

Northumberland National Park Authority Review Meeting

The table below details the Leadership Team Recommendations and Proposed Actions from Rangers Review on 12th October 2022

Members recognise that any discussions we have on furthering opportunities in this area going forward are subject to capacity & resources

No	Review Findings/Recommendations	LT Response and Actions Planned	Lead	Timescale/Date
1	Members recognised several key strengths in the operation of the Ranger Service including public profile, effective partnership working, the development of individual expertise and the wide contribution the service makes across the Authority's business.	Noted	N/A	N/A
2	Explore opportunities for entry level roles into countryside management work.	<p>New Countryside Worker Apprenticeship scheme of work in development with Education Partnership NE Countryside, Environment and Heritage Careers Fair in development as part of legacy of Generation Green, green career pathways for young people into industry</p> <p>We continue to deliver our programmes of: school work-experience; college and university work placements; young volunteer Ranger placement scheme, and; paid internships through Newcastle Uni Careers Service.</p> <p>Note: Important to have the correct balance between experienced and entry level staff for skills/knowledge transfer and appropriate support - need to be realistic about our capacity to do more in this area.</p>	<p>Sarah Burn</p> <p>Mary Wallace / Dave Richardson</p>	<p>Spring 2023</p> <p>Ongoing</p>

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3	Explore how to make better use of volunteers - perhaps linked to the themes in the Management Plan.	<p>All volunteering roles are aligned to ‘lead staff’ who identify and direct the work against management/business plan objectives.</p> <p>As staff identify new areas of work or new projects are established (from the MP/BP processes), we will recruit volunteers to support where roles are identified.</p>	<p>Lead staff</p> <p>Dave Richardson</p>	<p>Ongoing</p> <p>Ongoing</p>
4	Provide opportunities for volunteers to collect equipment at different locations across the park to avoid the need for excessive travel.	This will be implemented as part of a wider approach to introduce a ‘Task Day Leader’ (enhanced training/responsibility) volunteer role, which is currently being explored.	Rangers/ Dave Richardson	April/May 2023
5	Aim to recruit more volunteers, particularly in the North of the Park and consider establishing links with other volunteer organisations (examples - Man’s Sheds and Blyth Star).	<p>Links with partner organisations through engagement outreach programme currently delivered - provides clear route to joining mainstream volunteer programme (e.g., Haltwhistle Allotment Club, JET).</p> <p>We have completed projects with Hextol Foundation and Blyth Star.</p> <p>5 new volunteers attended ‘northern area familiarisation’ training on the 13th November 2022 and we have others in pipeline (this is just an ongoing operational action to balance demand for and supply of volunteers).</p>	Sarah Burn/ Dave Richardson	In delivery
6	Look for ways to make wider use of volunteers - perhaps linked to the themes in the Management Plan.	As per recommendation 3.		
7	Explore development of further partnership working alongside emergency services.	This is constantly ongoing and has recently been expanded by a successful Northumbria Police bid to the safer Streets programme	All relevant staff (Not limited to Rangers)	Ongoing