



Annex 1- Active Cairngorms Action Plan Delivery

	Key measurable outputs	Delivery period	Notes on 2024 delivery
Managing for Visitors			
Develop the Managing for Visitors Group to bring together key public sector partners, land managers and businesses and participate in national arrangements.	Meetings delivered	Ongoing	Fortnightly meetings held between April and October moving to monthly meeting held in the winter.
Influence visitor behaviour through a series of initiatives that include:			
Promoting messaging that visitors should 'tread lightly' as the main means of promoting the Scottish Outdoor Access Code in the National Park	Updated Tread lightly in the Park concertina leaflet	Ongoing	Tread lightly leaflet re-printed and Fire leaflet updated; both in circulation.
Providing clear guidance on recreational activities such as wild camping and water sports	Updated informal camping advice note Water users advice published	Water sports - March 24. Camping - May 25	Water access guidance note written, consulted on and published.
Developing standard signage for key messages that promote the Scottish Outdoor Access Code and supporting land	Capercaillie and dogs on lead signs distributed Updated SOAC posters.	Capercaillie signs - end Feb 24. SOAC posters - ongoing.	New Capercaillie sensitive site sign produced and distributed to relevant land managers in Mar 24.



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managers to use signs to help them promote responsible access			
Ensure a wide range of audiences are engaged with through the use of different platforms, accessible formats, and different languages	Tread lightly messaging available in foreign languages	Ongoing	Tread Lightly leaflet available in 10 languages - available to download from National Park website.
Working well with Police Scotland and Scottish Fire and Rescue Service to reduce rural crime and ensure appropriate enforcement measures are in place	Standard operating procedures agreed with all relevant forces	Ongoing	Police Patrols with rangers organised in Glenmore and Deeside with operational orders written for each Police division involved. Guidance for ranger services produced in partnership with Police Scotland on when and how to escalate incidents to 101 and 999.
Develop dedicated campaigns for new audiences in partnership with partners to positively influence specific visitor behaviours such as fires, toileting and roadside or overnight parking	Revised and update Cairngorms Business partnership SOAC materials	2026 / 2027	To be developed
Consult on options around fire byelaws for the National Park [inclusion in plan	10 week public consultation completed	2024 / 2025	Bylaw wording consultation underway



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subject to Board decision in Nov 23]			
Investigate the viability of a visitor welcome app for the Cairngorms National Park, providing guidance to visitors and giving real-time data on visitor distribution	Visitor facing app developed	March 2026- March 2027	To be developed but also linked to delivery of new website
Develop our capability to collect and analyse information about visitor distribution and behaviour spatially using digital technology.	Annual visitor data report published	2025 / 2026	To be developed
Deliver a programme to support best practice within the land management sector on safeguarding access rights to reduce access obstructions	Two events delivered	2026 / 2027	To be developed
Minimising impacts on sensitive species and habitats			
Develop and utilise methods for measuring the impact of disturbance on sensitive habitats and species – to be used to build a strong evidence base to help inform future	Monitoring and evaluation framework in place	April 2025- March 2026	To be developed



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management measures			
Utilise a spatial plan to prioritise the management of reductions in recreational disturbance to species and habitats	Map published	April 2024-March 2025	Discussions underway with key partners to identify key management measures for sensitive sites.
Reduce the impact of recreation on ground-nesting birds by implementing site-specific actions and initiatives with land managers	Management agreements in place	Ongoing	Ranger patrols undertaken on identified sensitive sites
Develop and deliver “Dog Friendly Cairngorms” package for the National Park including:			
Supporting communities to create and develop dog walking spaces to meet the needs of dogs and reduce pressure on sensitive areas for wildlife.	Boat of Garten pilot delivered two community dog walking initiatives delivered	2025-2028	Boat of Garten community dog walking pilot completed in October 2024. Community campaign delivered based on behaviour science principles. Positive changes witnessed ie more dogs on leads and improved Capercaillie breeding indicators. Pilot to continue with phase II to respond to feedback, include work with wider audiences / nearby sites and further



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			investigation of dog walking space.
Build knowledge and support by developing an active community of dog owners with information and understanding.	Community dog walking group in place	2025-2028	To be developed
Develop further with users best practice for bikes including supporting the delivery of the Mountain Biking Recreation Management Plan for Badenoch and Strathspey	Trail Feathers development plan delivered	Ongoing	Mapping of informal trails on sensitive sites in Aberdeenshire nearing completion. Will be used to develop a management plan going forward
Update guidance on outdoor events to promote best practice	Updated guidance published	2025	To be developed



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Work with wildlife and activity guides to develop specific local training and codes of conduct for sensitive sites and species e.g., twin flower, beavers, raptors and leks.	Code of conduct produced. Training sessions run	Ongoing	Access officer presented to wildlife / activity guides at two Beaver training sessions (April 2024). Lek it Be campaign ran in Spring including support from dawn ranger patrols.
Ranger Services			
Coordinate and develop the family of ranger services to ensure coverage and deployment across the whole National Park and alignment with national arrangements	Development of regional ranger groups and for each a schedule of meetings, training and work programmes. Annual ranger get together. Development of Ranger handbook and induction programme. Consistent data collection across services to feed into national reporting programmes.	Ongoing	Three regional ranger groups have been set up and have met four times this year. Meetings consist of site visits and sharing best practice, with formal meetings covering training, key messages, partnership working and communications.
Develop the Ranger Managers Group that brings together public sector and site-specific ranger services to ensure a coordinated approach and to feed into the national	Annual managers meeting. Involvement in agendas and minutes from regional ranger group meetings and annual get - together	On-going	Update newsletter to go to ranger managers in November 2024 detailing activity through the year and plans going forward.



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arrangements for rangers.			
Develop the programme of training to develop best practice and a committed and skilled workforce	The Park Authority Family of Ranger Services annual training programme, shaped from regional ranger groups and the core competencies of a professional ranger as identified by Scottish Countryside Rangers Association (SCRA).	March 2025-March 2026	Training delivered to family of rangers this season (March-October): <ul style="list-style-type: none"> a) Police Scotland b) Scottish fire and rescue Service c) Safe and Sound conflict management d) Listen up Speak Up child protection training.
Develop skills and new career pathways to help people into employment with ranger services	Trainee ranger training programme developed promoting this and other programmes ran by partners.	On-going	Four trainee rangers completed a three-month traineeship in 2024, with training and skills delivered through professional bodies and partner ranger services across the National Park.
Public Health and the Outdoors			
Embed pathways to green health and nature within GP Practices, social care and education	Number of referrals via GP and self-referral options	2024-2029	Total referrals to date - 50 (October 2024), with 62% uptake. Ongoing six-monthly meetings with GP Practices and Health and Social Care Teams



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			delivered to promote project.
Make Green Health opportunities more visible:			
Maintain up-to-date information for green health opportunities and promote widely within communities:	Monthly What's On for Badenoch and Strathspey Network. Content published on Think Health Think Nature (THTN) website	2024-2029	Posters and leaflets have been made for communities, primary care (Vision users) and secondary care NHS staff. Finalised by Comms team (October 2024) and shared more widely with NHS Highland comms team.
Develop "green health" information on the Park Authority website:	Green Health web page	April 2025 - March 2026	Website content submitted for inclusion on new website
Promote Green Health Week	Green Health Week activities delivered	ongoing	Completed May 2024. Comms plan and programme to be developed for May 2025.
Nurture strong community networks that will provide, and support access to, recreational opportunities for wellbeing:			



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Further develop Green Health opportunities with key players:	Continued email correspondence to the Badenoch and Strathspey Green Health Network with monthly event updates, quarterly in-person meetings, and promotion/funding of appropriate training.	2024-2029	Spring network meeting held in March 2024 hosted by Trail Therapy / Cairngorm Confidence Outdoors. Summer network meeting held in August 2024, hosted by Grantown Hub. Training needs identified: Mental Health First Aid Training and funding guidance. Monthly newsletter issued to network. Continue to identify and add new members to the network (60+ members Oct 2024).
Work with Ranger Services to integrate Green Health into the wider learning and engagement work (e.g. school visits, Junior Rangers etc).	Collaborative projects and varied pathways to Green Health	2025	In progress. Challenges with capacity to support individual young people (unless with a parent/guardian or carer). Collaborative work with Volunteer Cairngorms to identify opportunities for referrals and increase provision.
Liaise with specific community support organisations to support particular groups, eg, carers and young carers, ethnic minorities, seasonal workers, etc	Ongoing - targeted support through Green Health Week	2024-2029	Green Health Week (GHW) 2024 - identified specific groups to invite to events. Will apply similar method to GHW 2025.



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Develop dementia-friendly walks in each community within the National Park	Number of Health Walks accredited as 'Dementia Friendly'	2024-2029	Dementia Friends online training will be offered to all Health Walk Leaders in November 2024 with a view to assessing interest in becoming Dementia Friendly accredited Health Walks. One volunteer manager recently undertook refresher training from Paths for All in Dementia Friendly Health Walk Leader training ready to train volunteers. Staff from Badaguish Outdoor Dementia Resource Centre have begun attending Health Walks with clients
Develop and promote a health walks programme in each community of the Park	Number of Health Walks supported	2024-2029	In the process of establishing a new Health Walk in Kincaig: New leader identified and trained, aiming to launch in Spring 2025. Trialling new approach to Health Walk delivery in partnership with the Highland Wildlife Park. Continuing to support 11 existing Health Walks across the National Park area with training, publicity, guidance and celebration



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Develop targeted promotion activities for those living sedentary lifestyles (for example, Green Health Week, World Mental Health day, Nature Festival etc.) to deliver and promote Green Health opportunities.	Green Health Week/ Requires support from Comms	2024 - 2029	Comms plan for 2025 being developed through Cairngorms 2030 programme
Volunteer Cairngorms			
Increase the number of volunteer rangers to meet the needs of partners and the Park Authority:			
Delivery of recruitment programmes	Volunteer Ranger recruitment takes place at least annually	2024-2029	26 new volunteer rangers commenced spring 2024. Next Volunteer Ranger intake late 2025
Monitor and evaluate the demand and need of partners who provide opportunities for Volunteer Rangers:	Ongoing partnership reviews with existing partners. Engagement with new potential partners	2024-2029	Currently undertaking annual review of Volunteer Ranger involvement with partners across the National Park
Maintain high quality volunteer management and the Volunteer Cairngorms portal:	Opportunities on CERVIS portal for Volunteer Rangers	2024-2029	4234 hours of Volunteer Ranger (VR) activities in 2024 (as of 21 October) across 21 partner organisations/ landowners. 896 hours of VR training delivered. Trialled VR-led training, with demand for more from VRs.
Maintain and deliver high quality Volunteer Ranger Programme and monitor capacity of the Park Authority to deliver it.	Ongoing surveys and feedback to monitor quality of volunteer experience		



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Develop and manage the Volunteer Experience Programme (VEP) to specifically encourage new and under-represented groups into volunteering (e.g. carers and young carers, ethnic minorities, LGBTQ people, disability audiences, seasonal workers, etc)	Engagement groups each year to support VEP visits	2024-2029	Four separate groups (one new) have been involved in the Volunteer Experience Programme in 2024, with 169 participant places filled
Increase volunteering opportunities linked to green health activities, and support a vibrant community of volunteer Health Walk Leaders across the Park to deliver a Health Walks Programme with a health walk in every community	Support to communities seeking to develop their own green health opportunities	2024-2029	To be developed
Promote awareness of environmental volunteering:			
Advertising opportunities through the Volunteer Cairngorms portal	Grow the number of partners and opportunities advertised on the portal	2024-2029	Opportunities - both new and existing - continue to be advertised through the CERVIS portal for the public. 2166 volunteering hours delivered through Volunteer Cairngorms in 2024 (as of 21 October)



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			across 15 separate organisations/landowners
Developing / supporting a series of awareness/ recruitment events	Events held	2024-2029	To be developed
Promoting value of environmental volunteering through media outlets.	Communications (with comms support) through the Park Authority and Volunteer Cairngorms channels	2024-2029	Communications continue to be ongoing through the Park Authority (social media and Cairn magazine) and Volunteer Cairngorms channels (newsletter). Specific volunteering opportunities offered as part of UK-wide National Parks Big Weekend of Volunteering with associated collaborative publicity
Create a Cairngorms Litter Network to coordinate and encourage community-based litter picking and support relevant littering awareness campaigns	Number of online meetings	2024-2029	To be developed
Young People and Outdoor Learning			
Promote and manage the use of the John Muir Award in the National Park to promote and inspire young people	Number of John Muir Awards delivered in schools and by outdoor centres	Ongoing on annual basis	Currently on hold until John Muir Trust decision on the future of the award, expected to be made in mid-2025
Deliver Junior Ranger programmes to six local secondary	Six Junior Ranger schools	Ongoing on annual basis	256 Junior Rangers have taken part in 114 sessions through work with six



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schools and monthly Junior Ranger activities in Badenoch and Strathspey and Deeside	programmes delivered		local secondary schools and our monthly groups in Badenoch and Strathspey and Deeside. 38 partners, including 17 Ranger services, have delivered a mix of practical conservation, ecological monitoring, land management, Scottish Outdoor Access Code (SOAC) and creative activities. A group of 15 Junior Rangers journeyed through the heart of the Cairngorms over three days immersing themselves in the natural environment and undertaking conservation activities.
Deliver education sessions for all schools in the National Park to promote Scottish Outdoor Access Code and outdoor learning	Number of sessions delivered to schools	Ongoing on annual basis	Ranger Team have delivered SOAC sessions to 292 pupils from Ballater Primary, Aboyne Primary, Speyside HS and Kingussie HS. Team have now set up programmes to deliver SOAC sessions to all the S1s annually at Kingussie and Speyside High Schools. A teachers' workshop was also delivered at Websters HS (Kirriemuir) in partnership with NatureScot. 15 teachers attended.



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Collaborate with other public sector partners to deliver and develop national education and skills-development programmes	Attend national Scottish Government Outdoor Learning meetings	Ongoing on annual basis	Staff attending regular Scottish Government Outdoor Learning Group
Promote and manage the Cairngorms National Park education travel grant which supports school and other education groups to access the Park	Number of travel grants awarded	Ongoing on annual basis	35 grants issued which break down into 10 x Secondary Schools, 23 x primary schools, and two x 'other' (Grampian Society for the Blind and Badenoch & Strathspey Mental Health Team).
Develop and facilitate the Cairngorms Youth Action Team events programme	Deliver residentials, youth volunteering days and administer youth fund	Ongoing on annual basis	Cairngorms Youth Action Team (CYAT) have had regular online meetings. Since August CYAT have completed Round 4 of the Youth Local Action Group (YLAG) fund: 13 projects completed for a total spend of £6,281.18. YLAG Round five has opened for new applications. On 26 October CYAT hosted one under 30s volunteer event in Glenlivet. From 04-06 October, they organised and ran their own residential for the first time. This was a Development Weekend, in which new members bonded with old, they did adventurous activities and made plans for their future. Following this



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			weekend CYAT produced a 21-page report, and we are working on the next steps.
Support continuing youth collaboration with other national parks, youth initiatives and events to share and celebrate best practice, e.g. through EUROPARC or Youth Parliament events	Participate in National Park UK (NPUK) and EUROPARC youth development projects	Ongoing on annual basis	Staff involved in regular NPUK Learning and Engagement meetings.
Paths, trails and outdoor access			
Review and publish an updated Core Paths Plan by end of 2026	Community consultation undertaken Plan published	Plan consultation - 2025/2026 Plan published 2026	Project planning under way with Local Access Forum consideration in November 24 and informal consultation phase to follow
Refresh the Cairngorms Local Outdoor Access Forum (LOAF) to ensure it plays an active role in advising on all aspects of the Active Cairngorms Action Plan	New members recruited	2024-2025	LOAF group met in person for project visit in June, and two new members recruited to the group.
Develop more robust range of data-gathering tools as a basis for supporting visitor management and path investment priorities including:			
A strategic review of monitoring at indicator sites (lowland paths,	Audit of counters completed	2026-2027	To be developed



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upland paths, trail-heads, core paths and Long Distances Routes)			
Use of people counters and other data gathering technologies to measure usage on key paths and car parks	Review of Active X system and agreed way forward	2024-2025	To be developed
Promote path networks across the Park by:			
Maintaining a suite of community path leaflets in paper and accessible digital formats	All leaflets feature path grading Leaflets reviewed on five-yearly cycle	Review and update four leaflets - 2024, four leaflets - 2025. Six leaflets - 2026-2028.	Strathdon leaflet reviewed and published in collaboration with local path group. Review of Laggan and Dalwhinnie leaflets started likely to be completed in Spring 2025
Supporting partners to deliver appropriate publications (e.g. Hill Tracks Leaflet)	Updated Hill Tracks Leaflet	2027-2028	To be developed
Ensure paths around communities are well-signposted and waymarked with good community map boards in every community across the National Park	<ul style="list-style-type: none"> • Signpost plan developed • Programme of sign replacements • Walk panels installed in communities 	Speyside way signposts - 2024-2025 Community replacements 2025-2028	Installation of new waymarking along Speyside Way from Aviemore to Park boundary (beyond Cromdale) underway. Expected to be completed by end of 2024.
Support and expand the number of community path groups to deliver path projects through	Community path group training event delivered	2026-2027	Under development



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funding, training and sharing best practice			
Review the Upland Path Audit to identify investment priorities for the upland path network and develop innovative techniques to reduce upland path erosion	Revised upland path audit published	2025-2026	Under development
Expand the existing 'Adopt a path' scheme to promote volunteer-led approach to cover all upland paths in the Park	Increase from 47 upland paths to 50 upland paths	Ongoing	Under development