# NatureScot Logo

# Title: Strategic Development Update

Date: **16 March 2022**

| **Purpose:** | Decision |
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| **How does this link with our corporate priorities of improving biodiversity or delivering nature-based solutions to climate change** | This paper summarises the remaining steps to conclude our new Corporate Plan and build a strong foundation as we approach the Resource Spending Review in May. The Plan sets out our new priorities aimed at tackling the twin crises of biodiversity loss and climate change. |
| **Summary:** | The final version of our Corporate Plan, which incorporates our Ministers comments, is currently subject to cross Ministerial review.  Separate SLT discussions are underway around optimal organisational design to give effect to our new Plan.  Active discussions have been pursued to close the funding gap. Internal and external engagement on those discussions is now underway to communicate areas where we have reprioritised work. |
| **Actions** | Board to note the final version of our new Corporate Plan and come prepared to have a discussion about energising the changes required to give effect to the Plan across teams and with relevant partners. |
| **Recommendations:** | Board is asked to:   * Approve the Corporate Plan for formal submission to the Minister. * Agree next steps to support effective transition into year 1 of the new Corporate Plan through Board’s role in both internal and external engagement. |
| **Report Author(s):**  **Sponsor:** | Author – Yvonne McIntosh  Sponsor – Stuart MacQuarrie |
| **Appendices:** | Annex A - Corporate Plan |

## Purpose

1. This paper covers the progress we have made to date in developing the 2022-2026 Corporate Plan. It confirms the final design and content and the resource implications for funding the delivery of the corporate plan ambition.

## Corporate Plan Development and Engagement

1. In February the Minister reviewed the updated Corporate Plan and SLT provided final feedback into the design. [Annex A – Corporate Plan](#_Annex_A_–) confirms the final layout ready for final review and sign off.
2. Year 1 of the plan is a transition year, providing the opportunity to reprioritise and thereby fund emerging areas of work which are central to the ambition to protect, restore and value nature.
3. Engagement with Scottish Government has been ongoing throughout this period and discussions are still underway to emphasise the pressures of resourcing delivery of the Programme for Government (PfG) and absorbing the increasing costs of inflation. No additional funding is anticipated at this time, however funding may become available during the autumn budget revisions. Additional funding would be welcome, however it does present a risk in the ability to deliver within the annualised budget timeframe.
4. Discussions are underway internally and externally with colleagues and stakeholders as a result of the prioritisation of work to ensure that a profile for reprioritisation limits the impact on others and recognises where a change in approach will increase our ability to delivery our objectives over the life of the plan.
5. The Business Plan paper includes a table detailing the areas were we have proposed reprioritisation to Scottish Government to deliver Year 1 of the plan. This also includes the impact and the stakeholders involved.
6. In order to assess the success of the Corporate Plan, key performance indicators have been developed for the outcomes where there is quantitative evidence to support their progress. Qualitative milestones have also been included where it is not possible to monitor without investing in regular surveys or engagement tools. The measures definition table included in the Business Plan paper, details the Corporate Plan and Business Plan measures for 2022-2023. These cover the detailed information on the what, how and why for gathering key performance indicator information.
7. In order to progress the final steps for publication of the plan a key ingredient for the success of the Plan will be the mobilising of Board members to energise the vision and contents both within NatureScot but importantly with stakeholders.

## Recommendations:

1. Board are asked to:

* Approve the Corporate Plan for formal submission to the Minister.
* Agree next steps to support effective transition into year 1 of the new Corporate Plan through Board’s role in both internal and external engagement.

## Annex A – Corporate Plan