

Page 1 of 24

For Information

Title: Active Cairngorms

Prepared by: Colin Simpson, Head of Visitor Services and Active

Travel, Adam Streeter-Smith, Recreation and Access

Manager and Lucy Ford, Ranger Manager

Purpose

The Active Cairngorms Action Plan is one of a series of plans that sit below the National Park Partnership Plan (NPPP). Along with the Sustainable Tourism and Strategic Tourism Infrastructure Plans, these plans collectively describe the Park Authority and partners' work in relation to tourism, visitor facilities and services and the management of visitor impacts on the Park. This report gives Board members oversight of progress towards the plan's objectives and is being presented to the Board in autumn so as to give a timely overview of visitor related activity that took place over the preceding summer season.

Recommendations

The Board is asked to:

- a) Note the progress towards delivery of the objectives contained within the Active Cairngorms Action Plan.
- b) Note the report on the visitor focussed activities of the Park Authority and partner ranger services during the 2025 summer season.

Strategic context

- 1. The Active Cairngorms Action Plan and describe in more detail specific activities that will be undertaken by the Park Authority to support the delivery of the NPPP objectives. In particular this plan describes key activities that will be undertaken by the Park Authority to achieve the following Park Plan objectives:
 - a) Nature
 - i. A7: Fire Management
 - ii. A13: Species Recovery
 - b) People



- i. B9. Mental and physical health
- ii. B10. A Park for All
- iii. B11. Volunteering and outdoor learning
- c) Place
 - i. C5. Visitors to the National Park
 - ii. C8. Accessible path and cycle network
 - iii. C9. High-quality visitor experience

Strategic risk management

- 2. The activity described in this report assists in mitigating strategic risk no. 11 "Unrealistic expectations of what the Park Authority and its partners can achieve ...". The actions within the Active Cairngorms Action Plan were agreed with likely resource implications and availability considered.
- 3. In view of the current high profile of wildfires and the forthcoming fire byelaw (described on page 4 below) an increase in expectations as to what the Park Authority and partners can achieve is possible as the byelaw and associated activity is introduced.

Implications

- 4. There are no strategic resource implications arising from this report as it describes past activity. However, the continuation of those activities and delivery of many of the targets in the lifespan of the Active Cairngorms Action Plan (2024-2028) does have resource implications. These are considered as part of the annual budget setting process.
- 5. The incoming fire byelaw will require some additional activity around the time of implementation as described in paragraph 12 below. This will require additional financial and staff resources some of which have already been provided for in the 2025/26 operational budget. Further resource requirements will require to be considered as part of the budget setting process for financial year 2026/27.

Page **3** of **24**



Success measures

 The NPPP and Active Cairngorms Action Plan both contain a number of targets and measures and this report, and its appendices detail the progress towards achieving these.

Active Cairngorms Action Plan Progress

- 7. Annex 1 provides an update on progress towards each of the objectives included within the plan. Following the structure of the plan itself, these updates are separated into sections reflecting the seven priority areas for action:
 - a) Managing for visitors
 - b) Minimising impacts on sensitive species and habitats
 - c) Ranger services
 - d) Public health in the outdoors
 - e) Volunteer Cairngorms
 - f) Youth and outdoor learning
 - g) Paths, trails and outdoor access duties

End of season visitor report

- 8. The launch of the Active Cairngorms Action Plan during 2024 gave the opportunity to bring together reporting on a number of different areas of activity related to people's experience of and use of the outdoors. In particular it gave the opportunity to report on visitor management activities as part of the delivery of a strategic plan rather than as a standalone area of work. This activity forms the first three priorities of the in the Active Cairngorms Action Plan, and as with the other areas of activity, progress reports are given in Annex 1.
- 9. However, through the Park Authority ranger service and partner ranger services that make up a wider "family of ranger services", much more data is collected on their engagement activity. In recognition of the fact that this is one of the higher profile areas of work the Park Authority undertakes, further details including key data from Park Authority and partner ranger service patrols is given below.

Park Authority Ranger Service

10. The Park Authority currently employ five permanent rangers (three based in Badenoch and Strathspey and two based in Deeside) but during summer 2025



employed a further 12 seasonal rangers, most from April to late October and four trainee rangers from June to September. These included rangers based locally who covered the Deeside and Angus Glens area while Badenoch and Strathspey based rangers also patrolled locally and in Moray and Perth and Kinross ensuring all areas of the Park were covered. 1100 patrols were undertaken by the Park Authority rangers in 2025 – a decrease of 21% compared with 2024. This was largely due to early season recruitment challenges in Badenoch and Strathspey.

Cairngorms National Park Authority Ranger Service Patrol Data

| | - ··· | | | | | | | | | |
|------|---------|--------|----------|-------|-----------|--------|------|--------|--------|--------|
| | Patrols | Engage | Negative | Tents | Overnight | Dogs | Dogs | Live | Old | Bags |
| | | ments | engagem | | Camper- | on | off | Fires/ | Fires/ | litter |
| | | | ents | | vans | a lead | lead | BBQs | BBQs | |
| 2025 | 1100 | 5983 | 30 | 1144 | 755 | 1457 | 156 | 109 | 475 | 1076 |
| 2024 | 1398 | 6829 | 29 | 1275 | 1042 | 3925 | 369 | 225 | 558 | 1553 |

Partner Ranger Services

11. In addition to the direct employment of rangers, the Park Authority also support 14 ranger services with activities such as training to assist in the consistency of ranger provision and messaging. Six partners who operate in some of the most highly pressured areas of the Park continued to receive financial support towards their ranger services – Atholl Estate, Rothiemurchus Estate, Royal Society for the Protection of Birds (RSPB) Abernethy, Balmoral Estate, Glen Tanar Charitable Trust and Angus Alive (Glen Doll). Across the full family of ranger services around 50 rangers were employed during summer 2025 although numbers at any one-time varied due differing recruitment and employment patterns. Those partners also gather patrol data using a similar framework but as not all partners undertake or record individual patrols in the same way the data excludes that measure.

| | Engage | Negativ | Tents | Overnight | Dogs on | Dogs off | Live | Old | Bags |
|-------|--------|---------|-------|-----------|---------|----------|--------|--------|--------|
| | ments | е | | Camper | a lead | lead | Fires/ | Fires/ | litter |
| | | engage | | vans | | | BBQs | BBQs | |
| | | ments | | | | | | | |
| 2025* | 23139 | 95 | 3254 | 3928 | 4530 | 1342 | 213 | 360 | 578 |
| 2024 | 24138 | 99 | 1857 | 5313 | 3911 | 1057 | 122 | 273 | 205 |

^{*} As some partners have yet to supply final period figures the 2025 data is incomplete.



Introduction of a Cairngorms Fire Byelaw

- 12. In September 2025, the Scottish Government (SG) approved the Park Authority's application to implement a seasonal fire byelaw covering the National Park. While this will not come into force until April 2026, preparatory work has been under way in recent months. A number of members of the Visitor Services team attended a session with Loch Lomond and the Trossachs National Park colleagues who are involved in the implementation and enforcement of their existing byelaws. This has proved invaluable in helping to develop the relevant processes for the implementation and enforcement of the fire byelaw.
- 13. In order to ensure awareness of the byelaw a range of communications activities will be required including the use of printed materials, press activity, website, social media activity and signage (including both road signs to raise awareness of the byelaw and site-based signs indicating that fires are not permitted and that a byelaw is in place). In order to ensure a consistent approach to messaging geographically, across different partner organisations and across all different mediums a communications contract was awarded in early October. The contractor has already undertaken consultation with Park Authority staff and a number of partners, including those who regularly deal directly with visitors and are currently finalising a communications approach to use in the above activities.
- 14. Close working with a number of partners will be key to successful implementation of the byelaw in particular with police Scotland, the Scottish Fire and Rescue Service (SFRS) and landowners who manage popular visitor sites. Direct engagement with public sector partners has commenced and a series of one-to-one sessions are under way with the key landowners as to the implications of the fire byelaw for them and what their powers and responsibilities are in relation to the byelaw and its exemptions.

Ranger team restructure

15. The introduction of the fire byelaw in April 2026 will have implications for the Park Authority's ranger service not only in terms of enforcement but perhaps more notably it will bring legal obligations in terms of managing and reporting on the enforcement process. To cater for this as well as updating some elements of line management a restructure of the ranger team is under way which will incorporate changes to levels of responsibility and consequent revisions to job descriptions.



Page **6** of **24**

16. Discussions have taken place over the last season with Angus Alive, who in recent years have been part funded to provide ranger services in Glen Doll, with a view to revising the arrangements for ranger services in the area. Following an interim arrangement that is in place until March 2026, the Park Authority will cease funding Angus Alive and instead appoint a new permanent ranger, supported by seasonal rangers. This would give an all-year-round presence in the south of the Park, would allow additional work such as increased engagement with schools in the area while also improving opportunities to cover the wider Angus Glens area more fully (as the funding to Angus Alive rangers only supported their work in Glen Doll).

Colin Simpson 14 November 2025

Adam Streeter-Smith 14 November 2025

Lucy Ford

14 November 2025

colinsimpson@cairngorms.co.uk adamstreetersmith@cairngorms.co.uk lucyford@cairngorms.co.uk



Page **7** of **24**

Annex 1

| Title | Key measurable | Delivery | Status | Notes on delivery in 2025 | | | | |
|---|------------------------|--------------|----------|--|--|--|--|--|
| | outputs | period | | | | | | |
| Managing for visitors - Influence visitor behaviour through a series of initiatives that include: | | | | | | | | |
| Develop the Managing for | 19 Meetings delivered. | Ongoing | On track | 2025/26 - 14 meetings held from 01 April | | | | |
| Visitors Group to bring together | | | | 2025 to end October with five more | | | | |
| key public sector partners, land | | | | planned through to March 2026 | | | | |
| managers and businesses and | | | | | | | | |
| participate in national | | | | | | | | |
| arrangements. | | | | | | | | |
| Promoting messaging that | Updated Tread lightly | Ongoing | On track | Tread lightly leaflets reprinted and | | | | |
| visitors should 'tread lightly' as | in the National Park | | | distributed in 2025 | | | | |
| the main means of promoting | concertina leaflet. | | | | | | | |
| the Scottish Outdoor Access | | | | | | | | |
| Code (SOAC) in the National | | | | | | | | |
| Park. | | | | | | | | |
| Providing clear guidance on | Updated informal | Water sports | On track | Water access guidance consulted on and | | | | |
| recreational activities such as | camping advice note. | - 2024 | | published. | | | | |
| wild camping and water sports. | Water users advice | Camping - | | | | | | |
| | published. | 2026 | | | | | | |
| Developing standard signage | Capercaillie and dogs | Capercaillie | On track | New Capercaillie sign produced and | | | | |
| for key messages that promote | on lead signs | signs - 2024 | | distributed to relevant land managers. | | | | |
| the SOAC and supporting land | distributed. | | | | | | | |

Page **8** of **24**

| 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. | Updated SOAC posters. Tread lightly messaging available in foreign languages. | SOAC posters - ongoing. 2025/26 | On track | New lambing and livestock signs produced and distributed summer 2025. Tread Lightly leaflet available in 10 languages - available to download from National Park website. |
|--|--|--|----------|--|
| Work 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 | On track | Training with both SFRS and Police Scotland delivered to rangers early in the season. Police Patrols with rangers organised in Glenmore and Deeside with operational orders written for each Police division involvement. Guidance for ranger services on when and how to escalate incidents produced in partnership with Police Scotland and issued to Ranger services. |
| 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. | 2026/27 | On hold | |

Page **9** of **24**

| Consult on options around fire | 10-week public | 2024/25 | Complete | Fire byelaw approval now received from |
|-----------------------------------|----------------------|---------|----------|--|
| byelaws for the National Park | consultation | | | SG and preparatory activity under way. |
| | completed. | | | |
| Investigate the viability of a | Visitor facing app | 2026/27 | On hold | |
| visitor welcome app for the | developed. | | | |
| Cairngorms National Park, | | | | |
| providing guidance to visitors | | | | |
| and giving real time data on | | | | |
| visitor distribution. | | | | |
| Develop our capability to collect | Annual visitor data | 2025/26 | On track | Currently testing use of ActiveX data with |
| and analyse information about | report published | | | a focus on Anagach Woods, Boat of |
| visitor distribution and | | | | Garten Woods and paths including the |
| behaviour spatially using digital | | | | Charter Chest Path. |
| technology. | | | | |
| Deliver a programme to support | Two events delivered | 2026/27 | On hold | |
| best practice within the land | | | | |
| management sector on | | | | |
| safeguarding access rights to | | | | |
| reduce access obstructions. | | | | |
| Minimising impacts on sensitive | <u> </u> | | | |
| Develop and utilise methods for | Monitoring and | Ongoing | On track | Currently testing use of ActiveX data with |
| measuring the impact of | evaluation framework | | | a focus on Anagach Woods, Boat Woods |
| disturbance on sensitive | in place | | | and paths including the Charter Chest |
| habitats and species – to be | | | | Path. |

Page **10** of **24**

| used to build a strong evidence base to help inform future management measures. Utilise a spatial plan to prioritise the management of reductions in recreational disturbance to species and habitats. | Map published | Ongoing | On track | 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 | On track | Ranger patrols undertaken on identified sensitive sites "Paws on the Plateau" campaignbeing implemented by RSPB at Abernethy. "Lek it Be" patrols completed. Specific advice and signage developed for Leking (rogue) Capercaillie at Boat of Garten and Abernethy. Capercaillie maps being developed, wader signage drafted, signage for Avie lochan being developed. |
| 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. | Ongoing | On track | Boat of Garten community dog walking pilot to be continued with phase two responding to feedback. Collaborating with Conservation Team and Anagach Woods Trust to develop "listening session" with key dog walking representatives, |

Page **11** of **24**

| | | | | survey local dog walkers and develop an action plan to reduce risk of disturbance. |
|--|--|---------|----------|---|
| Build knowledge and support by developing an active community of dog owners with information and understanding. | Community dog walking group in place | Ongoing | On hold | |
| 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 | On track | Mapping of informal trails on sensitive sites in Aberdeenshire. Grant funding provided to Badenoch and Strathspey Trail Association to deliver trail academy sessions focused on female mountain bikers, includes principles of reducing disturbance. |
| Update guidance on outdoor events to promote best practice. | Updated guidance published. | 2025 | On track | Draft completed, circulated for external comment. Further work under way to ensure consistency with National event guidance updates |
| Work with wildlife and activity guides to develop specific local training and codes of conduct for sensitive sites and species eg, twin flower, beavers, raptors and leks. | Code of conduct produced Training sessions run. | Ongoing | On track | Lek it Be campaign ran in Spring. Supported dawn ranger patrols. |

Page **12** of **24**

| Paths, trails and outdoor access | | | | |
|--|---|---|----------|---|
| Review and publish an updated Core Paths Plan by end of 2026. | Community consultation undertaken. Plan published. | Consultation 2025/26, Plan published 2026 | On track | Informal consultation stage completed, summary consultation report circulated. |
| 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 | Ongoing | On track | LOAF group met in person for project visit in June, and two new members recruited to the group. As of April 2025, additional two members have been recruited. Three existing members due to step down by end of 2025. |
| A strategic review of monitoring at indicator sites (lowland paths, upland paths, trail-heads, core paths and Long Distances Routes) | Audit of counters completed. | 2026/27 | On track | Currently testing use of ActiveX data with a focus on Anagach Woods, Boat of Garten Woods and paths including the Charter Chest Path. |
| 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 | Ongoing | On track | Currently testing use of ActiveX data with a focus on Anagach Woods, Boat of Garten Woods and paths including the Charter Chest Path. |
| Maintaining a suite of community path leaflets in | All leaflets feature path grading | Ongoing | On track | Strathdon leaflet reviewed and published in collaboration with local path group. Training day run for rangers in path |

Page **13** of **24**

| paper and accessible digital formats. | Leaflets reviewed on five yearly cycle. | | | grading survey. Paths re-surveyed in Tomintoul, Boat of Garten and Nethy Bridge in preparation for leaflet reviews. |
|---|--|-----------|----------|---|
| Supporting partners to deliver appropriate publications (eg Hill Tracks Leaflet). | Updated Hill Tracks Leaflet | 2027/28 | On hold | Bridge in preparation for learner reviews. |
| Ensure paths around communities are well-signposted and waymarked with good community map boards in every community across the National Park | Signpost plan developed Programme of sign replacement Walk panels installed in communities | Ongoing | On track | Installation of new waymarking along Speyside Way from Aviemore to Park boundary completed March 2025. New waymarking produced for Crathie / pyramid walk. Strathdon walks panel in production. Supporting Kingussie path group to re- waymark and sign Tom Baraidh walk. |
| Support and expand the number of community path groups to deliver path projects through funding, training and sharing best practice | Community path group training event delivered | 2025/2026 | On track | Online survey distributed to key groups in 2025 to ascertain their needs and support requirements. Community Path Group Gathering planned for spring 2026. |
| 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. | 2025/26 | On track | Outdoor Access Trust for Scotland nearing completion of audit. |

Page **14** of **24**

| | T | ΤΞ . | | |
|---------------------------------|-------------------------|---------|----------|---|
| Expand the existing 'Adopt a | Increase from 37 | Ongoing | On track | Currently 40 adopted |
| path' scheme to promote | upland paths to 40 | | | |
| volunteer-led approach to cover | upland paths | | | |
| all upland paths in the Park | | | | |
| Public Health and the Outdoors | | | | |
| Embed pathways to green | Number of referrals via | Ongoing | On track | Total referrals 78 (July 2025). On-going |
| health and nature within GP | GP and self-referral | | | meetings with GP practices. Some referral |
| Practices, social care and | options. | | | pathways with technical issues being |
| education. | | | | investigated by NHS. |
| Maintain up-to-date information | Monthly What's On for | Ongoing | On track | Monthly Green Health Network updates |
| for green health opportunities | Badenoch and | | | are ongoing. |
| and promote widely within | Strathspey Network | | | |
| communities: | Content published on | | | |
| | Think Health-Think | | | |
| | Nature Website | | | |
| Develop "green health" | Green Health web | 2025/26 | On track | New website updated with dedicated |
| information on the Park | page | | | green health pages |
| Authority website | | | | |
| Promote Green Health Week | Green Health Week | Ongoing | On track | Promotion including Nature connection |
| | activities delivered | | | blog and sharing of Green Health Week |
| | | | | calendar as a part of Green Heath Week |
| | | | | 2025. |
| | | | | Green Health Link Worker delivered a |

Page **15** of **24**

| | | | | successful event for National Park referrals. |
|---|---|---------|----------|--|
| 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. | Ongoing | On track | About 70 members on the Green Health Network list (July 2025) with monthly emails on-going. Training delivered to the network in collaboration with Voluntary Action Badenoch and Strathspey (VABS) in December 2024 and January 2025. Neurodivergence training delivered in September 2025. In-person meetings now six monthly. |
| Work with Ranger Services to integrate Green Health into the wider learning and engagement work (eg school visits, Junior Rangers etc). | Collaborative projects and varied pathways to Green Health. | 2025/26 | On track | Green Health Link Workers are investigating more opportunities for young people and methods of referring families into the nature prescription. Planned engagement with Schools to share the self-referral pathway to families. |
| 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 | Ongoing | On track | Green Health Link Workers engaging with adult English for speakers of other languages to share pathways to ethnic minorities. |

Page **16** of **24**

| | | T | • | |
|----------------------------------|------------------------|---------|----------|--|
| Develop dementia-friendly | Number of Health | Ongoing | On track | Checklist of what is a dementia friendly |
| walks in each community within | Walks accredited as | | | path being developed with AlzScot. |
| the National Park. | 'Dementia Friendly'. | | | Boat of Garten identified as potential |
| | | | | dementia friendly route, and assessed to |
| | | | | establish what is needed to bring up to |
| | | | | standard and create an exemplar path. |
| Develop and promote a health | Number of Health | Ongoing | On track | Three new Health Walks (Tomintoul |
| walks programme in each | Walks supported. | | | evening, Kincraig, Aviemore) now |
| community of the Park. | | | | established and walking independently |
| | | | | without regular Park Authority staff |
| | | | | support. |
| | | | | Health Walk Leader Handbook finalised |
| | | | | and circulated to all Health Walk Leaders. |
| | | | | Three Training Sessions in diary end 2025. |
| Develop targeted promotion | Green Health Week/ | Ongoing | On track | Blog written for Green Health Week |
| activities for those living | Requires support from | | | incudes tips to connect to nature from |
| sedentary lifestyles (for | Communications | | | home. |
| example, Green Health Week, | | | | |
| World Mental Health Day, | | | | |
| Nature Festival etc.) to deliver | | | | |
| and promote Green Health | | | | |
| opportunities. | | | | |
| Ranger Services | • | • | | |
| Coordinate and develop the | Development of | Ongoing | On track | Regional ranger group meetings have |
| family of ranger services to | regional ranger groups | | | taken place quarterly with each of the |

Page **17** of **24**

| | | | | thus a manifestal amount as a could see that |
|-----------------------------------|-----------------------|---------|----------|--|
| ensure coverage and | and for each a | | | three regional groups as well as the |
| deployment across the whole | schedule of meetings, | | | annual Family of Ranger Services |
| National Park and alignment | training and work | | | conference that took place in September. |
| with national arrangements. | programmes. | | | These meeting facilitate partnership |
| | Annual ranger get | | | working around patrolling, visitor |
| | together. Development | | | management, fire management byelaw |
| | of Ranger handbook | | | updates, Junior Rangers, education |
| | and induction | | | activities, trainee rangers and continuing |
| | programme. | | | professional development opportunities. |
| | Consistent data | | | The Family of Ranger Services SharePoint |
| | collection across | | | hub is continuing to facilitate partnership |
| | services to feed into | | | working activities and the sharing of news |
| | national reporting | | | updates etc. |
| | programmes. | | | |
| Develop the Ranger Managers | Annual managers | Ongoing | On track | A newsletter will be issued to ranger |
| Group that brings together | meeting. Involvement | | | managers in December 2025 updating on |
| public sector and site-specific | in agendas and | | | the work of the Family of Ranger Services |
| ranger services to ensure a | minutes from regional | | | 2025. |
| coordinated approach and to | ranger group meetings | | | |
| feed into the national | and annual get | | | |
| arrangements for rangers. | together | | | |
| Develop the programme of | Cairngorms National | Ongoing | On track | Training was delivered to CNPA ranger |
| training to develop best practice | Park Family of Ranger | | | service and partner ranger services in |
| and a committed and skilled | Services annual | | | 2025. |
| workforce. | training programme, | | | |

Page **18** of **24**

| | shaped from regional | | | |
|---------------------------------|-------------------------|---------------|--------------|--|
| | ranger groups and the | | | |
| | core competencies of a | | | |
| | professional ranger as | | | |
| | identified by | | | |
| | Scottish Countryside | | | |
| | Rangers Association | | | |
| | (SCRA). | | | |
| Develop skills and new career | Trainee ranger training | Ongoing | On track | 2025 Trainee Ranger programme has |
| pathways to help people into | programme developed | | | been further developed with trainee |
| employment with ranger | promoting this and | | | ranger posts being full-time posts for the |
| services. | other programmes ran | | | first time this year. |
| | by partners. | | | |
| Volunteer Cairngorms - Increase | the number of volunteer | rangers to me | et the needs | of partners and the Park Authority: |
| Delivery of recruitment | Annual recruitment | Ongoing | On track | 24 Volunteer Rangers recruited and |
| programmes. | aiming for targets as | | | trained in Spring 2025. |
| | set out in NPPP whilst | | | Recruitment of up to 12 additional |
| | ensuring numbers are | | | Volunteer Rangers currently ongoing with |
| | sustainable and | | | anticipated training beginning early 2026. |
| | appropriate. | | | |
| Monitor and evaluate the | Ongoing partnership | Ongoing | On track | End of 2025 season reviews currently |
| demand and need of partners | reviews with existing | | | being undertaken with all partners |
| who provide opportunities for | partners. Engagement | | | involved in Volunteer Ranger activities. |
| Volunteer Rangers: | with new potential | | | |
| | partners | | | |

Page **19** of **24**

| Г | T | 1 | _ | T |
|-----------------------------------|-------------------------|---------|----------|--|
| Maintain high quality volunteer | Ongoing support, | Ongoing | On track | Additional Volunteer rangers recruited as |
| management and the Volunteer | training and | | | above. |
| Cairngorms portal | celebration events for | | | CERVIS portal continues to be populated |
| | Volunteer Ranger (VR) | | | with volunteering opportunities and |
| | team. | | | monitored. |
| | Continue to populate | | | Annual survey of volunteer rangers was |
| | and grow opportunities | | | completed in March and responses and |
| | on CERVIS portal for | | | analysed to informing actions for 2025/26. |
| | VRs | | | Volunteer feedback was positive including: |
| | Ongoing surveys and | | | Overall, to what extent has the |
| | feedback to monitor | | | programme met your expectations?- 4.7/5. |
| | quality of volunteer | | | Overall, how likely would you be to |
| | experience. | | | recommend to a friend that they get |
| | Regular review of staff | | | involved as a Volunteer Ranger?- 4.8/5 |
| | capacity with line | | | j |
| | manager. | | | |
| Maintain and deliver high | 3 | Ongoing | On track | 1135 individual sign-ups to 2025 |
| quality Volunteer Ranger | | | | Volunteer Ranger activities (including |
| Programme and monitor | | | | training) across 22 partner organisations/ |
| capacity of the Park Authority to | | | | landowners. |
| deliver it. | | | | Review conversations being held with |
| | | | | Volunteer Rangers identified as falling |
| | | | | beneath two days month requested |
| | | | | participation level. |
| | | | | participation level. |

Page **20** of **24**

| Develop and manage the | Engage with a specific | Ongoing | On track | Six groups have been involved with the |
|----------------------------------|------------------------|---------|----------|---|
| Volunteer Experience | number of new groups | | | VEP throughout 2025, with new |
| Programme (VEP) to specifically | each year to support | | | opportunities to add several more partners |
| encourage new and under- | VEP visits. | | | in 2026 being explored including |
| represented groups into | | | | connecting different land partners with |
| volunteering (eg carers, young | | | | charities. FA review of charity partners is |
| carers, ethnic minorities, LGBTQ | | | | ongoing with positive qualitative feedback |
| people, disability audiences, | | | | received. |
| seasonal workers, etc). | | | | |
| Increase volunteering | Engage with partners | Ongoing | On track | Volunteer Rangers supporting the delivery |
| opportunities linked to green | to support | | | of green health activities including |
| health activities, and support a | development and | | | supporting Badaguish Outdoor Dementia |
| vibrant community of volunteer | advertisement of green | | | Resource Centre clients to make use of |
| Health Walk Leaders across the | health volunteering | | | Able2Adventure bikes |
| Park to deliver a Health Walks | activities | | | Nature activities for children through |
| Programme with a health walk | Ensure existing Health | | | Roots and Shoots. |
| in every community. | Walk volunteers are | | | Opportunities to volunteer in nature |
| | supported through | | | continue to be advertised through online |
| | training, celebration | | | portal. |
| | and support events / | | | |
| | meetings | | | |
| | Provide ongoing | | | |
| | support to communities | | | |
| | seeking to develop | | | |

Page **21** of **24**

| | their own green health opportunities. | | | |
|--|--|---------|----------|--|
| Advertising opportunities through the Volunteer Cairngorms portal. | Grow the number of partners and opportunities advertised on the portal | Ongoing | On track | Volunteering opportunities continue to be advertised to the public through the CERVIS portal. Opportunities with 18 partners have been advertised this year resulting in 487 individual sign-ups through CERVIS, and additional sign-ups directly with partners. |
| Developing / supporting a series of awareness / recruitment events | Events held. Distribution of publicity materials. | Ongoing | On track | Blogs for Health Walks written and shared widely and pieces for Health Walks have appeared in Cairn publication. Volunteer Cairngorms newsletter continues to used to raise awareness of opportunities. Early-stage discussions taking place for public volunteering awareness raising and celebration event taking place in 2025/26. |
| Promoting value of environmental volunteering through media outlets. | Ongoing communications through the Park Authority and Volunteer Cairngorms channels. | Ongoing | On track | 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 |

Page **22** of **24**

| Create a Cairngorms Litter Network to coordinate and encourage community-based litter picking and support relevant littering awareness campaigns. | Number of online meetings | Ongoing | On hold | Weekend of Volunteering with associated collaborative publicity with NPUK. Significant activity is already under way led by communities and often supported by local authority waste teams so what role the Park Authority might play needs reconsidered. |
|---|---|-------------------------|----------|--|
| Young People and Outdoor Lear | ning | | | |
| Promote and manage the use of the John Muir Award (JMA) in the National Park to promote and inspire young people. | Number of JMA delivered in schools and by outdoor centres. | Ongoing on annual basis | On track | A new Cairngorms specific award scheme (Duthchas Award) has been developed to replace the John Muir Award and is being tested in 2025. |
| Deliver Junior Ranger programmes to six local secondary schools and monthly Junior Ranger activities in Badenoch and Strathspey and Deeside. | Six Junior Ranger schools programmes delivered. Two monthly programmes delivered. | Ongoing | On track | Junior Ranger programmes delivered to the six secondary schools within or associated with the park. Monthly Junior Ranger programmes delivered on Deeside and Badenoch and Strathspey. |
| Deliver education sessions for all schools in the National Park to promote SOAC and outdoor learning. | Number of sessions delivered to schools. | Ongoing | On track | In 2025 48 sessions were delivered across 19 schools by the Park Authority Ranger team reaching 1558 pupils. |

Page **23** of **24**

| Collaborate with other public | Attend national SG | Ongoing | On track | Staff attending regular SG Outdoor |
|-----------------------------------|-------------------------|----------|-----------|--|
| sector partners to deliver and | Outdoor Learning | Crigoria | Off track | Learning Group. |
| develop national education and | meetings. | | | Learning Group. |
| skills-development programmes | go. | | | |
| Promote and manage the | Number of travel | Ongoing | On track | 44 grants issued. |
| Cairngorms National Park | grants awarded. | | | Ü |
| education travel grant which | | | | |
| supports school and other | | | | |
| education groups to access the | | | | |
| Park. | | | | |
| Develop and facilitate the | Deliver residentials, | Ongoing | On track | Cairngorms Youth Action have had regular |
| Cairngorms Youth Action Team | youth volunteering | | | online meetings and a weekend |
| events programme. | days and administer | | | development residential. |
| | youth fund. | | | Round six of the Cairngorms Youth Fund |
| | | | | has been completed with over 100 |
| | | | | projects supported with total funding of |
| | | | | over £100,000 and round seven is under |
| | | | | way in autumn 2025. |
| Support continuing youth | Participate in National | Ongoing | On track | Attendance at NPUK Learning and |
| collaboration with other national | Parks UK and EuroParc | | | Engagement Group meetings. |
| parks, youth initiatives and | youth development | | | |
| events to share and celebrate | projects. | | | |
| best practice, eg through | | | | |
| EuroParc or Youth Parliament | | | | |
| events. | | | | |



Page **24** of **24**