

# Corporate Plan 2025-2030

## Agenda Item 6

### National Park Authority Board Meeting

9 December 2024

Paper for decision

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1.	Purpose .....	1
2.	Recommendation(s).....	1
3.	Contribution to National Park Partnership Plan.....	1
4.	Background.....	2
5.	Content .....	3
6.	Risks .....	5
7.	Next steps.....	5
8.	Appendices .....	5

#### 1. Purpose

1.1. This paper presents the National Park Authority's draft Corporate Plan, which sets the strategic direction for the organisation for 2025-2030.

#### 2. Recommendation(s)

2.1. Members are asked to **review** and **approve** the draft Corporate Plan as attached at Appendix 1 for submission to Scottish Ministers.

2.2. Members are asked to **agree** to delegate final minor editorial adjustments and final design of the document to staff, with input from the Chairs and Executive Group, ahead of submission to Scottish Ministers.

#### 3. Contribution to National Park Partnership Plan

3.1. The Corporate Plan is essential for the delivery of the National Park Partnership Plan 2024-2029, as it outlines what the National Park Authority as an organisation will do to deliver the National Park Partnership Plan vision and outcomes.

## 4. Background

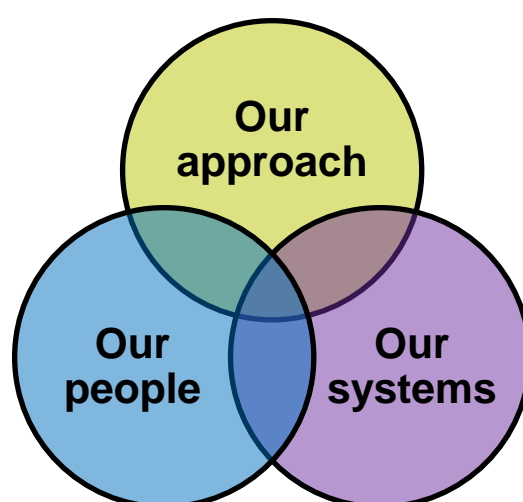
- 4.1. The Scottish Government Framework Document for Non-departmental Public Bodies sets out that the National Park Authority should prepare a draft Corporate Plan every five years for consideration by the Scottish Ministers.
- 4.2. The Framework Document requires our Corporate Plan to include the purpose and principal aims of the National Park Authority and outline the organisation's strategic direction over the five-year period, setting out how it will contribute to the National Park Partnership Plan and national outcomes.
- 4.3. This draft Corporate Plan is intended to give our Staff, Board members, Scottish Ministers and those with an interest in the organisation, a clear view of the National Park Authority's strategic direction for the next five years, 2025-2030.
- 4.4. The draft Corporate Plan refers to the Scottish Government's national outcomes as set out in the [National Performance Framework](#) and the aims of the National Park as defined in statute. At the time of writing, the National Performance Framework national outcomes are under review by the Scottish Government and the draft Natural Environment (Scotland) Bill, which includes potential for the National Park Aims to evolve, is expected to be published soon. Should any updates or amendments to the National Outcomes or National Park Aims be made between approval of the draft Corporate Plan and the final version, these references will be updated accordingly in time.
- 4.5. Members should note that the National Park Partnership Plan (NPPP) sets the strategic direction for the National Park Authority and its delivery partners who have a role to play in delivering the outcomes set out in the NPPP. The Partnership Plan is a detailed document that sets out in detail the challenges and opportunities the National Park, its environment and its people are facing with significant detail on the actions needed in order to deliver the vision the NPPP sets out. Most other Non-departmental Public Bodies (NDPBs) do not have an equivalent to the Partnership Plan, so their Corporate Plans are more detailed documents than the National Park Authority's needs to be.
- 4.6. Our current Corporate Plan was approved in 2018 and was dated 2018 – 2023. The final reporting year for this plan was 2023/24. We referred to this as Our 5-Year Plan – a copy can be found on the National Park website [here](#).
- 4.7. To allow for the completion and formal ministerial approval of the National Park Partnership Plan 2024-2029 to take place prior to the formation of the Corporate Plan to support it, there was a delay in the drafting of a new Corporate Plan. To avoid this situation arising in future iterations, and to reflect better the financial years to be reported against, the new Corporate

Plan will cover the period 2025-2030. The final reporting year for this plan will be 2029/30.

4.8. The process of drafting the Corporate Plan followed on from the engagement that took place while developing the National Park Partnership Plan, which sets the strategic direction for the National Park as a place. The development of this Corporate Plan included a number of steps:

4.8.1. A series of workshops to gather broad input from staff across the organisation took place earlier in the year. Staff involved considered the action needed to deliver on the NPPP priorities and the role of the National Park Authority within them.

4.8.2. Synthesising feedback from the workshops provided a clear structure with emergent themes for the Corporate Plan which centred around:



4.8.3. A series of workshops and interactions with the Executive Team and Operational Managers in order to review the themes, set outcomes and objectives, key actions and indicators of success.

4.8.4. The Corporate Plan was drafted, taking into account the requirements of the Scottish Government Framework Document, the ambition and vision of the National Park Partnership Plan and the input/feedback from staff involved.

## 5. Content

5.1. The following diagram visualises how the National Park Aims and the National Performance Framework set the overall direction the strategic and operational plans the National Park Authority produces. It shows the relationship and differences between the National Park Partnership Plan, as the strategic plan for the National Park as a place, with a vision for 2045, the Corporate Plan, as the National Park Authority's five-year organisational

strategy that helps it deliver the NPPP, and the Annual Operational Plan that the organisation produces and reports to the Board on every quarter.



5.2. The Corporate Plan shares the same overall vision (of 'a thriving National Park that is nature-positive and carbon-negative') as the National Park Partnership Plan (NPPP). The Corporate Plan mirrors the approach of the NPPP in setting out a series of Outcomes to achieve (by 2030), and within each of them a set of objectives and actions to get us there. Alongside each objective, we have included indicator(s) of success that will help us know we are making progress towards achieving the overall outcome.

5.3. The National Park Authority Board receives progress updates against the delivery of the organisation's work in a number of ways, including annual updates on key delivery progress of the National Park Partnership Plan (NPPP), quarterly updates on the progress of the Annual Operational Plan (AOP) delivery and through the annual reporting process that produces the formal Annual Report and Accounts.

5.4. The success of this Corporate Plan will be measured in the context of the organisation's ability to deliver its role in achieving the outcomes set out in

the NPPP. In developing the Corporate Plan, we have considered how best to track delivery of the Corporate Plan actions in a proportionate and efficient manner, given the existing level of Board and internal reporting.

## **6. Risks**

- 6.1. If not approved by the Board, or Scottish Ministers, there is a risk of non-compliance with our Scottish Government Framework Agreement, which requires a Corporate Plan to be submitted to Scottish Ministers for approval every five years.
- 6.2. There is a risk that if the Corporate Plan is not implemented, the organisation will not be able to fully undertake its role in the delivery of the National Park Partnership Plan 2024-2029.

## **7. Next steps**

- 7.1. Any required edits following review by Members will be completed by staff and then shared with the Chairs and Executive Group for input prior to submission.
- 7.2. The final draft Corporate Plan will then be submitted to Scottish Ministers for approval.
- 7.3. The finalised and approved text version of the Corporate Plan will be designed and published on the National Park Authority website, with staff engagement sessions planned to ensure staff are familiar with the Corporate Plan and the actions within it.

## **8. Appendices**

Appendix 1 – Draft Corporate Plan 2025-2030 [text only]

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