

THE BIODIVERSITY DUTY REPORTING TEMPLATE: LEVEL THREE ORGANISATIONS

Bord na Gàidhlig



17 December 2020

SECTION 1: INTRODUCTORY INFORMATION ABOUT YOUR PUBLIC BODY

Please describe your organisation's role and purpose, including any particular environmental responsibilities

	<p>Bòrd na Gàidhlig is an executive non-departmental public body, responsible through Ministers to the Scottish Parliament. Established under the <u>Gaelic Language (Scotland) Act 2005 (The Act)</u> Bòrd na Gàidhlig is the principal public body in Scotland responsible for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues. Under the terms of the Act, Bòrd na Gàidhlig is required to exercise its functions with a view to securing the status of Gaelic as an official language of Scotland commanding equal respect to the English language.</p> <p>The current staffing structure can be viewed here.</p>
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SECTION 2: ACTIONS TO PROTECT BIODIVERSITY AND CONNECT PEOPLE WITH NATURE

Please describe and explain any actions that your organisation has undertaken alone or as part of a partnership to benefit biodiversity directly, to tackle the main drivers of biodiversity loss, or to achieve wider outcomes for nature and people

	Bòrd na Gaidhlig is part of the Cycle to Work scheme. Our travel and subsistence policy promotes active travel and promotes avoiding travel if possible. If that is not possible, then public transport is the recommended choice.
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SECTION 3: MAINSTREAMING BIODIVERSITY

Please outline any steps your organisation has taken to incorporate biodiversity measures into its wider policies, plans or strategies. This should include decision-making structures and staff and organisational roles and responsibilities.

	<p>Majority of procurement is for services, where we do purchase equipment and supplies, this is done via the SG framework.</p> <p>Bòrd na Gàidhlig are tenants in each of the buildings where staff are based, we are therefore limited as to what we can meaningfully do.</p> <p>However, we have established an environment group within the organisation to take forward a range of initiatives, including awareness raising. These include setting targets within our operational plan to decrease carbon and to provide a climate-emergency charter for the organisation.</p> <p>Bòrd na Gàidhlig has the statutory responsibility to require public authorities to develop Gaelic language plans. As part of our work, we have requested Scottish Government, NatureScot, Forestry and Land Scotland, Scottish Land Commission, Crofting Commission and 30 local authorities to develop Gaelic language plans. Thus we link our work with a wide range of organisations who have statutory responsibilities for land management, conservation and land use.</p>
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SECTION 4: NATURE-BASED SOLUTIONS, CLIMATE CHANGE AND BIODIVERSITY

How has your organisation integrated biodiversity into nature based solutions to the climate emergency and other socio-economic outcomes?

	<p>Bòrd na Gàidhlig is limited as to what we can do for improving access to nature for all. We support early years groups that are starting to meet outdoors.</p> <p>Bòrd na Gàidhlig does not own any land and shares buildings with other occupiers and so has limited opportunity to undertake any activities on the ground.</p> <p>Bòrd na Gàidhlig has established an environmental working group to help achieve our corporate plan priority to establish a baseline carbon footprint for the organisation and ensure that a plan is in place to reduce this to net zero as soon as possible and by 2045. This group have also committed to reviewing our current environmental policy and has drafted a charter in response to the climate emergency.</p>
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SECTION 5: WORKFORCE DEVELOPMENT

Workforce skills and training

	Bòrd na Gàidhlig's flexible working policy allows for staff to request days off for volunteering. This policy was discussed with staff as part of our ongoing policy awareness communications.
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SECTION 6: RESEARCH AND MONITORING

Describe any research activities that your organisation has undertaken that may be relevant to biodiversity or nature

	Bòrd na Gàidhlig has not carried out any research activities on biodiversity because of the nature of its statutory remit, nor would it be appropriate for an organisation such as Bòrd na Gàidhlig to do so.
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What follow-up actions or monitoring have you undertaken to assess the impacts of the actions you have taken? How have you measured this?

	Bòrd na Gàidhlig has not carried out any monitoring activities because of the nature of its statutory remit, nor would it be appropriate for an organisation such as Bòrd na Gàidhlig to monitor biodiversity in relation to any decisions that it has made.
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SECTION 7: BIODIVERSITY HIGHLIGHTS AND CHALLENGES

Describe your organisation's main achievements for biodiversity over the reporting period and what you are most proud of (this can include processes, plans, projects, partnerships, events and actions).

	<p>Bòrd na Gàidhlig's main achievement is in recognising the importance of complying with its duty to promote biodiversity (so far as it is able to in terms of its statutory remit) during the reporting period. The COVID-19 pandemic meant that all our staff have been working from home since March 2020 and all internal and external meetings since then have been held on-line. Our carbon footprint for 2020 therefore will be significantly reduced. Over and above this, it has shown us that we can change our working practices in a way that will have a positive impact on the environment and many of these practices will be normalised across the organisation after COVID-19 restrictions have ended. This may mean that we are able to achieve our target of net zero carbon sooner than 2045, which will be a positive outcome from what has been a very challenging year for everyone.</p>
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Looking ahead, what do you think will be the main challenges over the next three years?

	<p>The main challenge will be applying some of the advice received on biodiversity in a meaningful way in the context of Bòrd na Gàidhlig's work.</p>
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