
CAIRNGORMS NATIONAL PARK AUTHORITY

FOR DECISION

Title: Co-ordination of Ranger Services 2012-17

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Purpose

To update the Board on progress to date in coordinating Ranger Services and to decide, in principle, on our future role and funding support for the period 2012-17.

Recommendations

That the Board:

- a) Note the effectiveness of the unique partnership approach adopted for managing Ranger Services in the National Park, and approve in principle the expenditure of £181,600 per annum for ranger grant in the next corporate plan, subject to ratification of the plan and noting this allows for a small increase to cover changes in Aberdeenshire.
- b) Approve in principle the 'Partnership Framework', to be ratified by CNPA management team once we have an approved National Park Plan.

Executive Summary

This paper outlines the work undertaken since October 2010 in agreeing the role for Ranger Services in delivering the next National Park Plan and our work in developing a 'Partnership Framework' to provide clarity for employers on this role and our support for Ranger Services. Approval is sought 'in principle' for the Framework and for Ranger grant expenditure for 2012/15 to be ratified in the next Corporate Plan. A solution to the issues associated with lack of Ranger cover in Aberdeenshire is presented.

COORDINATION OF RANGER SERVICES 2012-17 – FOR DECISION

Background

1. The work of ranger services was last formally presented to the Board in October 2010 when the Board agreed to continue the annual grant support in line with the one year extension to our corporate plan, and to take on the grant aid role for Atholl Estates Ranger Service as part of the boundary extension.
2. Many Rangers Services are dependent on our grant aid to maintain their service. Therefore, we need to provide clarity to these services on our role and intended support prior to the end of the current grant cycle in March 2012.
3. The Board also agreed in October that we should:
 - a) Approve the development, with partners, of a focussed strategy to guide the work of all Ranger Services in the National Park.
 - b) Note the situation in Aberdeenshire and the intent to develop, with partners, options to enhance the Ranger presence to promote responsible behaviour. Any proposals that require additional funding to be approved by Board.
4. Since October 2010 the Board has also had firsthand experience of four Ranger Services during the round of summer visits.
5. Currently, there are 12 Ranger Services operating in the National Park that receive financial support from public bodies and CNPA grant-aids nine of these services (See **Table 1**). All 12 Ranger Services were in existence prior to designation of the National Park and are managed and funded by a range of partners including:
 - a) Local authorities – where typically the Rangers operate over a wide area of land with multiple ownerships
 - b) Private estates, and a non-governmental organisation – where typically the rangers operate over land in one ownership
 - c) One community group (Nethy Bridge)
6. For the partnership to function successfully each Ranger Service needs to deliver outputs for both the employer and for the National Park. We have previously demonstrated the excellent value for money gained by partnership working, and the advantages of locally managed services identifying local opportunities and solving local challenges. In general terms we contribute grant equivalent to employing four full time Rangers but this influences the work of 15.5 Rangers.

7. **Annex I** shows a summary of the key outputs achieved by Ranger Services in the first two years of our grant aid. It is important to note that site-based Rangers cover the most popular areas of CNP and their work contributes to the experience of over one million visits annually. The 2010 visitor survey also indicates the importance of rangers to visitors with 28% indicating that they had visited a Ranger base.

Table I: Rangers Services in National Park

Ranger Service	No of Rangers FTE per annum	Funding
Highland Council	2	Highland Council and CNPA Grant
Angus Council	2	Angus Council and CNPA Grant
Aberdeenshire Council	0.4	Aberdeenshire Council and CNPA Grant
Explore Abernethy	0.7	Explore Abernethy and CNPA Grant
Rothiemurchus Estate	2	Rothiemurchus Estate and CNPA Grant
Glenlivet Estate	1.4	Crown Estate & CNPA Grant
Glen Tanar Charitable Trust	1.6	GTCT and CNPA Grant
Balmoral Estate	2.6	Balmoral Estate and CNPA Grant
Atholl Estates	2.25	Atholl Estate and CNPA Grant
Forestry Commission Scotland	1.0	FCS
Mar Lodge, National Trust for Scotland	1.5	NTS and SNH through a national concordat
Cairngorm Mountain	1.9	Highlands and Islands Enterprise
	19.35	

8. In 2010 Ranger employers indicated the desire for long-term stability of funding and greater clarification on what we want Rangers to deliver. The approval of a new Sustainable Tourism Strategy, the development of a new National Park Plan and a new Corporate Plan for CNPA all indicate that it is time to refocus our partnership with ranger employers. This has led to the development of a new 'Partnership Framework for Ranger Services in the Cairngorms National Park' to cover the period of the next Park Plan 2012-17.

Policy

9. Scottish Natural Heritage (SNH) sets national policy and guidance for Ranger Services in Scotland and we have already agreed to work within this national context.
10. Ranger Services contribute to a number of Scottish Government outcomes including:
 - a) Increasing **health and well-being** through facilitating access to and promoting enjoyment and understanding of the outdoors;
 - b) Encouraging people to be **active citizens** by helping to build stronger and safer communities and providing opportunities for volunteering, locally or further afield;
 - c) Tackling **social inclusion** by working with less advantaged groups and communities;
 - d) Supporting **sustainable economic development** by maintaining, managing and promoting infrastructure for tourism; and
 - e) Enhancing the **natural and historic environment** for future generations, including designated sites and green space close to where people live.
11. Ranger Services also have a key role to play in delivering outputs in both the current National Park Plan and the new draft. Rangers have a key role delivering elements of the following CNP strategies:-
 - a) Outdoor Access Strategy
 - b) Sustainable Tourism Strategy
 - c) Local Biodiversity Action Plan

Consultation

12. In developing this work we have consulted with Ranger employers, Scottish Natural Heritage and Scottish Countryside Rangers Association at a specially convened meeting and through subsequent correspondence.

Key Issues

A Partnership Framework for Ranger Services in the Cairngorms National Park

13. Analysis of the draft National Park Plan (including Sustainable Tourism Strategy, Outdoor Access Strategy and Local Biodiversity Action Plan) indicates there is a substantial role for Ranger services in delivering activity 'on the ground'. Evidence to date indicates that Ranger Services have a key role to play in connecting people to the National Park. Ranger employers also continue to need their services to meet a range of objectives. Many of the employers' objectives are directly compatible with the National Park Plan enabling us to develop strong partnerships.

14. **Annex 2** contains the Partnership Framework. This sets out our role in developing and coordinating the Ranger partnership, and meets the need for clarity identified in October 2010. It includes section on:
 - a) The role and aims of Ranger Services
 - b) A Vision for Ranger Services
 - c) Opportunities to be developed in the next 5 years
 - d) The role of Ranger employers seeking support from CNPA
 - e) The role of Ranger Services in delivering the Cairngorms National Park Plan 2012-17
 - f) The role of the CNPA in coordinating Ranger Services in the National Park
 - g) Grant Application Process
 - h) Monitoring and Review

15. The Framework details some key opportunities that we wish to see Ranger Services develop over the next five years. These have been included as a direct result of experience over the last two and a half years and observations made during the summer Board visits.

16. The Framework and grant conditions apply directly to the nine Ranger Services receiving CNPA grant but equally we want the Framework to apply to the three other publically supported services (FCS, HIE and NTS). All three wish to be part of a Cairngorms network with joint branding only raising concerns with Forestry Commission Scotland where it conflicts with national policy – discussions are ongoing.

Ranger Services in Aberdeenshire

17. Aberdeenshire Council operate 0.4 FTE Rangers (covered by two post holders) in the Deeside and Strathdon area of the Park. Services on Mar Lodge, Balmoral and Glen Tanar cover some of the key areas where visitor-related issues arise but this leaves a significant area to be covered by 0.4 of a post.

18. A Board paper in March 2010 reviewed the issues surrounding informal camping in the National Park. Two particular problems areas were identified – at Clunie Flats, on Invercauld Estate, south of Braemar, and near Loch Morlich in Glenmore Forest Park. However, from time to time other access issues occur on sites along the Dee. The current ranger service arrangements have generally not been able to manage these issues successfully and there have been ongoing issues associated with a number of sites along the River Dee.

19. At their meeting in August 2010, the Cairngorms Local Outdoor Access Forum advised that the problems with Ranger cover, outdoor access and visitor management issues in the Aberdeenshire part of the Park were a particular concern.

In 2009/10 some partners proposed a new access post (so-called 'Hot Spots Officer') to cover the Dee, possibly administered by the Dee Fishery Board, but funding was not available. We were not supportive of this proposal feeling that a sustainable solution was better achieved through rangers.

20. In the autumn of 2011 Aberdeenshire Council has been undertaking a review of its Ranger Services. Following discussion with us, Aberdeenshire Council included in the review proposals; more flexible working arrangements, greater emphasis on the promotion of responsible access and the redeployment of one full time Ranger to cover the Aberdeenshire area of the National Park extending outwith the boundary to Banchory – an area defined to coincide with visitor movements and including one of the significant local secondary schools.
21. We consider, if approved, this change to a full post will resolve many of the challenges and missed opportunities that cannot be met by 0.4 of a Ranger. The additional grant per annum required to support a full Ranger post is £6,600 and we propose increasing the grant offered to Aberdeenshire Council by this amount.
22. Supporting a service that operates in an area that extends slightly outwith the Park boundary does not set a precedent. Currently Crown Estate and Blair Atholl services both operate on land outwith the CNP, while the Angus Glens service are encouraged to engage with the community in Kirriemuir.

Recommendations

23. **In view of the clear need for Rangers in developing an outstanding National Park over the next five years, and the value for money and local buy-in derived from the current partnership it is recommended that the Board:**
 - a) **Note the effectiveness of the unique partnership approach adopted for managing Ranger Services in the National Park, and approve in principle the expenditure of £181,600 per annum for ranger grant in the next corporate plan, subject to ratification of the plan and noting this allows for a small increase to cover changes in Aberdeenshire.**
 - b) **Approve in principle the 'Partnership Framework', to be ratified by CNPA management team once we have an approved National Park Plan.**

Implications

Financial Implications

24. It should be noted that when we took on the grant aid for Ranger Services in the National Park from SNH in April 2009 and April 2011 (Blair Atholl) the vast majority of the grant funds were transferred to our budget as uplift specifically for this task.
25. The expenditure recommended contains no increase to rate of grant and this is in line with SNH policy outwith the National Park. The total does show a small increase to the annual grant to Aberdeenshire Council to support an increased role: this is discussed in detail in paragraphs 17-22.
26. The recommendations have no impact on our staff time and if approved we will continue use 0.6 of a post to develop the partnership with the 12 Ranger Services.

Presentational Implications

27. The unique Ranger partnership in the CNP is still of interest both in UK and internationally and we will continue to promote this 'good story' including the vital role played by employers.
28. The work of Rangers deserves ongoing promotion as does their work in promoting the National Park. Both these activities feature in the Partnership Framework.

Next Steps

29. If the recommendations are approved the next steps would be to:
 - a) Finalise the Partnership Framework
 - b) Negotiate the annual work programme for 2012/13 with Services in line with the Partnership Framework
 - c) Continue discussion with Aberdeenshire Council over the deployment of a single ranger post to cover the Aberdeenshire area of CNP
 - d) Reach agreement with HIE, FCS and NTS over their role in the Cairngorms network of Ranger Services.
 - e) Develop a programme of activity to meet our role in the Partnership Framework and develop the five key opportunities specified.

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ANNEX 1: Ranger Services Outputs in CNP 2010-12

1. Raising Awareness and Understanding, and Promoting Responsible Access:

- a) 690,000+ Visitors welcomed by grant supported services (up from 580,000 in 2009/10). Add CairnGorm Mountain, FCS Glenmore and NTS and this figure increases to over 1 million.
- b) 8714 people attended a Ranger led event (up from 4112 in 2009/10).
- c) 6769 young people in education spent time with a Ranger (up from 2460 in 2009/10).
- d) Over 900 days of Ranger led Volunteer activities (up from 613 in 2009/10).
- e) 3 x 1-week Europarc Junior Ranger programmes delivered (2 in 2009/10) plus follow-on programmes. There has also been an International exchange to Bavaria and attendance at Europarc Junior Ranger Camp in Netherlands.

2. Conserving and Enhancing:

- a) Much of the work of ranger services is aimed at improving biodiversity. Their role is often one of support and building capacity to encourage 'volunteers' to engage with nature.
- b) Rangers make significant contributions to the monitoring and management of BAP/LBAP species and habitats. This work is a vital part of the delivery of targeted action for the Cairngorms Priorities. Some examples of work undertaken in the last reporting round include:
 - i. Black grouse - annual lek monitoring undertaken. This has led to the setting up and development of the Deeside Black Grouse Study Group.
 - ii. Rare Plants - as part of the Cairngorms Rare Plant Project, rangers have helped manage sites for twinflower and small cow-wheat. This has included the discovery of a new population in the Angus Glens.
 - iii. Red Squirrel –monitoring, survey and development of artificial drey sites. Development of county records system for Angus.
 - iv. Water vole – monitoring of mink rafts and surveys of water courses.
 - v. Wildcat – as part of the Highland Tiger project, camera trapping surveys have helped understanding of the species distribution across the CNP.
 - vi. Removal of invasive species (rhododendron, Japanese knotweed, sitka spruce, etc).
 - vii. Birds of prey monitoring (golden eagle, peregrine, hen harrier, merlin etc) for inclusion in the Raptor Watch and Raptor Track Projects.

- viii. Capercaillie – lek monitoring and field layer management to encourage blueberry growth. Significant work undertaken on promoting responsible dog ownership at sensitive sites.
- ix. Wetland – habitat creation including ponds and scraps created on the Glenlivet estate to benefit waders. Dragonfly pits in Nethy Bridge enhanced to encourage dragonflies/damselflies, newts etc. Ponds kept open in Glen Tanar for species benefit.
- x. Aspen – Cuttings raised and planted with volunteers.
- xi. Bats – Strathspey Bat Group has been set up through collaboration of several ranger Services to monitor populations in the area.

ANNEX 2: A Partnership Framework for Rangers Services in the Cairngorms National Park

Introduction

1. Ranger Services in the Cairngorms National Park are provided in a unique and highly successful partnership arrangement by 12 different employers, including Local Authorities, Private Estates, Charitable Trusts, Public Agencies and one Community Group. Their work is vital to the successful management of the National Park and to meet the vision for the Park as set out in the National Park Plan.
2. All 12 services receive support from public funds with nine services in receipt of a specific grant for Ranger Services from the Cairngorms National Park Authority (CNPA). The Park Authority works to coordinate the work of all the Ranger Services in the Park. The role and work of Rangers in Scotland is set out in the 2008 SNH publication 'Rangers in Scotland' and this framework is developed from that national policy.
3. This Partnership Framework sets out for the Cairngorms National Park:-
 - a) The role and aims of Ranger Services
 - b) A Vision for Ranger Services
 - c) Opportunities to be developed in the next 5 years
 - d) The role of Ranger employers seeking support from CNPA
 - e) The role of Ranger Services in delivering the Cairngorms National Park Plan 2012-17
 - f) The role of the CNPA in coordinating Ranger Services in the National Park
 - g) Grant Application Process
 - h) Monitoring and Review
4. This framework will form the basis for agreeing grant applications made annually by employers to the CNPA, and form the basis for coordination work with the three services that do not claim grant.
5. The framework covers the period 2012-17.

Role and Aims of Rangers

6. Nationally, the overall purpose of Rangers is to connect people with places. Rangers should have strong people-skills, be knowledgeable about the natural and cultural

heritage and be committed to increasing enjoyment, understanding and care of these resources by and for the public.

7. ***Rangers promote the enjoyment, understanding and care of Scotland's outdoors through: the first-hand provision of information, advice and activities; interpretation; the management of sites and facilities; and seeking to secure responsible behaviour.***
8. The National Ranger Aims are:
 - a) ***To ensure a warm welcome and provide support to help people enjoy the outdoors;***
 - b) ***To increase awareness, understanding, care and responsible use of the natural and cultural heritage; and***
 - c) ***To support the sustainable management and use of the outdoors to meet a range of social, economic and environmental objectives.***
9. All Ranger Services in the National Park should work to achieve each of these aims, though the balance between them may vary from service to service. In some organisations, other staff may lead on or contribute towards one or more of them. But it is the Ranger Service which has the lead role in delivering these aims collectively through first-hand provision for the public in the outdoors.

A Vision for Ranger Services in the Cairngorms National Park

10. In a unique partnership arrangement there are 12 Ranger Services delivering the aims of their employers and working in partnership to deliver the aims of the National Park. In order to get the most from this partnership for employers, land managers, visitors, communities, and businesses we feel it is useful to have a common vision:-
11. ***A high profile network of Cairngorms' rangers connecting people with an outstanding National Park. They work collaboratively to provide an innovative, inspirational and professional service. They are committed to enhancing public enjoyment, understanding and care of the outdoors, focused on maintaining the quality and relevance of their work and recognised, valued and supported by their employers, other related professions and the public.***
12. In meeting this vision it is essential that the role of the employer is recognised and local needs are delivered, and that the customer also sees rangers as professional sources of information about the National Park.

Opportunities to be developed in the next 5 years

13. During the development of both the Sustainable Tourism Strategy and the draft National Park Plan 2012 to 2017 CNPA identified five areas of Ranger work that should be enhanced. In agreeing this partnership framework CNPA are committed to supporting Ranger Services in these five areas (all five are recognised in Section 6 and Table 1 as activities requiring CNPA support and in the Vision). The attributes and opportunities are as follows:

- a) ***Rangers with high public profile – welcoming and accessible to visitors and communities, and well promoted.***

Rangers have a key role in supporting sustainable **economic development** by maintaining, managing and promoting infrastructure for tourism (see Rangers in Scotland). Cairngorms Business Partnership and a range of partners will continue to develop the Cairngorms National Park as a tourism destination throughout the next five years. Rangers have a key role to play in allowing visitors to enjoy outstanding experiences.

- b) ***Rangers more closely linked to the National Park and using CNP brand identity more frequently and consistently.***

The National Park is becoming increasingly important to visitors with over half the visitors to area saying that the designation was ‘important or very important’ in their choice of destination (CNP Visitor 2009/10). The CNP brand is also becoming increasingly used and understood. Visibly linking the work of Ranger Services to the National Park will encourage the public to see staff as credible and reliable sources of information about the area that they have chosen to visit.

- c) ***Increased opportunities for professional development – through for example, increased uptake of SCRA Ranger Award***

SNH supports the continued development of a committed, competent and skilled Ranger workforce, and the creation of a national training and development plan to achieve the cost effective delivery of agreed skills and competencies for Rangers (Rangers in Scotland). SNH, SCRA and a range of partners, including CNPA, will launch the Scottish Ranger Award training and development programme in 2012. Support for Rangers in CNP to undertake this award will lead to a more competent provision of Ranger Services.

- d) ***Rangers supporting opportunities for people to connect with CNP – through education, promotion of good health and active volunteering.***

‘Rangers in Scotland’ recognises the role that Rangers can play increasing **health and well-being** through facilitating access to and promoting enjoyment and understanding of the outdoors, and in encouraging people to be **active citizens** by helping to build stronger and safer communities and

providing opportunities for volunteering, locally or further afield. The second National Park Plan equally supports further work in outdoor learning through the Curriculum for Excellence, health through 'Active Cairngorms' and volunteering. As nationally, the overall purpose of Rangers is to connect people with places and they have a key role to support these three areas of work.

e) ***More sharing of best practice and collaborative working between ranger services and others who work with visitors and communities.***

'Rangers in Scotland' recommends contact and close working with other Ranger Services and relevant organisations within or close to the area. The Cairngorms National Park is a large area with many common opportunities and challenges. Many of the Ranger Services, although part of larger organisations, are small in number. There are clear benefits to greater collaboration both between Ranger services and other staff providing similar services.

The Role of Ranger Employers

14. The provision of Ranger Services in the Cairngorms National Park is unique in Britain. Unlike any other National Park, Ranger Services are provided by 12 employers and not the National Park Authority. This arrangement allows local delivery of Ranger Services by staff that are fully aware of local opportunities and sensitivities. It supports Ranger staff that work alongside other employees who, working together, can collectively meet the needs of their employer.
15. These employers fund and directly manage their Rangers. It is the responsibility of the Ranger employer to provide adequate management support for Ranger staff, including regular line management, supervision and review.
16. National policy states that the most successful Ranger Services result where there is:
 - a) a clearly defined and well understood role for Rangers within the employing organisation's overall strategy/service delivery plan;
 - b) good leadership of the service and continuity in staffing;
 - c) effective work planning and management systems in place;
 - d) adequate budget support for revenue and capital costs;
 - e) support for continuing professional development of staff including appropriate training;
 - f) access to relevant support either within the wider employer's organisation or contracted in; and
 - g) contact and close working with other Ranger Services and relevant organisations within or close to the area.

17. Ranger employers' apply to CNPA for a discretionary grant that, if approved is based on an agreed annual work programme that helps to deliver the National Park Plan.
18. It is fundamental to the partnership that ranger services deliver outputs that both meet the needs of their employers and deliver the National Park Plan.
19. The Ranger grant is offered to support agreed public benefits derived from the work of each service. Details of the full grant conditions are contained in CNPA Operational and Grant Application Guidance for Ranger Services.
20. CNPA will also use this framework with the three publically funded Ranger Services that do not receive direct grant to encourage collaborative working and delivery of the National Park Plan.

Role of Rangers in Delivering the Cairngorms National Park Plan 2012-17

21. In the Cairngorms National Park public support for Rangers through grant aid is targeted at delivering the National Park Plan. Appendix I shows the priorities for work in the next National Park Plan matched to the national ranger aims. Most of these outputs are work that is also a direct benefit to the employer.
22. Once again all services should aim to deliver outputs across the three aims but the balance may vary from service to service depending on the needs of the employer. These outputs should be seen as a 'menu' rather than a list of actions that all need to be delivered. Discussions over the annual work programmes will agree specific outputs with each employer. The impact of the ranger grant will be assessed by measuring agreed outputs that meet the needs of National Park Plan Reporting and SNH Ranger Reporting.

The role of the CNPA in Coordinating Ranger Services in the National Park

23. Table I below shows the key areas of work that CNPA will deliver to co-ordinate, promote and enhance the role of Rangers in the National Park.

Table 1: Key Areas of Work required 2012-17

What work is needed?	CNPA Contribution	Outcome
1. Coordinated use of public funds to deliver the Cairngorms National Park Plan 2012-17	<p>Grant aid for 9 Ranger Services directly linking their annual work programmes to delivering National Park Plan. Support to coordinate 3 other publically funded services.</p> <p>Promote the delivery of the National Park Plan by the three services not receiving CNP Ranger Grant.</p> <p>Support, training, networking and tools to enhance delivery in key area e.g. Curriculum for Excellence, coordination of volunteering and promotion of responsible access.</p> <p>Provision of additional support for services that deliver agreed outputs in the National Park Plan that require addition resources (e.g. upgrades to visitor information and interpretation)</p>	1.1 Delivery of key outputs in National Park Plan (including Sustainable Tourism Strategy, Outdoor Access Strategy and Local Biodiversity Action Plan)
2. Continued development of a the network of Ranger Services in the Cairngorms	<p>Organisation of annual Ranger gathering</p> <p>Regular communications and sharing of best practice with services and further development of a Cairngorms Ranger intranet</p> <p>Continued coordination and promotion of a CNP countryside events programme</p> <p>Continued support for services using the CNP brand identity</p> <p>Biennial meeting of Ranger Service employers and provision of regular updates.</p>	<p>2.1 A more informed, more collaborative network of Cairngorms' Ranger Services.</p> <p>2.2 A visible and accessible network clearly linked to the National Park</p> <p>2.3 Effective planning and management arrangements in place.</p>
3. Continued development of a committed competent and skilled workforce	Support for training and professional development using the framework provided by the Scottish Countryside Ranger Award	3.1 Better targeted training and improved professionalism

What work is needed?	CNPA Contribution	Outcome
<p>4. Better local and National Promotion of the benefits of ranger services</p>	<p>Delivery of advocacy and promotion at a regional and national level. Specific role in represented the Cairngorms network at Scottish Rangers Regional Development Partnership. Liaison with SNH on National policy.</p> <p>Promotion of the work of Cairngorms network locally and nationally using the national reporting framework and National Park Plan reporting.</p> <p>Support for individual services developing publicity and promotion.</p>	<p>4.1 Better understanding by visitors, communities and politicians of the role played in managing the National Park by Ranger Services.</p> <p>4.2 Greater support locally and nationally for Ranger Services.</p>
<p>5. Greater recognition of the value and important contribution made by employers</p>	<p>Agreed programmes of works that deliver both the employers needs and the National Park Plan</p> <p>Publicity and promotion for Ranger Services that recognises the vital contribution made by employers</p>	<p>5.1 Delivery of key outputs for employers.</p> <p>5.2 Better understanding by visitors, communities and politicians of the role played in managing the National Park by Ranger employers.</p>

Grant Application Process

24. Full details of the Ranger Grant application process are contained in CNPA Operational and Grant Application Guidance for Ranger Services. Table 2 sets out, in brief, the cycle of grant application.

Table 2 the Cycle of Work in Applying for Ranger Grant 2012-15

Before the grant period has started	Yearly cycle of grant period
<p>By 1 February 2012– Employers apply for ranger grant for period 2012-15 with a draft Annual Work Programme for 2012/13</p>	
<p>By 1 April 2012 – Finalise the Annual Work Programme plus CNP and National Reporting outputs CNPA confirm Grant for 2012/13 in detail and in principle for 2012-15.</p>	<p>At intervals specified in grant offer (usually 1st October and 1st March) – submit Grant Claims supported by and update of the Annual Work Programme</p> <p>By 1 February - submit draft Annual Work Programme for next year; Agree and finalise Work Programme by 1 April</p> <p>By 1 May of each year within the grant period – submit CNP & National Monitoring report for the reporting year just ended</p>

Monitoring and Review

25. This framework covers the period of the National Park Plan 2012-17.
26. Outputs from grant aided ranger services will be monitored six monthly as part of the on-going review of annual work programmes.
27. Grant aided Ranger Services will complete national reporting annually and CNPA will encourage all ranger services to report using the same format. CNPA will forward all national reporting to SNH and compile an aggregate report for the National Park.
28. CNPA will use relevant Ranger Service outputs as part of the on-going monitoring of the National Park Plan (Sustainable Tourism Strategy, Outdoor Access Strategy and Local Biodiversity Action Plan).
29. Outputs will be used, as appropriate, to promote the positive work of Ranger Services and Ranger employers.
30. CNPA and Ranger employers will maintain a regular dialogue and will meet biennially to discuss the partnership.
31. CNPA will formally review the partnership at midterm review of the National Park Plan in 2015 and again in 2017.

Cairngorms National Park Authority
January 2012

Appendix 1: The role of Ranger Services in delivering the next National Park Plan

Draft National Park Plan Outcome	National Ranger Aims		
	<i>To ensure a warm welcome and provide support for people to enjoy the outdoors</i>	<i>To increase awareness, understanding, care and responsible use of the natural and cultural heritage</i>	<i>To support the sustainable management and use of the outdoors to meet a range of social, economic and environmental objectives</i>
1. <i>More people will learn about, enjoy, and help to conserve and enhance the special, natural and cultural qualities of the Park.(Deliver Sustainable Tourism Strategy)</i>	Maintain a wider set of information points at key sites and in communities Work with communities, land managers and other stakeholders to promote responsible access opportunities Clarify and facilitate opportunities for safe enjoyment of the mountains Promote the Cairngorms National Park Brand and brand values.	Further develop the role of rangers in information and interpretation Strengthen opportunities to experience local cultural heritage Provide guidance to visitors on responsible access Address adverse impacts from wild camping Coordinate and promote a full programme of countryside events Expand volunteering opportunities for all that conserve and enhance the Park’s special qualities. Develop National Park learning resource materials for formal and informal education, outdoor learning and business	Develop and implement visitor management plans, based on evidence, that promote outstanding experiences and protect and enhance the environment. Maintain a good range of access routes based on popular paths Maintain a programme of regular visitor feedback and surveys

<p>2. <i>The quality and connectivity of habitats will have improved, enhancing the landscape at a Park scale. (Deliver the Local Biodiversity Action Plan)</i></p>		<p>Raise awareness and understanding of the special habitats of the Cairngorms, the work to enhance, expand and connect these habitats and role of land management in improving these habitats.</p>	
<p>3. <i>The species for which the Cairngorms National Park is most important will be in better conservation status in the Park. (Deliver the Local Biodiversity Action Plan)</i></p>		<p>Raise awareness and understanding of the benefits of special management for rare and threatened CNP species</p>	<p>Support the delivery of relevant parts of the Local Biodiversity Action Plan. Provide support and support for land managers to deliver conservation Participate in the Wildlife crime reduction partnership Participate in an invasive non-native species programme, reducing the spread and removing the source of invasive non-native species</p>
<p>4. <i>The Park's recreation opportunities will have improved the health and enjoyment of residents and visitors. (Deliver the Outdoor Access Strategy)</i></p>	<p>Manage, maintain and promote core and promoted paths</p>	<p>Support an 'Active Cairngorms' project to increase the health of residents and visitors linking public health with exercise and the recreation opportunities in the CNP</p>	<p>Manage, maintain and promote core and promoted paths.</p>