

## Our Organisational Strategy for Sustainability 2023-2030

### Action Plan 2024-25

Approved by the Executive Team on 13 June 2024

This Action Plan is connected to seven objectives in *Our Organisational Strategy for Sustainability 2023-30* and shows the key activities we are going to focus on this year.

The actions have been developed by looking at priorities in our Environmental (Aspects and Impacts) Risk Register, Sustainability and Environmental Compliance Register, carbon management in the previous year and the Operational Plan 24-25. It includes top-down and bottom-up actions to ensure the most effective change making.

<b>Objective 1:</b> Achieve whole organisation cultural change and connect all colleagues to their role in effective sustainability performance			
		Action/Owner	Deadline/Target
1	Implement a communications plan that promotes our work and shares our progress <u>with colleagues</u> and external stakeholders (Ops Plan 3.1.2)	HI	March 2025
2	Respond to training needs that arise from Year End and Mid-Year PDRs (within budget)	MH	June and October 2024
3	Implement a cross organisation, cross-sites campaign about physical and digital waste	RG, HI (as Owners) and Leadership Team	March 2025
4	Implement a staff attitude survey	HI	Sept 2024

<b>Objective 2:</b> Develop the National Collection to represent the material culture of sustainability and biodiversity, and share our collections knowledge on a global scale			
		Action/Owner	Deadline/Target
1	Biodiversity collection development, inc. international work on fungus gnat collection to have broader applications in biodiversity assessments	NF	July 2024
2	Bioscan: six monitoring/collecting points from NMCC and RBGE malaise traps	NF	March 2025
3	Develop NMS role as Scottish hub / subject hub (geology) in advance of DiSSCo implementation in 2026	NF	Dec 2024
4	Data aggregation: migrate 3,000 entomology collections data to National Biodiversity Network	NF	TBC (or else March 2025)

5	Tech collection development: four acquisitions re renewables; two re decommissioning / decarbonisation	MG	March 2025
6	Develop and steward industry/HE networks, inc. H-WU's TRANSECTS project on marine energy transitions	MG	March 2025
7	Contemporary Collecting: ten acquisitions relating to sustainability, inc. materialities of waste, and rural life displays-related	MM, SL, AH	March 2025

**Objective 3:** Develop a public programme to engage and inform the broadest audience reach enabling understanding and behavioural change

		Action/Owner	Deadline/Target
1	<p>Implement a communications plan that promotes our work and shares our progress with colleagues and <u>external stakeholders</u> (Ops Plan 3.1.2)</p> <p>Opportunities for this messaging includes:  Explorer and Annual Review  Social Media channels  Media  Website  Sector comms and National Training Programme (N&amp;IP)</p>	PC, HB, AW/BB, ET, MJ, KW	March 2025
2	<p>Create, deliver and promote a multi-platform public offer that supports greater engagement and understanding (Ops Plan 3.3.1)</p> <p>This year this includes:  Touring Audubon and Monkeys!  Preparing for Giants (SEG1 2026)  Developing Killer Whales for SEG1 and tour  Doug Allan- Underwater Photography &amp; Climate Change event  Edinburgh Science Festival  Insect week programmes  Planetopia Family event  Creative workshops  Curator Film Screenings  Wooly Weekend  Moofest  Autumn and Spring Explorers  Nature Track Packs  Eco Workshops  360 Festival event</p>	RG (as Owner) and cross Dept teams	March 2025

	Schools' programmes with themes including Food Miles, Field to Fork, Animal Adaptations, Energy. Developing/researching Outdoor classrooms		
3	Implement audience attitude survey	AH	June 2024

**Objective 4:** Ensure the enhancement of biodiversity at our museum sites through responsible caretaking and regular survey work

		Action/Owner	Deadline/Target
1	Implement 3-year biodiversity plans across our sites (Ops Plan 3.2.1)  This year this includes year 3 of BAP at NMoF and NMCC, and year 2 at NMCC.	SA and NF	March 2025
2	Commission soil sampling and analyse results to support sequestration management and biodiversity enhancement (Ops Plan 3.2.2)	VM and SM	March 2025

**Objective 5:** Meet all compliance obligations including carbon emissions targets with suitable risk-based systems in place underpinned by evidenced, reliable and transparent data

		Action/Owner	Deadline/Target
1	Verify CMP 2023-24 and work towards carbon reduction targets in 2024-25 (Ops Plan 3.1.1)	RG	March 2025
2	Ensure operational compliance through the development of a <i>Sustainable Development Annual Report 2023-24</i> , quarterly KPIs, and delivery of actions in this year's <i>Environmental Risk Register</i> and <i>Environmental Compliance Register</i>	RG and Leadership Team	June 2024 and March 2025
3	Ensure statutory compliance through the development of a <i>Climate Change Report 2023-24</i>	RG and KS	November 2024
4	Consider the validity and usefulness of a Baseline Reforecast ensuring emissions data gaps are explained, including:	RG	August 2024

	<ul style="list-style-type: none"> <li>- third party platforms and website</li> <li>- Correction meter/gas consumption</li> <li>- staff commuting</li> </ul>		
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**Objective 6:** Develop funding-ready projects that meet the demands of future construction standards, prepare our buildings and infrastructure for climate change, and address carbon mitigation and its operations

		Action/Owner	Deadline/Target
1	Make a capital funding application to the Scottish Government Energy Efficiency Fund and the Scottish Government Heat Network Fund for the installation of a heat network system at NMCC (Ops Plan 3.1.3)	KS	September 2024
2	Carry out a feasibility study for introducing air source heat pumps at NMoRL (Ops Plan 3.1.4)	KS	March 2025
3	Explore potential heat network opportunities for NMoS with City of Edinburgh Council and Old Town neighbours (Ops Plan 3.1.5)	RG & KS	March 2025
4	Develop Building Assessment Reports for our sites	KS	March 2025

**Objective 7:** Ensure we develop our own practice through continual improvement and sharing our work for museum sector benefit

		Action/Owner	Deadline/Target
1	Incorporate CMP verification recommendations from Technical Report 23-24 into CMP 24-25	Leadership Team	By April 2025
2	Develop and deliver three National Programme skills sharing sessions: carbon management planning, improving biodiversity and sustainable collections care practice, for example sustainable conservation materials	KW	By March 2025
3	Build cross organisational capacity and confidence with emissions management through sharing practice and skills	Leadership Team	By March 2025
4	Deliver 2024-25 actions within the Environmental (Aspects and Impact) Risk Register	Leadership Team	By March 2025