																RPORATE			URAL E	
# ACTIVITY	ACTIVITY DESCRIPTION	HAMPSTEAD HEATH MANAGEMENT STRATEGY PRIMARY OUTCOME FURTHERED	HAMPSTEAD HEATH MANAGEMENT STRATEGY PRIMARY PRIORITY FURTHERED	2025- 26 FTE	2026- 27 FTE	2027- 28 FTE	2028- 29 FTE	2029- 30 FTE	PRIORITISATIO N SCORE (where relevant)	TOTAL BUDGET (where relevant)	FUNDING SOURCE	MEASURE OF SUCCESS	MEASURE OF SUCCESS TARGET	NLOS LEAD	Diverse Engaged Communities     Dynamic Economic Growth	3. Leading Sustainable Environment 4. Vibrant Thriving Destination	5. Providing Excellent Services	6. Flourishing Public Spaces  1. Nature Conservation and Resilience	2. Community Engagement 3. Access and Recreation	4. Culture, Heritage, and Learning
Annual Work Plan (Business as Usual)	The Annual Work Plan is not a part of this Five-year Business Plan, but will be included as a reference workstream for the purposes of articulating resource allocation to 'Business as Usual' tasks.	<select></select>	<select></select>	TBC	TBC	TBC	TBC	TBC			Local Risk (Hampstead Heath Charity)			ALL						
Cyclical Works Programme (City Surveyor's Dept)	Numerous workstreams to be itemised. Workstreams are delivered by CSD/external contractors, but NLOS Officers spend considerable resource reporting, liaising, monitoring, and coordinating access. Officers are liaising with City Surveyor's Department on a programme/project dashboard.	<select></select>	<select></select>	TBC	TBC	TBC	TBC	TBC			<select></select>			ALL						
Reactive Building Repairs & Maintenance Programme (CTG) rveyor's Dept)	Numerous workstreams.  Work occurs as scheduled / planned preventive maintenance arises, and as reactive repairs and maintenance needs arise.  Workstreams are delivered by CSD/external contractors, but NLOS Officers spend considerable resource reporting, liaising, monitoring, and coordinating access.	<select></select>	<select></select>	TBC	TBC	TBC	TBC	TBC			<select></select>			ALL						
Habitat management	Continue proactive management of natural habitats and proportionate interventions, to maintain the distribution of habitat types informed by surveys, and monitoring in collaboration with partner organisations.  Planting and protection of trees and hedgerows on the Heath in select approved areas	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC	TBC				TBC	TBC	Climate Action Strategy			Conservation Team						
2 Sheep on the Heath	Explore opportunities to re-establish traditional management techniques such as conservation grazing.  Host grazing sheep on the Heath in calendar year 2025.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)			Conservation Team						
Veteran and ancient tree long- term plan	Develop a long-term plan for the protection and succession of our veteran and ancient trees. This plan is in preparation with anticipated publication in 2025.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)			Conservation Team						
4 Nature connectivity	Enhance connectivity of areas of conservation value, both on the Heath and beyond its borders, as part of the emerging GLA Local Nature Recovery Strategy.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC	TBC	TBC	TBC	TBC	TBC	TBC	Local Risk (Hampstead Heath Charity)			Conservation Team						
5 Pesticides in dog swimming ponds	Proactively monitor and manage threatening processes to mitigate their impact, including invasive species, pests and disease, pollutants and impacts of climate change. Review the results of the recent study on the presence of pesticides in dog swimming ponds and initiate actions (exact actions TBC)	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)			Conservation Team						

6	Flood mitigation	Continue to work with partners to improve the contribution of the Heath to flood risk management in the surrounding residential areas. Engage with Barnet and Camden Council on potential flood mitigation measures on the Heath	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC T	ВС	TBC	TBC	TBC	TBC	TBC	External	Conservation Team		
7	Leaky dams	Creation of up to c. 70 leaky dams on the Heath streams to slow down flow of water and mitigate flooding risk	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC T	ВС				TBC	£ 10,000	Climate Action Strategy	Conservation Team		
8	New ponds	Creation of c. 11 new ponds, varying in size - from very small to small - to mitigate flooding risk and create habitat	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC T	ВС				TBC	£ 15,000	Climate Action Strategy	Conservation Team		
9	Reedbeds at Model Boating Pond	Floating reed beds on Hampstead No. 1 and 2. Model Boating Pond to be created via Wildlife Island Project.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC					TBC	TBC	Climate Action Strategy	Conservation Team		
10	Wildlife Island at Model Boating Pond	Creation of the wildlife preserve island at the Model Boating Pon now that the fundraiser has concluded and reached its target.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC					TBC	£ 50,000	External	Conservation Team		
11	Widere preparedness	Training of 14 staff in preventive measures and preparedness for wild fires	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC					TBC	£ 4,500	Climate Action Strategy	Conservation Team		
12	Sam) impact survey (contractor)	External survey via Climate Action Strategy to survey damage caused by grey squirrels	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC					TBC	TBC	Climate Action Strategy	Climate Action Team		
13	Ponds aeration	Installation of water aeration eequipment on Hampstead No. 2 pond	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Conservation Team		
14	Reduced Amenity Mowing	Review of existing scheme and previous recommendations to determine if potential for expansion of scheme	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A mosaic of natural habitats is maintained and flourishes	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Conservation Team		
15		Protect areas of high conservation value and develop conservation objectives for historic features, in order to inform their management and interpretation.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	Heritage aspects and landscape character are maintained						TBC	TBC	<select></select>			

15	Hill Garden Pergola restoration	Develop a plan to restore the Hill Garden Pergola.  Complete the Expression of Interest for the National Lottery Heritage Fund to seek funds needed to complete necessary restoration of the Hill Garden Pergola.  If successful, proceed with next stage applications with NLHF.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	Heritage aspects and landscape character are maintained	TBC	TBC	TBC	TBC	TBC	ТВС	TBC	External	Superintendent		
16	Planning consultant	Ensure priority views and vistas of historic and cultural value are managed.  Addresses under Business as Usual activities.  Restore relationship with planning consultant to monitor potential impacts surrounding the Heath.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	Heritage aspects and landscape character are maintained	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent		
17	Camden Wildlife Corridor	Engage with local planning processes to monitor potential impacts of development proposals on the Heath's natural assets and qualities and where appropriate consider management approaches and appropriate mitigation.  Continue to support creation of a Camden Wildlife Corridon to connect existing and potential habitats areas, with the Heath as an anchor site	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	Heritage aspects and landscape character are maintained	TBC	External	Conservation Team								
18	Planning consultant	Proactively participate in local planning processes to resist development that would be detrimental to the landscape character, ecology and hydrology of Hampstead Heath and its environs.  Restore relationship with planning consultant to monitor potential impacts surrounding the Heath.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	Heritage aspects and landscape character are maintained	TBC	TBC	TBC	TBC	TBC	ТВС	TBC	Local Risk (Hampstead Heath Charity)	Superintendent		
19	Review of wayleaves on the Heath	Safeguard the Heath boundary by managing wayleaves, licences and covenants and work with partners to secure strategic land acquisitions  Complete audit and review of existing wayleaves on the Heath.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	Heritage aspects and landscape character are maintained	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent		
20	Review of Ponds Conservation Plan and Pond and Wetlands	Establish a system of management zones across the Heath that sets out conservation objectives and defines areas or sites containing values that may be vulnerable to impacts, by developing the current system of Compartment Management Plans.  Review and update where necessary the existing Ponds Conservation Plan and Ponds and Wetlands Plan and implement changes as appropriate and needed	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	3. A balance is maintained between visitor activities and the conservation of natural, built and heritage values	TBC	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Conservation Team		
21	Review of Policies, Procedures, and Safe Systems of Work	Develop and implement policies set out in this management Strategy to guide the effective management of organized activities. Continue the review and update of these documents to guide the safe and efficient running of the Heath	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	3. A balance is maintained between visitor activities and the conservation of natural, built and heritage values	TBC	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent Parks & Operations Team Conservation Team		
22	Support Heath Hands	Proactively engage with visitors and interest groups to develop a culture of collective care for the Heath.  Continue to work with Heath Hands, and develop new partnerships where opportunities arise	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	3. A balance is maintained between visitor activities and the conservation of natural, built and heritage values	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team								
23	Signage audit, replacement, and improvement	Improve our information, interpretation and signage about conservation and management through discreet interventions across the Heath and through visitor engagement activities. Continue to audit state of signage across the Heath, replacing where resource and budget allows.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	3. A balance is maintained between visitor activities and the conservation of natural, built and heritage values	TBC	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
24	Events programme	Continue to monitor events and activities in line with the agreed events policy and their impact on the Heath to maintain a balance between conservation and activities and to control the impact of events on the natural and built heritage value of the Heath.  Create and deliver a programme of community and commercial events on the Heath	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	A balance is maintained between visitor activities and the conservation of natural, built and heritage values	TBC	Multiple	Development & Partnerships Team								

25 Review of Commercial Dog Walking License Scheme	Enforce the Commercial Dog Licensing Requirements and Dog Walking Code of Conduct, and the Heath By Laws Review the Terms and Conditions of the current scheme, review operation of the scheme to date, and propose and implement changes if/as needed.	A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	3. A balance is maintained between visitor activities and the conservation of natural, built and heritage values	TBC TBC				ТВС	ТВС	Local Risk (Hampstead Heath Charity)	Constabulary		
26 Review of Golders Hill Park Zoo strategy		A. We protect and conserve the Heath The Heath is maintained as a flourishing biodiverse green space and historic landscape	3. A balance is maintained between visitor activities and the conservation of natural, built and heritage values	TBC TBC	твс	TBC	TBC	ТВС	TBC	Local Risk (Hampstead Heath Charity)	Parks & Operations Team		
27 Facility maintenance	Ensure sports and recreational facilities undergo regular review and are refurbished and maintained in partnership with the City Surveyor's Department.  Accomplished as per Cyclical Works Programme	B. The Heath enriches our lives Improved quality of life for Heath visitors	Improved physical health, mental health and emotional well-being	TBC TBC	ТВС	TBC	TBC	TBC	TBC	Cyclical Works Programme (City Surveyor's Dept)	City Surveyor's		
28 Sports forums	Work with local partners, including users groups and the London Boroughs of Camden and Barnet and national bodies such as Sport England, to sustain a range of experiences, activities and sports that offer broad appeal to a wide range of people and maintain the quality of our sports facilities and the range of sports offered.  Finalise membership on and host the reconstituted Hampstead Heath Sports & Wellbeing Forum, Athletics Track Forum, and Swimming Forum.	B. The Heath enriches our lives Improved quality of life for Heath visitors	Improved physical health, mental health and emotional well-being	TBC TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Parks & Operations Team		
Sports forums	Support the many clubs, organisations and user groups, most of which rely heavily on volunteers, to ensure increased participation and remove barriers to engagement in sports and recreation.  Finalise membership on and host the reconstituted Hampstead Heath Sports & Wellbeing Forum, Athletics Track Forum, and Swimming Forum.	B. The Heath enriches our lives Improved quality of life for Heath visitors	Improved physical health, mental health and emotional well-being	TBC TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Parks & Operations Team		
30 Sport forums	Embed our goal to increase active outdoor participation into everything we do, (for example, in the design of facilities, services and activities, including the events programme, learning programme, nature conservation, volunteering, operational services, information and communication). Finalise membership on and host the reconstituted Hampstead Heath Sports & Wellbeing Forum, Athletics Track Forum, and Swimming Forum.	B. The Heath enriches our lives Improved quality of life for Heath visitors	Improved physical health, mental health and emotional well-being	TBC TBC				ТВС	TBC	Local Risk (Hampstead Heath Charity)	Parks & Operations Team		
31 Leisure Management System for swimming	Improve access and opportunities to engage in sport through introduction of a central Leisure Management System for bookings and information for sports and other activities. Build, test, communicate, and launch the Leisure Management System - a new digital booking system for swimming areas/facilities on the Heath (that if successful will be expanded to other Heath booking needs over time)	B. The Heath enriches our lives Improved quality of life for Heath visitors	Improved physical health, mental health and emotional well-being	TBC TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Parks & Operations Team		
32 Natural Environment Learning Team Agreement	Continue to develop and expand our Learning, Heritage and Volunteer programmes, emphasizing the importance of an emotional connection with the Heath and the benefits to health and well-being which come from spending time with nature, as well as enhancing knowledge and understanding. Complete an agreement with the Natural Environment Learning Team to support their provision of continued learning activities on the Heath	B. The Heath enriches our lives Improved quality of life for Heath visitors	Improved physical health, mental health and emotional well-being	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent Parks & Operations Team Conservation Team		

33	Partnership development	Sustain and enhance access for a diverse range of users to enjoy peaceful and tranquil experiences on the Heath, and to connect with nature, heritage and place, ensuring barriers to participation are identified and minimised Perform self-audit of access challenges on the Heath. Complete the agreement with the Natural Environment Learning Team.  Create the first annual work plan with Heath Hands and NLOS.	B. The Heath enriches our lives Improved quality of life for Heath visitors	Improved physical health, mental health and emotional well-being	TBC	ГВС	TBC	TBC	TBC	ТВС	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
34	Events prospectus	Complete a marketing document to highlight potential event sites on the Heath for community and commercial use	B. The Heath enriches our lives Improved quality of life for Heath visitors	4. Improved physical health, mental health and emotional well-being	TBC					TBC	£ 1,000	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
35	Parliament Hill Improvement Projects	TBC. Funding does not currently exist for any of the proposed projects.  Officers will explore potential funding sources in 2025-26 and beyond	B. The Heath enriches our lives Improved quality of life for Heath visitors	4. Improved physical health, mental health and emotional well-being	TBC 1	ГВС	TBC	TBC	TBC	TBC	TBC	TBC (currently unfunded)	Superintendent Parks & Operations Team Conservation Team		
36	Golders Hill Park Playground / Sandpit	Complete improvements to the GHP Playground / Sandpit if application to Barnet Council for NCIL funding is successful	B. The Heath enriches our lives Improved quality of life for Heath visitors	4. Improved physical health, mental health and emotional well-being	TBC					TBC	TBC	External	Parks & Operations Team		
37	Community Engagement Toolkit	Develop information, communication and engagement activities to optimise accessibility for people of all ages, abilities and backgrounds. TBC	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	5. Increasing social inclusion	1	ГВС				ТВС	TBC	Local Risk (Hampstead Heath Charity)	Superintendent		
38	Self-audit of Heath accessibility	Collaborate with partners to ensure visitor information addresses perceived barriers to visiting the Heath Self-audit of Heath access	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	5. Increasing social inclusion	1	ГВС				TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent Parks & Operations Team Conservation Team		
39	webpage audit	Improve access to information on the Heath and online about opportunities to engage in volunteering or other activities. Complete the audit of the Heath webpages on the City Corporation website, identifying information errors, information gaps, and opportunities for berrer communication and provision of info.	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	5. Increasing social inclusion	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
40	Community Engagement Toolkit	Encourage staff, volunteers and partners to be 'ambassadors' who are visible, ready to assist, and share their knowledge and love of the Heath.	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	5. Increasing social inclusion	1	ГВС				TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent		
41	Golders Hill Park Zoo experiences	Launch the Zoo Experiences at Golders Hill Park, including the 'Keeper Experience' and the 'Feeding Experience', and complete any remaining preparations to do so. Once launched, continue to deliver programme as part of BAU.	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	5. Increasing social inclusion	TBC	ГВС				TBC	TBC	Charity income	Parks & Operations Team		
42	Weddings on Hampstead Heath	Review previous hosting of weddings on Hampstead Heath, secure needed permits/license, and re-initiate hosting of weddings at approved locations	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	5. Increasing social inclusion	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
43	Community Engagement Toolkit	Proactively seek insights into the needs of Heath visitors, including the barriers affecting different groups.  Develop a 'Community Engagement Toolkit' to guide engagement efforts on the Heath and ensure an approach that is inclusive and as per best practice	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	6. Diversity and equality	1	ГВС				TBC	TBC	Local Risk (Hampstead Heath Charity)			
43	Heath access self-audit	Ensure visitor facilities and the range of Heath experiences are accessible and relevant to a diverse range of users. Perform self-audit of access challenges on the Heath.	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	6. Diversity and equality	7	ГВС				TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent Parks & Operations Team Conservation Team		

44 Review of fees and charges	Monitor vicitor mode to encure Heath corvices and activities are	C. The Heath is inclusive and	6. Diversity and equality	TDC	TBC	TBC	TBC	TBC	TBC	TBC	Local Risk	Dovolonment 9		
44 Review of fees and charges		welcoming The Heath is inclusive and welcoming to a diverse range of visitors	6. Diversity and equality	TBC	IBC	IBC	IBC	IBC	IBC	IBC	(Hampstead Heath Charity)	Development & Partnerships Team		
45 Analysis of visitor trends	Use visitor survey information and other data, such as volunteer surveys and data on the use of facilities and activities, to inform our management and to explore opportunities to remove barriers and encourage visitors from underrepresented groups and areas.  Train managers in the use of visitor data obtained by the HUQ mobile phone visit counts.  Perform self-audit of access challenges on the Heath. Finalise membership on and host the reconstituted Hampstead Heath Sports & Wellbeing Forum, Athletics Track Forum, and Swimming Forum.	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	6. Diversity and equality	TBC	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent Parks & Operations Team Conservation Team		
46 Natural Environment Learning Team Agreement	Team to support their provision of continued learning activities on the Heath	C. The Heath is inclsuive and welcoming The Heath is inclusive and welcoming to a diverse range of visitors	6. Diversity and equality	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent Parks & Operations Team Conservation Team		
Continue to support Heath Hands	activities.  Support Heath Hands work at Hampstead Heath, including coordinating access, leading volunteering sessions, and other coordination and site management activities.  Hands delivers a significant amount of work on the Heath, both as part of Business as Usual and as unique initiatives and projects. As per the new Partnership Agreement signed in 2024, Heath Hands and NLOS will develop an annual work plan to coordinate Heath Hands' activities on the Heath  Complete an agreement with the Natural Environment Learning Team to support their provision of continued learning activities	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	7. Increased sense of collective ownership and personal responsibility	ТВС	ТВС	TBC	TBC	ТВС	TBC	ТВС	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
48 Compunications Working Group	and develop solutions to inform and promote behavioural	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	7. Increased sense of collective ownership and personal responsibility	ТВС	TBC	TBC	TBC	TBC	TBC	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
49 Parliament Hill Tennis Hut reactivation	Hut as per HHHHWQP committee report of 3 February 2025.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	7. Increased sense of collective ownership and personal responsibility	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
SO Memorial bench programme	proposed future of the programme.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	7. Increased sense of collective ownership and personal responsibility	TBC					TBC	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
51 Signage audit	through suitable and discreet interventions which do not detract from the tranquility, character and value of the Heath. Continue to audit state of signage across the Heath, replacing	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	8. Visitor behaviour is pro- environmental	TBC	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
52 Communications Plan	Heath into all communications and activities. Include messages on the value of the Heath in the 2025 Communications Plan, under development.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	8. Visitor behaviour is pro- environmental	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team								

E	Support of Natural Environment Learning Team activities	Support Learning Team work at Hampstead, including coordinating access, site and building management/maintenance, and other coordination and site management activities. The Learning Team delivers a significant amount of work on the Heath, both as part of Business as Usual and as unique initiatives and projects.  As per a forthcoming new Partnership Agreement in 2025, the Learning Team and NLOS will develop an annual activity plan aligned with charitable objectives	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	8. Visitor behaviour is pro- environmental	TBC TBC	TBC	TBC	TBC	TBC	TBC	Local Risk (Hampstead Heath Charity)	Parks & Operations Team		
54 F	Recruitment	Provide opportunities for a lasting connection with the Heath through volunteering, sponsorships, legacies and endowments. Successful recruit the Head of Development & Partnerships role	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	9. People treat the Heath and other visitors with respect	ТВС				TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent		
	Develop relationship with Metropolitan Police	If necessary, work with the Metropolitan Police to ensure our staff and visitors feel safe and secure on the Heath. Continue to develop the relationship with the Metropolitan Police via he Constabulary, West Heath working group, and active attendance at Met-hosted meetings.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	9. People treat the Heath and other visitors with respect	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Constabulary		
56 N	Management of West Heath	Reactivate a working group to address the documented health and safety impacts of activities on West Heath and implement other operational measures in response	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	9. People treat the Heath and other visitors with respect	TBC TBC	TBC	TBC	TBC	TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent Conservation Team		
F	Constabulary induction programme	Strong governance, working within the legislative and policy framework, meeting our statutory obligations and upholding the Hampstead Heath byelaws.  Complete new training and induction programme for all Constables.  Host a refresher training on the byelaws for relevant staff.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Constabulary		
58 C	Hete safeguarding training left in need	Ensure the health, safety and well-being of staff, volunteers and contractors, and the safeguarding of visitors.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent		
59 0	-a <del>rcs)</del>	Create positive social and environmental value through responsible business practices.  Complete the remarketing of the three cafes on the Heath (Parliament Hill Cafe, Parliament Hill Lido Cafe, and Golders Hill Park Cafe)	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC				ТВС	TBC	Local Risk (Hampstead Heath Charity)	Development & Partnerships Team		
60 F	leet audit	Provide environmental stewardship in the use of resources and associated emissions to provide a clean environment and drive down the negative effects of our own activities. Audit our fleet to identify the most polluting vehicles, and prioritise for replacement where possible.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC				TBC	TBC	Local Risk (Hampstead Heath Charity)	Parks & Operations Team		
61 F	Hedgehog research	Continue to work with partner organisations to explore options for effective conservation management, such as working with the Heath & Hampstead Society on the experimental re-introduction of conservation grazing to Heath Extension, and the recent meadow enhancement in association with Heath Hands and Butterfly Conservation.  Partner with Heath & Hampstead Society on sheep grazing. Work with Zoological Society of London on implementation of grant improving knowledge of hedgehog populations in Hampstead Heath and Highgate Woods with help from local communities.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC TBC				TBC	TBC	External	Conservation Team		
	Natural Environment Charity Review	Continue to work with the Charity Review Team on due diligence and preparatory work to support the Charity Review as it relates to Hampstead Heath	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC TBC	TBC	TBC	TBC	TBC	TBC	Local Risk (Hampstead Heath Charity)	Superintendent		

ס
മ
9
$\Theta$
82

63 Recruitment	t Continue and complete the recruitment to vacant posts	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC	TBC	TBC Local Risk (Hampstead Heath Charity)				
63 Training progr	ogramme Continue to identify legacy training needs, secure training opportunities, and ensure staff attend trainings to ensuse workforce remains fully trained and prepared. Continue as BAU once initial effort is completed.	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC TBC	TBC	TBC Local Risk (Hampstead Heath Charity)	Conservation Team Parks & Operations Team			
64 Review of lice agreements	9 . 9	D. Together we care for the Heath Greater number and diversity of people taking care of the Heath	10. Responsible management	TBC TBC	TBC	TBC Local Risk (Hampstead Heath Charity)	Development & Partnerships Team			