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Volunteering Impact Report

2026



Publication information

This report was created by the Historic Environment Scotland Volunteer Development Team July - August 2026 using data compiled 1 April 2025 - 25 May 2026.

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Overview

Introduction to the Volunteering Impact Report

Welcome to Historic Environment Scotland's (HES) first Volunteering Impact Report. This report brings together data, evidence, and feedback to provide a picture of volunteering across HES.

We have produced this report because the impact of volunteering cannot be measured through numbers alone. While figures on number of volunteers and hours volunteered help us understand the scale of contribution, they do not fully capture the difference volunteers make to themselves; to HES; and to Scotland's communities, places and historic environment. By combining quantitative data with the experiences and perspectives of volunteers and stakeholders, this report highlights the wider social, cultural, and organisational value of volunteering.

As HES seeks to strengthen and develop volunteer engagement, this report provides a baseline for measuring progress, supporting inclusive growth, and building effective partnerships across the heritage sector. It also evaluates HES data alongside wider national evidence on volunteering and heritage, including the Heritage [Volunteering in Scotland Research Report](#) (Our Past, Our Future, 2025) and [Volunteering in 2024](#), Volunteer Scotland's reporting on volunteering trends from the Scottish Household Survey (Volunteer Scotland, 2025).

Through this report, we celebrate the contribution of our volunteers while identifying opportunities to ensure volunteering with HES remains meaningful, inclusive, and impactful for years to come.



Alison Turnbull

Director of External Relations & Partnerships
Historic Environment Scotland

Image © [Rob McDougall](#)

Data sources and methodology

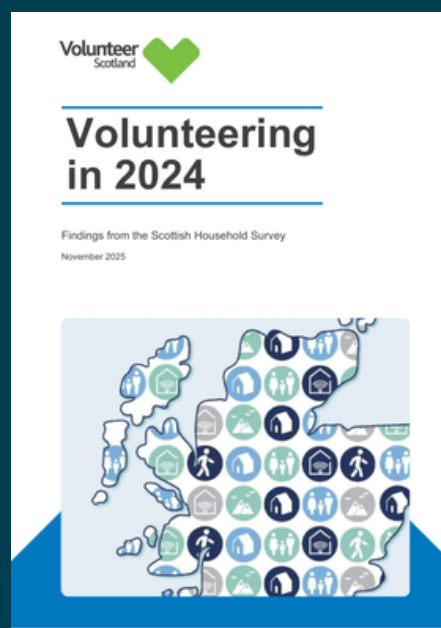
How we captured the information in this report

The insights and findings presented in this report draw on a combination of quantitative and qualitative data sources to provide a comprehensive picture of volunteering across HES.

Key data on volunteer numbers, hours contributed, activities undertaken, demographic information, and geographic distribution were collected through TeamKinetic, HES's volunteer management system, for the date range 1 April 2025 - 31 March 2026. This data provides an evidence base for understanding the scale, reach, and characteristics of our volunteer programme.

The report also incorporates findings from our annual HES Volunteer Survey, which gathers feedback directly from volunteers on topics including wellbeing, skills development, motivations for volunteering, satisfaction levels, achievements, and opportunities for improvement. The survey was open 4-25 May 2026.

To provide wider sector context, we drew on the Heritage Volunteering in Scotland Research Report, commissioned through Our Past, Our Future: The Strategy for Scotland's Historic Environment and produced in partnership with Make Your Mark and Volunteer Scotland. The report explores the strengths and challenges of heritage volunteering across Scotland and is informed by surveys of volunteers and volunteer managers conducted during summer 2025.



Report Summary

Conclusions in brief and highlights from the data analysis.

Qualitative data is powerful.



The quieter, less tangible effects of volunteering can actually have the greatest impact, both on the volunteers and our work. Focusing primarily on the easily capturable quantitative data around volunteer numbers and hours misses the scale of volunteering impact on communities and individuals, especially in relation to wellbeing, skills development, and inclusion.

Volunteering with HES is vulnerable.



Decisions on the order of project actions or funding prioritisation can have significant negative impact on our ability to engage with communities and individuals through volunteering. This vulnerability can be tackled through increased investment (staff and budget) in the volunteering programme and giving volunteering a greater profile through practical actions; for example, including support for volunteering in relevant job roles and descriptions.

We need to build an engagement mindset at HES.



Engagement in volunteering helps us to meet the priorities of Our Past, Our Future (delivering the transition to net zero, empowering resilient and inclusive communities and places, and building a wellbeing economy); outcomes of our corporate plan, Heritage for All (KPIs for outcomes 2 & 5); and our impact against equalities outcomes and targets such as engagement with individuals from the 20% most deprived communities in Scotland.

Enhancing the visitor experience through expanding volunteering brings commercial benefits. Volunteering should be considered at the start of all new projects and included in the initial and review stages of engagement and outreach plans for new and ongoing projects as well as business as usual work.

Noteworthy statistics

Highlights and key statistics drawn from data collected on volunteering 2025-26 that can help to inform our volunteer development work.

304 individuals volunteered 4,265 hours through regular and session-based volunteering activities, equivalent to 609 volunteering days.

Contributions through digital micro-volunteering dropped from 5352 in 2024-25 to 2614 in 2025-26, a 51% decrease.

Only 29% of volunteers say they feel well informed about HES and its vision for the historic environment.

83% of volunteers say they feel appreciated, well supported and supervised while volunteering for HES.

100% of volunteers said volunteering with HES has a positive impact on their wellbeing

#1 reason for volunteering was “to make a difference or give back to the community”.

The median age for a HES registered volunteer is 37.

53.2% of HES registered volunteers identify as female, versus 39.2% male, and 2.5% non-binary or non-confirming.

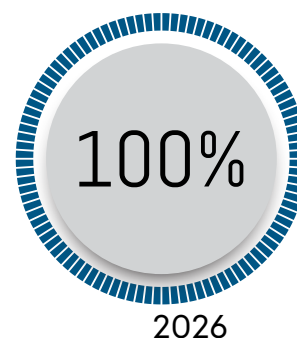
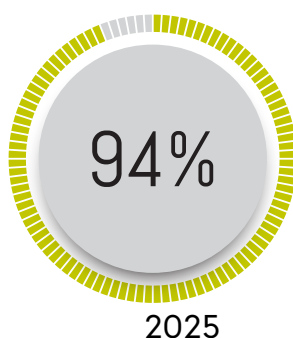
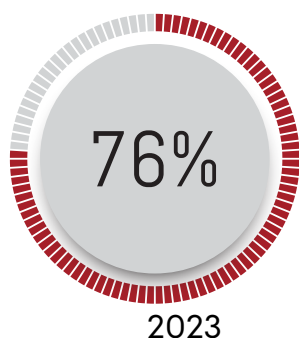
Volunteering survey data

Our annual HES volunteering survey provides an opportunity for our volunteers to openly and anonymously share feedback on their volunteering experience, its impact on them, what is going well, and where there are opportunities for improvement. The survey is available only to active volunteers who have been matched to a volunteer opportunity; it is not available to individuals who are registered on our portal but who have not yet joined a volunteer opportunity.

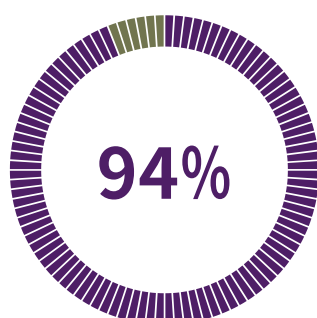
The 2026 survey was run 4-25 May over the Citizen Space platform. A printed version was made available on request and proactively sent to volunteers who do not use digital devices. Participation was optional and measures were put in place to ensure anonymity of response.

As has been seen in previous annual surveys to HES volunteers, response rates were low, with 18 respondents to the 2026 survey. This is an increase of 1 response from the 2025 survey. We will use this low rate of participation to help us to review how we encourage and welcome feedback from our volunteers. This may include, for example, moving from an annual survey to more frequent pulse surveys and greater application of post volunteer activity surveys and exit surveys.

Personal impact of volunteering



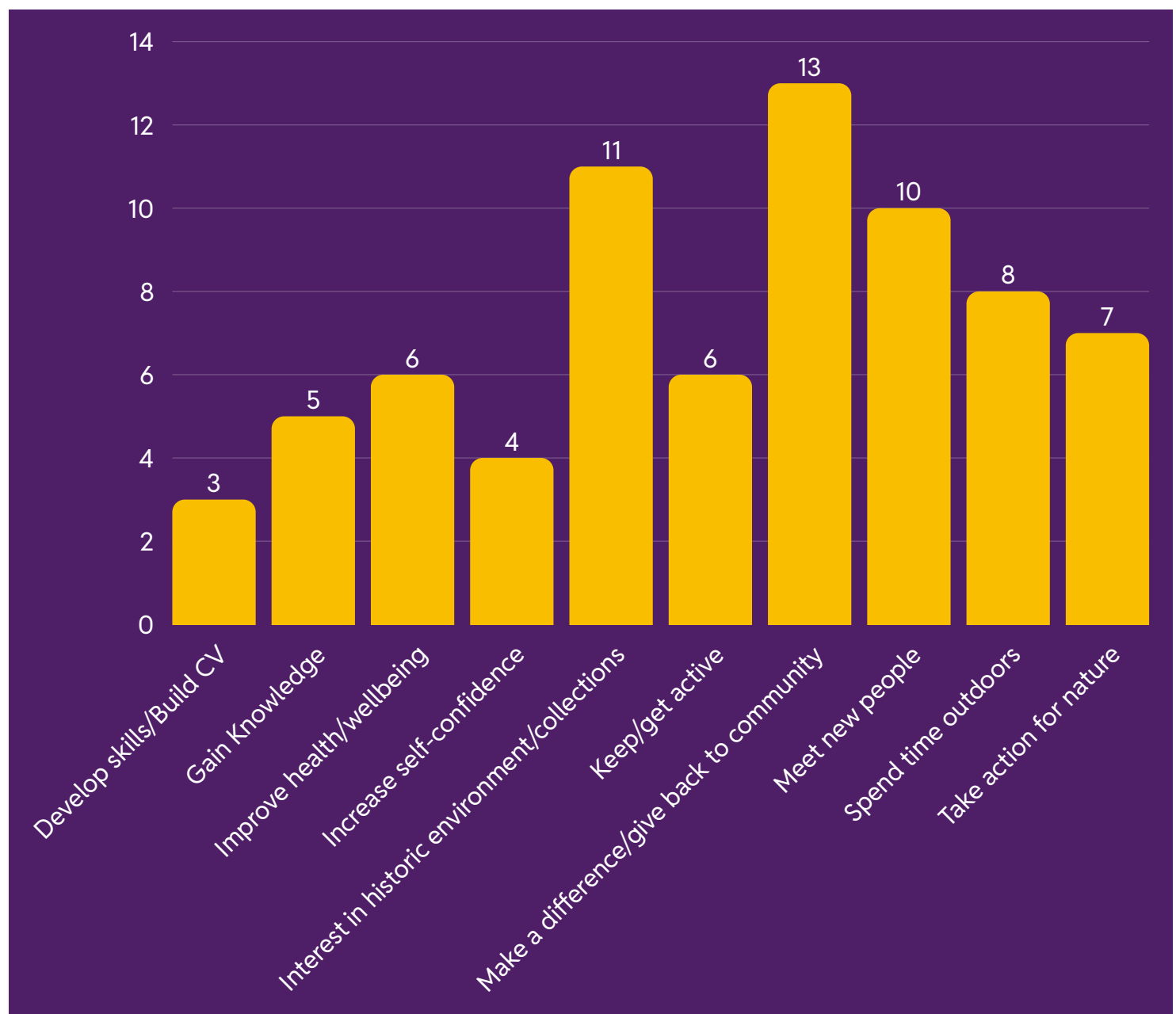
In the 2026 survey 100% of respondents said that volunteering improves their health and wellbeing. This is an increase from 94% of respondents in 2025 and 76% of respondents in 2023. To note: no volunteer survey was issued in 2024 due to Volunteer Development team capacity.



When asked if they would recommend volunteering with HES to friends or family, 94% of surveyed volunteers said yes.

Volunteering motivation

Surveyed volunteers were asked what has motivated them to volunteer, selecting as many reasons as are applicable to them. As in previous surveys, the most frequently chosen response was “to make a difference or give back to the community”. When this question is posed to HES staff members, they predominantly anticipate volunteers will choose an “interest in the historic environment or our collections”. Although this is one of the motivators for many, it is not the top response or primary reason for volunteering.



We then asked volunteers narrow down to the number one reason that they volunteer and “to make a difference or give back to the community” came out on top. This further affirms that seeking to positively impact their communities is our volunteers’ primary reason to volunteer with HES.

Trends & Indications

Responses to the survey highlighted that HES volunteers feel that they are well supported locally/by their volunteer coordinators, but feel disconnected from the organisation as a whole, especially as to the vision of HES. Communication has emerged as a key area of improvement for HES to focus on in volunteer engagement, including message and speed of communication with volunteers, as well as support to engage with our volunteer management system.

Only 29% of volunteers agree or strongly agree that they feel well informed about HES and its vision for the historic environment.

67% of volunteers said that they use our volunteer management system, TeamKinetic .

83% of volunteers agreed that they feel appreciated, well supported and supervised while volunteering for HES. This is compared to 81% across heritage volunteering in Scotland. ¹

Responses to the question “is HES good at listening to volunteers' ideas and feedback and acting on it” were very mixed, reflecting differing experiences across volunteer opportunities, locations, and teams. 41% responded positively (agree or strongly agree), 41% responded neutrally (neither agree nor disagree), and 18% responded negatively (disagree or strongly disagree).

Skills

Skills HES volunteers say they have gained:

- Communication
- Gardening or practical conservation
- Biodiversity recording/monitoring
- Research

Skills HES volunteers want to gain:

- IT/digital
- Conservation knowledge
- Social/interpersonal
- Research

Across the heritage sector, the skills most needed in organisations are digital skills, leadership, and management skills, and traditional and craft skills.¹ While the survey data shows that HES volunteers are gaining some of the skills that they are seeking, there is an opportunity to work with HES teams like the Skills Investment Plan and Technical Education teams to further explore development of key heritage sector skills through volunteering.

Volunteer Figures 2025-26

Data on the number of volunteers and hours volunteered were collected for the financial year 2025-2026, 1 April 2025 - 31 March 2026, using information from our volunteer management system (TeamKinetic) and direct submissions from relevant teams around HES where volunteers are not registered on our system. The best method for collecting accurate data on in-person micro-volunteering activity remains under review.

Glossary of terms

Regular : volunteering on a regular or ongoing basis.

Roles: Event Volunteer, NCAP Digital Connector, Scran Collection Connector, Visitor Connector, Volunteer Musician, Volunteer Gardener, Volunteer Ranger.

Session : volunteering at set times and dates allocated by HES under the constant supervision of a HES member of staff. While some individuals are registered volunteers with HES, others volunteer through a third party, e.g., undertaking employer supported volunteering (ESV).

Roles: Community Archaeology Volunteer, Conservation Volunteer, Practical Conservation Groups.

Micro-volunteering: Easy to access, no-commitment, ad-hoc, in-person or digital activities that can be completed in a short time and do not require expertise or prior skills or knowledge.

Roles: Beach Cleans & Litter Picks, BioBlitz, iRecord, Monument Monitor.

Digital or remote : volunteering using a digital device from any location.

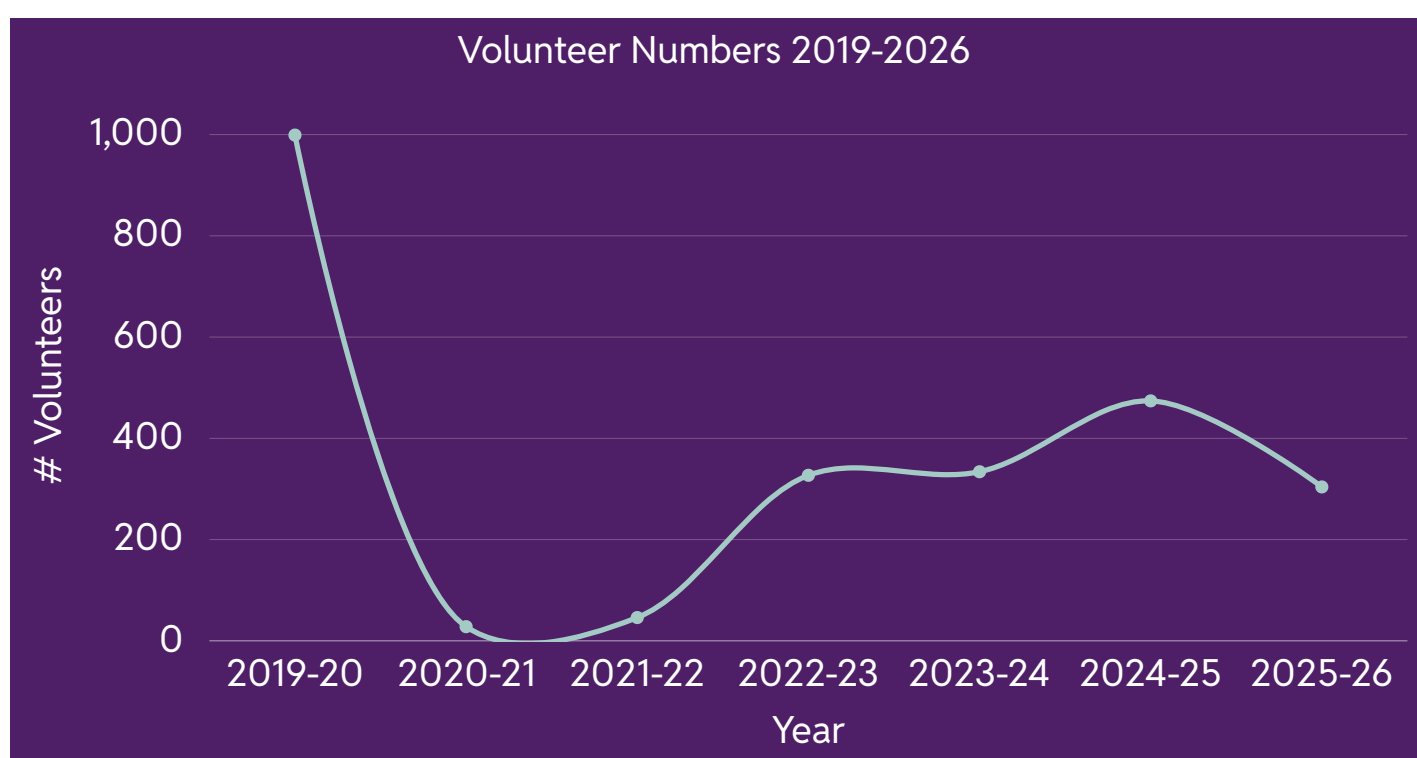
Site-based : in-person volunteering at HES Properties in Care.

Number of volunteers

304 individuals volunteered with HES in 2025-6 across a range of regular and one-off experiences. This is a decline from 474 volunteers in 2024-25.

Overall, volunteering across our sites and collections continues to recover towards pre-pandemic levels. However, several factors have had a significant impact since 2024, which is reflected in this year's data. These include:

- A reduction in registered volunteer numbers following the introduction of our volunteer management system in 2024–25. To comply with GDPR requirements, volunteer records were removed where individuals did not actively consent to transfer to the new system.
- The suspension of all Community Archaeology activity in 2025–26 due to no funding being provided for these projects.
- The closure of Scran and MyCanmore before participation was enabled for trove.scot, halting digital micro-volunteering with our collections.
- Ongoing challenges affecting some locations and teams, including partial or full site closures, the Archive House project not proceeding, changes to team structures and resourcing levels, and extended vacancies in some teams.



The number of active volunteers (including registered HES volunteers and individuals undertaking practical conservation through external groups, but excluding volunteering partnership activity) decreased from 364 in 2024–25 to 296 in 2025–26. This reduction is largely attributable to the absence of Community Archaeology activity during the year. However, recruitment for site-based volunteer roles and the NCAP Digital Connector role increased compared with 2024–25.

Volunteers contributed 4,265 hours through regular and session-based volunteering activities (excluding micro-volunteering) in 2025-26, equivalent to 609 volunteering days.

This represents an increase on 2024–25, when volunteers contributed the equivalent of 569 days. The rise is partly due to a more accurate method of recording practical conservation volunteering with the Ranger Service. Previously, hours were reported at group level; from 2025–26, they have been recorded for each individual participant. While this change affects direct comparison with previous years, the data still indicates an overall increase in volunteer contribution despite the absence of Community Archaeology activity. When analysed with the volunteer numbers figures, this suggests that volunteers are volunteering more of their time with HES versus 2024-25.



In [The social value of volunteering in Scotland \(2025\)](#), Volunteer Scotland calculated the social value of weekly formal volunteering in Scotland to be worth approximately £1000 per person per year, roughly equivalent to £20 a week, with this research endorsed by the Scottish Council for Voluntary Organisations. For 304 volunteers with HES in 2025-26, this would offer a financial figure of £303,987.84.

The method of comparison and reporting of economic value of volunteering for HES remains under review by the volunteer Development team.

Regular volunteering

35 active volunteers supported 11 visitor attractions, contributing 1,874 hours, equivalent to 266 volunteer days.

This represents a small increase from 33 active volunteers and 264 volunteer days in 2024–25. Growth was supported by the introduction of new opportunities at Craigmillar Castle, Edzell Castle, Elgin Cathedral, Huntingtower Castle, and Stanley Mills, offsetting the retirement of three long-standing site-based volunteers.

“After leaving work I missed my role and decided that volunteering would give me the opportunity to meet people from around the world and share key features about the monument and HES. I have learnt much more about the service and what HES is trying to achieve for the future and I am happy to be even a small part of this journey.” - quote from a HES volunteer in the survey

Event volunteers

11 event volunteers supported activities at the Engine Shed (including Lock 16) and Tier 1 events, including “Spectacular Jousting” at Linlithgow Peel and “Celebration of the Centuries” at Fort George. Together, they contributed 170 hours, equivalent to 24 volunteer days. There was no volunteering at “Castle of Light” at Edinburgh Castle in 2025, as no dedicated Access Night was scheduled by the Events team.



Images (left to right): Visitor Connectors lead a weaving activity at Stanley Mills, an Event Volunteer at the Engine Shed, and Volunteer Musicians playing the flute.

Ranger Service

Volunteering with the Ranger Service has been undergoing a review. The Volunteer Ranger opportunity based at Holyrood Park is currently inactive, with a development plan in progress to close this opportunity and replace with a new Visitor Connector opportunity at Holyrood Park, Linlithgow Peel, and the Ranger-led sites in Orkney (Stones of Stennes and Ring of Brodgar). The Volunteer Ranger opportunity remains active in Orkney whilst inactive at Holyrood Park, with 5 volunteers engaging in visitor engagement and conservation activity. The new opportunities are expected to be live in late 2026, but this development will only proceed once the Ranger Service is able to prioritise it.

Volunteering with our collections

The Archives & Library programme did not restart the Archives Volunteer opportunity during 2025–26. However, a new remote volunteering opportunity with this team has launched as a

new pilot for 2026. Volunteer engagement with the Archives & Library is currently under review to create a forward development plan for in-person and remote volunteering.

The in-person Scran Collection Connector volunteer opportunity (coordinated by the HES Digital Archivist) resumed in 2025–26 after being inactive since 2020, with the previous volunteer returning to the programme.

Launched in 2024 and coordinated by the NCAP Collection Manager, the NCAP Digital Connector programme has continued to be a successful engagement initiative. Volunteer numbers increased through recruitment in 2025, and the programme has also supported the development of three new remote volunteering opportunities across HES, two which launched in summer 2026 and a third in development with target launch of 2027.



Session volunteering

“The firebreaks that volunteers cut through gorse proved highly successful in preventing a recent, large wildfire from spreading to other areas of Holyrood Park. Firefighters commented on the effectiveness of the firebreaks.” - Conservation Ranger and Volunteer Coordinator Matt McCabe

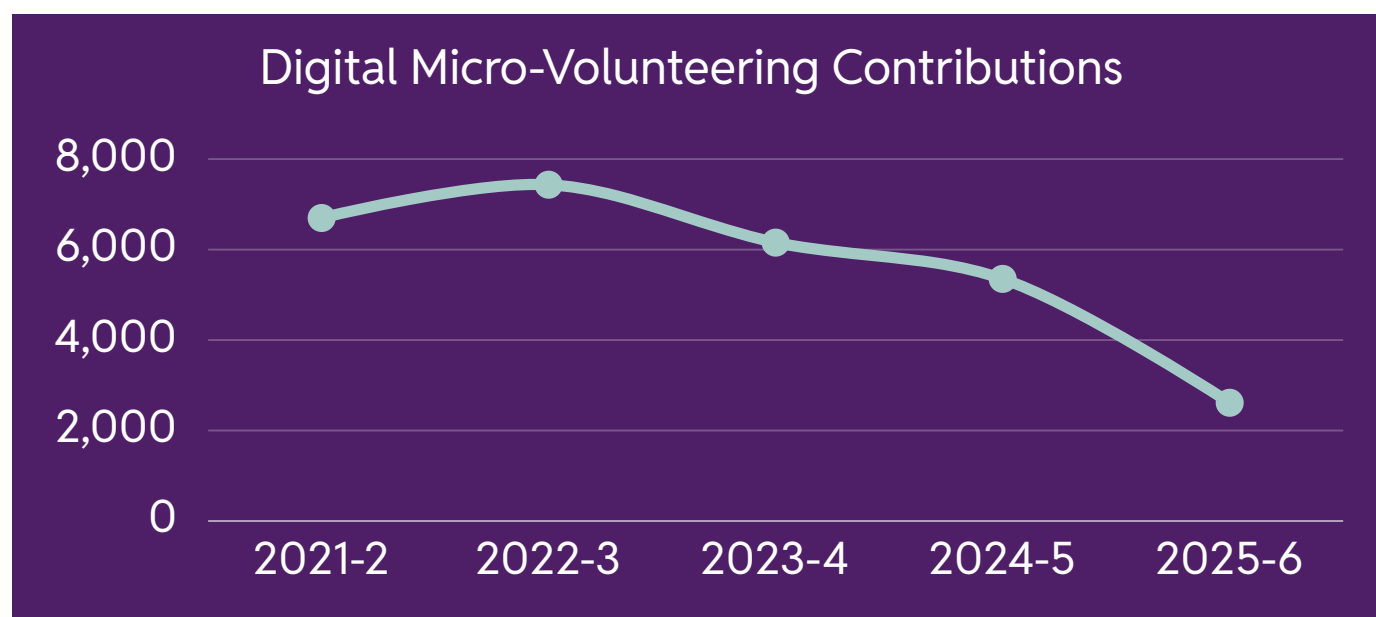


Images: volunteers cutting fire breaks and litter picking in Holyrood Park

Session volunteering in 2025-26 was significantly impacted by no Community Archaeology activity taking place. In previous years, Community Archaeology has taken place at multiple sites, offering opportunities to between 60 and 300 volunteers to participate at sites such as Dundonald Castle and Hilton of Cadbol.

In Holyrood Park, 14 Conservation Volunteers supported our Ranger Service to contribute 64.5 hours of volunteering, which is equivalent to 9 days. Between Holyrood Park and Linlithgow Peel, 215 individuals contributed 488 hours as part of practical conservation groups, including employer supported volunteering activity.

Micro-volunteering



In 2024-5 there were 5352 contributions through digital micro-volunteering; this number dropped to 2614 in 2025-26. Contributions to digital micro-volunteering have been impacted since the pause in new registrations to Scran in 2023, and in 2025-26 have significantly declined due to the closure of websites Scran and MyCanmore. There were 3147 contributions to MyCanmore in 2024-5 and 0 for 2025-26 as this programme area is closed.

Contributions to the Monument Monitor programme have remained primarily consistent with 2024-25 levels, though a decrease is noted: total contributions in 2025-26 were 2126, and in 2024-5 were 2205.

In 2025-26 contributions to iRecord in Holyrood Park were added to our digital micro-volunteering reporting; this represents one location where this data is submitted by micro-volunteers, and the Volunteer Development team seeks to increase the data capture of this opportunity for future reporting.

In-person micro-volunteering includes beach cleans and litter picks at select HES sites. As an accurate method to quantify the number of individuals engaging in this activity is still in development, we are unable to report on a figure at this time. This is due to micro-volunteers being able to take part without interacting with a member of staff. Ongoing conversations and considerations as the best method to quantify this engagement continue.

Partnership volunteering

In addition to HES-coordinated volunteering, volunteering activity takes place at HES locations through partnership with other organisations and community groups.

To date, data has not been regularly captured on volunteers who volunteer with other organisations at HES sites through partnership. These partnerships can include organisations that manage entire sites or parts of sites on behalf of HES (e.g., Friends of Dundonald Castle); a local group, charity, or organisation that has arranged to visit a site to volunteer (e.g., Bathgate Hills Venture Trust removing invasive species at Cairnpapple Hill); or a volunteer-involving organisation taking part in activity at an HES site and directly managing the volunteers as part of their organisation. The Volunteer Development team seeks to develop a method to effectively and efficiently capture data on this partnership volunteering for future reporting.

The data on some volunteering partnerships is currently captured in our annual reporting, including partnerships with youth volunteering organisations at our events. In 2025 there were 8 Police Scotland Youth and Adult Volunteers volunteering at “Spectacular Jousting” at Linlithgow Palace. They contributed 52 hours, which is equivalent to 7 days.

Through partnership with the Scottish Stonemasons’ Marks Project, 73 volunteers contributed 622 hours, which is equivalent to 89 days. The volunteer activity took place at Craigmillar Castle, Dundonald Castle, and Glasgow Cathedral.



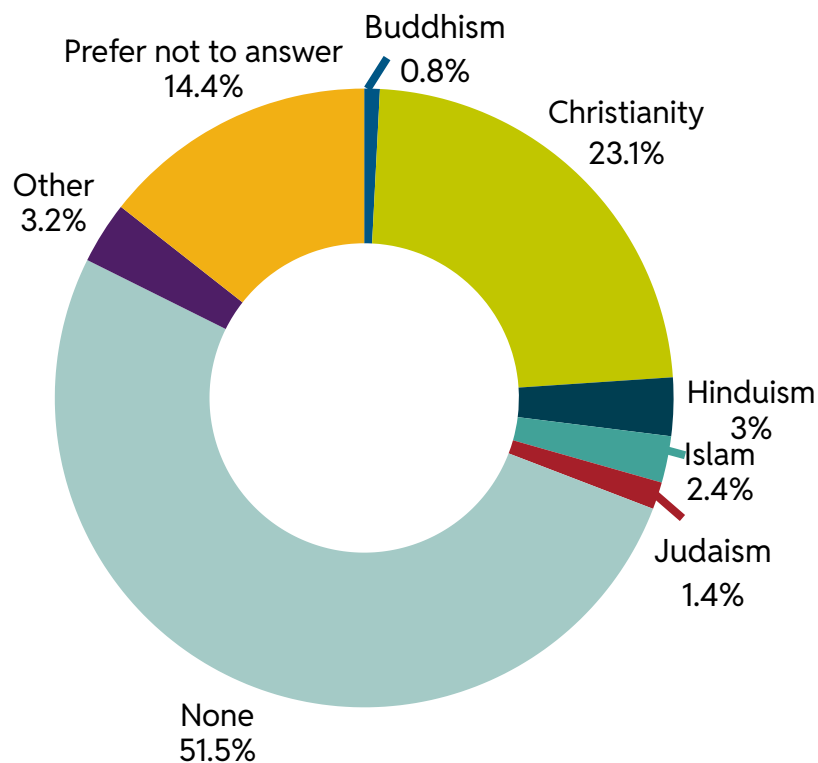
Images: Volunteers with Friends of Dundonald Castle.

Community Payback

As Community Payback activity is mandated through the criminal justice system, HES does not record this engagement as volunteering. However, it is noted that this is unpaid activity taking place at some of our locations and represents an engagement with the community. 255 individuals participated in practical conservation through Community Payback programmes in Holyrood Park in 2025-26, contributing 547 hours, which is equivalent to 78 days.

Volunteer Demographics

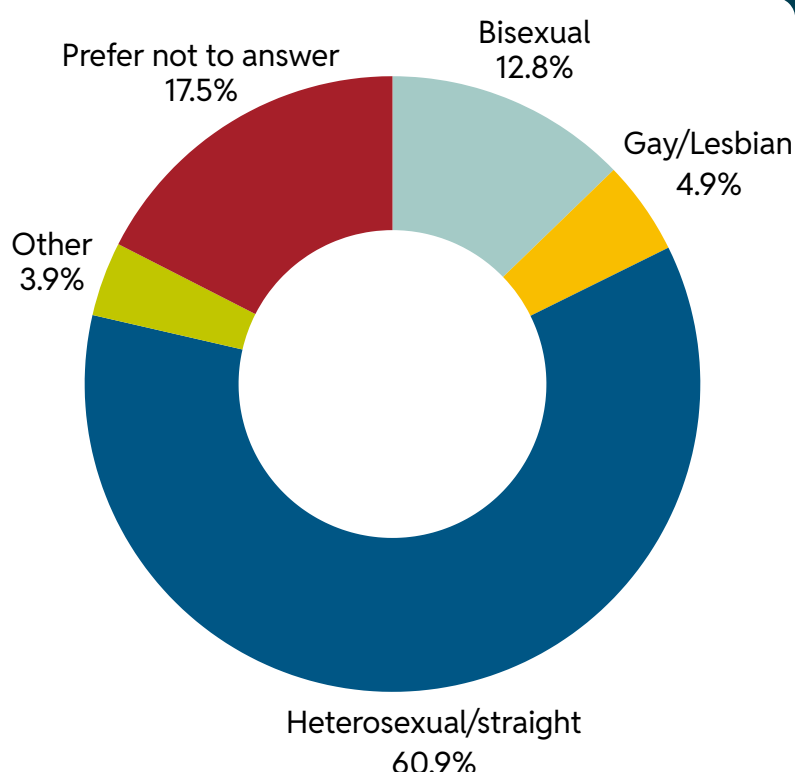
Demographics data is collected from HES volunteers at the point of registration to our volunteer management system, TeamKinetic, and anonymised for analysis. To ensure anonymity, these demographics relate to all registered volunteers. This includes individuals who actively volunteer as well as those who have registered but have not yet matched with a volunteering opportunity. Data range 1/4/25 - 31/3/26.



Religious Affiliation

Mirroring national trends in heritage volunteering³ and across Scotland overall^{2a}, the majority of HES registered volunteers self describe as have no religious affiliation (51.5%). The highest figures after are for Christian (23.1%) and Prefer not to answer (14.4%). A combined 10.8% of volunteers self describe a religious affiliation of Buddhism, Hinduism, Islam, Judaism, or other.

Although this represents a minority of registered volunteers, it is noted that data captured previously through surveys only included responses of Christian or None for religion.

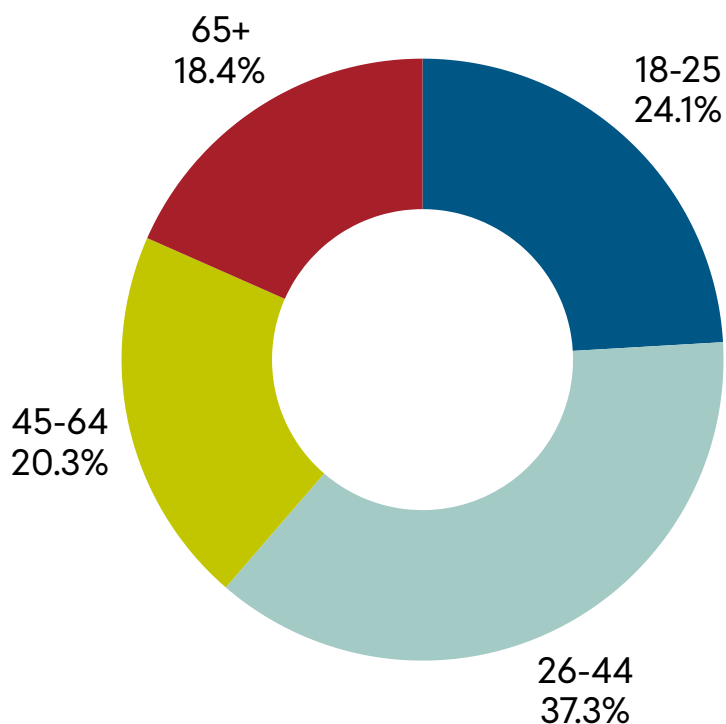


Sexual Orientation

The majority (60.9%) of registered volunteers self-describe as heterosexual or straight, with a combined 18% of volunteers self-describing as lesbian, gay, or bisexual.

Although a minority of respondents, this is significantly higher than the 4% of the Scottish population that self-described as lesbian, gay, or bisexual in the 2022 Census^{2b}.

Age



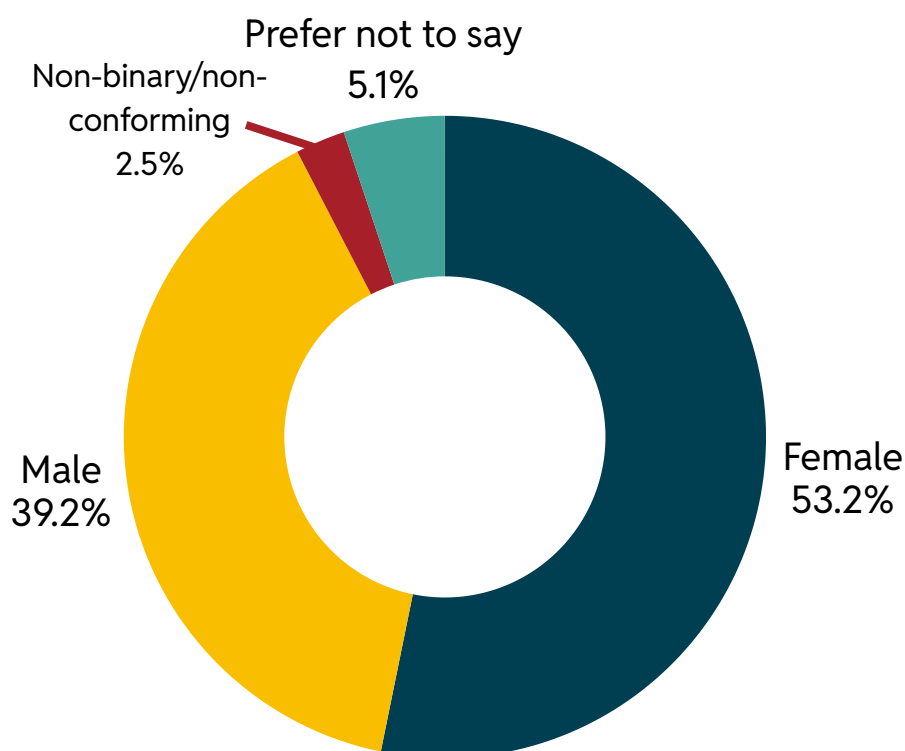
Age

The age breakdown of registered volunteers shows a split between the four age ranges of 18-25, 26-44, 45-64, and 65+, with the greatest percentage in the 26-44 age range. Nationally, across all sectors, formal volunteering rates based on age are 16-34: 24%, 35-59: 27%, 60+: 25%.³

The median age for a HES registered volunteer is 37. This challenges the perception that volunteers tend to be of retirement age. Indeed, HES volunteers are often working people who volunteer in their personal time, with competing priorities.

For future reporting, the Volunteer Development team will seek to match the age ranges used by Volunteer Scotland (and encourage other heritage organisations to do the same) to better enable comparison.

Gender



Gender

Similar to the national figures on volunteering from the Scottish Household Survey³, HES registered volunteers are most likely to be female, with 53.2% versus 39.2% male, and 2.5% non-binary or non-confirming.

The Volunteer Scotland analysis of the Scottish Household Survey data does not include data for non-binary or non-confirming, so it has not been possible to compare this figure for HES volunteers to national statistics.

Geographic & Economic Data

The Scottish Index of Multiple Deprivation (SIMD) is the Scottish Government's standard approach to identifying areas of multiple deprivation in Scotland. SIMD ranks data zones from most deprived (ranked quintile 1) to least deprived (ranked quintile 5). Engagement with individuals representing the 20% most deprived data zones is a former Corporate Plan KPI for HES and now informs our Equalities Outcomes through the actions for Our Society, including volunteer engagement.



Anonymised data was collected for Scotland-based registered volunteers which showed that the highest number (29%) of HES volunteers live in quintile 5 (least deprived) areas. Approximately 7% of Scottish HES volunteers live in quintile 1, representing the 20% most deprived areas in Scotland, with 17% living in quintile 2.

Personal Characteristics

Gender other than that assigned at birth: 15

Mental health condition: 33

Physical health condition: 50

Pregnant: 2

Unpaid carer: 13

Registered volunteers were asked about personal identity and characteristics, representing information relevant to protected characteristics and equalities data. To note, this data is measured as responses; individuals may have selected multiple characteristics. This data shows that 19% of HES volunteers self describe as having a mental or physical disability, compared to 18% of respondents in the Scottish Household survey.³ Notably, 15 registered volunteers self describe as a gender other than that assigned at birth, representing over 3% of HES volunteers. This is significantly higher than the 0.44% of individuals from the 2022 Scottish Census.^{2b}

Supporting the sector

Working in partnership and using our grant giving to support volunteer engagement in the heritage sector.

Partnerships play a vital role in expanding volunteer engagement across the heritage sector. We are currently working across HES to better understand and quantify where collaboration with partner organisations enables volunteering at our places and within our communities. While this contribution has not previously been reported with our volunteering data, it has the potential to offer our greatest impact on volunteering.

Through partnerships and our Grants programme, we extend our reach, share expertise and resources, and strengthen volunteering beyond our own programmes, helping to build capacity across the wider heritage sector. We will follow a coordinated approach going forward with colleagues across HES to gather impactful data on our support for volunteering in communities.

Make Your Mark



HES is a key partner in the [Make Your Mark in volunteering campaign](#), which seeks to increase the number and diversity of volunteers in heritage in Scotland. Over 140 members from public, private, and charitable sectors collaborate through the campaign.

HES chairs the Events Action Group and sits on the Campaign Steering Group, chaired by Volunteer Scotland.

Our Grants Programme

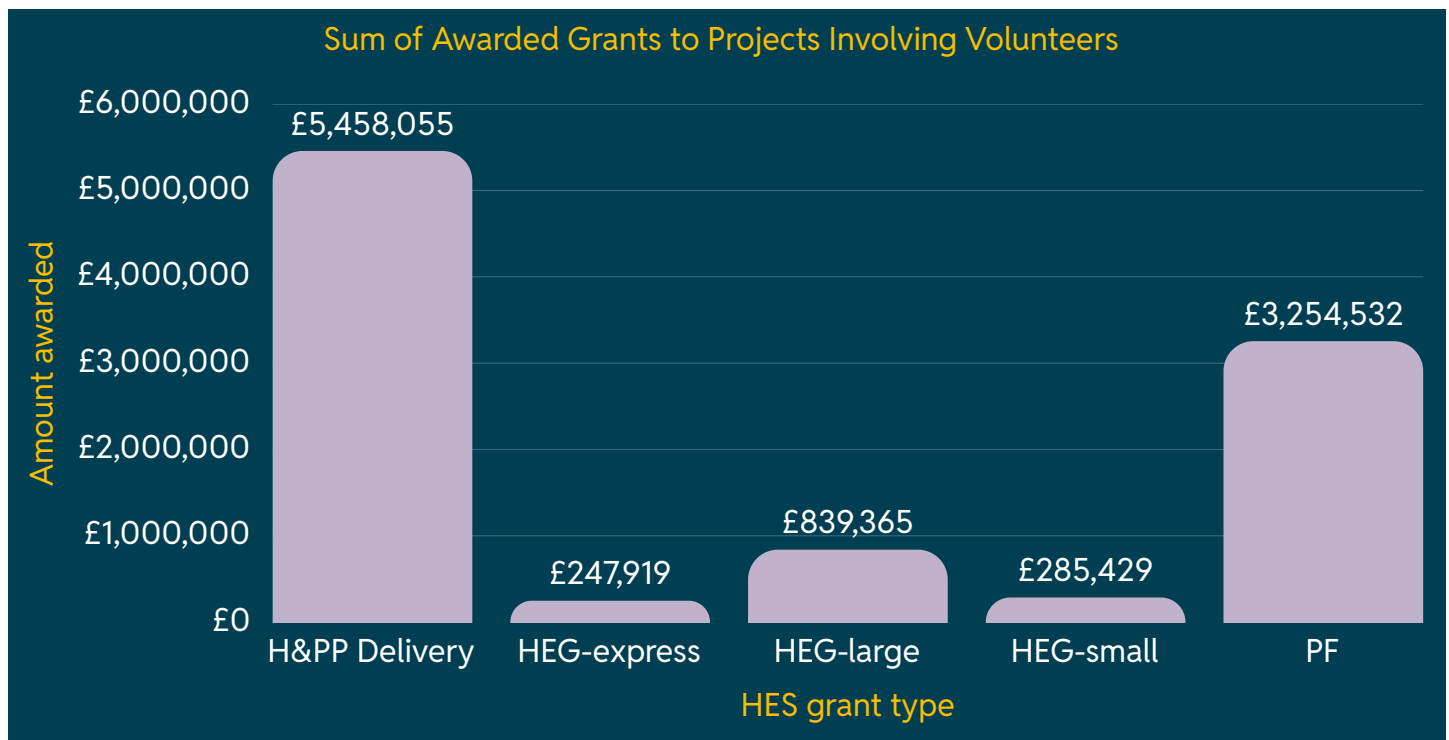
We offer various grants and funding schemes to support projects that benefit our historic environment. In 2025-26, five types of HES grants awarded funding to projects involving volunteers in their delivery. These include the Historic Environment Grant (HEG) express, HEG large, HEG small, Partnership Fund (PF), and Heritage and Place Grant (H&PP).

£10M+

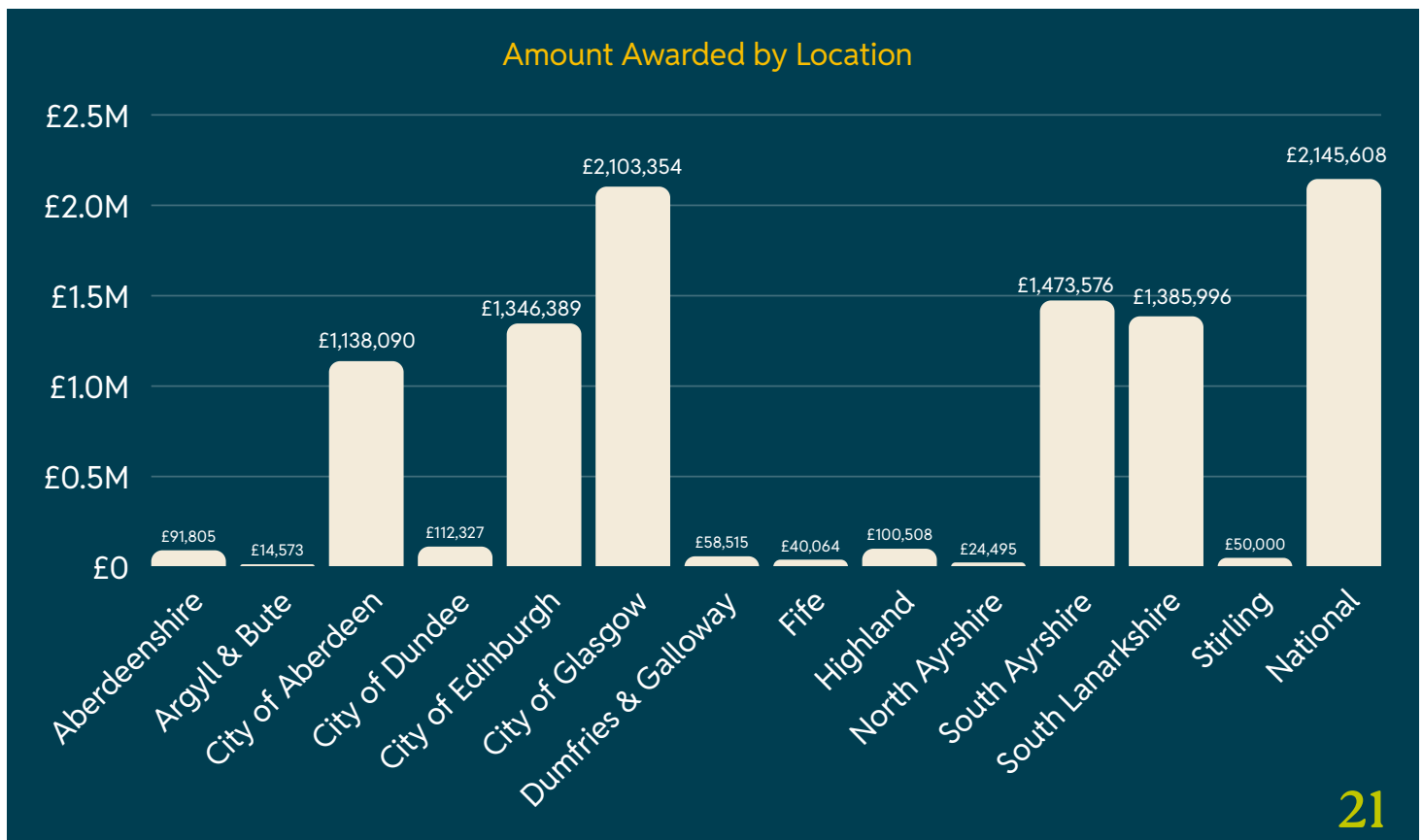
A combined £10,085,300 was awarded to projects involving volunteers through HES grants in 2025-26.

32

The number of projects involving volunteers that received HES grant funding in 2025-26 was 32, representing 46% of projects funded.



Funded projects represent a wide geographic spread across Scotland, with the largest combined awarded grant funding to national projects, followed in order by projects based in the City of Glasgow, South Ayrshire, South Lanarkshire, and the City of Edinburgh. This represents diverse variety of areas, from urban through remote rural communities.



Forward focus

Next steps of what we will be working on, including following on from the 2026 volunteering survey.

Volunteer Development Framework



HES currently supports excellent volunteering opportunities, helping us to deliver our key priorities and outcomes. We want to build on this further through our first Volunteer Development Framework (VDF).

The VDF will set out our vision for how HES supports volunteering into the future and identify a series of key actions that we need to deliver that vision. Volunteers, partners, and HES staff are being asked to participate in the development of the VDF through a series of surveys, workshops, and engagement sessions running from May to November 2026, with the aim of having an agreed Framework in place by the end of the 2026-27 financial year.

Opportunities for improvement



Responses to this year's survey to our HES volunteers indicate areas to focus on to improve our volunteering practice. These include:

- Communication
- Training & Induction
- Uniform provision
- Understanding of the TeamKinetic volunteer management system

Resourcing the development and ongoing support of a volunteer forum would help HES to gather regular feedback from volunteers and make proactive positive change. New methodology for capturing volunteer feedback must be considered with the low response rate to the survey meaning we are missing valuable information.

HES volunteer programme development



In this year's survey to our volunteers we asked which HES teams or topics would be of interest, if volunteer programmes were to be developed in the future. Archaeology was most popular choice, followed by Monument Conservation in second, and a three-way tie for third between Archives & Library, Climate Change, and Collections.

We can use this feedback and information received from enquiries to our volunteering mailbox to gauge interest and prioritise development.

Referenced publications

Heritage Volunteering in Scotland Research Report, Our Past, Our Future, 2025 ¹

Scotland's Census 2022 - ethnic group, national identity, language and religion ^{2a}
and sexual orientation and trans status or history, Scotland's Census, 2024 ^{2b}

Volunteering in 2024: findings from the Scottish Household Survey, Volunteer Scotland, 2025 ³

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HES is an Investing in Volunteers accredited organisation and a Charter Champion of the Volunteer Charter



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HES VOLUNTEERING