



Out and about - stories from SF staff

Our teams are often out and about across Scotland's woodlands and forests. Here are three recent examples that showcase the breadth of our work and collaborative partnerships.

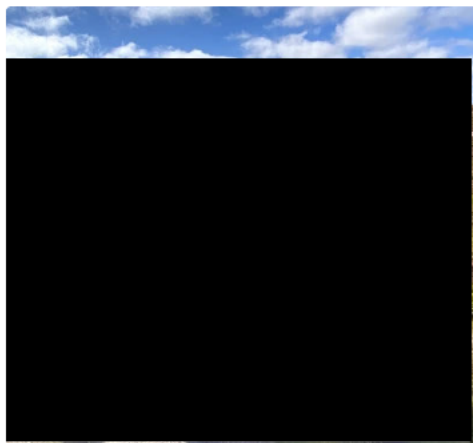
Site visit to survey Glen Dye Moor

An SF team, led by Grampian Conservator [REDACTED], recently visited Glen Dye Moor, an area spanning 6000 hectares, and the site for a proposed 3000 hectare woodland creation scheme.

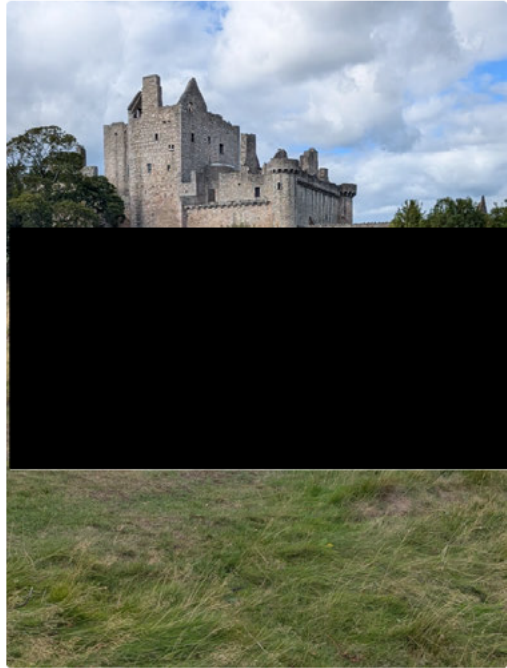
Located on the eastern edge of the Grampian Mountains, the former deer forest and grouse moor comprises degraded woodlands and peatland. The scheme, which is currently going through an Environmental Impact Assessment process, proposes several areas of new woodland, including significant riparian planting.

Native woodland is expected to cover 2,000 hectares with the remaining 1,000 hectares dedicated to productive conifer, including pine, spruce, fir, cedar, and larch, to increase the supply of home-grown timber and support local processors and sawmills.

Plans also include restoring 1,800 hectares of peatland, with anticipated net carbon sequestration of 780,000 tonnes of carbon dioxide. If approved, the project has the potential to make a major contribution to the transition to net zero, while delivering multiple economic, environmental, and community benefits.



[REDACTED] and [REDACTED] at Glen Dye



Policy and Practice at Craigmillar Castle Park.

Exploring urban woodlands

Our Policy and Practice Team recently spent an inspiring day at Craigmillar Castle Park in Edinburgh, learning how urban woodlands transform communities.

For over 20 years, Scottish Forestry has supported woodland creation and management at this site, along with activities that encourage local people to use and enjoy the green spaces.

The day began with insights from [REDACTED], our Communities and Urban Woodlands Advisor, on policy considerations shaping the future of urban woodlands. The team then heard from the James Hutton Institute about Rural Environment and Science Analytical Services (RESAS) funded research on how Craigmillar's woodlands benefit the local community – covering everything from biodiversity and foraging opportunities to challenges like litter and motorbike use. Edinburgh and Lothians Greenspace Trust (ELGT) completed the morning with an overview of ELGT's impactful local work.

After a networking lunch, the team ventured into the woods with CarGomm to learn about the Branching Out programme – our nature-based referral initiative supporting mental wellbeing through woodland activities. The day concluded with ELGT discussions on woodland management and community engagement, including their work with local schools and youth programmes.

[REDACTED], **Director of Policy and Practice, reflected:** "It was really energising to connect with the team and hear about the inspiring work of some of our partners. The visit brought the positive impact of trees and woodland on health and social outcomes into sharp relief!"

To find out more about the benefits that Craigmillar Castle Park's woodlands bring to local communities, watch this video we filmed there earlier this year.

[Watch video on YouTube](#)

Behind the scenes of tree growing

Staff from Perth and Argyll Conservancy recently had hands-on experience with native woodland species during a visit to Scotland's rainforest zone.

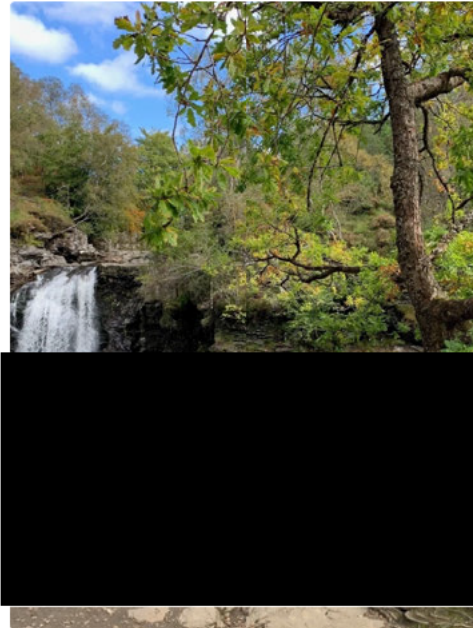
The day started at Glen Falloch Native Tree Nursery, a small-scale enterprise located north of Loch Lomond.

The nursery specialises in collecting and growing seed from the surrounding area. The trees grown here will be crucial for regenerating the Glen Falloch Pinewood Site of Special Scientific Interest (SSSI) as part of a large-scale woodland creation project currently progressing through regulatory and Forestry Grant Scheme approval.

After touring the nursery, the team took part in tasks including compost mixing, cleaning hazelnuts, and thinning out birch. At lunch they had a presentation of the estate's habitat restoration ambitions before a woodland walk to Falls of Falloch where they enjoyed early autumn colours, saw typical rainforest moss and fungi and a very impressive waterfall.

[REDACTED], Case Management Officer, said: "The team all thoroughly enjoyed the day. This was my first visit to a tree nursery and I realised there's lots of complicated elements involved in growing a seed into a tree – seed storage, compost mixing, trimming, and watering to name a few. It would be great to go back and help on a volunteer day."

Have you or your team attended any site visits or learning opportunities? Let us know by emailing Staff Comms.



Perth and Argyll Conservancy staff at the Falls of Falloch

Other news

Reminder: access to Saughton House

To help keep Saughton House secure, here's a quick reminder of the three types of building access for non-SF colleagues and visitors:

- **Unescorted access** – for colleagues without an SG security pass who need to work or attend a meeting in our spur e.g. FLS staff joining a meeting.
- **Escorted access** – for emergencies only when a colleague doesn't have the required security clearance but must enter to resolve an urgent issue e.g. a health and safety or IT matter.
- **Visitor access** – for non-SG or SF visitors who don't need access to secure assets e.g. attending a short meeting or training course.

Non-Saughton House based / Conservancy staff will be issued alternative corporate ID passes to the SG security pass. These can be shown at reception to gain access without the need to complete a building access form each time. You will be required to sign in and out and will be given an unescorted pass for security and health and safety purposes.

Please make sure you select the right type of access and complete in plenty of time when planning meetings with external visitors.

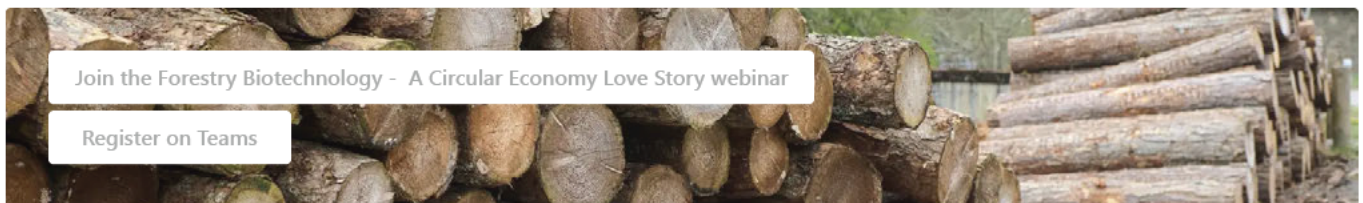
Further guidance and links to the access forms are available on Saltire

Forestry Biotechnology webinar, 29 October at 1pm

Our forests and woodlands remove 14% of Scotland's greenhouse gas emissions each year but new research is showing how industrial biotechnology can unlock greater climate and economic benefits.

[Redacted], our Forestry Innovation and Transport Advisor, and Confor are hosting a webinar showcasing the latest research on turning wood and fibre into sustainable alternatives to steel, plastics, textiles and more. Presentations will explore:

- forestry byproducts as therapeutics for parasite control in livestock
- how waste can be turned into high-value chemicals
- testing insulation made from Scottish wood fibre
- how timber interiors can support wellbeing in homes and healthcare
- a natural fertiliser using wood fibre and microbes
- scaling wood-based innovations to replace petrochemical products



Digital

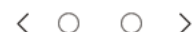
October is Cyber Month

This week we are focusing on cyber threats like phishing and ransomware.

Phishing tricks users into giving away sensitive information, while ransomware locks systems and demands payment to restore access. Both can cause serious harm to individuals and organisations.

The webinar will explain how these attacks work, how to report phishing, and what steps you can take to protect yourself and the agency's data.

Register for the next webinar:



How to spot the signs

- unexpected requests for login details or payments
- poor spelling or grammar
- email addresses that don't match the sender's name



How to stay safe

- think before you click
- verify requests
- use strong, unique passwords and enable multi-factor authentication
- keep software up to date

What to do

- do not click on any links or download attachments
- delete the message once



Phishing email targeting Civil Service Learning users

There is a potential phishing email circulating which is targeting users of Civil Service Learning (CSL).

The email is very convincing and uses the standard Gov Notify template that Gov Campus use to remind users to complete specified courses. It contains spelling mistakes and the links within the email, while indicating they will send the user to CSL, in fact point to a location which is not part of the CSL infrastructure.

[Read our best practice guide on how to report phishing](#)

Equality, diversity and inclusion

Update on UK Supreme Court ruling and workplace facilities

In April, the Supreme Court ruled that 'sex' in the Equality Act 2010 refers to biological sex. The Court emphasised that this decision does not reduce the protections trans people have under the Act.

In response to the ruling, SG is conducting a formal consultation, engaging with unions and SG staff networks, and reviewing its policies to ensure they are legally compliant and considerate of the needs of all staff.

What this means for SF

SG has updated Saltire building pages to show the facilities available at each site including a new designated gender-neutral toilet in Saughton House. Gender-neutral or accessible toilets are also available at all our other SF office buildings.

We recognise that this change may feel unsettling for some colleagues. We'd like to reassure you that Scottish Forestry remains committed to supporting equality, inclusion, and creating a workplace where everyone feels valued, respected and supported.

If you have any concerns or would like to talk in confidence, our HR Team ([\[redacted\]](#), Head of People, or [\[redacted\]](#), HR Business Partner) are available to support you.

Further updates will be shared as soon as we receive more guidance from SG.

Support for you:



Employee Assistance Programme



Charity for Civil Servants



Mental Health First Aiders
(MHFAs)



Switchboard

Diwali

On 20 October, people around the world will celebrate Diwali – the Festival of Light. It's one of the most important holidays in Hinduism, Jainism and Sikhism, symbolising the triumph of light over darkness. Families will mark the occasion with prayers, candles or lamps, colourful decorations, meals and fireworks.

To everyone who celebrates, we wish you a joyful Diwali.

Vacancies and opportunities

To access SF and FLS vacancies, click on 'current vacancies' from the utility menu on the left side of your iTrent ESS screen. SG internal vacancies can be accessed on [Oracle Cloud](#).

Content

Actions and reminders

Process for approving vacancies: follow the [guidance on saltire](#) when preparing to recruit.

Inclusive Cultures eLearning: please complete this mandatory module by 15 October. [Open Pathways](#).

Payroll: please check payroll cut off dates [on Saltire](#).

Events and Resources

RESAS seminar: ClimateXChange, 22 October at 1pm

██████████ and ██████████ will present on two recent ClimateXChange projects aimed at better supporting policy makers and the wider public sector to access relevant and up-to-date climate data and ensure that decisions are informed by criteria and guidance on using future climate scenarios.

Networks that shift the spirit level Building Effective Networks, 30 October at 1.45pm

This session will explore how intentional networking, mutual mentoring, and cross-cultural allyship can catalyse professional progression for Black civil servants in Scotland. It aims to address the persistent underrepresentation of Black professionals, particularly at senior levels, and to inspire a bold, collective ambition - to see an increase in Black Senior Civil Servants.

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Scottish Forestry
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Enquiries To
 Email: [redacted]@forestry.gov.scot
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Invoice and Payment
 Finance & Business Support
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 Saughton House
 Broomhouse Drive
 Edinburgh

PURCHASE ORDER
 Purchase Order No: [redacted]
 Please quote this number in all correspondence
 Purchase Order Date: 24/04/2025
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| Line Number | Product Code | Description | Required By | Qty | UOM | Unit Price GBP | Discount | Net Price GBP |
|-----------------------------|--------------|--|-------------|-----|-----|----------------|------------------|------------------|
| 0001 | | Delivery of works detailed in the grant funding letter - Women in Forestry and Future Foresters practical training funds | 31/03/2026 | 0 | | 0.00 | | 40,000.00 |
| Conditions of supply | | | | | | | Total GBP | 40,000.00 |