings being heated:**

|  |
| --- |
|  |

 **Please detail the plan to reduce fossil fuel and carbon burning technologies over time:**

|  |
| --- |
|  |

**Biodiversity**

Consideration should be given to the impact farming has and how the risk to biodiversity can be reduced. Please use the table below to list all habitats the holding currently has, how these can be protected and if they can be expanded. Sensitive flora and fauna should be indicated, and a plan for protection (including monitoring and frequency) must be included. Please add more rows as needed.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Cause of Risk** | **Field Reference/****Map key**  | **Risk Level** **High/****Med/****Low**  | **Objective** | **How will objective be met?** | **How will progress be measured?** | **Timescale** |
| *Impact on wildlife caused by Arable Farming* | *Arable fields* | *Med* | *Improve wildlife habitat and feeding opportunities for birds* | *Create hedges through centre of fields* | *Use of a sightings log*  | *1 year* |
|  *Impact on meadow grasses from Beef Farming* | *Grazing fields* | *Med* | *Maintain extensive meadow grass species* | *Not over graze t tr* | *Noting Species present*  | *2 years* |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Assessment Results**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Risk / Source**  | **Assessment Results – Year 1** (2022) | **Assessment Results – Year 2**(2023) | **Assessment Results – Year 3**(2024) | **Assessment Results – Year 4**(2025) | **Assessment Results – Year 5**(2026) | **Assessment Results – Year 6**(2027) |
| *1 Impact on wildlife caused by arable farming* |  *Banks yet to be created. Will be late 2022* |  *2023 result will be put here* |  |  |  |  |
| *2 Impact on Meadow grasses from Beef Farming*  | *See Species log*  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

As part of the regenerative plan for biodiversity it is important to make a note of species of flora and fauna. This can then be used as a measure over time to show improvements.

**Flora and Fauna Species Log**

The number of species seen on the farm should be counted. Please add rows as needed.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Species** | **Type** | **Counting Date** | **Method** | **Assessment Results Year 1** (2022) | **Assessment Results Year 2** (2023) | **Assessment Results Year 3** (2024) | **Assessment Results Year 4** (2025) | **Assessment Results Year 4** (2025) |
| *Example: Bird* | *Woodpecker* | *15th June* | *Count for 1 hour at center of farm X date*  |  *1* |  |  |  |  |
| *Example: Mammals (Bat)* | *Pipistrelle* | *15th June* | *Eve of 15th June* | *8* |  |  |  |  |
| *Example: Fungi* | *Oyster Mushroom* | *September*  | *Visual via wood walk* | *2* |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |

**Habitat Improvement**While there may be risks to habitats there may also be opportunities that are identified where habitats may be improved. Please write these below if applicable.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  **Habitat type** | **Current habitat condition / quantities (where known)** | **Species / habitat protection methods / plans to increase population** | **Opportunities for Improvement**  | **Timescales** |
| *Example: Woodland* | *Requires thinning* | *Oak, Beech, Hazel, Ash, Holly* | *We will be planting another 2 acres in the Spring. Will be adding bird and bat boxes* | *Next 12 months* |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

**Wild Harvest:**

Please describe your wild harvesting practices.

|  |
| --- |
|  |

**Please describe any plans for watercourse or aquatic habitat restoration:**

|  |
| --- |
|  |

**Additional Biodiversity Details (if needed):**

|  |
| --- |
|  |

**Human**

Please detail the roles of all those working at the holding, along with benefits provided. Please add rows as needed.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Role** | **Average weekly hours worked** | **Hourly rate** | **Rest periods and rest days provided** | **Details of accommodation provided** | **Benefits provided** |
| *Example:* *A Farmer* | *Herdsman* | *48* | *£12.50* | *1hour for lunch.**1 day in seven off.* | *Bungalow for worker plus family* | *Health insurance, pension and beef share* |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Living Wages:**

Please share the local living wage. For links to local living wages, please reference Annex B.

*Note: Please be sure to include the living wage and not local minimal wage.*

|  |
| --- |
|  |

**Society and Community:**

Please detail if community events or outreach occurs on the holding, such as tours, education days, etc.

|  |
| --- |
|  |

**Health and Safety Risk Assessments:**

|  |  |  |  |
| --- | --- | --- | --- |
| Date of assessment: |  | Assessment carried out by: |  |
| Activity | What are the hazards? | Who might be harmed and how? | Likelihood of occurring(High Medium/Low) | What are you doing to control the risks? | Further Actions to control risks? | Who needs to carry out the action? | When is the action needed by? | Completed(Yes / No) |
| *Example: Fruit picking* | *Sun burn**Heat stroke* | *Fruit pickers* | *High* | *Providing sun hats* | *-Provide sunscreen, ice water, and shade.**-Breaks every \*\* hours.* | *Owner* | *Summer fruit harvest* | *Yes* |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |

**Financial**

**Please describe your general financial plan. This does not need to include figures, but rather a description of the holding’s objectives.**

|  |
| --- |
|  |

**----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------Annual Plan Review:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Review Date** | **Changes Made** **(please highlight in the body of the plan)** | **Completed By**  | **Signature** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |