
CAIRNGORMS NATIONAL PARK AUTHORITY

DRAFT MINUTES OF THE BOARD MEETING **held in Spey/ Dee meeting rooms of Grantown HQ (hybrid)** **on Friday 10th June 2022 at 10am**

PRESENT

Xander McDade (Convener)	Eleanor Mackintosh
Geva Blackett until 12noon	Willie McKenna
Peter Argyle	Ian McLaren
Carolyn Caddick (Deputy Convener)	Dr Fiona McLean
Deirdre Falconer	Anne Rae Macdonald
Pippa Hadley	Dr Gaener Rodger
Janet Hunter	Derek Ross
John Kirk	Judith Webb
John Latham	

In Attendance:

Grant Moir, Chief Executive
David Cameron, Director of Corporate Services & Deputy CEO
Murray Ferguson, Director of Planning & Place
Andy Ford, Director of Nature & Climate Change
Gavin Miles, Head of Strategic Planning
Oliver Davies, Head of Communications
Kate Christie, Head of Organisational Development
Colin McLean, Head of Land Management
Sarah Henshall, Head of Conservation
Carolyn Robertson, Capercaillie Project Manager
Eileen Stuart, Deputy Director, Nature & Climate Change, NatureScot
Nina Caudrey, Planning Officer (Development Planning)
David Clyne, Heritage Horizons Manager
Mariaan Pita, Executive Support Manager
Alix Harkness, PA to Convener/ Clerk to the Board
Catriona Strang, Clerk to the Board

Apologies: Doug McAdam Willie Munro

Welcome and Introduction

1. Xander McDade the Board Convener welcomed everyone to the meeting. Apologies were noted.
2. The Convener on behalf of the Board gave condolences to the family of Dave Fallows who recently passed away. Dave Fallows was a Board Member from 2007 to 2019. All our thoughts are with his family. Deputy Convenor would be attending the funeral on behalf of the CNPA next week,

3. He welcomed Mariaan Pita, Executive Support Manager and Catriona Strang, Clerk to the Board (Job Share), to the organisation.

Declarations of Interest

4. The Board Convener invited Declarations of interest.
5. Willie McKenna for transparency noted a connection with regard to Paper 2
Connection: His daughter is involved in a housing group called PH22 and he has no direct involvement in that.
6. Fiona McLean for transparency noted a connection with regard to Paper 2
Connection: Is a Board member of Historic Environment Scotland.
7. Geva Blackett for transparency noted a connection with regard to Papers 1 & 2
Connections: Paper 1: Husband is involved in Cairngorms Voices.
Paper 2: involved in a community housing scheme but not significant to have to remove self from discussion.
8. John Kirk declared a Financial interest in Paper 2
Reason: Is a private let landlord.

Minutes of Last Meetings held – for approval

9. The draft Minutes of the last meeting held on 25th March 2022 were agreed with no amendments.

Matters Arising

10. The Board Convener provided an update on the Action points from previous minutes:
 - a) 10th December Minutes – Action Point at Para. 12i) – **Closed** - discussion was held by Head of Visitor Services about the section of long-distance route understood to be the responsibility of the Highland Council.
 - b) 10th December Minutes – Action Point at Para 17i) – **Closed** – Director of Planning and Place organised site visit to look at path condition in key areas of Glenmore and on Speyside Way with Willie McKenna and Deirdre Falconer.
 - c) 25th March Minutes – Action Point at Para 12i) – **Closed** - Director of Planning and Place discussed with a Board Member the details surrounding Sustrans' work on routes from Aviemore to the Moray Coast.

11. **Action Points Arising: None**

CEO Report & Board Convener Update (Paper 1)

12. Grant Moir, Chief Executive, introduced Paper 1 which was to highlight to Board Members the main strategic areas of work that are being directed by Management

Team. These are areas where significant staff resources are being directed, to deliver with partners the National Park Partnership Plan. He specifically brought the following to the Board's attention:

- a) The Cairngorms Characters podcast, now live and online and doing well was an interesting listen. Good example of CNPA and Cairngorms Business Partnership working together.
- b) Managing for Visitor's Group is meeting fortnightly, chaired by Director of Planning and Place. With the good weather last weekend there was an increase in visitors and parking issues at Glenmore including some parking on new double yellow lines. Discussions had taken place to get more proactive enforcement activity from Highland Council and extra policing at weekends in evenings.
- c) Looking at doing first newsletter for residents on the launch of National Park Partnership Plan (NPPP) in the autumn.

13. The Board considered the detail in the Paper and discussions took place around the following:

- a) Praise for the full report which illustrates the massive amount and wide range of work going on across the staff team and by partners.
- b) A Member acknowledged and praised the work of the Communications team for the considerable communications activity and also the way the CNPA now works with communities and business in the Park.
- c) Concern raised that the hardcopy newsletter may end up in recycling: would digital not be better? CEO explained that most communication channels are digital but this would be particularly for the audience who are not online.
- d) A Board Member commented that in his own community following a recent questionnaire where they asked if readers would prefer a paper or digital copy of the newsletter, they had been shocked at the number under 50 years old who preferred a digital copy. Suggestion made that recipients be asked if they'd prefer a hard copy or a digital copy. Olly Davies, Head of Communications, advised that there was a desire from all audiences for a mixture to complement different online newsletters that are popular.
- e) Board member praised the news of having a printed newsletter and urged that it be distributed as soon as possible. The Member also commented that there was a need to tackle misinformation that is put out in the public domain by others. Board Convener agreed that misinformation would need to be corrected. Deputy Convener added that both she and the Convener had committed to keeping in touch with groups in a different way. She recognised that for some people hard copy is better. CEO added that during the period from the end of the Consultation to the point we are at today where we are seeking Board approval of the NPPP, it would be difficult for us to state there are changes made to the NPPP before the final draft Plan has been formally considered. Where there were inaccurate claims made, we followed this up by putting factual statements on our website which rebutted the claims made.
- f) Comment made that the breadth of topics and number of topics within the report was extraordinary. The member recognised that it was challenging for the Communications team to put messages across in different ways and some

people may not hear it. She praised the HR team and all Managers for the work involved in recruiting to the organisation.

11. **The Board noted the Paper. The Convener thanked the Chief Executive and all the staff on behalf of the Board.**

12. **Action Points Arising: None.**

Cairngorms National Park Partnership Plan 2022-2027 (Paper 2)

13. Grant Moir, CEO introduced Paper 2 which seeks the Board's agreement to the National Park Partnership Plan 2022-27 (NPPP) and its submission to Scottish Ministers for approval.

14. The Board considered the detail in the Paper and discussions took place around the following:

- a) Comment made that the housing figures in NPPP seem very light if going to serve young people in NP. Convener noted this comment while reflecting that there had already been many discussions on housing need and supply over the past 18 months in the lead into this point of final review of the NPPP.
- b) Could the move towards habitats assessments for deer management in A4 be explained? CEO advised that there were two strategic land use plans going on at present and these will be ongoing habitat assessments, not one-off processes. Colin McLean, Head of Land Management added that the assessments in these areas are beginning now and that other estates have habitat impact assessments. Member was reassured and said it sounded like a sensible way of managing deer numbers. She commented that roe deer is included with other herbivore, however habitat impact assessments seemed to be sensible way forward.
- c) Clarity sought as to why the original target of deer from 5-8 deer/km² across the National Park (NP) has been changed to 5-8 deer/km² in each Deer Management Group (DMG). CEO advised that the reason they had moved it down to DMG level is that it makes more sense if we consider this at a DMG level as we can focus on areas where deer numbers are high rather than look to work on an average basis across the whole CNP. He added that it helps to recognise the progress made by other DMGs in the Park and that the approach will help us meet our other targets across the NPPP.
- d) The estates that have high numbers, are they estates within the CNP or out with the CNP? CEO confirmed that high deer numbers are on estates within the CNP and that the information was taken from the 2021-2022 deer count.
- e) A member commented that it was widely recognised that deer densities are a crude tool/ measure for density at DMG level, and what will success for the plan look like? CEO advised that two DMGs have very high deer densities. The CNPA will be looking at impacts alongside densities and in due course will also look at occupancy. He added that there is clear direction from the Scottish Government to reduce deer densities. It is also clear that Estates use densities as a measure as two recent management plans from estates within the Park show. . He went on to say that when the previous NPPP aimed to reduce deer

densities to 10/km² in last NPPP, it helped to drive the overall approach to deer management within the Park and appeared an effective management measure and tool from that experience.

15. The Convener drew out two topics for debate/ discussion from the Board, these were Affordable Housing and Deer Density.
16. Gavin Miles, Head of Strategic Planning introduced the first topic and gave an overview of what is in the NPPP. He made the following points:
 - a) With reference to Policy C2 New Housing on pages 26-27, there is close interaction between NPPP, Local Development Plan (LDP) and the role of local authorities as the housing authority's covering the National Park. The Action by 2027 is to deliver at least 200 new affordable houses and by 2030 the target is for 75% of new housing to be affordable in perpetuity. This would be included as part of the next LDP in 2025. He noted that the target of 200 was not a fixed number and was a minimum not maximum number.
 - b) He advised that 200 was a reasonable target, given the effective land supply, control of land supply and current funding from Scottish Government to local authorities to deliver affordable housing, and the time it takes to deliver housing on the ground.
17. The Convener invited comments on the Affordable Housing topic and the following comments and observations were made:
 - a) Could it be clarified what was meant by the term 'affordable'? Head of Strategic Planning advised that affordable covers a range of different types of housing from social rental to mid-market rental and is in line with national standards. The key is that as much as possible affordable housing remains affordable in perpetuity.
 - b) Were the CNPA blocking people who want to develop affordable housing? Head of Strategic Planning advised this was not the case and that if people had ideas about where and how to develop affordable housing they should speak to the CNPA as planning authority about it, or the land owner, and local authority. It is frequently the ability to access land at a reasonable price that is the key issue that drives the capacity to develop affordable housing.
 - c) Comment made that many young people on a good wage could never afford affordable house and made a plea for the CNPA to get land managers to release the land.
 - d) Comment made that the key to successful next version of the LDP would be to get the right hooks into the NPPP now. Member was reassured that we have sufficient hooks in NPPP to look at innovative policies in next LDP, even if national policy isn't there just now. We need to knock on doors of Scottish Government to ensure they will help and support us. CEO commented that the current LDP already has 45% affordable housing in key settlements which is above the normal national level of 25%. The NPPP under discussion today would give us strong platform for the next LDP. There is also significant investment by Highland Council & other local authorities with Scottish Government support in housing. One of the key things highlighted in the Plan is

the need for a much more pro-active approach to public sector land purchase for housing in the Park.

- e) How many affordable houses had been completed/ built during the course of the last NPPP? Head of Strategic Planning advised that it was close to the target of 200 set for the last National Park Partnership Plan.
- f) An opinion was offered by a member that those 200 affordable houses were a “drop in the ocean” for somewhere like Aviemore for example. The member suggested there was a need to speak to young people who want to leave because of the lack of housing was a massive problem for the workforce and business owners had to take responsibility for housing workers.
- g) Comment made on the 75% target of affordable housing. Head of Strategic Planning replied that the only way to achieve that was through a substantial change in the way that housing was delivered in the national Park.
- h) How many houses are zoned in the current LDP? Head of Strategic Planning advised that 600-800 houses, some of which are currently being built and including some which were unlikely to be developed because of the high costs involved.
- i) Comment made that the cost of white diesel for construction and hike in costs of materials make it harder for developers to deliver affordable homes. There is a need to put more pressure on the SG to put pressure on releasing land.
- j) Comment made that 200 affordable homes overall was not sufficient and support for earlier comment in the East of the NP. Communities should be given priority for the land zoned for housing, to make it harder for buyers to buy land and build big unaffordable houses on it.
- k) Comment made that more affordable housing was needed whilst acknowledging the picture moving towards 75% is good but only part of picture. Businesses have responsibilities to provide accommodation for their staff. Short term let licensing would likely to release some private rent accommodation. Another part of picture is the transport links to allow local workers to get to and from work from settlements with lower housing pressure.
- l) Was there any way that we could help first time local self-builders by providing training/ workshops or reducing the developer contributions for these people? CEO advised that the National Planning Framework 4 would be published later this year and within it, larger scale planning guidance would be contained within it. Head of Strategic Planning reminded members of the process between the LDP and the NPPP. Having this in the NPPP gives the CNPA hooks for future planning policy in the next LDP. There was also potential to bring forward other areas of housing land if needed.
- m) Would there be an opportunity to feed into discussion on a national level, discussing rental properties or are there possible negative impacts of that for us, in rural areas? CEO advised that at a recent Scottish Land & Estates conference, there was discussion about the move from long term rental to holiday accommodation, how to make housing more energy efficient and the implications and costs of upgrading houses to meet energy efficiency standards. This is one example of regional and national opportunities to feed into discussion on housing and supply subjects.
- n) Comment made that a similar discussion had taken place on the development of the last NPPP. The member suggested that the current housing market does not work across Scotland and the UK; and that the social housing sector has

been decimated. Added to that is the pressures from the private rented sector and costs arising from new legislation. The inflation in house building sector and second homes legislation means short term lets and finding a balance between radical solutions and frightening away developers is challenging. Given that very challenging context this NPPP provided a good way forward in delivering as much affordable housing for the Park as possible.

- o) Member advised he was still somewhat unsatisfied and that we needed to give hope for young people who can't secure housing despite having good jobs.
18. Grant Moir, CEO introduced the second topic on deer density and deer management and gave an overview of what is in the NPPP.
 19. The Convener opened up the second topic on Deer Density for discussion, the following comments and observations were made:
 - a) Recognition that this issue has caused a lot of correspondence from both sides of the argument The member was struggling with 5-8 deer/ km² figure being scientifically accurate and thought that impact studies are a more accurate way of finding out what the deer are actually doing, and their impact. The member would like to see use of impact assessments leading to a more defined target in NPPP. Suggestion made that site specific studies would be more beneficial to us.
 - b) Member thanked officers and team for reading the responses and answering issues that the Board had. The member raised their concern that we don't have full support of this objective from Scottish Land & Estates (SLE), Scottish Gamekeepers Association (SGA) and Deer Management Groups (DMG's) and that they are therefore minded to propose an amendment to the NPPP.
 - c) Comment made that areas of the NPPP had received thorough comment from Board, partners and stakeholders, encompassing not just deer densities and habitats impact assessments. The member suggested that you cannot look at both in isolation: they need to be looked at together in order to make correlation between the two.
 - d) Comment made that they were pleased that the NPA were working closely with DMG's. Recognition for the work done refining the nature section in order to meet our top objective (enhancing and protection the natural and cultural heritage of the NP) and the NPPP is the strategic plan which sets out how we will do that. She added that the CNPA's role is to facilitate people to drive the plan forward.
 - e) Recognition that to enable peatland work and woodland expansion to happen at the scale required there is a need for action to be taken where deer densities are above the Scottish Government guidance of 10/km². For some DMG's this will involve significant culls to get to that rate, could the overall numbers be provided? Head of Land Management explained that the reason they were investing funding in the DMG's in the South was to look at future options for deer and land management over time. As an example, Atholl Estate's management plan included reducing deer numbers significantly by 2025. On the economic side CNPA & SG are exploring models and looking into how to best support deer management in the future for example looking at how they could support stalkers across the CNP.

- f) Comment made that Scottish Government's current upper limit is 10/km² and the SG have tasked the CNPA to be more ambitious. The member suggested the difference between 10 and 8 is very small and woodland regeneration, peatland restoration targets cannot be achieved without the deer density being reduced. It is incumbent on the CNPA to give nature a fighting chance.
- g) Comment made that the reduction in deer carcasses could negatively impact the species that follow the deer, such as sea eagles, dung beetles and the squirrels enjoy the calcium of the horns.
- h) Comment made that the CNPA also have a climate change responsibility.
- i) Comment made that in order to achieve nature targets the NPPP needs to have this target. Having the target at a DMG level is the better way of doing it, only concern that some DMGs are not all within the NP and deer range where they want to. Content with proposals and like habitat assessment proposals.
- j) Recognition that in the discussions of the NPPP before the current one, red deer was the hot topic and a fair amount of progress has been made since then. Same comments were considered to be coming forward on the draft forward NPPP from the same groups of people, this is at the start of the process, and it will take lots of time to lead change. In 10 to 15 years, it has been good to see the way the CNPA has responded and recognition that we'd never get to achieving progress should we seek 100% support for every action from every stakeholder. The member warned that in their opinion not any one piece of the NPPP could be taken in isolation as people linked into place and into nature, with consequential impacts across a range of actions.
- k) A Member commented that Deer Management Groups (DMGs) have been working hard to reduce deer numbers in the NP and that the issue was not deer numbers in themselves, but could the target be realistically met and if not, then this would reflect badly on the NPA Board.
- l) Given that Scottish Land & Estates (SLE), Scottish Gamekeepers Association (SGA) and some DMG's were totally opposed to the target an amendment was put forward by Deirdre Falconer that the target returns to its original target of an average of 5-8 deer density per km² across the NP rather than by each individual DMG.
- m) Clarification was sought on the estates which are part of a DMG within the NP but their estate either does not lie wholly within the NP or are out with the NP, would they also be obliged to follow the 5-8 deer per km² target or the Scottish Government target of no more than 10/ km²? CEO explained that if the NPPP was approved today and then submitted to Scottish Government and approved by Scottish Ministers then it would become public policy for land within the National Park and NatureScot would then help to implement that. If there are DMGs that are struggling to meet targets, NatureScot as the statutory deer management authority have mechanisms available to them within the Deer Act to assist deer management i.e., Section 7 voluntary agreements and section 8 compulsory deer control schemes.

There was short comfort break to allow for the amendment wording to be worked up.

20. The Convener took the opportunity to thank all partners, voluntary organisations and members of the public who responded to consultation. He commented that there had been lots of changes over the full process of NPPP development: some minor and some significant. The Cairngorms NPA team and board have listened and

looked at evidence as it had been coming in and as a result we have a very good NPPP. He recognised and praised the staff and Board for the work they had put in the last few months and highlighted now it was time for partners to come together to put plans into action. The next 5 years was where the work would really start.

21. Xander McDade, Board Convener proposed the motion to approve the NPPP as presented today. This was seconded by Carolyn Caddick, Deputy Convener.
22. Deirdre Falconer proposed an amendment which was that the Board return to the original proposed target for A4 in the Nature Outcome, as set out in the NPPP public consultation in Sept 2021, which stated that the average red deer densities on the open range are 5-8 per square km across the NP by 2030. John Kirk seconded this amendment.
23. A number of comments and points of clarification were sought on the amendment prior to proceeding to a vote, these were as follows:
 - a) Recognition that it was a hugely complex area and concerns raised regarding the significant number of deer in some DMGs to have to reduce to the SG target of 10 deer per km² would be challenging enough without having to reduce that further to 8/km². In approving the NPPP it would have ramifications for those in the deer industry and the deer impacts on the ground is critical.
 - b) If the board went with the amendment, what ramifications would it have on the rest of the targets within the NPPP? CEO advised that the ecological targets set out in the NPPP would be unlikely to be met. He went on to explain that there were two DMGs whose deer densities were significantly higher than the average and they would be relying on the other DMGs being significantly below the average. The target as set out in the proposed NPPP would show the variation between those DMGs meeting the target and those that are significantly above.
 - c) Comment made that for the DMGs that were not already meeting this target, this NPPP would give them a push in the right direction. How could the impacts of this be measured?
 - d) For purposes of clarity the estates with the very high numbers of deer densities in the South of the NP, were they in the NP? Colin McLean, Head of Land Management advised that most of them are in Perth & Kinross: Atholl Estate, Glenfernit North Estate, Tulcan Estate and in the South Upper Glenisla estate.
 - e) Could it be confirmed if those estates within that DMG are having action taking against them to curtail deer numbers? Head of Land Management advised that this is something that NatureScot are leading on with support from the CNPA.

24. The Board proceeded into a vote. The result was as follows:

NAME	MOTION	AMENDMENT	ABSTAIN
Peter Argyle	X		
Geva Blackett			
Carolyn Caddick	X		
Deirdre Falconer		X	
Pippa Hadley	X		
Janet Hunter	X		
John Kirk		X	
John Latham	X		
Eleanor Mackintosh		X	
Xander McDade	X		
Willie McKenna	X		
Ian McLaren	X		
Fiona McLean	X		
Anne Rae Macdonald		X	
Gaener Rodger	X		
Derek Ross	X		
Judith Webb	X		
TOTAL	12	4	0

25. The Board considered and agreed the **Cairngorms National Park Partnership Plan 2022-27** for submission to **Scottish Ministers** for approval with the launch taking place late summer 2022.

26. **Action Points Arising: None.**

Break for Lunch, reconvened at 1.20pm

Role of CNPA in Beaver Translocation (Paper 3)

27. Andy Ford, Director of Nature & Climate introduced Paper 3 which presents the current position on beaver translocation in Scotland and the options for CNPA role in facilitating the Scottish Government policy to actively expand the beaver population in Scotland.
28. Sarah Henshall, Head of Conservation, presented the three options for discussion and decision being: Observer Role, Facilitation and supporting role or Leadership Role.

29. The Board considered the detail in the paper and the discussion was as follows:
- a) Comment was made that it was a clear paper and the roles had previously been discussed at a board meeting and the Cairngorm Nature Strategy Group.
 - b) Questions about the control of beavers. Application can be made to Nature Scot for the management of beaver and associated land management issues including mitigation, removal and, as a last resort, lethal control, even as a European Protective Species (EPS).
 - c) Consensus was that CNPA should take on the Leadership role in Beaver Translocation within the National Park and ensure good communications with those that will be impacted by the translocation.
 - d) There would be a cost for land managers, and it was good that the CNPA were setting out a comprehensive approach to supporting land managers in mitigating impacts.
 - e) NatureScot are very clear that they want projects at a strategic level and the approach outlined in the paper provides this for the Cairngorms National Park.
30. **The Board:**
- a) **Considered the options for the translocation of beavers.**
 - b) **Approved the recommendation that CNPA take a lead role in beaver application. Application would be made following a full and comprehensive consultation.**

31. **Action Point Arising: None**

Review of Capercaillie Conservation and Management (Paper 4)

32. Andy Ford, Director of Conservation and Management presented Paper 4 which provides the current position on capercaillie conservation in the Cairngorms National Park, taking into consideration discussions with stakeholders following the Nature Scot Scientific Advisory Committee (SAC) report and presents a series of recommendations for CNPA activity going forwards. He highlighted the following points:
- a) The SAC report lists four options that are likely to have the greatest immediate positive impact on the population: Predator control, Diversionary feeding of predators, Reducing disturbance and Fence marking/removal.
 - b) As identified within the report a combination of all the above, at speed and scale, is recommended to have the necessary effect. They should not be considered in isolation.
 - c) Many of the recommendations in the paper have high degrees of clarity and consensus building, however discussions on predator management are still characterised by differing views. Members were being asked for their advice to staff regarding where CNPA resource is best directed concerning work on predator management, noting that whilst decisions regarding licensing and legislation around predator management are not within CNPA's remit, the opinions and advice of the CNPA Board would be borne in mind by the NatureScot Board at their meeting later in June.

33. The Board considered the detail of the Paper and discussions took place around the following:
- a) The consensus within the Board were that recommendation B-F was agreed and more discussion needed on recommendation A.
 - b) With reference to Page 26 noting there are locations that predator control was not happening, but capercaillie are doing well. Highlights there are differing approaches in different location on predator control, habitat and conservation showing the likely solution is not a one size fits all areas.
 - c) That some predatory species have protected status and that whilst the populations of different species may have changed there is not the ability to change this legal status.
 - d) Bigger, more complex conversation than just capercaillie around nature recovery and how species populations within areas change. Need to think about meso-predators (the range of predators in the middle of a food chain) as a whole and our overall approach to that subject.
 - e) Following this board discussion there will be further work done with NatureScot to provide advice to Scottish Government Ministers.
 - f) Need to move quickly to ensure the survival of the capercaillie.
 - g) Recognition that despite signage throughout the National Park dog owners were still letting dogs loose and not in control. Was there a need for more enforcement in areas? Officers responded that teams have been working with local dog walking community. It has been recognised that the dog walking community is a challenging one to engage with. Through Cairngorms Caper Project groups have been identified to collaborate with on this issue.
 - h) With reference to para 12 it shows that there has been no significant reduction in the caper population in an area where there has been no fox and crow control for a number of years.
 - i) Support for investigating some control of pine martin on a trial basis.
 - j) Need to ensure that there is a simple approach to the issue of refuges that people can understand.
 - k) It was noted that different locations required a different level of intervention on all recommendations.
 - l) CNPA has an important role to play in working with a range of stakeholders, finding consensus and encouraging collaboration
 - m) Suggestion that as conversations around predator management continue, a sub-group of the Cairngorms Nature Strategy Group could be a good forum. Been very successful taking forwards work on beaver for example.
34. In their advice to staff, Board expressed a range of views on predator management. The Board highlighted the need for enhanced predator management as part of the solution with a desire to see further investigation of different options around predator control, working with NatureScot to look at what the approach would be a national level. The Board also supported staff continuing to work with the body of emerging evidence and with land managers in areas where no predator management takes place.

35. **The Board:**
- a) **Provided advice to staff on the approaches that they wish to see the CNPA work with NatureScot (NS) and others to develop on the issue of predator control within the core caper area.**
 - b) **Supported the development of a wider diversionary feeding approach within the core caper area.**
 - c) **Agreed that CNPA and NS lead further consultation to develop a range of delivery options for nature refuges, building on the approach of the Cairngorms Capercaillie Project.**
 - d) **Agreed that CNPA and NS work closely with Scottish Forestry, as part of the FGS review, to ensure that from 2024 the scheme can support the marking and removal of fences that pose a risk to capercaillie.**
 - e) **Agreed CNPA support the delivery of habitat enhancement and expansion, landscape scale survey and monitoring approaches, further research into genetic diversity and other developing areas of scientific research and preparations for reinforcement work in the Cairngorms National Park.**
 - f) **Agree that CNPA and NS provide strategic oversight of capercaillie conservation in the Cairngorms by co-ordinating and overseeing the collective delivery of a clear place-based strategy.**

36. The Convener thanked Director of Nature and Climate and Head of Conservation for their paper.

37. **Action Point Arising: None**

Break for 10mins comfort break.

Public Sector Equality Duty Report 2021 (Paper 5)

38. Kate Christie, Head of Organisation development presented paper 5 which gave an update to the Public Sector Equality Duty Report 2021.
39. The Board discussed the report and made the following comments and observations:
- a) Praise for an excellent report and the Board commended leadership of the work.
 - b) It was noted the excellent input from the HR intern and the HR team to produce the document.
 - c) It was noted that there will be challenges on keeping the document current.

40. **That the Board noted the Report.**

41. **Action Point Arising: None**

Draft Minutes of Committee meetings since last Board meeting

42. David Cameron Director of Corporate Services introduced the following draft minutes dated 13 May & 27 May 2022 of public meetings which were presented to the Board but not yet in the public domain:

Draft Audit & Risk Committee Minutes
Draft Performance Committee Minutes

He reported that once the Governance Committee and Resources Committee minutes had been drafted and reviewed by senior staff, these draft minutes would be circulated to the remainder of the Board.

43. **The CEO reminded members of the Board if they had any questions about the minutes to please take up with committee chairs, vice-chairs or himself.**
44. **The Board noted the draft minutes of the Board Committees.**
45. **Action Point Arising: None.**

Planning Enforcement Matters (Paper 7)

46. The Convener moved the motion to take paper in confidential session. This was agreed by all members.

AOCB

47. CEO reminded the Board that there would be an online session on Food Security with James Withers, CEO of Scottish Food & Drink on 6th July 2022 at 4pm.
48. Head of Organisational Development advised that a request for information to update board skills matrix would be circulated in the week following this meeting. She advised that with changes in Board Members in the coming months, it was important to be able to advise ministers on where our skills gap may be. Members asked to look out for email on this subject, which would take them 20mins to action and the information would not be published staff wide. The information within would be used to help establish a board skills and experience matrix.
49. It was clarified that the current Local Authority Nominated last day on the CNPA Board (unless re-nominated and accepted by Scottish Ministers) would be 30th September 2022 and the Ministerial Appointees are due to leave the Board on 31st October 2022.

Date of Next Meeting

50. Next formal Board meeting to be held on 9th September 2022.
51. The public part of this meeting closed 15.18.