Annex 1

Minutes of the Resources Committee meeting

Held at Cairngorms National Park Authority office, Grantown-on-Spey

Online

15 May 2026 at 09.35am

Present online

Russell Jones (Chair)
Sandy Bremner
Hannah Grist
Derek Ross
Lauren McCallum (Deputy Chair)
Jackie Brierton
Ian McLaren

In attendance

Grant Moir, Chief Executive Officer
David Cameron, Deputy Chief Executive Officer and Director of Corporate Services
Kate Christie Head of Organisational Development
Louise Allen, Head of Finance and Corporate Operations
Alix Harkness, Clerk to the Board

Apologies

None.

Welcome and introductions

1. The Chair welcomed everyone to the meeting of the Resources Committee

Approval of minutes of previous meetings

2. The draft minutes from the previous meeting on 13 February 2026 were approved with no amendments.

Matters arising not covered elsewhere

3. There were not matters arising.

Actions from 24 January 2025 meeting:	
Information set out in Paper-6-FOISA_Complaints.pdf	
Paper 1 i. Return to committee the new policy on staff recognition and reward once available.	Policy still under consideration, but Staff Benefits document has been developed and circulated, which already sets out a number of existing benefits
Paper 5 i. Deputy CEO and Director of Corporate Services and Jackie Brierton to Investigate the possibility of Credit Unions for staff and park wide.	Open
Action points from 29 August 2025	
At para 15 g i. Capture if staff are moving on to more senior roles out with the Park Authority in future reports.	In hand - will be reported in 2026 Staff Retention paper.
Action points from 7 November 2025	

At para 12 i. Dry runs of new procedures intentionally triggering health and safety trials to be considered by the Health and Safety Committee.	Open, and tabled for June Health and Safety Committee meeting
Action points from 13 February 2026	
Paper 1 – Budget Monitoring At para 6c i. Bring a paper to the next Committee meeting on the C2030 budget monitoring.	Complete Report is available at the 15 May 2026 meeting.
Paper 4 – Staff Consultative Forum At para 18c i. Bring back a report on uptake of the new sabbatical policy.	We can confirm that to date there have been no applications.

Declarations of interest

4. There were no declarations of interest.

Finance monitoring (Paper 1)

5. Louise Allen, Head of Finance and Corporate Operations presented the paper which presents a view of the Park Authority's financial position at the start of the 2026/27 financial year. It includes an estimate of the outturn position for the financial year 2025/26, together with the budget management position at the end of April - month one of the 2026/27 financial year.

Ian McLaren joined the meeting at 9.41am.

6. The Resources Committee discussed the paper and made the following comments:
   a) A member asked if it would be possible to get further analysis of how much expenditure has been directed to organisations, individuals, or businesses

within the National Park versus outside the National Park. Head of Finance and Corporate Operations confirmed that this should be possible.

b) A member asked for paragraph 19 of the report to be explained in simpler terms. Head of Finance and Corporate Operations clarified that:
   i. Core funds are used temporarily to support cash flow, not to directly fund project spending.
   ii. Both core activities and the Cairngorms 2030 (C2030) programme use a single bank account.
   iii. Funding drawn from the Scottish Government (SG) ensures the account stays financially stable.
   iv. This arrangement was planned in advance to ensure sufficient cash is available when needed.
   v. The cash flow arrangement is a planned and controlled process. It is simply a financial management method to ensure smooth cash flow, ensuring cash availability is not a risk to the programme.

c) A member asked if the Transport Scotland funding did not come through would this pose a reputational risk to the organisation and how could that be mitigated? CEO agreed that there was a potential reputational risk as without funding final design work could not be completed, which may stop projects progressing to construction. He advised that mitigation included:
   i. Submitting a change request to the National Lottery Heritage Fund (NLHF) to reallocate funding and alter activity plans if needed.
   ii. Reviewing progress around August–September when funding clarity is expected.
   iii. Preparing communications and alternative plans.

d) Some projects may need to be scaled back or paused.

e) Deputy CEO and Director of Corporate Services provided reassurance that reputational risk with the NLHF as a key funder was being handled proactively:
   i. A mid-programme review with the NLHF is planned around August–September (midpoint of the programme).
   ii. Any necessary programme changes would be addressed in one coordinated update.
   iii. The relationship with the NLFH is described as strong and well-managed.

7. The Resources Committee noted the paper agreeing to the recommendations:
   a) Note the estimated outturn position for the 2025/26 financial year.
   b) Consider the budget management position for 2026/27.

8. Action Point Arising:
   i. Further analysis of how much expenditure from C2030 Programme has been directed to organisations, individuals, or businesses within the National Park versus outside the National Park, and therefore contributed to community wealth building, to be prepared and presented to the Committee.

Staff Consultative Forum Minutes (Paper 2)

9. Kate Christie, Head of Organisational Development presented the paper which sets out the minutes from the Staff Consultative Forum (SCF) meeting.

10. The Resources Committee discussed the paper and made the following comments:
    a) The Chair asked if this was the meeting where opportunities for staff-board meetups was discussed? Head of Organisational Development confirmed that this was the meeting where the idea of more interaction between staff and board members was raised, and it was something that still needs to be considered at an executive level in terms of how to best implement it.

11. The Resources Committee noted the paper agreeing to the recommendations:
    b) Note the minutes of the SCF meeting.

12. Action Points Arising:
    i. None.

AOCB

13. None

Date of Next Meeting

14. The date of the next meeting is 28 August 2026, Hybrid.

15. *The meeting concluded at 09.54 am*

Motion to take the next items in a confidential session.

Actions from 24 January 2025 meeting:	
Information set out in [Paper-6-FOISA_Complaints.pdf]()	
Paper 1 i. Return to committee the new policy on staff recognition and reward once available.	Policy still under consideration, but Staff Benefits document has been developed and circulated, which already sets out a number of existing benefits
Paper 5 ii. Deputy CEO and Director of Corporate Services and Jackie Brierton to Investigate the possibility of Credit Unions for staff and park wide.	Open
Action points from 29 August 2025	
At para 15 g i. Capture if staff are moving on to more senior roles out with the Park Authority in future reports.	In hand - will be reported in 2026 Staff Retention paper.
Action points from 7 November 2025	
At para 12 i. Dry runs of new procedures intentionally triggering health and safety trials to be considered by the Health and Safety Committee.	Open, and tabled for June Health and Safety Committee meeting
Action points from 13 February 2026	
Paper 4 – Staff Consultative Forum At para 18c	Closed - confirmed on 15 May 2026 that to date

ii. Bring back a report on uptake of the new sabbatical policy.	there have been no applications.
Action points from 15 May 2026	
Paper 1 – Finance Monitoring At para 6a iii. Further analysis of how much expenditure on the community wealth fund has been directed to organisations, individuals, or businesses within the National Park versus outside the National Park to be prepared and presented to the Committee	

Draft minutes of the Performance Committee meeting

Held at Cairngorms National Park Authority office, Grantown-on-Spey

Hybrid

12 June 2026 at 2.00pm

Present in person

Kenny Deans (Chair)
John Kirk
Michael Williamson
Sandy Bremner
Eleanor Mackintosh

Present online

Steve Micklewright (Deputy Chair)
Ann Ross

In attendance

David Cameron, Deputy Chief Executive Officer and Director of Corporate Services
Gavin Miles, Director of Planning and Place
Colin Simpson, Head of Visitor Services
David Clyne, Head of Cairngorms 2030
Oliver Davies, Head of Communications and Engagement
Sarah Henshall, Head of Conservation
Bridget Trussell, Community Grants Manager
Adam Streeter-Smith, Recreation Access and Infrastructure Manager
Karen Johnstone, Clerk to the Board

Apologies

Grant Moir, Chief Executive Officer

Welcome and introduction

1. The Chair welcomed everyone to the meeting of the Performance Committee.

Approval of minutes of previous meetings

2. The draft minutes of the previous meeting held on 23 March 2026 were approved with no amendments.

Matters arising not covered elsewhere

3. There were not matters arising.

Action	Status
Action points arising from previous meetings	
12 December 2025	
Paper 4 - Cairngorms Nature Action Plan At para 19f i. Consider a new term for "community benefits".	In hand
Paper 2 – Cairngorms 2030 programme update: quarter three 2025 (July – September) At para 9e i. CEO to confirm if applicants of the new fund are able to choose the services / providers themselves with the funding allocated.	In hand
23 March 2026	
Paper 1 – Deer Incentive Scheme At para 7a i. Head of Land Management to reword the Key Performance Indicator (KPI) to accurately reflect the intended outcome.	Complete
Paper 2 – Cairngorms 2030 Programme Delivery Update: Quarter Four 2-25 (October – December) At para 11e	

i. Head of Cairngorms 2030 to attend the next Economic Steering Group meeting to work with the Chair and the Director of Planning and Place to align Cairngorms 2030 economic outputs with the Community Wealth Building Bill and inform future legacy planning.	Head of C2030 unavailable at time of meeting. Director of Planning and Place presented update instead.
Paper 3 – Cairngorms 2030 restoring and enhancing landscape's theme update February 2026 At para 15a i. Cairngorms 2030 Nature Based Solutions Manager to raise and consider monitoring of cattle welfare as part of planned grazing, including issues such as mineral supplementation, additional feeding or shelter, worming, and potential tick impacts, with a view to sharing relevant learning with the wider farming industry. At para 15d i. Cairngorms 2030 Manager to arrange an introductory meeting between Dr Claire Deveney and Board member (Jackie Brierton).	Will be actioned when project commences. Meeting held on 21 May 26

Declarations of interest

4. There were no declarations of interest.

5. The Committee Chair announced that Paper 4 would be taken first.

Bringing beavers back project (Paper 4)

6. Sarah Henshall, Head of Conservation introduced the paper which presents the latest delivery updates on the Bringing beavers back project.

7. The Performance Committee discussed the paper and made the following comments and observations:
   c) A Board Member highlighted that there had been a beaver spotted in Nethy Bridge. Head of Conservation explained Officers were notified about this on Monday, and Officers identified the site on Tuesday. It was explained this area will be monitored on a weekly basis to establish if the beaver is moving through the area or establishing a territory.
   d) A Board Member questioned the staffing and resources available for managing and mitigation of impacts of the expansion of beavers beyond the boundaries of the National Park. Head of Conservation explained that the beaver population is largely in the upper Spey, with only two individuals moving out of this area. It was noted that a previous example of a beaver outwith the National Park boundary was reported to the Park Authority by a ghillie and Officers undertook a site visit and provided initial advice then steered the land manager towards NatureScot and the National Management and Mitigation scheme. The focus of Park Authority budget / resources is to mitigate and manage beaver impacts within the Park boundary.
   e) Discussions were had around concern that the Red Amber Green (RAG) performance indicator ratings are all green, which seems to miss wider aspects of concern that remained with some stakeholder groups. Officers accepted this, suggesting that an additional indicator should be added around how the expanding beaver population is being received by land management, farming and community groups. It was agreed this could be explored and Officers would monitor and report back to the Committee.
   f) A Board Member suggested adding landowner impacts to the risk register. Head of Conservation explained that the proposed indicator would be hard to measure, however it was recognised this is subjective but could be brought in as a risk to provide an update to papers with views.
   g) Discussions were had around no go zones if this would be considered. Head of Conservation explained following discussions with NatureScot, no go zones were not an option and not licensable, the focus is managing impacts on

individual sites applying the National Management and Mitigation framework - that to date is working well.

h) Discussions were had around tourism and visitor benefits from beaver, questioning if there was anything to quantify this in the National Park. Head of Conservation explained that counters have recently been installed at Rothiemurchus trail, the combination of the trail and café are expected to increase visitor benefits for the estate, and there are already figures on this site being gathered. It was noted that some wildlife tours are already incorporating the beaver trail into their tours, and the Park Authority are advising on how to view safely and minimise disturbance.

i) A Board Member questioned compensation / funding for landowners repairing land / destruction from beavers and who is expected to pay for this. Head of Conservation explained the National Management and Mitigation does not provide compensation funding; however, the Park Authority can support land managers with licensing and can undertake burrow filling, dam removal and flow devices, Additionally the Park Authority can provide materials for and cover the cost of tree wrapping and protection. This is a good approach to have and landowners are pleased with the support for licensing and carrying out work, if they wish the support. It was highlighted that these are low-cost measures and dam removal is a function that the Park Authority can carry out training with landowners or gillies to deliver.

j) Discussions were had about the previous Beaver Management and Mitigation meeting being cancelled. Head of Conservation explained this was requested from Cairngorms Crofters and Farmers Community (CCFC) due a busy time of year, however there is an upcoming meeting on 24 June and another one in September.

8. The Performance Committee noted the paper and agreed to the recommendations:
    a) Progress towards the project's objectives.
    b) Any strategically significant impacts on delivery of the Park Authority's Corporate Plan and National Park Partnership Plan (NPPP).
    c) Any material impacts on the Park Authority's strategic risk management.

9. Action Points Arising:

i. Head of Conservation to update the project risk report to include landowner impacts and show how expansion being received by land management, farming and community groups.

Sarah Henshall left the meeting at 2.29pm

Cairngorms 2030 programme update: quarter one 2026 (January to March) (Paper 1)

10. David Clyne, Head of Cairngorms 2030 (C2030) introduced the paper which presents the status of the C2030 programme and risk management, based on information in project reports for the period from January to March 2026, and updated where appropriate to reflect current position as at the time of writing, and the planned work to end June 2026.

11. The Performance Committee discussed the paper and made the following comments and observations:
   a) Board Members congratulated the C2030 Team on the delivery to date, noting the hard work and success from the projects.
   b) The committee discussed Transport Scotland and expressed concern regarding the recurring issue of late budget confirmations. It was noted that an agreement is in place, and members felt this matter should be formally raised with Transport Scotland. Deputy CEO and Director of Corporate Services explained the Park Authority are caught within an annualised public sector funding regime, therefore there is a limitation to what steps can be taken, however the Park Authority CEO has been in touch with Transport Scotland's CEO this week to accelerate the decision making and this risk can be further escalated at the Formal Board meeting if required. Committee Chair asked for this to be taken to the Formal Board meeting in September if still a risk at that stage, as the Committee need to raise awareness about this issue.
   c) A Board Member questioned what is at risk in terms of delivery and how will National Lottery Heritage Fund (NLHF) react to this. Head of C2030 explained the Park Authority have regular meetings / updates with NLHF and these are mainly focused on transport. It was noted Active Communities in Boat of Garten, Aviemore, Newtonmore and Nethy Bridge would be at risk, however the construction phase would be unlikely to be turned down in the event that

further design phase funding is approved. The Head of C2030 Programme confirmed that NLHF were therefore fully briefed on the status of the project.

d) Discussions were had about focusing on delivering better transport system for tourism. Director of Planning and Place explained the C2030 programme is not planning to dramatically change the transport system but encourage a behavioural change in people using bikes and improving roads and pavements for walking and cycling. Other areas such as park and ride, the Highland Council are leading on noting visitor transport is a key part of public services in the Strath.

e) A Board Member asked for examples of community wealth building. Head of C2030 said that Scottish Land Commission (SLC) is working with three estates, Dorback, Dalnacardoch and Angus Glens supporting estates to work with communities to identify land management operations and their potential for community wealth building impacts. Discussions are underway with SLC on the possibility of extending this for a further two years.

12. The Performance Committee noted the paper and agreed to the recommendations:

a) Note progress to date and future for C2030 delivery.
b) Note specific points of C2030 delivery risk.
c) Highlight any issues arising that members may feel need specific consideration by staff from a strategic and board perspective.

13. Action Points Arising:

i. Transport Scotland funding issues impacting C2030 Transport programme to be added to strategic risk considerations for the Formal Board Agenda in September if the project funding status requires escalation at that point.

David Clyne left the meeting at 2.48pm

Wrap up of Climate Adaptation Fund 2025/26 (Paper 2)

14. Bridget Trussell, Community Grants Manager introduced the paper which presents the status of the Climate Adaptation Fund as it completes delivery of year two (2025/26) and looks forward to delivery of year three (2026/27).

15. The Performance Committee discussed the paper and made the following comments and observations:
   a) A Board Member commended the team for giving all applicants guidance and an alternative destination for funding bids if internal funds are not suitable and questioned if this would be an opportunity to work with Scottish Government (SG) regarding wildfire funding. Director of Planning and Place explained last year there was some funding for firefighting equipment, however if the demand for this continues this should be considered regarding the merits of separating wildfire firefighting equipment to another grant fund, as this is a separate issue and there is a specific maintenance of assets requirement.
   b) A Board Member noted that less farmers applied this time for funding, questioning if there was a reason for this. Director of Planning and Place explained the Park Authority are speculating that the grant requires a degree of certainty of what applicants want to do with the funds, and expression of interests that are vague are asked to provide more information which can result in no further response from the applicant. Some applications have not made it through as the funds are required to be spent within that year which would not be achievable. A Board Member questioned how this information can be shared better with farmers, eg in farming newsletters. It was agreed that ongoing review of our communications on availability of grant funds would be beneficial. It was noted that widespread promotional activity had taken place.
   c) It was highlighted that a lot of the contact with the grants team are from new customers who are not used to submitting applications, which is a positive as this is allowing them to learn and gain knowledge about how to request and benefit the funding they have access to.

16. The Performance Committee noted the paper and agreed to the recommendations:
   a) Review the delivery of the fund and note how the application processes and criteria have changed to respond to capacity and user experience.
   b) Review and note the impact of two years of funding.

17. Action Points Arising: None.

Adam Streeter-Smith joined at 3.05pm

Communications and Engagement update (Paper 3)

18. Oliver Davies, Head of Communications and Engagement introduced the paper which presents an update of current communications and engagement activity, plus outlines a number of key priorities for the next quarter. It also includes a strategic risk register and accompanying mitigation measures.

19. The Performance Committee discussed the paper and made the following comments and observations:
    a) Board Members praised the work carried out by the Communications and Engagement team, specifically the fire byelaw campaign, noting this was exceptional.
    b) Clarity was sought regarding a recent fire at Loch Garten beach, reporting that a local resident called Royal Society for the Protection of Birds (RSPB) and spoke to someone directly as this was on their land. However, it was explained no one was on duty. Head of Visitor Services and Active Travel explained that the guidance is that if there is an incident, then public should contact the fire service or the police – not Rangers of the Park Authority or other organisations. Head of Visitor Services and Active Travel offered to reach out to RSPB to suggest an out of office hours recorded message to give guidance for public in these circumstances. Head of Communications and Engagement noted that there is a partner tool kit available with all this information and materials, however the team with reiterate this with partners to ensure similar does not happen in the future.
    c) A Board Member highlighted that the temporary road signage at Blair Atholl is only partially working at the moment. Head of Visitor Services and Active Travel agreed to look into this.

20. The Performance Committee noted the paper and agreed to the recommendations:
    a) Review activity across a range of communications and engagement channels in the past three months and discuss the identified priorities for quarter three of 2026.
    b) Review the accompanying risk register to ensure key risks are captured and that mitigation measures are appropriate.

21. Action Points Arising:
    i. Reach out to partners to reiterate to share with public if they see an incident to contact the fire service or police.

Bridget Trussell left the meeting at 3.24pm

Delivery of statutory duties as conferred by the Land Reform (Scotland) Act 2003 (Paper 5)

22. Colin Simpson, Head of Visitor Services and Active Travel, and Adam Streeter-Smith, Recreation Access and Infrastructure Manager introduced the paper which presents an update to members on delivery of the Park Authority's statutory duties under the Land Reform (Scotland) Act 2003. While activity is delivered by officers with annual reporting to the Local Outdoor Access Forum (LOAF), as this is a statutory function it is also considered appropriate that there is an element of Board oversight and scrutiny of related casework.

23. The Performance Committee discussed the paper and made the following comments and observations:
    a) Discussions were had around a review of the access code regarding the wild camping provisions. Head of Visitor Services and Active Travel explained that there is national discussion regarding this, however they would not be able to only update one aspect of the outdoor access code, this would involve reviewing every area and there was no political appetite for this at present. It was noted that there were national discussions about changing guidance and legislation, however this was a topic that was much wider than the National Park, but the Park Authority are involved in the national groups having these discussions.
    b) A Board Member questioned if the issue of no volunteers to Chair the Local Outdoor Access Forum (LOAF) would be resolved. Head of Visitor Services and Active Travel explained that it was suggested to LOAF that if a new person did not volunteer, then there could be an extension on the current Convener, however this was not a long-term solution, a new volunteer is encouraged.
    c) Recreation Access and Infrastructure Manager updated the Committee that there was a meeting being held over the weekend gathering Cairngorms

National Park path groups together for sharing knowledge, information, skills and training, to drive forward improvements. The Park Authority would be hosting the first meeting of 18 people from eight path groups in Kingussie to launch their accessibility path tool kit which was funding through the Cairngorms Trust, which will help to audit their paths and identify improvements and funding available to ensure paths for all.

24. The Performance Committee noted the paper and agreed to the recommendations:
   a) Note the summary of access casework undertaken by the Access and Infrastructure Team.
   b) Consider findings, trends and other relevant issues arising.

25. Action Points Arising: None

AOCB

26. None

Date of Next Meeting

27. The date of the next meeting is 11 September 2026 online.

28. *The meeting concluded at 3.33pm*

Action	Status
Action points arising from previous meetings	
12 December 2025	
Paper 4 - Cairngorms Nature Action Plan At para 19f i. Consider a new term for "community benefits".	In hand
Paper 2 – Cairngorms 2030 programme update: quarter three 2025 (July – September) At para 9e	In hand

i. CEO to confirm if applicants of the new fund are able to choose the services / providers themselves with the funding allocated.	
23 March 2026	
Paper 3 – Cairngorms 2030 restoring and enhancing landscape's theme update February 2026 At para 15a i. Cairngorms 2030 Nature Based Solutions Manager to raise and consider monitoring of cattle welfare as part of planned grazing, including issues such as mineral supplementation, additional feeding or shelter, worming, and potential tick impacts, with a view to sharing relevant learning with the wider farming industry.	Will be actioned when project commences.
12 June 2026	
Paper 4 – Bring Beaver Back project At para 7d i. Head of Conservation to update the project risk report to include landowner impacts and show how expansion being received by land management, farming and community groups.	
Paper 1 - Cairngorms 2030 programme update: quarter one 2026 (January to March) At para 11 b i. Transport Scotland funding issues impacting C2030 Transport programme to be added to strategic risk considerations for the Formal Board Agenda in September if the project funding status requires escalation at that point. .	
Paper 3 - Communications and Engagement update At para 19 b	

i. Reach out to partners to reiterate to share with public if they see an incident to contact the fire service of police.	