

Cairngorms Capercaillie Project

Progress Report: 1 July - 30 September 2022

The information in this document is submitted and discussed as part of the Cairngorms Capercaillie Project's quarterly reporting to the National Lottery Heritage Fund.

Project summary

The Cairngorms Capercaillie Project is working to secure the long-term survival of capercaillie in the UK. Funded by the National Lottery Heritage Fund until July 2023, the project's actions for capercaillie are being delivered across the Cairngorms National Park.

The project's key actions are:

- to enable communities to develop and deliver their own community-led actions for capercaillie;
- raise awareness of the plight of capercaillie and how people can help;
- research the genetic diversity of capercaillie in the Cairngorms National Park to help inform action;
- improve and create more habitat for capercaillie and undertake predator control in key areas;
- strengthen current capercaillie monitoring to enable more informed decisions

The project is led by the Cairngorms National Park Authority and delivered in partnership with the Badenoch & Strathspey Trail Association, Balmoral Estate, Brook Forestry, Cairngorms Business Partnership, Carrbridge Capercaillie Group, Developing Mountain Biking in Scotland, Forestry and Land Scotland, Groves Forestry, Rothiemurchus Estate, RSPB, Scottish Forestry, NatureScot and Seafield and Strathspey Estates.

Project start date	22 July 2020
Grant expiry date	30 July 2023

Progress towards the project's approved purposes

Green	Delivery is on track
Amber	Minor issues are impacting delivery
Red	Major issues are impacting delivery

The project's three-step model for enabling community-led action for capercaillie

Stage 1: Why?	This stage is about defining the cause. Why does (or might) capercaillie conservation matter to the community? This is about identifying the key interest groups and leaders in the community and listening to them to identify the issues and themes at play related to capercaillie conservation.
Stage 2: How?	This stage is about identifying how the community feels about the cause by identifying the views held in the wider community, how widespread those views are and where the common ground is.
Stage 3: What?	This stage is about enabling the community to take action for the cause using the data and analysis from Stage 2 and helping the community plan how to monitor and evaluate the actions they deliver in response.

Approved purpose	Summary of progress	Status
Empower communities to help ensure the survival of capercaillie through community-led conservation, by implementing the Carrbridge Capercaillie Conservation Strategy and developing, agreeing and implementing action plans with additional communities.	<p><i>Carrbridge community – Stage 3</i></p> <ul style="list-style-type: none"> ▪ The Carrbridge Capercaillie Group produced a costed Action Plan for delivering further aspects of the Carrbridge Capercaillie Conservation Strategy by July 2023. The Project Board approved the Action Plan and associated costs and it was shared with Carrbridge residents via a new edition of Carrbridge Capercaillie News. ▪ The following actions from the plan have now been delivered: <ul style="list-style-type: none"> - Safeguard the lek sites and sensitive capercaillie areas around Carrbridge during the 2022 breeding season, working with the Community Ranger and CNPA Ranger Team. - Install seasonal signage around Carrbridge (developed and tested as part of the 2021 Action Plan) to promote responsible access and dog walking in capercaillie areas during the 2022 breeding season, working with the Community Ranger and landmanagers. - Commission a brood count around Carrbridge to provide new data on local productivity. (Brood count conducted in August) - Publish the Carrbridge Capercaillie Newsletter online to help keep the community informed about the work taking place to help capercaillie around Carrbridge and across the National Park. - Commission the production of Hapi Capis for Carrbridge residents to adopt. 	

Approved purpose	Summary of progress	Status
	<p><i>Mountain biking community – Stage 3</i></p> <ul style="list-style-type: none"> ▪ The MTB Recreation Management Plan for Badenoch and Strathspey, developed as part of the Trail Feathers project, is now part way through a Habitat Regulations Appraisal. ▪ The MTB Recreation Management Plan is designed to: <ol style="list-style-type: none"> 1. Enable data driven decisions about trail development, maintenance and promotion in Badenoch and Strathspey to ensure mountain biking recreation develops sustainably and sensitive habitats and species are safeguarded. 2. Enable greater levels of responsible access by the mountain biking community in Badenoch and Strathspey including resident and visiting riders. 3. Enable the mountain biking community, land managers and agencies to communicate more effectively. ▪ Members of the Trail Feathers group met for a facilitated session to prioritise the actions that they would like to deliver by the end of the project in addition to finalising the MTB Recreation Management Plan. The priority actions are listed below and all stand to help achieve the intended outcomes of the Trail Feathers project. Those outcomes are a credible, visible and sustainable Trail Association; consistent, co-ordinated and relevant signage and trail information across the strath; and local and visiting riders aware of the plight of capercaillie and taking action to help. <p>Priority actions for 2022 - 2023:</p> <ul style="list-style-type: none"> - Youth trail camps to inspire and enable more responsible riding and trail development amongst young riders. - Trail development in areas identified as Community Trail Areas in the MTB Recreation Management Plan to meet a year-round need from residents to easily access outdoor recreation and reduce the need to use sensitive areas. - Path repairs to improve existing promoted routes and reduce habitat loss and fragmentation around areas in need of repair. - Habitat improvement in mountain biking areas, for example screening and planting to reduce disturbance. - Consumer facing messages to help raise awareness specifically amongst visiting riders and promote behaviours that will benefit capercaillie and other wildlife. <ul style="list-style-type: none"> ▪ The development and delivery of the priority actions above will continue to be supported by the Badenoch and Strathspey Trail Development Coordinator, funded by CNPA, and the Highland Development Coordinator, employed by Developing Mountain Biking Scotland and part funded by the project. 	

Approved purpose	Summary of progress	Status
	<p><i>Business community – Stage 3</i></p> <ul style="list-style-type: none"> ▪ A part time Business Engagement Officer is now in post as part of the Business Community Action Plan. The Business Engagement Officer is employed by the Cairngorms Business Partnership and funded by the project to provide dedicated and tailored support to businesses to help them meet their aspirations to promote responsible enjoyment of the National Park. ▪ As part of the Business Community Action Plan, Genoa Black were awarded the contract to develop, test and produce targeted, positive and engaging online consumer facing content that promotes behaviours that will be of benefit to the area’s natural heritage, including capercaillie. Work also began to develop a web-based solution that will enable businesses to easily access and share the online content with their customers. 	
	<p><i>Visitor community – Stage 3</i></p> <ul style="list-style-type: none"> ▪ As part of the Visitor Community Action Plan Colin Mulberg Consulting have been contracted to undertake a visitor experience audit to identify where and how Abernethy, Rothiemurchus and Glenmore ‘speak’ to the different visitor segments identified through the visitor research completed earlier this year. The audit is the next step towards the development and maintenance of high quality, sustainable visitor experiences and thriving capercaillie areas in Abernethy National Nature Reserve, Glenmore Forest Park and Rothiemurchus. The outputs from the audit will be available in December. 	
	<p><i>Deeside communities – Stage 3</i></p> <ul style="list-style-type: none"> ▪ A meeting has been held with members of the ‘local team’ in Deeside who volunteered to support the delivery of the Deeside Action Plan. Meetings to progress actions in the plan are also scheduled to take place on 28 September with businesses and organisations involved with managing for visitors in Deeside and on 10 October with landmanagers in and around capercaillie areas in Deeside. The meetings will be hosted by the Cairngorms Business Partnership and Balmoral Estate respectively. ▪ As part of the Deeside Action Plan a CaperMap has been developed overlaying capercaillie data with formal and informal paths to identify areas in Deeside where disturbance is (or could become) an issue for capercaillie during breeding season. 	
	<p><i>Dog walking community – Stage 1</i></p> <ul style="list-style-type: none"> ▪ Wild Thinking have now held listening sessions on behalf of the project with 12 canine professionals including dog walkers, trainers, breeders, vets, groomers, people who work dogs professionally and use assistance dogs. The aim of the listening sessions has been to let these key players and influencers share their views about outdoor experiences with dogs in Badenoch and Strathspey. ▪ The majority views shared through the listening sessions will be used to develop an online survey that will be promoted this autumn to identify the views held in the wider resident dog walking community in Badenoch and Strathspey and the common ground around which actions could be delivered. 	

Raise awareness and increase understanding of the challenges facing capercaillie through a variety of means including social media activities and events, a new online engagement platform, volunteer work, a public app, new resources for schools and genetics analysis.

- This quarter the project website attracted 408 returning visitors; up 8% on the last quarter and 2,160 new visitors; up 12%. The project Facebook page has 1,980 followers; up 8% on the last quarter.

- The following media have featured the project this quarter:

Aberdeen Live	Largs & Millport News
Ayr Advertiser	Midweek Herald (Devon)
Basingstoke Gazette	Milford Mercury
BBC	North Wales Pioneer
Bicester Advertiser	Northern Echo
Canada Today	Powys County Times
CBBC	Rare Bird Alert
Central Fife Times	Reading Chronicle
Chard & Ilminster News	Redditch Advertiser
Cotswold Journal	Richmond & Twickenham Times
Countryside Jobs	Ross-shire Journal
Creative Media News	Runcorn & Widnes World
Cumberland News & Star	Scotsman
Daily Mail	Shropshire Star
Daily Record	South Wales Argus
Denbighshire Press	Strathspey Herald
Ealing Times	STV
East Lothian Courier	Swanage & Wareham Voice
Echo News (Basildon & Canvey)	The Independent
Enfield Independent	The National
Epping Forest Guardian	The National Wales
Europe Breaking News (USA)	The Telegraph
Evesham Journal	The Times
Gazette Herald (North Yorks)	This is London Local
Guernsey Press	Times & Star (Cumbria)
Herald Scotland	Wales Online
Hull Daily Mail	Wandsworth Times
Inverness Courier	Western Telegraph (Pembrokeshire)
ITV news	Wilts and Gloucestershire Standard
John o Groats Journal	Wimbledon Guardian

- The first in a new series of blogs has been published for people to learn more about members of the Project Board and the Operational Management Team.
- The autumn editions of Reforesting Scotland's journal and Scottish Land & Estate's LandBusiness magazine include feature articles about the project and capercaillie.

	<ul style="list-style-type: none"> ▪ To date volunteers have donated 2,760 hours to the project. ▪ A new autumn / winter programme of habitat improvement sessions for volunteers has begun starting with sessions on Balmoral and Seafield Estate. ▪ A team of trained Fence Monitoring Volunteers have now walked over 90kms of fencing that could pose a risk to capercaillie to check and record the status of the fencing. This work is enabling volunteers to help busy landmanagers and capercaillie by maintaining an up-to-date digital record of the status of all fencing in capercaillie areas across the National Park. ▪ A summary lek survey report for 2022 has been published on the project website enabling the public to easily access this information. ▪ The second phase of the pilot genetic lek survey is due to start in November when 182 droppings collected at 2 lek sites this spring will be analysed to identify the number of individual birds that attended the lek sites and their sex. The results of the analysis will then be compared to the number of birds seen. A short video about the work was published on the project Facebook page and has been viewed over 500 times. ▪ Work is ongoing by RZSS to identify the genetic diversity of the Scottish capercaillie population using feathers collected by the project from across the National Park. In October, initial insights from this work will be available. These will include insights into the genetic diversity levels in the Scottish capercaillie population and how they compare to European populations. Insights into evolutionary relationships and potentially the origin of the Scottish capercaillie population will also be available using samples from capercaillie populations across 21 countries. ▪ A tender published for developing and producing learning resources to help more primary school pupils (and their teachers) to learn about capercaillie will be re-issued this autumn on Public Contracts Scotland following the tender receiving a lack of bids earlier in the year. 	
<p>Work with landowners to implement plans to improve and manage around 9,000 hectares of habitat across six estates for the benefit of capercaillie; enable landowners to play their part in capercaillie conservation via a third-party grant scheme targeting landholdings in capercaillie areas.</p>	<ul style="list-style-type: none"> ▪ Due to capercaillie breeding season, habitat improvement work has largely been paused for this quarter to avoid disturbance. Fox and crow control on Rothiemurchus Estate and Seafield Estate has continued. ▪ The project grant scheme to enable landmanagers to improve and create more habitat for capercaillie received 4 successful applications to undertake the following actions: <ul style="list-style-type: none"> - Fence marking on Invercauld Estate and Seafield Estate to avoid collisions. - Equipment for heather cutting on Dorback Estate to enable more blaeberry to grow and capercaillie to move around more freely. - Chainsaw operators to remove non-native trees on Balmoral Estate to allow Scots pine to regenerate. ▪ Issue: A whole forest approach to deer management in Tom an Uird Forest remains unviable through FGS funding. Deer control to improve over 300 hectares of habitat for capercaillie in the forest has not been delivered as a result. 	

<p>Monitor, test and evaluate ideas throughout delivery, applying learning from the project to refine activities including habitat improvement work, survey techniques, promotional activities and the community action planning model.</p>	<ul style="list-style-type: none"> ▪ Heritage Pathfinder ran a workshop to discuss and refine the project's Evaluation Framework with members of the project team and partners who have the greatest oversight of the different aspects of the project and or specific areas of work. ▪ Qualitative data has been collected to evaluate the capercaillie sightings and signs app developed as part of the project. Interviews have also been conducted to begin evaluating the impact of the visitor community work on those directly involved. ▪ Brood counts have been conducted on Seafield Estate, Rothiemurchus and around Carrbridge to provide new data on productivity in areas where habitat improvement work has been delivered as part of the project.
<p>Develop an innovative and replicable model for community-led species conservation that enables communities to successfully coexist with their natural heritage, sharing the project's findings internally and externally with UK organisations, and further afield, to create a legacy of learning.</p>	<ul style="list-style-type: none"> ▪ The Evaluation Framework includes a number of tools to help evaluate and refine the model which has been developed to enable community-led species conservation. ▪ Work by the James Hutton Institute (JHI) is ongoing to document on film the process and outcomes of the Trail Feathers project (the project's work with the mountain biking community) to provide inspiration, learning and evidence in a way that can stimulate further debate and learning. ▪ Insights and learning from the project's model for community-led species conservation and work with communities was shared with members of CNPA's Heritage Horizons: Cairngorms 2030 team to help the team's thinking as they develop their delivery phase application.

Milestones

Green	Delivery is on track
Amber	Minor issues are impacting delivery
Red	Major issues are impacting delivery

	2020	2021	2022	2023
Recruitment				
Recruit Project Officer, Communications Officer, Project Administrator, Community Ranger and Capercaillie Advisory Assistant				
Raising awareness				
Develop a Comms Plan				
Launch a new project website				
Commission the design of capercaillie related resources for primary schools				
Develop an online capercaillie hub				
Genetic research				
Analyse DNA from capercaillie feathers collected from across the National Park				
Deliver an action planning workshop in response to findings from the DNA analysis				
Trial a genetic lek survey				
Habitat improvement				
Improve over 300 hectares of habitat for capercaillie in Abernethy Forest				
Improve over 30 hectares of habitat for capercaillie in Baddengorm Woods				
Improve over 400 hectares of habitat for capercaillie on Balmoral Estate				
Improve over 300 hectares of habitat for capercaillie in Tom an Uird Forest				
Improve over 4,500 hectares of habitat for capercaillie on Rothiemurchus Estate (includes predator control)				
Improve over 3,000 hectares of habitat for capercaillie on Seafield and Strathspey Estates (includes predator control)				
Launch a grant scheme to enable further habitat improvement for capercaillie				

	2020	2021	2022	2023
Capercaillie monitoring				
Launch a public capercaillie monitoring app				
Conduct brood, lek and occupancy surveys				
Project monitoring and evaluation				
Develop a Monitoring and Evaluation Framework				
Community-led action - Carrbridge community (researching community views was completed in the previous phase)				
Plan actions				
Deliver actions				
Community-led action – mountain biking community				
Research community views				
Plan actions				
Deliver actions				
Community-led action – visitor community				
Research community views				
Plan actions				
Deliver actions				
Community-led action – business community				
Research community views				
Plan actions				
Deliver actions				
Community-led action – Deeside communities				
Research community views				
Plan actions				
Deliver actions				

Risks and Issues

Risk / Issue	Likelihood	Impact	Mitigation	Priority
1. Project information is used to undermine public support for the project.	Medium	Medium	<ul style="list-style-type: none"> Project Board have strategic responsibility for project communications. A Comms Plan is in place. All project documents are written for a public audience and published on the project website (as far as appropriate). 	High <i>No change</i>
2. Habitat improvement work delayed or unviable due to changes onsite, delays in the process of applying for FGS funding and or conflicting advice.	Medium	Medium	<ul style="list-style-type: none"> Partners applying for FGS funding are experienced in the process and have a good track record of securing funding. Additional resource is provided by the project to help strengthen applications. Scottish Forestry and NatureScot are project partners and members of the Operational Management Team. 	High <i>No change</i>
3. The diverse range of interests, organisations and groups involved in the project presents challenges to effective partnership working.	Medium	Medium	<ul style="list-style-type: none"> All partners and areas of work are represented on the Operational Management Team. The Operational Management Team operates under a Partnership Agreement. Members of the CNPA Board and Senior Management Team are members of the Project Board. The Project Board operate under a Memorandum of Agreement. 	Medium <i>Was High</i>
4. Community-led elements are not conducted in an effective, transparent and defensible way limiting benefits and causing disengagement and mistrust in communities.	Medium	Medium	<ul style="list-style-type: none"> All learning captured from the development phase and ongoing learning in the delivery phase is being applied. The Operational Management Team (responsible for helping to strengthen the project's community-led work) comprises of representatives from all the community groups and organisations involved. A three-stage model is in place to ensure work with other communities is only carried out if it's considered within the scope of the project and the community is considered viable to work with with the project resource available. 	Medium <i>Was High</i>

Risk / Issue	Likelihood	Impact	Mitigation	Priority
5. Monitoring and evaluation information and processes are not used effectively to strengthen the project; inform legacy planning; and help safeguard the project from inherent risks.	Low	High	<ul style="list-style-type: none"> An Evaluation Framework is in place A culture of reflection is embedded in the project and professionally facilitated where possible. 	Medium <i>No change</i>
6. Reduced capacity in the last 12 months of the project due to staff leaving fixed-term posts early to secure future employment.	Medium	Medium	<ul style="list-style-type: none"> Ongoing conversations with project staff to ensure early notice of intentions / plans to leave their posts. Scope to change existing part-time contracts to full time if required. Existing ways of working lend themselves to project staff being able to pick up work relatively easily from colleagues if required. 	Medium
7. Reduced ability to deliver actions in the last 12 months due to time constraints and contractor availability.	Medium	Medium	<ul style="list-style-type: none"> Request submitted for a 6-month project extension. 	Medium
8. The project increases capercaillie disturbance or is perceived to do so.	Medium	Medium	<ul style="list-style-type: none"> Staff work closely with landowners, landmanagers and community members to stay informed and respond to any issues or perceptions related to disturbance. Comms assets are actively shared with partners and third parties to reduce the need for capercaillie filming and photography. All survey work is completed under licence and all habitat improvement and monitoring work is carried out in accordance with relevant legislation. The project operates within the Capercaillie Data Sharing Policy. 	Medium <i>No change</i>
9. Project activities conflict with other initiatives, e.g. wader conservation.	Low	Medium	<ul style="list-style-type: none"> Organisations involved in potentially conflicting activities are project partners represented on the Operational Management Team and Project Board, operating respectively under a Partnership Agreement and MoA. 	Low <i>No change</i>
10. Continued cold and wet weather during capercaillie nesting and breeding season could overwhelm the benefits of the project.	Low	Medium	<ul style="list-style-type: none"> Continue delivery - the project's work is vital to enhance capercaillie survival, even in difficult years; maintain proactive comms internally and externally; review the issue at Project Board to identify a way forward. 	Low <i>No change</i>
11. Genetic analysis reveals capercaillie population in the UK is at risk of becoming functionally extinct.	Low	Medium	<ul style="list-style-type: none"> Continue delivery and fast track the action planning work scheduled in response to the genetic analysis; review the issue at Project Board to identify a way forward. 	Low <i>No change</i>

Budget

Income	Expected	Received to date
National Lottery Heritage Fund	2,036,100	664,725
CNPA	60,280	50,280
NatureScot	50,000	50,000
Scottish Forestry	28,000	16,000
Forestry Grant Scheme / SRDP	127,473	27,789
RSPB	40,000	30,000
RSPB Abernethy	10,000	3,080
Seafield and Strathspey Estates	224,144	107,036
Rothiemurchus Estate	41,669	26,982
Balmoral Estate	11,500	2,500
Baddengorm Woods	48,240	0
Developing Mountain Biking in Scotland	75,000	1,440
Volunteer time (in-kind)	120,000	55,496
RSPB in-kind (technical support for the app and online hub)	27,800	3,593
Total	2,900,206	1,038,921

Breakdown of income / contributions received

Partner / Funder	Nature of contribution	Total to date
National Lottery Heritage Fund	Grant	664,725
CNPA	Donation	50,280
NatureScot	Donation	50,000
Scottish Forestry	Donation	16,000
Forestry Grant Scheme / SRDP	Predator control on Rothiemurchus Estate	16,176
Forestry Grant Scheme / SRDP	Woodland regeneration on Seafield and Strathspey Estates	11,613
Rothiemurchus Estate	Estate contribution to predator control work	26,982
RSPB	Donation	30,000
RSPB Abernethy	Contractor payment - field layer survey prior to heather cutting	3,080
Seafield and Strathspey Estates	Contractor payment - replanting	38,184
Seafield and Strathspey Estates	Contractor payment - fence removal & repair prior to replanting	36,092
Seafield and Strathspey Estates	Contractor payment - groundwork prior to felling and replanting	17,460
Seafield and Strathspey Estates	Contractor payment – fence removal, replacement and marking	15,300
Balmoral Estate	Contractor payment - removal of 1,100m of deer fence	2,500
Developing Mountain Biking in Scotland	Contractor payment - trail maintenance and inspection training	1,440
Total		979,832

Partner / Funder	Nature of contribution (Added value - not in the original budget)	Total to date
CNPA	6-month internship to support MTB community work	6,762
Forestry Grant Scheme / SRDP	Fence marking on Seafield Estate	22,752
Forestry Grant Scheme / SRDP	Scarifying to promote natural regeneration on Seafield Estate	5,672
RSPB	Pilot genetic lek survey	5,000
Total		40,186

Volunteer time (in-kind contribution)	Total to date
Carrbridge Capercaillie Group	16,205
Mountain biking (Trail Feathers) group	13,706
Volunteers delivering habitat improvement work	3,150
Fence Monitoring Volunteers	7,071
Capercaillie monitoring	5,989
Digital volunteer (project website design and development)	9,375
Total	55,496

RSPB (in-kind contribution)	Total to date
Capercaillie monitoring app development	3,593
Total	3,593

Breakdown of expenditure / investment

Community	Community-led action	Total
Carrbridge	Revised national capercaillie population estimate to help inform action	2,400
	Study of predator activity in capercaillie areas in Kinveachy Forest to help inform action	7,260
	Printing and production of trail signs to encourage responsible access in capercaillie areas around Carrbridge and stakes to install the signs	453
	Path surveys and feasibility work to enable thriving capercaillie areas around Carrbridge and paths and outdoor spaces for all residents and visitors to enjoy	5,730
	Carrbridge Village Hall hire for community events and consultations to build stronger community involved and participation	144
	Hapi Capi production (small wooden capercaillies) to build stronger community involved and participation	1,014
Total		17,001

Community	Community-led action	Total
Mountain biking	Equipment to repair trails to reduce habitat loss and fragmentation	6,041
	Printing and production of trail signs to encourage responsible riding in capercaillie areas	160
	Trail Association website to increase visibility, build awareness and support	785
	Trail Association insurance to deliver community-led action	683
	Contribution towards the Laggan Forest Trust's Pilot Cycling Programme	1,000
Total		8,669

Contractor	Work	Total
Genoa Black	Developing and producing digital collateral for businesses to use to promote responsible enjoyment of the Cairngorms National Park	35,821
Colin Mulberg Consulting	An audit of where and how Abernethy National Nature Reserve, Glenmore Forest Park and Rothiemurchus 'speak' to visitor segments	15,800
Highland Field & Forest / Instinct	Brood surveys to help measure impact of habitat improvement work, predator control and community-led action to reduce disturbance	8,852
Game & Wildlife Conservation Trust (GWCT)	Brood surveys to help measure impact of habitat improvement work, predator control and community-led action to reduce disturbance	4,650
RZSS	Researching the genetic diversity of capercaillie in the Cairngorms National Park to inform action	62,768
RZSS	Developing a new approach to estimating the size of the UK capercaillie population using genetic material	9,853
James Hutton Institute	Evaluation film to share the learning and achievements of the mountain biking community; working to deliver conservation solutions in the Cairngorms National Park	18,000
The Evaluator	Monitoring and evaluating the project to measure impact and share learning	9,100
The Evaluator	Researching public attitudes and beliefs about the Deeside area and capercaillie conservation to inform community-led action planning in Deeside	7,443
Heritage Pathfinder Ltd.	Researching visitor attitudes and beliefs to inform action to enable thriving capercaillie areas and high quality, sustainable visitor experiences	33,160
Heritage Pathfinder Ltd.	Monitoring and evaluating the project to measure impact and share learning	27,510
Total		232,957

Landholding	Habitat improvement work	Total
Abernethy	Heather cutting (with a robocutter) to improve c300 ha of habitat	50,000
Baddengorm	Replanting woodland with native species to expand habitat	6,800
Baddengorm	Marking fencing with wooden markers to avoid collisions	5,000
Balmoral Estate	Heather cutting, fence removal and marking fences with wooden markers to improve c400 ha of habitat and avoid collisions	18,900
Balmoral Estate	Restructuring woodlands (removing non-native trees) to expand habitat	4,770
Crannach Nature Reserve	Heather cutting to improve habitat	1,290
Dorback Estate	Heather cutting equipment to improve habitat	5,000
Invercauld Estate	Marking fences to avoid collisions	4,640
Lynamer, Nethy Bridge	Restructuring woodlands (removing non-native trees) to expand habitat	2,673
Rothiemurchus Estate	Screening trackside edges to reduce human disturbance	1,600
Rothiemurchus Estate	Heather cutting and creating grit beds to improve habitat	5,450
Rothiemurchus Estate	Marking fences to avoid collisions	1,600
Rothiemurchus Estate	Predator control to enhance capercaillie survival in key areas	83,315
Seafield and Strathspey Estates	Planting native trees to expand habitat by c90ha	58,290
Seafield and Strathspey Estates	Removing, replacing and marking strategic fences to avoid collisions	15,300
Seafield and Strathspey Estates	Marking fences to avoid collisions	4,987
Tombain Plantation	Marking fencing with wooden markers to avoid collisions	4,944
Total		274,559

Project staff	Work	Total *
Capercaillie Advisory Assistant (P/T)	Capercaillie monitoring to inform work and measure impact	44,700
Capercaillie Advisory Officer (P/T)	Strategic support for capercaillie monitoring & habitat improvement	59,350
Communications Officer (P/T)	Raising awareness and understanding about capercaillie & the project	91,350
Community Ranger	Supporting Carrbridge community-led action	103,150
Gamekeeper	Predator control on Seafield Estate	168,014
Highland Development Co-Ordinator	Strategic support for community-led action	40,000
Project Coordinator (P/T)	Supporting project delivery and providing administration support	77,200
Project Manager	Managing the project as a whole, including staff and contractors	170,700
Project Officer (P/T)	Supporting project delivery	105,900
Total		860,364

* Total salary, equipment and overhead costs for the delivery phase, i.e. 3 years (2020 – 2023)