Our Past, Our Future

The strategy for Scotland's Historic Environment

Summary Baseline Report: Summer 2024

This document summarises the current state of Scotland's historic environment sector against the national strategy, *Our Past, Our Future*. This baseline status report will be used to support delivery and assessment of the strategy until 2028.

This is a high-level summary of the **Detailed Baseline Report.** A baseline data report is the starting point for measuring success. The detailed version provides a full assessment of the data and evidence used to form the baseline along with the related sources.

The baseline draws from research, case studies, and quantitative and qualitative data to provide a fuller understanding of our current position, which will help us to plan our future activity.

For full data, evidence and related sources, please read the **Detailed Baseline Report**. Scan the QR code for more information.

The Priorities and Outcomes of *Our Past, Our Future* are:

Priority 1: Delivering the transition to net zero

Outcome 1: Reduced emissions from the historic environment

Outcome 2: The historic environment is more climate resilient

Outcome 3: Improved pathways for historic environment skills

Priority 2: Empowering resilient and inclusive communities and places

Outcome 4: Organisations that care for the historic environment have the right skills and are more resilient

Outcome 5: Communities have more opportunities to participate in decision-making about the historic environment

Outcome 6: The historic environment is more diverse and inclusive

Priority 3: Building a wellbeing economy

Outcome 7: The historic environment makes a responsible contribution to Scotland's economy

Outcome 8: The historic environment provides fair work

Outcome 9: Increased engagement with the historic environment, with a focus on activities that enhance wellbeing

Throughout the delivery of the strategy, we will strive to enhance and broaden the data and evidence used for monitoring and assessment. If you have any questions or can provide relevant data or evidence, please contact the national strategy team at **ourpastourfuture@hes.scot**

Priority 1: Delivering the transition to net zero

Outcome 1: Reduced emissions from the historic environment

The baseline identifies the current major known contributors to emissions within the historic environment and reports these against the **Greenhouse Gas (GHG) Protocol**, which is an accounting way of reporting carbon emissions in organisations' financial statements.

Data has been gathered for **Historic Environment Scotland**, the **National Lottery Heritage Fund** and **VisitScotland**. Over time we aim to report with more detail and across more organisations using the GHG protocol.

Historic Environment Scotland reports on emissions from all its operations, including its Properties in Care.

3,866
tCO2e in 2022–23

- **Lower** than pre-pandemic (2019–20) emissions
- **Reduction of 28%** since 2018–19

The **National Lottery Heritage Fund** and **VisitScotland** report on their own organisation's emissions.

VisitScotland

899
tCO2e in 2022–23

National Lottery Heritage Fund

130
tCO2e in 2022–23

- **Lower** than pre-pandemic (2019–20) emissions
- **Reduction of 20%** since 2018–19

The outcome will be successful if we see:

- ❯ increased reporting including use of the Greenhouse Gas Protocol
- ❯ sector research on carbon offsetting options
- ❯ a decline in emissions

Outcome 2: The historic environment is more climate resilient

The baseline shows climate resilience measures, resources and case studies are being adopted across historic environment organisations with a proactive approach to producing guidance, policies and toolkits to aid implementation.

Analysis of the **Scottish House Condition Survey** (2022) helps us understand the trends of physical condition of Scotland's homes:

18%

(466,000) of Scotland's dwellings were constructed prior to 1919.

5%

of Scotland's pre-1919 dwellings are classified as being below tolerable standard.

As of 2022, following the addition of 14 new criteria to define below tolerable standards, the percentage of dwellings falling below tolerable standard rises to 36%. More information on those 14 criteria can be found in the **Detailed Baseline Report**.

71%

of Scotland's pre-1919 dwellings are in a state of disrepair to critical elements.

The outcome will be successful if we see:

- › an increase in case studies and documentation relating to climate resilience measures

- › more detailed data on pre-1919 dwellings to inform action

- › access to planning applications, grant data or other information related to adaptation and retrofit initiatives which showcase the impact of climate resilience initiatives

Outcome 3: Improved pathways for historic environment skills

The current baseline is taken from the **Skills Investment Plan for the Historic Environment (2024)** findings.

- **70% of employers face recruiting challenges** with the main drivers of future skills and labour problems being a lack of interest in the sector and a decrease in training providers.

- **Traditional/Specialist skills gaps** have a significant impact on business growth (34%) and sustainability (30%). **Leadership/management skills** (29%) and **IT/digital skills** (29%) are also considerable.

- **34% of employers are open to hosting multiple apprentices**, 27% prefer one. Out of those, 14% of employers willing to recruit apprentices had challenges finding a suitable pathway.

- Challenges include succession planning, market dynamics, and skill shortages.

- **Employers' apprenticeships preferences** include foundation (39%), modern (52%), graduate (50%), and other work-based learning opportunities (52%).

- **78% increase in trainees/craft fellows** between 2022-23 and 2023-24.

The outcome will be successful if we see:

- an increase in the number of activities and programmes addressing areas of concern

- a decrease in employers identifying recruitment issues and skills gaps

- an increase in the number of apprenticeships/traineeships pathways in skill gaps areas

- an increase in the number of trainees/apprentices employed by historic environment employers

Priority 2: Empowering resilient and inclusive communities and places

Outcome 4: Organisations that care for the historic environment have the right skills and are more resilient

The current baseline is taken from the **Skills Investment Plan for the Historic Environment (2024)** findings.

79%

of employers conduct internal training.
Others utilise external resources like specialist networks (55%), local private providers (43%), local colleges (14%), and local universities (11%).

The most common training methods include peer-to-peer training (70%) and mentoring (54%).

64%

of employers have a training budget, 27% do not.

For employees' qualifications, university degrees are prevalent (80%); college qualifications are reported by 63% while apprenticeships are less represented and work-based learning has declined. Some employees have qualifications gained through transfers from other sectors.

46%

of employers feel recruitment challenges impact their business.

63%

of employers face increased costs due to skills gaps, impacting succession planning (59%), business growth aspirations (52%), and quality of work (48%).

Outcome 4 continued...

63%

of employers cited financial constraints as a barrier to training employees. 34% faced challenges accessing suitable CPD or training provision. 16% were unaware of available training opportunities.

The **Scottish Household Survey (2019)** reported that the number of adults volunteering in culture and heritage was

73,000

(6% of formal volunteers in Scotland).

The outcome will be successful if we see:

- an increase in the number of activities and programmes addressing heritage skills at risk

- development of new policies, strategies, training, and guidance on innovation, digital literacy and adoption of new technologies within the historic environment

- targeted support for volunteers in the historic environment sector

Outcome 5: Communities have more opportunities to participate in decision-making about the historic environment

The baseline reports the data collected by the **Scottish Government** on the number of assets in community ownership as well as the case studies, tools, funding and advice available to communities which made a difference and gave them opportunities to have a say in their heritage.

There has been a **10.6% average increase** in the number of community owned assets over the last 22 years. This reflects increased community engagement and ownership.

This is supported by sector initiatives and policies like the Adopt a Monument programme, the Buildings at Risk Register, resources for community asset transfer and funding for community heritage projects.

The outcome will be successful if we see:

- › an increase in number of community owned assets reported by Scottish Government with specific detail on 'heritage assets'

- › an increase in targeted support for community heritage initiatives

- › further research to identify future actions to support greater and a more diverse range of community involvement in the historic environment

- › development of targeted support which enables a more diverse range of communities to play an active role in decision-making in the historic environment

Outcome 6: The historic environment is more diverse and inclusive

Our baseline research shows several initiatives and practices supporting diversity and inclusion in the historic environment sector, including:

- **Make Your Mark** campaign to grow the number and diversity of heritage volunteers and their recently published New Inclusive Volunteering Toolkit.

- The **Skills Investment Plan** focus on promoting diversity in the sector, multiple entry routes and opportunities via skills profiles on national platforms like **Heritage Careers unpacked**, **My World of Work** and other platforms which promote diversity in the sector, multiple entry routes and opportunities.

Similarly, significant work is already underway to tackle inclusion interests:

- **Historic Environment Scotland** updated Access Guide and British Sign Language (BSL) tours in Stirling.

- **Museums Galleries Scotland** supports museums and communities through their latest project: **Delivering Change**. It is designed to improve access to culture and engage all people, especially those historically excluded, and is co-created with these communities.

We analysed the attendance and engagement at historic places and events between 2018 to 2022 using the **Scottish Household Survey** (2018, 2019, 2022). Attendance dropped during this period, with decreases between 14% and 68%. This is due to the COVID-19 pandemic and the slow return of people to cultural events and places.

We analysed diversity results regarding the engagement with historic places through the **Scottish Household Survey** (2022):

- It does not show significant gender disparity.

- Age-wise, there's a noticeable variation in participation rates across different cultural activities, which may reflect **differences in preferences or accessibility among age groups**.

- **Disabled individuals** generally show lower participation rates.

- **Minority ethnic groups** generally show lower participation rates compared to White Scottish and White Other British individuals across all cultural activities.

- Participation rates among **LGBTQ+ individuals** tend to be slightly higher compared to heterosexual/straight individuals.

- **Positive perception of culture and the arts** among respondents, with a significant portion agreeing that culture and the arts make a positive difference to their lives.

48%

of respondents agree that culture and the arts make a positive difference to their lives, and 53% to their local communities.

34%

feel that culture and the arts are not really for them, indicating a **diversity of preferences or potential barriers to engagement.**

86%

believe it is important that Scotland's heritage is well looked after, suggesting a **strong sense of cultural and historical preservation** among respondents.

The outcome will be successful if we see:

› further research and evidence on the existing gaps and challenges related to diversity and inclusion

› improvements in the implementation and effectiveness of diversity and inclusion measures for communities

› improvements in accessibility measures within the historic environment

Priority 3: Building a wellbeing economy

Outcome 7: The historic environment makes a responsible contribution to Scotland's economy

The baseline reports from **Historic Environment Scotland's** modelling based on the **Office for National Statistics** tourism surveys and construction statistics:

£6bn

is the estimated total impact of heritage on Scotland's economy, with £2.1bn attributable to tourism and £3.9bn to construction.

21%

increase in economic impact compared to 2022 and a 38% increase since 2019, confirming recovery to pre-COVID-19 levels.

81,000

full time equivalent jobs supported by the heritage sector in 2023, with more than 52,000 in tourism and 28,000 in construction.

The outcome will be successful if we see:

❯ an increase in the amount of money generated by the historic environment for Scotland's economy

❯ an increase in the number of full-time equivalent jobs

❯ an increase in the amount spent on repairing and maintaining the historic environment

❯ an increase in funding within the historic environment

Outcome 8: The historic environment provides fair work

The baseline is based on the number of historic environment organisations on the **Scottish Living Wage** website.

90%

of the employers who responded within the **Skills Investment Plan** considered themselves to be fair work employers.

Notably, five employers were unsure whether they were fair work employers or not, indicating a minor portion of employers might lack awareness on fair work.

The outcome will be successful if we see:

- ❯ an increase in the number of employers that consider themselves to be fair work employers

- ❯ an increased awareness of fair work principles

- ❯ an increase in Living Wage employers in the historic environment

Outcome 9: Increased engagement with the historic environment, with a focus on activities that enhance wellbeing

The baseline provides data based on answers taken from the **Scottish Household Survey** (2022).

74%

of respondents in 2022 (77% in 2019) indicated that **engaging in cultural activities makes them feel happy** or is something they really enjoy.

46%

believe **cultural activities improve their mental health and wellbeing** (44% in 2019).

20%

feel that **cultural activities take their mind off their problems**, from 24% in 2019.

26%

believe **cultural activities allow them to socialise with others and make new friends**, from 27% in 2019.

15%

feel **cultural activities help them feel part of their local community**, from 17% in 2019.

Outcome 9: Increased engagement with the historic environment, with a focus on activities that enhance wellbeing

20%

believe that **cultural activities make them think and open their minds to other opinions, perspectives, and cultures**, from 3% in 2019.

19%

feel that **cultural activities allow them to learn new skills or knowledge** (28% in 2019).

The outcome will be successful if we see:

- ⟩ an increase in positive responses to the Scottish Household Survey

- ⟩ greater consensus on the definition of 'wellbeing' within the sector and evidence showcasing positive wellbeing actions/events within the historic environment

Data has been drawn from the following sources:

Scottish House Condition Survey

Scottish House Condition Survey: 2022 Key Findings

Scottish Household Survey

Scottish Household Survey 2022: Key Findings

Community Ownership in Scotland 2022

Skills Investment Plan

VisitScotland annual sustainability reports

National Lottery Heritage Fund annual report and accounts

Scottish Living Wage

For a more comprehensive version providing a fuller assessment of the data and evidence, please refer to the Detailed Baseline Report.

Get involved

See online strategy, evaluation, events, data, updates, information and activity reports on the **Our Past, Our Future website.**

Share your activities and get in touch: **ourpastourfuture@hes.scot**

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