

2025 - 2035 Management Plan

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Foreword

This Management Plan states our commitment to realising the vision to protect and conserve Queen's Park as an excellent community open space. The City of London Corporation has been involved in the running of Queen's Park from its beginning, and you can still see many of the features of the Victorian park on the ground today. We want to ensure it continues to enrich the lives of current and future generations. We have continued to learn about the impacts of climate change, and the ways in which we can protect and enhance biodiversity. Recent years have also seen more people coming to the local area, and the Covid pandemic has also enhanced everyone's appreciation of the critical value of parks and open spaces to our health and well-being.

The Plan looks ten years ahead. It outlines the strategic Outcomes and Objectives that will guide management and ensure we remain on course over its duration, in accordance with the following four themes:

- 1. Caring: We care for the Park to ensure it continues to fulfil its many functions for the benefit of the community, heritage and the environment, now and for future generations.
- 2. Excellence: We maintain high environmental, conservation, heritage and horticultural standards.
- 3. Inclusion: We ensure that the Park and its facilities are inclusive, so that all can enjoy the benefits of enhanced physical and mental well-being.
- 4. Community: We engage visitors and the local community in understanding and caring for the Park.

The framework for this plan uses an outcomes-based approach. By identifying measures for success, it should enable us to monitor progress and stay on track to realise the vision that has been identified for Queen's Park. The intention is then to review the plan as a whole in five years' time.





Queen's Park is part of the 11,000 acres of open spaces within and around the capital which the City Corporation protects and manages. Queen's Park itself has benefited for a long time from its association with the teams that work on Hampstead Heath and Highgate Wood. They are all run as charities, and their core costs are funded by the City Corporation. A recent reorganisation means that our Park's team work as part of a group of spaces that now includes West Ham Park as well, which we refer to as the 'North London Open Spaces' within the wider Natural Environment Division. There are good opportunities for further collaboration and mutual support between these different open spaces.

The Management Plan fits within a series of interlocking strategies which guide the work of the City Corporation, and which have recently affirmed the central value of our open spaces for London. The Natural Environment Division's Strategies now cover nature conservation and resilience, recreation and access, community engagement, and culture, heritage and learning. These support the City Corporation's broader goals of contributing to a flourishing society, shaping exceptional environments, and fostering a thriving economy.

The Plan builds on the previous plans and surveys relating to the Park, including the Conservation Management Plan (CMP) prepared in 2014, feedback from the Green Flag application process, and wider ecological and visitor surveys. These illustrate how even this urban park makes a vital contribution to local ecological networks and biodiversity.

I want to express our committee's thanks to everyone who has been involved in the review of the Management Plan. The views and aspirations of the Queen's Park community and all those who love and care for the Park have been fundamental in informing the Plan and the vision for the Park. These include our visitors, local residents' groups and volunteers, the City Corporation Park staff and maintenance teams, and the local councillors from the London Borough of Brent. Their contributions have been invaluable in guiding the Plan and Park vision. There are a number of current projects and priorities for Queen's Park that we would like to see realised. There is a continuing need to balance conservation and management of natural and heritage assets with the maintenance of an invaluable public amenity which meets the wide-ranging needs of the Park's diverse range of users.



William Upton KC

Common Councillor of the City of London, Chair of Hampstead Heath, Highgate Wood and Queen's Park Committee

Introduction and Purpose of the Plan

Queen's Park is a 12-hectare (30-acre) public park in the London Borough of Brent. Recent surveys show that the Park attracts over 1.1 million visits every year, offering a valuable green space with a wide range of features and facilities. This Plan covers a tenyear period and sets out the vision, themes and outcomes which will inform Park management and maintenance.

The key purposes of the Plan are to:

- Inform stakeholders, users and visitors about the Park and the aims and objectives of management in order to achieve the Park vision and to safeguard its assets, contribute to wider City Corporation strategies and policies and maintain the Park's annual, well deserved Green Flag and Green Flag Heritage awards;
- Guide management and maintenance by: describing the Park's assets, features and facilities and their significance, the aims and objectives for their management; and by setting out the management structures and resources for Park maintenance;
- Support applications to Green Flag and Green Flag Heritage and other initiatives, such as grant funding applications for facilities provision, improvement or heritage conservation.

Structure of the Management Plan

The Plan is set out under six main headings:

Management context: a summary of the existing plans and wider strategies which will inform this Plan

Description of Queen's Park and its assets, facilities, attributes, heritage significance and contribution to amenity, recreation, biodiversity, heritage and community benefits; visit numbers and customer survey feedback

Green Flag and Green Flag Heritage awards and feedback

Community Engagement feedback

Vision for the Park, including aims, objectives and outcomes

Management structure: sets out the role of the City Corporation and Highgate Wood and Queen's Park Kilburn Charity in management of the site, the committees and consultation groups that help guide management, and the volunteer groups that make Queen's Park a success.

Management Objectives and Outputs set out by Green Flag criteria

Monitoring and Review: describes how progress will be assessed and recorded and key milestones at which this progress will be reviewed.

Management Context

Historically, Queen's Park management and maintenance has been guided by five-year Management Plans. The most recent five-year Plan ran from 2018-2023. The Management Plan prepared in January 2024 was a one-year interim Plan to support the Park's annual application for Green Flag status, which it successfully retained. The Plan is supported by a detailed Annual Works Programme, which sets out specific projects for delivery within the Plan lifetime and annual cyclical works for the ongoing maintenance of the Park, including regular, year-round and seasonal tasks and allocation of management responsibility.

This ten-year Plan is set within the context of wider City Corporation plans and strategies which address the delivery of the City Corporation's overall aims and objectives across key areas. Key among these are the new Corporate Plan (2024-2029), the Natural Environment Strategies (2024-2029), and the Climate Action Strategy (2020-2027), which set out the City Corporation's strategic approach to our managed open spaces, assets, and activities.

The Plan looks forward over the period to 2035, drawing on the vision and objectives, themes and policies set out in the 2024 Management Plan and wider City Corporation strategies, considering progress made in projects identified in previous Plans and identifying and prioritising the outcomes for the next ten years. The ten-year period provides a longer term framework appropriate to the achievement of wider strategic City Corporation aims, and to the delivery of Park-based projects over a longer time scale. The Plan will be subject to a five year review to monitor progress in the delivery of the Park vision.

The COVID-19 pandemic has also changed our perception and

understanding of the value of parks and open spaces to the health and well-being of local people. More and more people now regularly enjoy the benefits of parks and open spaces, which does bring with it added pressure to conserve and enhance the natural fabric of assets such as Queen's Park.

The Queen's Park Conservation Management Plan (CMP) prepared in 2014 offers a comprehensive analysis of the Park's history and significance. The CMP continues to inform management of the Park, including current and future project proposals and funding applications, repair and conservation works, long term management and maintenance strategies and applications for Green Flag and Green Heritage status. This Management Plan has been prepared within the context of the CMP to ensure that future management and maintenance continue to conserve the Park's heritage significance and historic fabric.

The Queen's Park Management Team, and the Superintendent of North London Open Spaces, have been actively involved in the preparation of this Plan.

The Plan also draws on feedback from the Green Flag assessment process, which highlights areas in which the Park is delivering well, as well as aspects requiring improvement, and on extensive public feedback from the Queen's Park Community Engagement report (March 2023). The key points from these reports are included later in the Plan.

Preparation of the Plan has also been informed by consultation with key stakeholders. This includes an extensive submission from the Queen's Park Consultative Group.

Policy Context

Queen's Park is owned by the Mayor and Commonalty and Citizens of the City of London (also referred to as 'the City of London Corporation'), and run by it as one of its open spaces with charitable status. It remains part of the Highgate Wood and Queen's Park Kilburn Charity (reg. 232986), with the City of London Corporation as the sole charity trustee.

The Park was acquired by the City of London Corporation along with Highgate Wood from the Ecclesiastical Commissioners under the Highgate and Kilburn Open Spaces Act 1886. The Highgate and Kilburn Open Spaces Act 1886 provides the primary legislation guiding the City Corporation's management of Queen's Park. The City of London Corporation (Open Spaces) Act 2018 provides additional primary legislation for the management of the City Corporation's parks and open spaces.

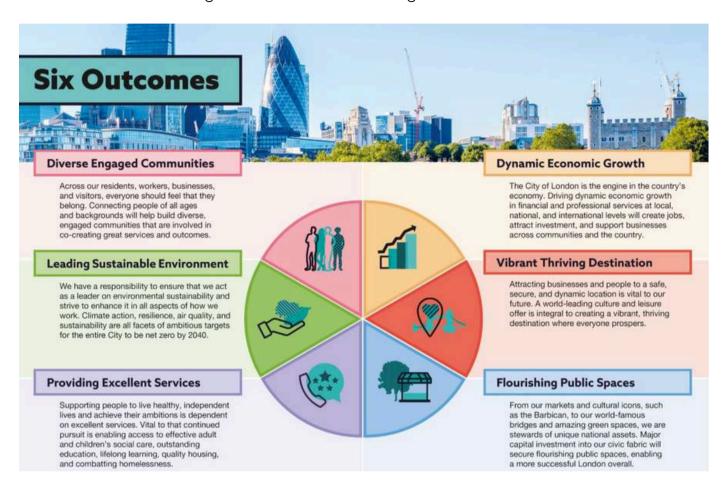
This Management Plan is set within the context of City Corporation policy and strategies which provide the framework for the delivery of the City Corporation's overarching aims and priorities. Underpinning all of these is the City of London Corporation's Corporate Plan, which sets out the vision and strategic outcomes to inform all of its work. Within this context, the City Corporation has developed targeted strategies to address key issues of climate change and management of the natural environment to enhance future resilience of its open spaces and the wide-ranging benefits they deliver for nature conservation and the community.

Wider London strategies provide additional context for the Site's SINC status and nature conservation significance. The Greater London Council (GLA) is currently preparing a Local Nature Recovery Strategy which will set out priorities for nature recovery across London as part of a linked biodiversity network.



City of London Corporate Plan (2024-2029)

The Corporate Plan is a tool to guide thinking, planning, decision-making and evaluation across the City Corporation and sets out the Strategic Outcomes to be delivered across the organisation over the period covered by the Plan. The Corporate Plan is a framework containing six strategic outcomes, which are embedded at all levels of work and form the 'golden thread' across the organisation.



This Management Plan will guide the management of Queen's Park to safeguard and enhance its role in the delivery of these outcomes, with particular reference to its contribution to community, environmental sustainability, and the provision of flourishing public spaces.

The inclusion of a specific outcome relating to Flourishing Public Spaces emphasises the importance attached to these areas to delivery of the wider strategic aims of the City Corporation.

Natural Environment Strategies (2024-2029)

The four Natural Environment Strategies align with the Corporate Plan and set out the City Corporation's strategic approach to managed open spaces, assets and activities. The Strategies cover four key areas which will inform the future management of all North London Open Spaces and other sites within the City Corporation's portfolio: Nature Conservation and Resilience; Access and Recreation; Culture, Heritage and Learning; and Community Engagement.

The Strategies describe our objectives for the natural environment and the measures by which we will assess our performance against these objectives. They will also inform our business plans and management plans and set out how our activities will align with corporate priorities and policies. This Plan has been prepared within this wider context to ensure that Queen's Park remains a key contributor to the delivery of the four Strategies.



City of London Climate Action Strategy (2020-2027)

This Strategy sets out the City Corporation's climate action commitments within the Square Mile and across all the City Corporation's wider assets, including open spaces.

The City Corporation will make major investments to achieve the following:

- Net zero by 2027 in the City Corporation's operations
- Net zero by 2040 across the City Corporation's full value chain
- Net zero by 2040 in the Square Mile
- Climate resilience in our buildings, public spaces and infrastructure

Among the key areas for investment, the Strategy highlights:

- Enhancing carbon removal in our open spaces
- Protecting our shared natural resources
- Integrating climate considerations into all our decisions

The City Corporation's parks and open spaces are central to the delivery of Net Zero by 2027. They are estimated to currently remove 16,000 tonnes of CO2 per year. This is equivalent to 40% of the City Corporation's scope 1 and 2 emissions.

This Management Plan aligns with the aims of the Climate Action Strategy. The management aims and priorities for Queen's Park underpin the climate action commitments which are of particular relevance to the management of open spaces.

Natural Capital

In January 2024, the Park was part of a wider baseline natural capital assessment of the City Corporation's open spaces to map natural capital assets, biodiversity and ecosystem services baselines, to estimate their net natural capital value and to make recommendations for enhancing ecosystem service provision and biodiversity.

The findings highlight the value of the North London Open Spaces and the wider portfolio of City Corporation sites:

Queen's Park has a high capacity for carbon sequestration, air pollution regulation and water flow regulation, as the site is dominated by broadleaved woodland and parkland trees. This site had a moderate capacity for pollinator visitation rates for both spring and summer (due to the grassland, woodland and garden areas), local climate regulation, and water quality regulation. The site has low accessible nature capacity, as although it is open to the public, it is not as accessible in terms of roads and footpaths as other greenspaces in that area.

There is no significant demand for the air and noise regulation services, but some demand for local climate regulation in the settlements around the site, along with a very high demand for access to nature.

The net natural capital asset value of Queen's Park is £110 million over 50 years. The site delivers a benefit to cost ratio of 12.1, which means that every £1 spent on maintenance delivers £12.1 in benefits.

Recommendations for enhancement include:

The goals of increasing woodland (by closing gaps in the existing canopy), creating ponds, and managing a woodland walk area will all help improve habitat condition, biodiversity and ecosystem service provision. This will also help improve natural capital asset value by promoting increases in carbon storage and sequestration, water flow and quality regulation, air purification, noise and local climate regulation, recreation, and health. The mowing regime and introduction of hedgerows should also increase some of these services along with pollination. If the amenity grassland area in the park is not required for specific recreational purposes, this could be either transformed into a semi natural grassland or made into parkland with trees for further provision of benefits.

The management recommendations set out in this Plan embrace Queen's Park's critical function in contributing the key benefits delivered by North London Open Spaces as a whole, including, in particular, those relating to biodiversity, carbon sequestration and health and well-being.

Baseline natural capital assessment of the City of London Corporation's open spaces (Natural Capital Solutions Ltd, January 2024)

About Queen's Park

Queen's Park is a 12-hectare (30-acre) public park situated in the London Borough of Brent in North London. It was acquired by the City Corporation in 1886 from the Ecclesiastical Commissioners and opened to the public a year later. Today it provides a safe and relaxing environment attracting over 1.1 million visits a year.

The Park was originally designed by Alexander McKenzie, one of London's foremost park designers. McKenzie's plans and the Park's overall heritage significance are set out in the 2014 CMP. Although prepared over ten years ago, the CMP is key in understanding the significance of the Park and informing management and maintenance to ensure the conservation of historic assets.

Today, Queen's Park is a Victorian style urban park that contains a wide range of facilities which include open general amenity space comprising grassland, including wildflower areas, trees and an accessible path network, an ornamental garden known as the Quiet Garden, two playgrounds, a small urban farm, a nine-hole pitch and putt course, table tennis tables, six tennis courts, a listed bandstand built in 1891, a woodland walk at the north end of the Park and a small area of community allotments. At the centre of the Park there is a café with indoor and outdoor seating and toilets.



Natural Environment

Queen's Park includes important habitats, including woodland and wet grassland. The woodland walk and scattered mature trees, including dead wood resources left in situ [have] the potential to support a range of bird, bat, invertebrate and fungi species. [..]. The wet grassland areas with an interesting mix of flowering plants which provide a good foraging habitat for birds and invertebrates (2). These contribute to the Site's designation as a Site of Local Importance for Nature Conservation.

Mature broadleaf trees are a defining characteristic of the Park, providing a sense of place, visual amenity, shade and shelter for visitors and habitat, foraging and nesting opportunities for birds, mammals and invertebrates. A number of the Park's 500+ trees, including a veteran oak, pre-date the Park. The Park also contributes to linkages with adjoining green spaces to benefit wildlife.

Since 2018, in partnership with Butterfly Conservation, new areas of habitat have been created to enhance climate resilience and enhance biodiversity, including 150m2 of wildflower meadow. In 2023, a new 24m2 area of scrub was created, including species such as hawthorn, common buckthorn, blackthorn and dogrose, to offer food sources for species such as brimstone butterfly and the vulnerable brown hairstreak. Since 2023, the Park has also relaxed mowing regimes across 0.8 hectares of amenity grassland, allowing reversion to meadow.

Park Designations

The Park carries heritage and nature conservation designations, including:

- Queen's Park Conservation Area: the Park is located in the central part of the
 Conservation Area, which includes the Park and surrounding residential roads
 bordered broadly by the overground railway line to the north, Salusbury Road to the
 east, Harvist Road to the south and Chamberlayne Road to the west. The
 Conservation Area is distinguished by the special character of its natural and built
 landscape. The open green setting of the Park contrasts with the rectangular and
 relatively regular street pattern around it and is intrinsic to the setting of the
 surrounding residential housing.
- Grade II listed bandstand, dating from 1891.
- The Lych Gate is a heritage structure identified by the City Corporation Heritage Estates Section, but has no formal listing.
- The Park is a Site of Local Importance for Nature Conservation, a non-statutory, local designation.

Heritage

McKenzie's design is a high-quality example of Victorian public park design using a more natural informal layout than the traditional, more formal design of the time. The Park's overall historic layout largely remains today, although over the years it has been altered to some degree by the introduction of new facilities and has lost some of its historic shrub and ornamental planting. However, it does retain some extant scattered trees planted to hide and reveal views and emphasise informality. It also retains its four original entrances (although the Lych Gate no longer functions as such) and a number of other historic features including the bandstand, Lych Gate and tennis courts.

The Park was laid out some 10 years before the start of housing development immediately around it and is illustrative of the history of the development of public parks and a growing understanding and social ideals of the time that open spaces had the ability to calm social tensions, promote health and offer opportunities for financial investment and that an appropriate balance between housing and green space needed to be achieved (3).

During World War II, the Park functioned as a site of key importance for defence, with the construction of air raid shelters, army huts, a barrage balloon site and the location of anti-aircraft guns. 'Dig for Victory' allotments were also introduced.



3: CMP 2014

Recreation and Facilities

Queen's Park offers a safe and welcoming place for active and quiet recreation, with a range of community and sports facilities for all ages, including families, school groups, dog walkers, commuters and office workers and sports enthusiasts. The Park is also used by schools groups, for events such as film screenings and sports coaching and celebratory events such as the Queen's Park Day.

As such, the Park continues to fulfil its original function to provide a public space for recreation and leisure for the benefit of the local community and to offer a diverse range of passive and active recreational pursuits, open to all at nil or very low cost (4).

The CMP highlighted a number of consultation findings which illustrate the importance of the Park to its users, including the variety of amenities, open space/openness and naturalness/access to nature which Queen Park offers within a historic designed landscape (5). This Management Plan includes updated information about Park usage, responses to public consultation and feedback from visitors and Green Flag applications.

The key features and facilities include:

Parklands and paths

The open grassland areas provide opportunities for general recreation, including walking and exercising, sitting, picnics and informal games. Defined areas are sown with a wildflower mix to create seasonal areas of meadow to enhance visual amenity and biodiversity. Parkland trees and shrubs provide shade and shelter, create visual and seasonal diversity, define spaces within the Park and offer opportunities for wildlife.

The path network largely retains the figure of 8 layout of the original McKenzie design, but has been modified in the northern part of the Park with construction of the Pitch & Putt course.

The woodland walk offers a feature walk through an area of mature broadleaved woodland in the northern part of the Park. There is potentially scope to extend the walk, and this is currently under review.

The south eastern part of the Park includes the Quiet Garden, which features areas of ornamental planting set within lawn. Low railings are designed to discourage access into these areas. In recent years, traditional seasonal bedding schemes in the garden have been largely replaced by more sustainable perennial planting.

The Park includes over 100 benches.

Play facilities

<u>Playgrounds/Sandpit</u>

The western side of the park features a range of play facilities, including a large play area with bespoke timber equipment encouraging adventure play. The equipment is designed to have a 10-15 year lifespan. The bespoke nature of the play elements is such that replacement parts have to be imported from the manufacturer and repairs can therefore be slow. Some structures may need a design review within the next five years.

The sandpit, designed specifically for children under 12, was opened in June 2024 following complete refurbishment at a cost of £130,000, funded in collaboration with partners including the London Borough of Brent, local organisations and donors.

Paddling pool

The paddling pool is currently closed but historically is a very popular feature. Issues remain unresolved at present, and a review was carried out in April 2024.

Urban farm

The farm is located in the east of the Park. Opened in the 1990s, it operates as an idealised smallholding and is an important contributor to the Park's popularity, attracting an estimated 80,000 visitors annually. The farm is open daily until 2 hours before Park closing time and has a dedicated entrance within the Park which is locked at night. Entry is free, but donations are requested via a cash box. The farm attracts families and children and is also used by school groups for whom both guided and self guided visits are available. The farm has a small collection including sheep, pygmy goats, chickens and ducks. Quail, bred in house, are a recent introduction.

The collection has developed ad hoc over a number of years and includes animals from other facilities needing homes. The farm manager and City Corporation are currently reviewing the collection with a view to phasing out non-UK native species through natural wastage and creating a more sustainable collection through a ten-year stock planning programme. The possibility of a breeding programme is also under consideration. The plan also seeks to identify income generation options to support future plans, for example through adoption schemes, and a facility for card payment for donations. The farm underwent refurbishment in 2017, but requires further investment in the fabric, including replacement of fencing and the pump for the pond. Overall management focuses on sustainability and reuse of materials and equipment where possible. All farm waste is taken off site.



Bandstand

The bandstand is located in parkland in the north of the park and is part of the Park's Victorian heritage, constructed in 1891 and now a Grade II listed building. The bandstand offers free entertainment events and can be hired for private parties.

Sports and active recreation

The pitch and putt course which occupies an area in the north of the Park is the only such nine hole course in inner London. The course is open daily from 11 am until 2 hours before Park closing. A charge is made for usage. Maintenance requires a level of specialist expertise in greenkeeping skills and a more intensive regime than for the wider amenity grassland areas in order to maintain a safe, good quality surface fit for purpose. Admission fees contribute to the additional maintenance costs. The course has an underground irrigation system which operates as necessary during the summer months.

There are six hard surfaced tennis courts located at the centre of the Park close to the café. Open all year round, these are very popular. Courts can be booked for a fee for casual use or through an annual membership scheme. The courts are adjacent to mature trees and there are surface issues with root heave affecting one of the courts. The Park has two free-to-use permanent table tennis tables located close to the café and tennis courts.

Although the Park has no formal facilities or fixtures for team sports, including football and rugby, the Park is widely used by the local community on an informal basis for training and tag rugby. There is a weekly 5km Sunday Park Run for juniors.

The Trim Trail includes a variety of equipment including pull up bars, parallel bars and sit up benches located around the Park. These are widely used and there is scope to extend the offer and review the overall layout.

Café and toilets

The café is open daily and is located at the centre of the Park in an attractive setting with both indoor and outdoor seating, offering a relaxed, family-style atmosphere for visitors. The café is leased to an external tenant.

Toilets are located at the café and close to the children's play areas. The play area toilets have been refurbished.

Parking

The Park has no car parking facilities. Cycle parking is located close to the café.

Allotments and beehive

A small area of community allotments is located close to the café. These are let under a licence scheme to Transition Town gardening club, which operates them on a free to use, but waiting list, basis. A local beekeeper manages a hive located close to the Quiet Garden on an informal basis.

Community Engagement, Health and Well-being

The Park offers multiple benefits for physical and mental health and well-being through outdoor recreation, formal and informal sports and exercise for all ages, opportunities to meet friends and family and build community cohesion. The Park invites engagement with nature and heritage, education and learning, and caring for the Park through volunteering and engagement with Park management.

The London Borough of Brent, in which the Park is located, contains nine of the most deprived neighbourhoods in England and is the second most culturally diverse community in England, with a mix of different ethnicities and nearly one hundred and fifty languages spoken. The local ward councillors are members of the Consultative Group.

Brent is the secondmost least active borough in London, where obesity remains high and is significant, and has some of the highest childhood obesity rates in London. Access to quality public green space is a priority for residents in Brent if we are to reduce inequality of access to physical activity and help improve people's well-being.

Consultation shows that Park users also come from the wider area beyond Brent. Queen's Park is a vital asset to the borough and to the wider community in this context and offers an environment and facilities which encourage engagement with the outdoors and opportunities for exercise and active recreation.

The locality includes ten schools within walking distance which regularly use the Park for outdoor classroom activities, sports and sports days, and engage with opportunities to volunteer and work with the Parks team for activities such as bulb planting or work experience on the farm.

The Queen's Park Area Residents Association (QPARA) has been an active contributor to park management since its establishment in 1973. QPARA also provides visitor feedback, and ideas, initiatives and projects to enhance the Park's fabric, facilities and heritage, including the annual Queen's Park Day, which allows local businesses and groups to showcase their talents and products to the community and attracts 10,000-15,000 people. Additionally, the Park benefits from the interest, active engagement and contributions of the Kensal Rise Residents Association.



Climate Change Mitigation

The Park has an important role within the context of mitigating the impacts of climate change and enhancing resilience.

Trees and woodland canopy create a microclimate which helps to offset urban temperatures and reduce the urban heat island effect. These also provide shade for park users and carbon sequestration to contribute to City Corporation's climate action aims, and by absorbing pollutants also help to improve air quality for visitors and the wider local area.

The permeable surface of parkland and woodland absorbs surface water and helps alleviate issues of run-off and flooding. However, there are soil compaction issues in the southern part of the Park which reduce permeability. This part of the Park, including the Lych gate, paths and south eastern boundary area, is subject to flooding after heavy rainfall, which also causes run off into Harvist Road. Management of flood events is time consuming for the grounds team. The woodland area in the north of the Park is affected by erosion and compaction. These issues could be addressed through reinstatement of planted areas. There is, however, a longer-term wider project under review to potentially extend the woodland walk, which could offer benefits for soil health and condition as well as general amenity and biodiversity.

The Park's habitats, including trees, woodland and shrubs, grassland and wildflower areas, also form part of the wider ecological network and contribute to habitat linkages in the surrounding area for the benefit of local wildlife including birds, mammals and invertebrates.



Key Stats







Several school sports days







10,000 _{m2} of wildflower meadow

created since 2018

Since 2023

relaxed mowing regime to create

0.8 ha of meadow

Every



spent on maintenance of natural assets delivers

£12.1

in benefits

Visitor Numbers and Surveys

A visitor survey conducted in 2022/23 revealed that Queen's Park attracts over 1.1 million visits a year, including 200,000 visits to the playground. The busiest months are March-October.

The 2014 CMP highlighted the importance of the Park to the community, for active and quiet recreation, for its flowers, trees and greenery, farm and play facilities. The CMP identified a strong sense of ownership, attachment and connection among local residents to the Park and a high level of community involvement in relation to the management of the Park. This remains true today, evidenced by the close involvement of residents' associations and volunteer groups.

In 2022, City Corporation commissioned a Community Engagement report primarily to assess opinion on potential projects and how the overall user experience might be improved.

The report offers a picture of public opinion about the Park and the priorities for users and visitors. The report found overall support for the proposals to expand the woodland walk into the pitch and putt area (which would be reduced in size) and creation of an accessible boardwalk and pond in the woodland area. The woodland walk proposal remains under review.

Additional areas highlighted through the consultation process include:

- Remove or replace the existing paddling pool (currently not in use) with a splash pad
- Improve the toilet block (these works have been completed)
- Update the play offer to create more opportunities for older children (adventure play installations including incidental play in the woodland)
- Update café building and patio
- Dogs to remain on leads (use pitch and putt for off-lead in off-season)
- Re-open the Lych Gate
- Reinstate the drinking fountain

Achievement of Green Flag Green Heritage Awards

Green Flag

Since 1996, Queen's Park has retained its Green Flag status. It is one of only four parks to have flown the Green Flag every year since it was introduced. The scheme is the benchmark national standard for parks and green spaces.

The 2024 judging process identified many strengths from the desk assessment across all Green Flag criteria. Among its recommendations was, in summary, information on:

- Additional information in the Management Plan to show the Park's ecological and historical context
- On site composting facilities and reuse of green waste
- Reference the Conservation Management Plan (CMP) within overall objectives
- Understanding of species diversity in the Park and habitat management
- Management of vandalism and graffiti
- Use of Irrigation, selection of drought tolerant planting, reduced chemical and peat usage, plans for green electricity generation
- Management of the Park within the context of the CMP
- Horticultural management

The field assessment identified numerous strengths, concluding:

A very well deserved Green Flag Award and all credit to the staff and supporting community for managing and maintaining this gem of a park to such a high standard.

The horticultural displays are particularly lovely and the quiet garden a delightful space that really reflects a bygone age complementing the heritage landscape of the park. The park is very clean including the park furniture which so often gets neglected in other parks. It is also very welcoming with some excellent facilities for everyone to access and enjoy.

Recommended areas for attention included:

- Vegetation management obscuring signage
- Refurbishment of toilet block (completed 2024)
- Erosion around the woodland walk
- Paddling pool
- Drainage and flooding issues
- Potential for usage of pitch and putt in inclement weather
- Opportunities for environmental management enhancements, eg solar power, water butts
- Repainting of bandstand
- Wildlife monitoring
- Replace temporary fencing around meadow
- Wider interpretation to illustrate Park's heritage
- Further opportunities to engage with less able groups

Green Heritage

Queen's Park first received Green Heritage Site accreditation in 2015, meeting the required standard in the management and interpretation of the Park's historic importance. This award has been retained ever since.

In the 2024 assessment, the Park was complimented on the quality of the CMP and associated strategies, which have informed its development, on community involvement represented by the Queen's Park Consultative Group, and on the integration into overall Park management of management of its heritage aspects.

The Green Heritage judges made a number of recommendations. These included a review of the 2014 CMP, updates to the extent and nature of community engagement in the heritage aspects of the Park, and interpretation, referencing the challenges of conserving heritage assets alongside the provision of a popular community asset attracting high visitor numbers. The judges also recommended improvements to the fabric of the Park such as repainting of the bandstand and enhancing heritage interpretation.

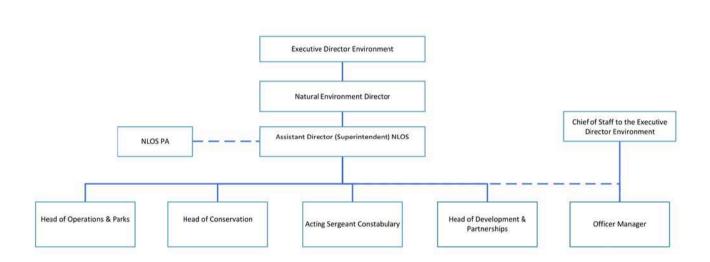
A number of the 2024 Green Flag recommendations are already being addressed by the Park team as part of ongoing management or as projects for specific attention which will require dedicated time and resources. This Management Plan has been informed by a review of the CMP and the recommendations to conserve, enhance and manage the historic fabric of the Park. It sets out the priorities and proposed timescales for delivery of these and wider enhancements to ensure not only that Green Flag status is retained but that the Park's assets, features and qualities are conserved and enhanced to maintain its invaluable long term contribution to the community. These priorities will be reviewed as part of the Plan's interim review to assess achievements and progress towards the fulfilment of the ten-year Vision and aims.



How Queen's Park is managed

Queen's Park is one of the four spaces managed by North London Open Spaces, a subdivision of the City Corporation's Natural Environment Division. In addition to Queen's Park, these include Hampstead Heath, Highgate Wood, and West Ham Park. North London Open Spaces is led by the Assistant Director (Superintendent), who is responsible for the operation. NLOS comprises the equivalent of c. 125 full-time directly employed staff.

North London Open Spaces: Top Tier



Queen's Park is a registered charity as part of the Highgate Wood and Queen's Park Kilburn Charity (reg. 232986) and relies on funding from the City Corporation, along with revenue generated from services, grants and donations.

The Park is overseen by a management committee of the City of London Corporation, known as the Hampstead Heath, Highgate Wood and Queen's Park Committee, which is led by an elected Chair. The Park also has a Queen's Park Consultative Group (QPCG) which was formed in 1986 and is also led by the Chair of the above Committee and consists of local groups. It meets at least twice a year and provides further opportunity for local groups to provide input on the management of Queen's Park.

The management team looking after Queen's Park comprises six Rangers and Operative Rangers and two Gardeners, who are managed by one Senior Ranger, who is in turn managed by the Formal Parks Manager. The Senior Ranger resides onsite. This resource provides an all-year-round service, including Christmas Day.

Queen's Park Staffing Structure

- Head of Parks and Operations responsible for Queen's Park, Golders Hill Park, Parliament Hill, West Ham Park, swimming facilities, fleet, and Health and Safety operations.
- Formal Parks Manager Responsible for Queen's Park, Golders Hill Park, and West Ham Park.
- Senior Ranger Responsible for Queen's Park's day-to-day management.
- Head Gardener and Ranger Based at Queen's Park, both roles responsible for leading teams on the ground.
- The rest of the dedicated Queen's Park team consists of 1 x Gardener and 5 x Operative Rangers.
- Casual staff as and when required.
- Administrative support officers.

Queen's Park is also supported by several staff who operate across other North London Open Spaces, including:

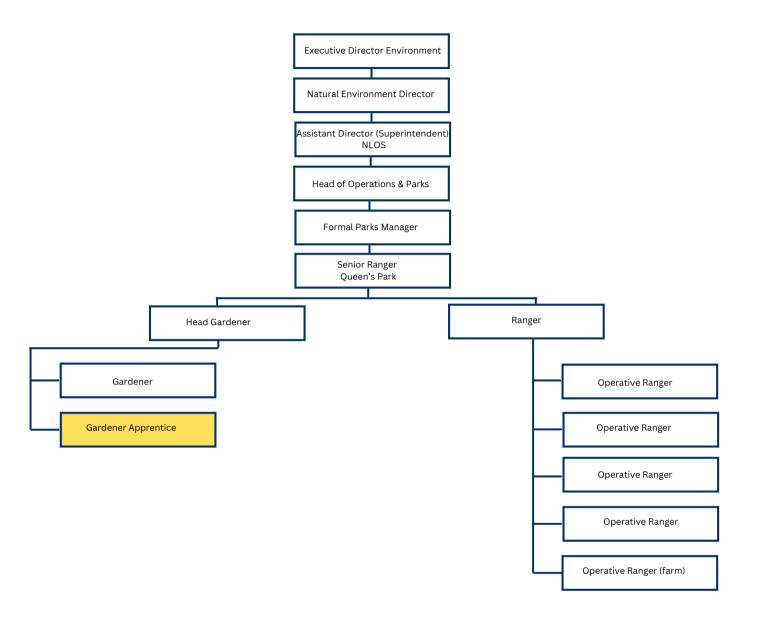
- Arboricultural Team
- Conservation Team
- Ecologist
- Fleet and Health & Safety Officer
- Mechanic
- Zoo and Farm Manager
- Events Manager
- Communications Team
- Hampstead Heath Constabulary
- Learning and Development Team
- City Surveyor's Department

Apprenticeship

The Park supports a horticulture apprenticeship programme that will provide apprentices with a good technical knowledge base of the sector, combined with practical work experience, proven competency in the workplace and the development of transferable skills. The Park supports level 2 and level 3 apprentices.

The staffing structure for Queen's Park is outlined below (apprentice posts shown in yellow).

Queen's Park Staffing Structure continued..



Staff training, learning and development

All staff have a Performance Development Approach (PDA) appraisal, which is conducted by their line manager and includes an individual learning and development plan and sets objectives to be met over the year. Objectives and development are set at the beginning of the year (April) and reviews made at mid-year and end of year. All staff have monthly local team meetings and individual monthly meetings with their line manager. Recent improvements in the organisation, booking, recording and evaluation of courses, have ensured that we continue to make progress in this important area. All staff receive a mid-term and an annual review to provide a dedicated opportunity to talk on a one-to-one basis with their line manager about a range of development issues, including personal objectives, competencies, and training. All staff are also required to undergo mandatory training that comprises a mixture of off-site and on-site operational training.

Queen's Park Consultative Group (QPCG)

The QPCG includes a number of organisations dedicated to the protection and enhancement of the Park. including councillors from Brent Council, representatives of the Kensal Rise Resident's Association, Queen's Park Area Residents Association (QPARA), and local groups and volunteer groups.

Volunteers

Residents associations and volunteer groups provide valuable practical support for the grounds team in the Park. Volunteers are engaged with ongoing maintenance tasks such as leaf clearance, hedge management and a range of projects to enhance the Park environment, nature conservation and biodiversity within the Park, including surveys. Enhanced volunteering opportunities with local groups such as Transition Town and working with Heath Hands are being explored.

Highgate Wood and Queen's Park Kilburn Charity

Queen's Park is a registered charity as part of the Highgate Wood and Queen's Park Kilburn Charity (reg. 232986). The typical annual expenditure budget for the Park is c. £1.5M which is shared with Highgate Wood. The Park receives this funding from the City of London Corporation and from the Park's charitable activities. Annual income comes mainly from refreshment licenses and hire of sports facilities. The Park has also received grant funding from organisations including Brent Council NCIL Programme and local donations, including GiftAid.

Throughout the life of this Plan, we will seek to maximise opportunities to deliver projects through external national and local funding. GiftAid for the Highgate Wood and Queen's Park Kilburn and Highgate Wood charity was introduced in 2023 and has been successful in securing donations that have been reinvested back into the Park.

Vision and Themes

The City Corporation welcomes and values its role as the custodian of Queen's Park. We place great value on its stewardship for current and future generations and have collaboratively developed the following Vision Statement to guide its management.

Vision

Queen's Park is a resilient and inclusive community open space that supports the natural world, promotes personal enrichment and well-being, is an exemplar for heritage and horticulture, and reflects excellence in park management.

Themes

The Vision provides the guiding principles for the four main themes which, in turn, show how it will deliver outcomes which contribute towards corporate and departmental objectives. Those themes are:

- 1. Caring: We care for the Park to ensure it continues to fulfil its many functions for the benefit of the community, heritage and the environment, now and for future aenerations.
- 2. Excellence: We maintain high environmental, conservation, heritage and horticultural standards.
- 3. Inclusion: We ensure that the Park and its facilities are inclusive, so that all can enjoy the benefits of enhanced physical and mental well-being.
- 4. Community: We engage visitors and the local community in understanding and caring for the Park.



Table 1: How the Park vision will be delivered, and it links to other key strategic documents

THEMES	Caring: We continue to care for the Park to ensure it continues to fulfil its many functions for the benefit of the community, heritage and the environment, now and for future generations.	Excellence: We maintain the highest environmental, conservation, heritage and horticultural standards.	Inclusion: We ensure that the Park and its facilities are accessible to all and inclusive, so that all can enjoy the benefits of enhanced physical and mental wellbeing.	Community: We engage visitors and the local community in understanding and caring for the Park.
CORPORATE PLAN 2024-2029 OUTCOMES	Leading Sustainable Environment Flourishing Public Spaces Vibrant Thriving Destination Providing Excellent Services	Flourishing Public Spaces Vibrant Thriving Destination Providing Excellent Services	Diverse Engaged Communities Providing Excellent Services	Diverse Engaged Communities Flourishing Public Spaces Providing Excellent Services
CLIMATE ACTION STRATEGY 2020-2027 AMS	To support the achievement of net zero To build climate resilience To champion sustainable growth	To support the achievement of net zero To build climate resilience To champion sustainable growth		To support the achievement of net zero To build climate resilience To champion sustainable growth
NATURAL ENVIRONMENT STRATEGIES	Nature Conservation And Resilience Strategy Culture, Heritage and Learning Strategy Access and Recreation Strategy Community Engagement Strategy	Nature Conservation And Resilience Strategy Culture, Heritage and Learning Strategy	Access and Recreation Strategy Community Engagement Strategy	Community Engagement Strategy

Table 1: How the Park vision will be delivered, and it links to other key strategic documents continued..

OUTCOME

- Management balances needs of visitors with requirement to protect natural and heritage assets
- Management issues around facilities and condition of the Park, for example toilet block refurbishment and flood management are addressed
- Natural assets, trees and priority habitats are healthy and well-maintained
- Projects and initiatives for improvement, protection and enhancement of Park heritage and natural assets and enjoyment of the Park balance the interests of all stakeholders and contribute to City Corporation wider strategies

- Obtain Green Flag, Heritage Award and London in Bloom Award
- Obtain/seek site of Local Importance for Nature Conservation
- Enhanced biodiversity, resilience to climate change and contribution to interconnected spaces through appropriate and best practice Park management and maintenance practices
- Our practices are financially, socially, and environmentally sustainable
- Heritage assets are conserved
- Sustainable practices minimise waste, optimise recycling of green and non green waste and encourage responsible recycling of waste by Park users

- Enhanced visitor experience through provision of excellent facilities and infrastructure,
- Improved sports provision
- All are able to access the Park's variety of facilities and enjoy the benefits of enhanced physical and mental wellbeing
- Partnership with local residents and volunteer groups informs management and optimizes promotion of the Park and events, and volunteer engagement
- Walks, talks and events offer enhanced learning and skills, knowledge and skills and help to foster emotional attachment to the Park and inspire a desire to care for the Park
- Partnership working with a wide range of local residents groups and volunteer groups
- Enhanced volunteering through local groups
- Park community has a wider understanding of the Park's significance through events, engagement and appropriate interpretation
- Continued public consultation and engagement in caring for and enjoyment of the Park
- Improved health and well-being for Park community

OBJECTIVES

Objective 1:

Well managed Park

Objective 2:

Well maintained and clean Park

Objective 3:

Sustainable Park

Objective 4:

Park that addresses conservation and heritage

Objective 1:

Well managed Park

Objective 2:

Well maintained and clean Park

Objective 3:

Sustainable Park

Objective 4:

Park that addresses conservation and heritage

Objective 5:

Welcoming Park

Objective 6:

Safe and secure Park

Objective 7:

Well marketed and promoted Park

Objective 8:

Park where community involvement is encouraged

Objective 9:

Healthy and active Park

Delivery of the Queen's Park Vision

To deliver and achieve the Park Vision through the four main themes as shown in Table 1, nine objectives have been developed in this Management Plan. To achieve this vision, we recognise the importance of working towards an agreed national standard for good practice in the management of parks and open spaces. The objectives will contribute towards the Green Flag Award criteria, the benchmark national standard for publicly accessible parks and green spaces in the United Kingdom:

Objective 1: Well managed Park

Objective 2: Well maintained and clean Park

Objective 3: Sustainable Park

Objective 4: Park that addresses conservation and heritage.

Objective 5: Welcoming Park
Objective 6: Safe and secure Park

Objective 7: Well marketed and promoted Park

Objective 8: Park where community involvement is encouraged.

Objective 9: Healthy and active Park

This Plan sets out the nine objectives and the associated tasks and projects through which delivery of the Park Vision will be achieved in the ten-year period to 2035.





Theme: Caring

We continue to care for the Park to ensure it continues to fulfil its many functions for the benefit of the community, heritage and the environment, now and for future generations.

Objective 1: Well managed Park

The Management Plan balances community use and enjoyment of the Park with the protection and enhancement of the Park's character, natural and heritage assets and contribution to nature conservation and environmental sustainability

Objective 2: Well maintained and clean Park

The fabric, infrastructure and facilities within the Park are kept in good order to maintain public access and enjoyment

Objective 3: Sustainable park

The Park's contribution to the City Corporation's Natural Environment and Climate Action strategies is optimised

Objective 4: Park that addresses conservation and heritage

Manage the protection and enhancement of natural and heritage assets, informed by the CMP, to safeguard their significance and to further public understanding and enjoyment

Commitment

Action	Timescale
Facilities and infrastructure - repairs and refurbishment	
Refurbishment of the toilet block	2024
Repairs to tennis court surfacing affected by root heave	2026
Repair/replacement of fencing (park-wide and farm). Consider options to discourage incursion into wildflower meadow areas or control access e.g. through mown paths	Ongoing
Park depot and office above café - review layout and usage	2025/26

Sustainability	
Work as part of the Climate Adaption Action Plan/Carbon Removals Project to adapt management practice and planting where appropriate to contribute to climate resilience and carbon sequestration	Ongoing
Park usage	
Paddling pool: review options to reintroduce appropriate water play facility for children and develop strategy for the future of the paddling pool	2025
Pitch and putt: ongoing review of usage to streamline service for users	Ongoing
Café: introduce a retendering programme	2025
Flood alleviation	
Develop strategy for improved drainage and flood alleviation to reduce the number and scale of flood events in the Park which currently impact public access, Park fabric, planting and landscape and increase demands on the Park management team	2025/2026
Conservation and heritage	
Woodland walk: potential scope to extend, but would impact the pitch and putt area – ongoing consideration	Under review
Bandstand: renovation and repainting	2025



Theme: Excellence

We maintain the highest environmental, conservation, heritage and horticultural standards.

Objective 1: Well managed Park

Park attains Green Flag, Green Heritage, and London in Bloom awards

Objective 2: Well maintained and clean Park

- Horticultural displays and all areas of planting, parkland and woodland are visually attractive
- Park is tidy and litter free, furniture and equipment is clean and fit for use

Objective 3: Sustainable Park

- Maintain and implement sustainable management practices in all Park operations, where possible.
- Park's natural assets and planting are managed within the context of sustainability, succession and climate change mitigation

Objective 4: Park that addresses conservation and heritage

Management ensures ongoing protection and conservation of heritage assets, including the Park's historic design and distinctive mature woodland tree cover

Commitment

Action	Timescale
Green Flag / Green Heritage / London in Bloom	
Continue to secure annual Green Flag and London in Bloom awards	Annual
Review allotment usage and management to discourage neglected/disused plots	2025
Sustainable Park management	
Continue to implement sustainable management practices in all Park operations wherever possible, including transition to non-petrol powered machinery and equipment, waste management and recycling (including café, provision for bins), water management and avoidance of chemicals; encourage visitors to recycle waste through appropriate on site provision	Ongoing

Park-wide: Achieve a balance in soft landscape management between access and amenity requirements for general recreation, and nature conservation, for example in management of grassland and hedgerows, including ongoing review of the location and extent of wildflower meadow.	Ongoing
Reinstate, or review options for, areas subject to wear, erosion or other damage from footfall, dogs or bicycles, particularly within the woodland area or other areas where planting fails to thrive	Ongoing
Continue to develop more sustainable planting to the Quiet Garden to enhance biodiversity while maintaining an attractive visual amenity for visitors and retaining historic character	Ongoing
Farm	
Continue to work towards a more sustainable species collection cared for at the Farm	Ongoing
Conservation and heritage	
Trees and woodland: develop tree succession plan to safeguard the Park's distinctive tree and woodland cover in the longer term and their contribution to nature conservation and climate mitigation. Consider species selection plan to balance replanting of Park's historic tree species with choice of species likely to be more resilient to climate change	2025/26
Continue to develop measures for the monitoring and management of tree pests and diseases such as Massaria, ash dieback and Oak Processionary Moth	Ongoing
Continue to work with partners such as Butterfly Conservation, to monitor and enhance the Park's biodiversity	Ongoing



Theme: Inclusion

We ensure that the Park and its facilities are accessible to all and inclusive, so that all can enjoy the benefits of enhanced physical and mental well-being.

Objective 5: Welcoming Park

- All visitors feel welcome in the Park and able to freely explore and enjoy its features and facilities
- Information about and within the Park, welcome signs at entrances, bylaws, directional signage, interpretation and events notices on site are well located, clear, unobstructed and accessible to all
- Whole Park and its facilities are accessible to all

Objective 6: Safe and secure Park

- Visitors and staff feel safe in all areas of the Park
- All facilities are maintained in a safe condition, fit for purpose

Objective 7: Well marketed and promoted Park

- Local residents and Park visitors have access to information and events; forthcoming events are effectively communicated
- Visitors understand the quality of the Park recognised in Green Flag and other awards

Commitment

Action	Timescale
Consider opportunities for volunteer wardens to provide an informal on site presence, welcome and engage with visitors and answer queries	Ongoing
Review dog walking provision and requirements/regulations to ensure that dogs are controlled and that all visitors feel safe	Ongoing
Retain and develop engagement and partnerships with residents associations and volunteer groups, and work with stakeholders and a range of partner organisations to create opportunities for engagement, learning, volunteering and activities to ensure all communities benefit from the Park	Ongoing
Work with partners to promote events and activities in the Park through a range of media and on site	Ongoing
Continue to support partners in promoting and holding events in the Park, such as the Queen's Park Day and the Book Festival	Ongoing
Continue to review, and where appropriate update or enhance, signage and interpretation in the Park	Ongoing



Theme: Community

We work in partnership with our local community and engage visitors and the local community in understanding and caring for the Park.

Objective 8: Park where community involvement is encouraged

- Park enjoys the benefit of active public engagement with all stakeholders in the ongoing management of the Park and the decision-making process for proposed projects and initiatives
- Community and volunteers benefit from a deeper understanding of the Park, development of learning and skills, and enhanced mental and physical health through a wide range of voluntary activities, and experiences which engender and deepen their attachment to and interest in caring for the Park

Objective 9: Healthy and active Park

 Visitors of all ages, backgrounds and abilities enjoy a range of options for enhancement of health and well-being, including walking, running, use of formal sports facilities and informal exercise

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Action	Timescale
Community Involvement	
Maintain and develop programme of walks and talks to enhance understanding of the Park's heritage and nature conservation significance and Park management.	Ongoing
Widen volunteer engagement in all aspects of Park management, including practical maintenance, surveys such as wildlife monitoring, and biodiversity.	Ongoing
Retain and develop engagement with local schools and children's groups to provide opportunities for learning about the Park, heritage and nature conservation, the Farm and its work through guided visits, walks, talks and activities, and experiences such as bulb planting and wildlife monitoring.	Ongoing
Healthy and active Park	
Seek opportunities to widen visitor engagement with sports and active recreation; consider extension of the Trim Trail, which is heavily used.	2025
Park Run: Continue to promote and support.	Ongoing

Monitoring & Review

Implementation

The Queen's Park Management Plan identifies priority projects and activities implemented via the Annual Work Programme.

The implementation of this Management Plan will continue to be overseen by the Hampstead Heath, Highgate Wood and Queen's Park Committee and City Corporation Environment Department.

An annual review and update of the work programme will be undertaken, and an annual Business Plan prepared. Resources will be allocated to priority projects on a five-year rolling basis, informed by the Outcomes and Priorities in this Management Plan and aligned with the City Corporation's business planning cycle.

At the end of the first five years, the Management Plan will be subject to a full review and update.

Monitoring

Monitoring and tracking progress towards achieving the outcomes will help us to understand the impact of our work, and to share and celebrate successes.

We will continue to monitor progress towards the Outcomes and Priorities set out in this Management Plan, and report back to the Hampstead Heath, Highgate Wood and Queen's Park Committee.

Learning and improving

Monitoring the changes or benefits that result from our activities provides insight into and understanding of the effectiveness of our actions and highlights where we can develop our work to make the biggest difference.

Evaluating effectiveness has enabled us to check our course and to make corrections in a timely manner, capturing learning and building in improvements as we proceed.

Communicating our impact

Each year, we will prepare an annual Business Plan and Annual Work Programmes for Queen's Park which set out the priorities and how these deliver against the Themes and Outcomes described in both the City Corporation Strategies and this Management Plan.

References

Baseline natural capital assessment of the City of London Corporation's open spaces (Natural Capital Solutions January 2024)

Highgate and Kilburn Open Spaces Act 1886

City of London Corporation (Open Spaces) Act 2018

City of London Open Spaces Department Managing Tree Safety (2014)

City of London Café Review (July 2023)

City of London Corporate Plan (2024-2029)

City of London Climate Action Strategy (2020-2029)

City of London Tree Strategy (May 2012)

City of London Global City of Sport (2023-2030)

City of London Biodiversity Action Plan (2021-2026)

Queen's Park Management Plan (2024)

Queen's Park Conservation Management Plan (2014)

Queen's Park Community Engagement Report (Arkwood, March 2023)

Natural Environment Nature Conservation and Resilience Strategy (2024-2029)

Natural Environment Access and Recreation Strategy (2024-2029)

Natural Environment Community Engagement Strategy (2024-2029)

Natural Environment Culture Heritage and Learning Strategy (2024-2029)

Map of Queen's Park





Queen's Park

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