

Agenda Item	6.
Report No	CCC/14/24

The Highland Council

Committee: Climate Change

Date: 28 August 2024

Report Title: Training

Report By: Assistant Chief Executive - Place

1 Purpose/Executive Summary

1.1 This report is to provide an overview of the Climate Solutions Workshop scheduled for delivery to the Council's Extended Corporate Management Team on 23 September 2024. The workshop aims to enhance climate literacy and understanding while focusing on practical solutions to accelerate the Council's transition to Net Zero and becoming a climate-ready organisation.

2 Recommendations

2.1 Members are asked to **note** the content and delivery of the Climate Solutions Workshop.

3 Implications

3.1 **Resource** – Funding is in place to meet the financial cost attached to the delivery of the Climate Solutions Workshop delivered by the Royal Scottish Geographical Society.

3.2 **Legal** - The Climate Change (Scotland) Act 2009 mandates local authorities to contribute to emissions reduction targets.

3.3 **Community (Equality, Poverty, Rural and Island)** - Climate Change training will enhance the sustainability of Council operations, benefiting Highland communities.

3.4 **Climate Change / Carbon Clever** – The training aims to equip the Highland Council with the knowledge and tools necessary to address the climate emergency, increasing sustainability and resilience.

3.5 **Risk** – Inaction on Climate poses risks to the Council, both in terms of failing to meet Net Zero targets and adapting to the impacts of a changing climate.

3.6 **Health and Safety (risks arising from changes to plant, equipment, process, or people)** – None arising from this report.

3.7 **Gaelic** – None arising from this report.

4 Impacts

4.1 In Highland, all policies, strategies or service changes are subject to an integrated screening for impact for Equalities, Poverty and Human Rights, Children's Rights and Wellbeing, Climate Change, Islands and Mainland Rural Communities, and Data Protection. Where identified as required, a full impact assessment will be undertaken.

4.2 Considering impacts is a core part of the decision-making process and needs to inform the decision-making process. When taking any decision, Members must give due regard to the findings of any assessment.

4.3 This is an update report and therefore an impact assessment is not required.

5 Background

5.1 The Council's Net Zero Strategy outlines the Council's approach to addressing the climate emergency and contributing towards Scotland's legally binding target of achieving Net Zero by 2045.

5.2 Highland Council has adopted the Scottish Government's Net Zero by 2045 target, aiming for earlier achievement. Interim targets include reducing emissions by at least 75% by 2030 and at least 90% by 2040.

5.3 The Council recognises that achieving these targets requires more than a 'Business as Usual' approach. Significant annual reductions in carbon emissions are necessary.

5.4 Transformational change across the Council is required to integrate climate change mitigation, adaptation and sustainability measures into all operations and service delivery, embedding climate considerations into every decision.

5.5 Mandatory Climate Change training will be provided to all members of staff. It was agreed that training will be delivered to the Extended Corporate Management Team in the first instance. This top-down approach will allow for assessment of training needs for other staff.

6 Alignment with the Council's Delivery Plan

6.1 The Council's commitment to Net Zero is reinforced within the Operational Delivery Plan under the Net Zero, Energy and Innovation Portfolio. Responsibilities for supporting the Net Zero Strategy have been included in the Terms of Reference for each of the five other Portfolio Boards. Climate Change training will provide the Extended Corporate Management Team with the knowledge to drive progress in these areas.

7 Bespoke Workshop for the Extended Corporate Management Team

7.1 The Climate Change & Energy Team have collaborated with the Royal Scottish Geographical Society (RSGS) to develop a bespoke Climate Solutions workshop for delivery in September 2024.

7.2 The workshop will cover:-

- Building an understanding and the case for action;
- Climate Science;
- Embedding Net Zero in decision making;
- Policy and Legislation;
- Solutions and taking action;
- Net Zero – what is in it for Highland Council?; and
- Climate Solutions for the Highland Council

7.3 Facilitated by the RSGS Chief Executive, Deputy Chief Executive and Climate Solutions Programme Manager, with input from the Climate Change and Energy Team, the workshop will be held in person for the Extended Management Teams of both the Council and High Life Highland. The workshop will take place over the course of six hours and will be delivered in an accessible and approachable format, utilising discussions and breakout groups.

7.4 The workshop will provide participants with a solid foundation, enabling them to recognise the benefits and opportunities of transitioning to Net Zero, along with an in depth understanding of the risk of inaction.

7.5 The knowledge gained will support Council leaders in implementing the necessary transformational changes to meet Net Zero goals. The workshop will be evaluated, and a wider rollout will be considered.

8 Mandatory E-learning Modules

8.1 Interactive, bite-sized e-learning modules are being developed for staff. These modules will be hosted on the Traineasy platform and promoted to all Elected Members.

Designation: Assistant Chief Executive - Place

Date: 25 July 2024

Author: Jonathan Bennett, Climate Change Coordinator

Background Papers: None

Appendices: None