HIGHLANDS & ISLANDS ENVIRONMENT FOUNDATION

ACHLANDS & ISLAZ NONMENT FOUNDA **TWO YEAR REVIEW** 2023 & 2024



CONTENTS

INTRODUCTION

Reflecting on Two Years	3
Our Vision	5
Our Strategy	7
Areas of Interest	9

OUR WORK	11
Bute Community Forest	13
Guardians of Our Rivers	15
Farm Clusters	17
Scottish Islands Marine Litter	19
Scotland's Red Snows	21
Seagrass Pilot	22
Shorewatch Youth Programme	23
Ardura Community Forest	24

IMPACT	25
LOOKING AHEAD	27
OUR TEAM	29

Opposite: volunteers processing seagrass for translocation, at Seawilding, Loch Craignish (p22).

Cover photo: Scything - a traditional farming technique - on the community owned 'Plock', Kyle of Lochalsh.

REFLECTING ON TWO YEARS

FOREWORD

Scotland has admirers the world-over based on our iconic native species, world-famous landscapes, and rich cultural heritage. Sadly though, Scotland is now officially recognised as one of the most nature-depleted countries in the world following years of habitat degradation and fragmentation, further exacerbated by the biodiversity and climate crises.

Against this dismal backdrop, it has been hugely inspiring to see more and more local communities stepping up to tackle environmental issues on their doorsteps throughout the Highlands & Islands.

Over the last two years, HIEF has awarded 28 grants totalling £357,721 to support a variety of community-led projects ranging from studying the lifecyle of riverflies to gauge river health (Guardians of our Rivers, P15) to analysing the

In 2023 and 2024, HIEF awarded 28 grants to a variety of community-led environmental projects across the Highlands and Islands.



Sally McNaught, a group of journalists, and the Alladale Wilderness Reserve team, on day 1 of a week-long Press Tour around the Highlands and Islands. Photo by Gethin Chamberlain.

composition of beach litter across island beaches compared to the mainland (Beachwatch, P19) to biobanking elusive algae in permanent snow patches (Red Snow, P21) to ensuring local woodlands continue to be refuges for native species whilst also providing essential outdoor education spaces (Bute Community Forest, P13).

Every project and community supported has helped to improve their local environment whilst also providing a much-needed focal point for positive action and thus generating hope.

Thanks to everyone who supports HIEF, we will continue to champion innovative communityled environmental projects.



Sally McNaught, Executive Director

OUR VISION

The Highlands and Islands Environment Foundation (HIEF) works in partnership with local communities to protect, restore and regenerate the natural beauty, biodiversity and ecosystems of the Scottish Highlands and Islands for the benefit of nature and people.

Since launching in 2020, HIEF has supported more than 50 projects across the length and breadth of the Highlands and Islands. The foundation focuses on funding sustainable and regenerative projects, which combine local knowledge and skills to tackle some of the most pervasive environmental issues.

The ability of HIEF to help scale and replicate these projects enables more extensive restoration and protection of these unique habitats, rich in flora and fauna.



THE HIGHLANDS & ISLANDS

The Highlands and Islands, defined geographically as the historic Gaelic-speaking region of Scotland, have been experiencing ecological degradation for hundreds of years.

However, passionate individuals and communities throughout the region are working hard to protect and restore nature. HIEF supports this vital bottom-up movement by channelling funds into local projects that tackle the biodiversity and climate crises head-on.

While projects vary in approach, from tangible monitoring and restoration work to more strategic policy and advocacy campaigns, they all share the common goal of improving the natural environment of the Highlands and Islands.



Some of the organisations that HIEF have supported since 2020, clockwise from top left: Blue Hope Alliance, Hebridean Whale and Dolphin Trust, Kyle of Sutherland Fisheries Trust, COAST, Smartrivers, Friends of Loch Hourn, Arnsidale and Glenelg Community Association, Plastic@Bay, and Keep Oban Beautiful.

1. Fundraise Our local team build relationships with trusts & foundations, individual philanthropists, and corporates interested in supporting our work.



6. Scale & Replicate We network with other local champions throughout the region and help them replicate and adapt projects to their local

context.

5. Mobilise Supporters

We celebrate the

project's success and

raise awareness of the initiative. Partnerships

with other funders

enable us to leverage

additional funding into

projects.

Aims Improve the environment, increase funding, and empower communities

4. Decision making process £5,000 to £15,000.



How we enable and catalyse change through participatory, trust-based philanthropy

Background photo: Argyll Coast and Islands Hope Spot, the only recognised 'Hope Spot' in the UK. These are special areas that are scientifically identified as critical to the health of the ocean.



Y



2. Funding rounds

Donations to HIEF are pooled together into a 'disbursement pot' which funds three grant rounds a year.

3. Meet the grantee

We meet prospective grantees early to discuss project feasibility and guide them through the application process.

Decisions are made following review by expert advisors and HIEF steering committee. Grants are awarded, varying in size from



AREAS OF INTEREST

MARINE & COASTAL

The Highlands and Islands are home to over 10,000km of coastline. The dramatic sea-cliffs, dynamic sand dunes, and sheltered sea-lochs support a vast array of wildlife: from iconic otters, sea eagles and basking sharks to essential seagrass meadows and sand dune habitats.

Coastal communities, from Campbeltown to Stornoway, have lived and worked sustainably alongside the sea for thousands of years. However, an array of human activities including destructive fishing and plastic pollution have devastated ecosystems and pushed many species into decline. Individuals and organisations leading marine restoration efforts and fighting for policy reform require urgent funding to secure change,



Seawilding

MONTANE

The stunning landscapes of Glencoe, Skye and Ben Nevis attract millions of visitors to the Highlands each year. While iconic, these mountain environments are largely in poor ecological condition, having once been covered by native woodland before the arrival of humans, sheep and deer.

Today, climate change presents a further threat, evident with the disappearance of snow patches, and the declining population of ptarmigan. Despite these challenges, projects to prevent peatland erosion and restore willow scrub habitats are breathing life back into some of these upland areas.



Ardura Community Forest

FOREST & WOODLAND

The West Coast of Scotland contains some of the richest areas of Atlantic Temperate Rainforest – a globally significant habitat considered rarer than Tropical Rainforest. Inland, swathes of Caledonian Pine Forest provide a home for rare native species such as red squirrels, ospreys, and the endangered capercaillie.

These precious forest remnants are threatened by pollution, invasive non-native species (INNS) and overgrazing from deer, but collaborative initiatives, such as the Alliance for Scotland's Rainforest, reflect a growing movement to protect and restore what is left.







FRESHWATER

The lochs and rivers threading through the Highlands and Islands support a range of invertebrates, fish, birds and mammals. Most notably perhaps, they are home to migratory Atlantic Salmon. This iconic species is now officially classed as 'endangered' by the IUCN, with their numbers reduced due to climate change and human activities such as aquaculture.

Innovative projects tackle this decline head-on, while other work focuses on restoring populations from the bottom-up, through 're-wetting' for invertebrates, the start of the food chain for many other species.

OUR WORK

The Hebridean Whale and Dolphin Trust monitor whale, dolphin and porpoise populations from their research vessel 'Silurian'.

1.

BUTE COMMUNITY FOREST

Grantee: Bute Community Land Company Duration: Sep 2024 – Sep 2025 Grant: £10,000 Area of Interest: Forest & Woodland

Tree-less landscapes, which cover much of the West Coast of Scotland, are often ecologically poor. It is vital that we preserve the rare fragments of native woodland that remain, much of which is internationally significant Atlantic Temperate Rainforest. Community-owned forests not only protect and restore native woodland, but also utilise the benefits of woodlands for people – be that economic (eco-tourism) or social (wellbeing).

Scotland's temperate rainforest is home to rare mosses, lichens and fungi



THE PROJECT

Bute Community Forest was bought in 2009 by the Bute Community Land Company (BCLC) following a vote in which 93% of the community supported the acquisition. The aims of BCLC are to increase local community access to woodland assets through recreation and environmental education activities, which enhance and protect the natural environment. Since 2021, BCLC have employed a Forest Ranger to carry out a comprehensive programme of community activities, including woodland education for Early Years and Primary school children. However, funding challenges led BCLC to approach HIEF in June 2024, for help to secure £30,000 to continue employing their Forest Ranger for another year.

GROW THE SEED CROWDFUNDER

HIEF pledged £10,000 to be used as matched funding for a Crowdfunder campaign (meaning every £1 donated to the campaign would generate £2 for BCLC). In addition, Aviva Community Fund agreed to match public donations through their partnership with the Crowdfunder platform. Together, these pledges enabled BCLC to boost public donations through the slogan "One Donation: TRIPLE the Impact".

The month-long campaign in September/October 2024 involved significant preparation by the BCLC team, with marketing and strategic support provided by HIEF. The kickstart matched funding pledges were bolstered by support from local schools, who benefit from woodland sessions, through fundraising events such as cake sales. Several local businesses offered in-kind donations, such as book vouchers and gin tasting, which went towards a Prize Draw to further incentivise public donations.

A flurry of generous last-minute donations from individuals and organisations alike saw the campaign raise £30,000: comprising £10,000 from HIEF, £10,000 from Aviva (a mixture of the Community Fund and Employee Giving), and £10,000 from the 'crowd'.



The positive outcomes extended beyond the funding boost; the campaign helped strengthen support for Bute Community Forest, both locally and further afield, and provided an opportunity for the BCLC team to review and refresh their fundraising strategy.

In the following months, BCLC received national recognition at the SURF (Scotland's Regeneration Forum) Awards, winning the "Community-Led Regeneration" award, with judges commending the Crowdfunding appeal in their citation. In addition, the National Lottery Heritage Fund awarded a grant of £214,329 towards a new 'Welcome Hub'.

This exciting development will increase accessibility to the forest, allowing residents and visitors to learn about, and benefit from this healthy, diverse, native woodland.

> **RED SQUIRREL** Sciurus Vulgaris

GUARDIANS OF OUR RIVERS

Grantee: Buglife Duration: October 2022 - October 2024 Grant: £14.270 **Area of Interest: Freshwater**

The marked decline in the health of UK rivers is well-known, so it is even more vital than ever before to collect long term data to track how species are faring, and the ways in which environmental changes are affecting them. However, statutory monitoring programmes run by SEPA (Scottish Environment Protection Agency) only cover 10% of water bodies.

THE PROJECT

The Guardians of Our Rivers Project aims to fill this knowledge gap by training local volunteers to identify and survey freshwater invertebrates (riverflies) that play a crucial role in the aquatic food chain, maintaining clean water and providing a food source for other wildlife in rivers. These 'citizen scientists' and the data they collect provide a good indicator of ecosystem health.

However, before this HIEF grant there was only one volunteer group in the Highlands and Islands, despite the region being home to some of the most critical rivers for endangered Atlantic Salmon.



Large Pale Stonefly Perla carlukiana



FACT

There are over

4,000 freshwater

invertebrate



local rivers.

This resulted in 124 surveys being submitted to the UK wide Anglers Riverfly Monitoring Initiative (ARMI), an accessible long-term dataset used to understand environmental pressures and inform conservation efforts.

58 engagement events, including presentations, stalls, and workshops, reached over 2,800 people from all walks of life. The project also collaborated with two university projects, was showcased at three conferences, and featured on BBC Scotland – Landward.

Over two years, Buglife established fifteen new groups throughout the Highlands and Islands, from Aultbea in the North West to the River Don catchment in the East.

Across the groups, training was delivered to just under 200 volunteers, providing skills and equipment that empower participants to take an active role in the stewardship of their



These awareness raising aspects help to ensure the network will continue to grow, with future development focusing on engagement with schools and landowners.

Buglife volunteers and staff carrying out invertebrate and sampling analysis. Images: Rebecca Lewis.

FARM **CLUSTERS**

The Highland farming landscape – comprising 35% of Scotland's agricultural land – faces several environmental challenges. A variety of factors such as enclosure, overgrazing (by sheep and deer), and wetland draining have resulted in widespread biodiversity loss. However, several opportunities to restore biodiversity on agricultural land exist.

The growing network of farm clusters across the Highlands, and Scotland as a whole, reflects a desire for bottom-up solutions led by people on the ground. Through collaboration between neighbouring landholders, biodiversity can be monitored and improved at both local and landscape scales.

WEST LOCH NESS

In 2021 HIEF supported the West Loch Ness Farm Cluster, one of the first groups of their kind in Scotland, with a grant of £8,000 to carry out ecological habitat mapping. This led to the creation of over 20 lochans and scrapes, 2km of hedges, and Europe's first Great Crested Newt translocation programme. The impact of this work went beyond tangible ecological outcomes. Through knowledge-sharing events, a series of spin-off clusters have emerged in Moray, Glen Urquhart, and Perthshire.

"They say in the Highlands that the only way to get two farmers to work together is to give them a plan to gang up on a third farmer (!) but we are bucking that trend. Common sense and hard work are leading the way as farming neighbours look to work together to manage their ground symbiotically, at landscape scale, for the benefit of our local flora. fauna and rural communities."

FRED SWIFT, WEST LOCH NESS FARM CLUSTER



Through re-profiling of ditches, West Loch Ness Farm Cluster boosted wildlife diversity across a 50 acre marsh area.

MORAY

The second cluster, the Moray Farm Cluster, comprises 14 farmers and landowners across 16,000 acres of land, including arable land. Here, a £15,000 HIEF grant enabled the cluster, convened by Sylvestris, to undertake baseline surveys. This in turn provided the data required to secure over £200,000 from the Nature Restoration Fund to reverse the widespread decline of biodiversity in the area.

GLENURQUHART

The Glen Urquhart Farm Cluster, formed by neighbouring crofters and part-facilitated by charity Trees for Life, received a £15,000 HIEF grant to focus on ponds and wetlands creation to increase the range of habitats in the Glen. By slowing down water flow, the project simultaneously acts as a nature-based solution to local flooding, which has become a significant issue in recent years.

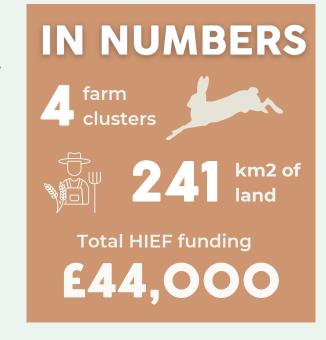
THE LUNAN BURN, PERTHSHIRE

In 2025, HIEF are supporting the Lunan Burn Wildlife Cluster to enable bioacoustic monitoring, install barn owl boxes, and trial swift boxes with callers to improve nesting success.

Together, these farm clusters are proving that by combining local knowledge, ambition and collaborative approaches, bottom up, landscape-scale nature restoration can achieve a great deal.



Image: Mark Hamblin





SCOTTISH ISLANDS MARINE LITTER

Grantee: Scottish Islands Federation Duration: November 2022 - March 2024 Grant: £14,270 Area of Interest: Marine & Coastal

The threats to wildlife from marine pollution are extensive, affecting species at all levels of the food chain. Ingestion of litter can result in long-term health effects, and malnutrition and entanglement can lead to injury, starvation or drowning. In addition to direct harm to individual animals, marine litter can also disrupt ecosystem functions, threatening biodiversity and the health of marine habitats. Societal and economic impacts are also significant. Addressing this urgent crisis requires national policy changes, which must be guided by accurate and consistent data - something that has historically been lacking from the Scottish islands.

Surveys play a crucial role in determining the composition and source of marine litter, as well as its volume, allowing groups to campaign for policy change supported by a strong evidence base. Before this project, the Scottish Islands (which constitute 47% of Scotland's coastline) were undersurveyed, limiting the efficacy of policy and advocacy work. 49% of fulmars beached on Scottish islands have more than the critical threshold of 0.1g of plastic in their stomachs.*

THE PROJECT

The Scottish Islands Federation (SIF) work to address common challenges and represent community interests across a network of 93 inhabited Scottish Islands.

They formed a Marine Litter Working Group (MLWG), identifying that more consistent data collection was a priority to demonstrate the scale of the problem to residents, councils, and the Scottish Government as the first stage in campaigning for policy change to address the issue.

A YEAR OF SURVEYS

Working closely with the Marine Conservation Society (MCS), SIF adapted the standard, UKwide Beachwatch methodology to reflect the unique challenges of the Scottish Islands. Community groups across the Hebrides, Firth of Clyde, and Northern Isles were supported by SIF and MCS, leading to a 148% increase in surveys completed throughout 2023, accounting for an impressive 42% of all Scottish Beachwatch surveys.

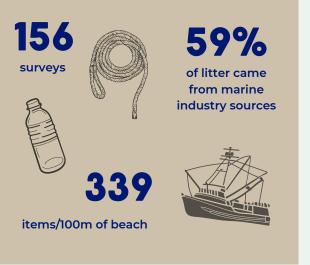
Analysis of the survey results revealed that the islands receive a higher abundance of litter than the mainland, and that 59% of all litter comes from marine-industry sources such as fisheries, aquaculture, and shipping (compared to 15% on mainland Scotland beaches). **



These crucial findings are being used to advocate for policy change through responding to Government consultations on fishing and aquaculture equipment, merchant shipping regulations, waste management, and plastic manufacturing.

HIEF also supported this project through further grants to MCS, made possible by the Conservation Collective x Depeche Mode x Hublot partnership. These have enabled the project to increase in scope, forming stronger foundations for ongoing policy work.

2023 IN STATS



S to su st T b g







Simultaneously, HIEF has supported SIF with a project to refine the capacity of drone technology to identify marine litter, helping to reduce volunteer fatigue, to survey litter in hard-to-reach locations and to standardise data collection.

Through strengthening the marine litter evidence base, this work continues to put pressure on government and industry to turn the tide on plastic pollution.

> *Source: OSPAR, 2023 **Source: SIF MLWG, 2024



Grantee: Scottish Association of Marine Science (SAMS) Duration: Nov 2023 – Aug 2025 Grant: £14,924 Area of Interest: Montane

The decline of Scotland's summer snow patches, driven by rising upland temperatures, is a conspicuous example of the local impacts of climate change. With their loss, Scotland will not only lose an important aesthetic and cultural landscape element, but a rare ecosystem will also disappear.

Snow algae, or 'watermelon snow', are unique types of algae adapted to survive in the harsh, cold conditions of snow. They have been well documented on other continents including Antarctica, but their presence in Scotland remains poorly recorded and almost completely unknown. This research project, led by a team of experienced algal physiologists based at the Scottish Association of Marine Science (SAMS), explored and showcased snow algae in Scotland for the first time.

Through both research and outreach, the project enhanced understanding of summer snow habitats and shared knowledge with stakeholders and communities to ensure future monitoring.

With the help of mountain guides and hillwalkers, the position of snow patches containing algal bloom patches were recorded on a map. Site visits to these patches then allowed for structured surveying and sample collection for microscope imaging and species identification at SAMS. Biobanking, whereby particular algal strains are deposited into the national collection, will allow for future preservation and research.

"This partnership has been crucial in raising public awareness of one of Scotland's least explored ecosystems."

DR ALEX THOMSON, SAMS

SEAGRASS PILOT

Grantee: Seawilding Duration: January - May 2023 Grant: £15,000 Area of Interest: Marine & Coastal

Seawilding is a community-based charity working to restore degraded marine habitats and species through native oyster and seagrass meadow restoration. Based in Loch Craignish, Argyll, they carry out pioneering work to restore lost biodiversity, sequester carbon, create green jobs and opportunities for local adults and schoolchildren to actively participate in restoration efforts.

Seagrass meadow restoration brings a multitude of benefits to both marine life and human populations; supporting fisheries, storing carbon, and preventing coastal erosion. However, there are barriers to restoring this keystone species at scale, in particular ensuring that seagrass seeds planted on the seabed germinate successfully. The germination rate of global restoration projects is between 1-5% currently, thus research is required to identify the most effective ways to increase seedling survival rates.

KEYSTONE SPECIES

Every ecosystem has certain species which are critical to the survival of other interrelated species. Keystone species bind together the complex web of relationships in an ecosystem.

This grant allowed Seawilding to build and run a small-scale seagrass nursery. Through germinating seeds in tanks, the project trialled different substrates and growing containers over a fourmonth period. The results demonstrated significant variations in the efficacy of different planting strategies and environmental conditions.

For example, hessian bags, which had been used extensively to plant seedlings on the seabed, were found to have a germination rate of just 3%, compared to 30-39% in an open system.

Consequently, restoration efforts going forwards have been amended based on these results, shifting to alternative growing containers and methodologies.

SHOREWATCH YOUTH PROGRAMME

Grantee: Whale & Dolphin Conservation (WDC) Duration: May 2022 – May 2023 Grant: £4,981 Area of Interest: Marine & Coastal

The Shorewatch programme is an extensive whale and dolphin survey network in Scotland. Led by Whale and Dolphin Conservation (WDC), Shorewatch establishes hubs around Scotland's coastline, and trains volunteers to undertake regular, 10-minute surveys at these locations.

An online database collates these survey results and forms a crucial part of WDC's campaigning and policy work, informing the designation and management of Marine Protected Areas (MPAs).

In 2022, youth and disadvantaged communities were identified as priority groups for future engagement. This HIEF grant allowed WDC to expand the Shorewatch programme to new volunteers from within these groups. There are 21 species of whale, dolphin, and porpoise found around Scotland's coastline

es.org/shorewatch

Over the course of a year, WDC trained 137 young people, who then contributed 682 records to the database. Three new accessible Shorewatch sites were set up in Clachtoll, Fraserburgh, and Greenock, and a Young Adult Network was established to support youth voices in marine advocacy.

The educational and participatory opportunities this project enabled are of considerable importance to whale and dolphin conservation efforts in Scotland – training and inspiring the next generation of coastal citizens.

"HIEF funding enabled us to reach these disadvantaged areas and young adults to give them access to the ocean in a way we have not been able to do previously." KATIE DYKE, WDC



ARDURA COMMUNITY FOREST

Grantee: Mull & Iona Community Trust Duration: September 2022 - May 2025 Grants: Two awards totalling £19,415 Area of Interest: Forest & Woodland

Ardura Forest, on the Isle of Mull, was purchased by the Mull and Iona Community Trust (MICT) in 2019 to help meet the environmental, social and economic needs of the community. Spanning 200 hectares, the site would once have been a thriving rainforest habitat, but now only remnants of native woodland exist alongside commercial plantations of non-native trees.

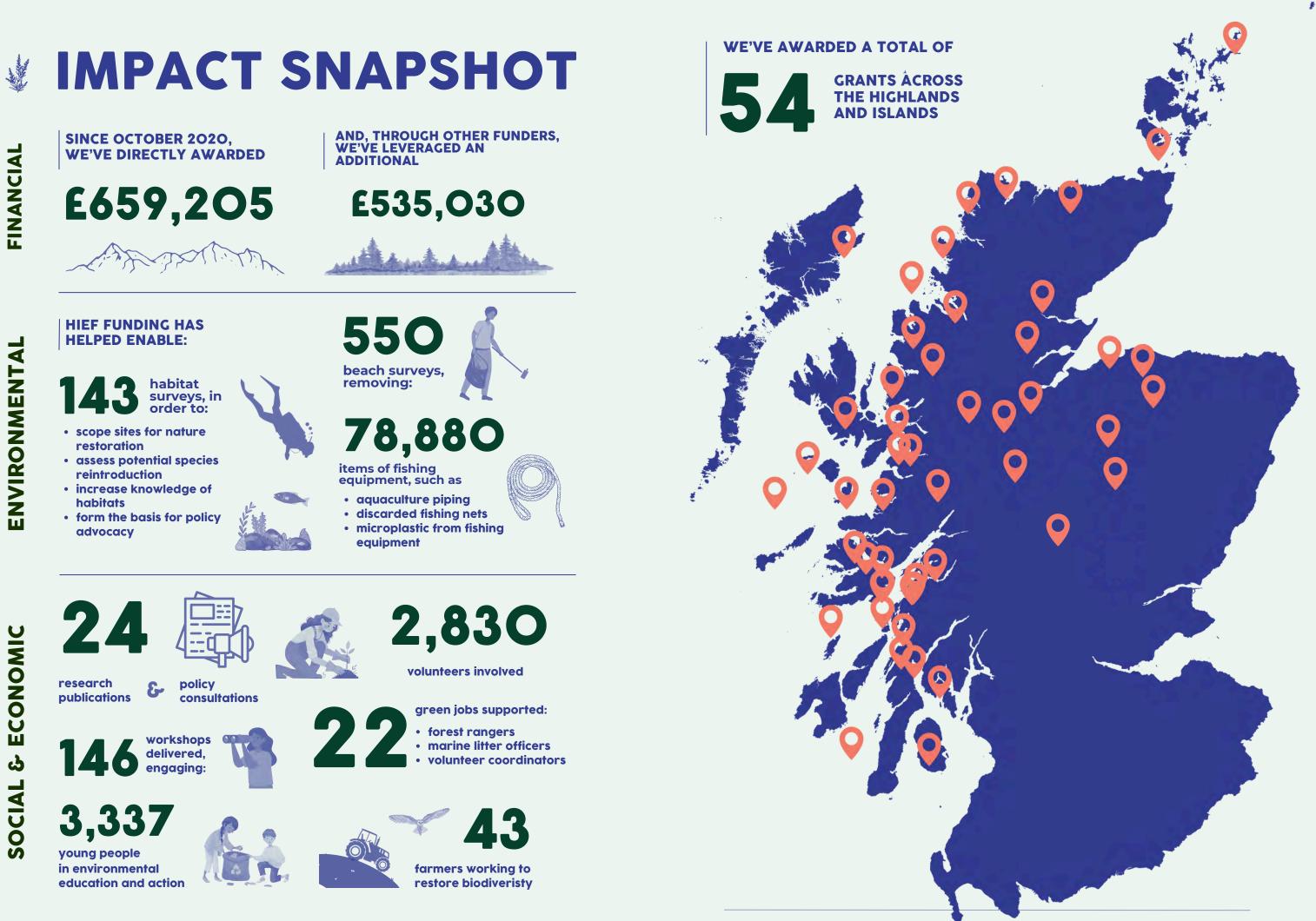
The first HIEF grant in July 2022 part-enabled MICT to hire forestry consultants, TreeStory, to compile a Biodiversity Action Plan. Multiple surveys assessed the state of habitats and species, finding the majority to be in poor-moderate condition. Without significant intervention, these habitats would continue to decline.

An accompanying Management Plan set out clear and achievable actions required for evaluating, protecting, and restoring the forest over a 20-year period.

The second HIEF grant supports the implementation of Phase 1 of the Action Plan until summer 2025, tackling two key threats to biodiversity: Invasive Non-Native Species (INNS) and deer overgrazing. Through training sessions and work parties, volunteers are removing invasive sitka spruce and diversifying habitats through deadwood creation and re-wetting previously drained areas. Seeds and cuttings are being collected to boost future regeneration work, while tree shelters are used to provide targeted tree protection from deer browsing, where fencing is not an option.

While carrying out this work, biodiversity is being closely monitored by the volunteers to inform future phases of the Action Plan.





26

ENVIRONMENTAL

SOCIAL & ECONOMIC

LOOKING AHEAD

A snapshot of grants awarded in 2024 which are underway in 2025

ARGYLL SEA CHANGE ECONOMIC ASSESSMENT

£15,000 awarded

The Open Seas Trust are a Scottish charity that campaigns for healthier seas, more sustainable seafood, and public good from the seas. They have successfully secured change in Scotland's seas – most notably winning in court against the Scottish Government for unlawfully licensing scallop dredging.

This £15,000 HIEF grant is to support a research project to compare the economic benefits of highimpact (dredging) vs low-impact (hand-dived) scallops in the Argyll area. Findings will be distributed to local community groups and other key stakeholders, forming the basis for future advocacy work.





SCOTLAND'S FISHING AND AQUACULTURE POLLUTION PROBLEM

£16,369 awarded

Following the success of the Scottish Islands Marine Litter (SIF) project (page 19), HIEF is supporting the Marine Conservation Society to further develop island-specific methodologies.

This new project will establish a new fishing and aquaculture data collection process, including a new survey form and ID guide. The Scottish Islands Federation will be heavily involved in the survey design and trialling process, ensuring that the new methodology is effective in capturing the detail required to form an evidence base for policy and advocacy work.

This project is being funded through the Conservation Collective partnership with Depeche Mode & Hublot.

SALMON RIVER NUTRITION PROJECT

£6,833 awarded

The continuing decline in the number of adult salmon returning to rivers to spawn has reduced river nutrient levels through the drop in 'surplus' salmon eggs and decomposing adult salmon carcasses. The lower river nutrient levels, combined with rising water temperatures, contributes to the malnutrition of juvenile fish.

The Wester Ross Fisheries Trust are piloting a project to reverse the downward spiral of nutrient depletion and declining salmon numbers by placing 'salmon carcass analogue pellets' into the riverbeds to support juvenile salmon growth. Juvenile fish and aquatic invertebrates will be surveyed to assess outcomes and to monitor stream health.







AMPHIBIAN AND REPTILE CONSERVATION CROFTER GUIDANCE

£8,952 awarded

Amphibian and Reptile Conservation (ARC) is a UK-based charity dedicated to amphibian and reptile conservation. A new ARC project, awarded a grant of £8,952 by HIEF, will work with crofters and growers to co-design a management guide with tailored advice about creating and enhancing habitats for herps on crofts.

As there are more than 750,000 hectares of land tenured for crofting (roughly 5x the size of Greater London), there is enormous potential for positive amphibian and reptile management and the added benefits this will bring to biodidiveristy.

OUR TEAM

CONSERVATION COLLECTIVE



Highlands & Islands Environment Foundation is a member of Conservation Collective, a global network of local foundations funding effective grass-roots conservation initiatives to protect the environment, restore nature and safeguard against climate change.

Sally McNaught Executive Director

Steeri







Bill Carman Steering Committee Chair

n Raven

Steering Com



Caroline Younger Steering Committee



Kendra Walsh **Network Director Conservation Collective**







Gill Holmes

Steering Committee

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The Highlands and Islands Environment Foundation is a charity registered in Scotland, SCO43026, and an affiliate of the Conservation Collective, a charity registered in England and Wales, charity number 1185925.

Printed by GMP Print Solutions, Edinburgh.