

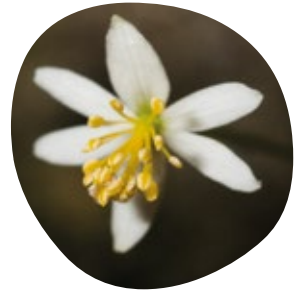


Royal
Botanic Garden
Edinburgh

Responding to the Biodiversity Crisis and Climate Emergency

RBGE Strategy
2021–2026

achieving for Scotland and the World



ROYAL BOTANIC GARDEN EDINBURGH

Strategy 2021–2026

Foreword

All known life depends on plants, and therefore furthering our knowledge of plants and fungi is vital to secure a sustainable, healthy and prosperous future. As a world leader in a network of over 1,700 botanic gardens in 148 countries, with education programmes that reach learners in 55 countries and collaborative research programmes in 34 countries, The Royal Botanic Garden Edinburgh is one of Scotland’s highest profile and most admired national and international institutions.

This strategy sets a course for the “Botanics” for the next five years. It is realistically ambitious in its important contributions to achieving our National Outcomes, delivering the Environment Strategy for Scotland, and in furthering international progress towards transformational environmental change. It draws together the National Botanical Collection with innovative and impactful science, horticulture, education and public engagement, working in extensive national and international partnerships.

Addressing the twin crises of biodiversity loss and climate change is the single greatest long term challenge of our time. This challenge must be addressed at multiple scales from communities to nations and continents. The Scottish Government is committed to playing our full part in responding to these global emergencies, not only for the people of Scotland but also for people across the planet and the generations to follow.

The Royal Botanic Garden Edinburgh plays a vital role in this response.

Màiri McAllan

Minister for Environment, Biodiversity and Land Reform

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Cover image: One of the few remaining areas of endangered *Araucaria araucana* (monkey puzzle) forest in Chile, now protected as the 1,500 Ha Reserva Nasampulli, managed by Rainforest Concern, working with RBGE's International Conifer Conservation Programme



Introduction

Our world is facing an unprecedented environmental crisis to which an urgent response is needed. Amidst the personal, social, and economic tragedies and challenges of the COVID-19 pandemic there is a heightened awareness of interdependencies: the interdependence of human and environmental health and the interdependence of social justice and sustainable development. Nature provides the foundation of recovery from the crisis. Given that plants and fungi underpin the functioning of almost all the world's ecosystems, their better understanding and enhanced conservation is essential.

That is why the need for the skills, ambition and ingenuity of botanic gardens has never been greater. The Royal Botanic Garden Edinburgh is proud to be at the forefront of plant research, education, and horticulture to achieve a better future. Realising our full potential will deliver high-quality scientific evidence to inform action, maximise the global value of the National Botanical Collection, and enrich and empower individuals and communities through learning and engagement.

Our four Gardens - Edinburgh, Dawyck, Logan and Benmore - are places of beauty, pleasure, and contemplation for our one million visitors each year. Their landscapes and plants are internationally renowned and their value to society goes far beyond the visitor experience. The National Botanical Collection includes a world-class herbarium of three million preserved plant specimens, an internationally significant living plant collection of 13,598 species and an extensive botanical library and archive.

These collections and our international collaboration form a strong foundation for our research programmes ranging from the diversity and distribution of species and the threats they face, to how they can be best conserved and sustainably used. The programmes enrich our knowledge of key ecosystems that support biodiversity, regulate climate and benefit humanity. They also advance the sharing of important botanical data around the world, and harness technological innovation including improved DNA sequencing technologies.

Left: Fieldwork in the Sulawesi Rainforest, Indonesia, a global biodiversity hotspot

Communicating and sharing the world of plants and the need for science, horticulture and conservation is so much more than providing information. It's about affording opportunities for dialogue, inspiring and upskilling people to get involved and to act.



Above: Community partners and volunteers at work on one of the Edible Gardening Project plots

Our staff, tutors and volunteers provide an extraordinary range of expertise, and their commitment and energy are remarkable. Yet nationally and internationally there is a shortage of botanical, biodiversity conservation and horticultural capability. Addressing this shortage starts with inspiring young people with the value of the natural world, delivering specialist training programmes, and capacity building at home and overseas. Our education programmes embrace taxonomy, biodiversity science, conservation horticulture and cultural heritage, engaging individuals, community groups and our partners around the world. Our online courses and in-country training now reach students in over 55 countries.

Communicating and sharing the world of plants and the need for science, horticulture and conservation is so much more than providing information. It's about affording opportunities for dialogue, inspiring and upskilling people to get involved and to act. That is why we put so much effort into engagement with our visitors and partner organisations, from guided tours and community programmes to outreach projects and the arts. We are committed to achieving a step change in equality for Black, Asian, and Minority Ethnic people, beyond enhancing the cultural accessibility of our collections. This will include broadening representation in science and horticulture, enhancing employment and career development opportunities and addressing barriers to participation, such as funding.

As we begin our next 350 years, we are well positioned to help address the global environmental crisis through our evolving programmes for the improved health and wellbeing of the planet, and, hence, humankind. This plan - our response to the biodiversity crisis and climate emergency - articulates what we aspire to achieve in the coming years. A crucial element of the plan is to deliver the Edinburgh Biomes Project, which will secure the future of the Living Collection, greatly enhance horticultural, educational and visitor infrastructure, and provide state-of-the art research facilities for this world-leading botanic garden.

Dominic Fry, Chair, Board of Trustees
Simon Milne, Regius Keeper



“ We destroy plants at our peril.
Neither we nor any other animal
can survive without them.
The time has now come for us
to cherish our green inheritance,
not to pillage it – for without it,
we will surely perish.

Sir David Attenborough

“ ... I believe in human ingenuity –
that when we decide on a task
to be done, no matter how
daunting it may seem at the beginning,
we are able to unleash human ingenuity
and human innovative capacity
that was unknown,
and takes us to a solution.

Christiana Figueres

**Executive Secretary of the United Nations Framework
Convention on Climate Change, 2010-2016**

Our Vision, Our Mission

OUR VISION

A positive future for plants,
people and the planet

OUR MISSION

To explore, conserve and
explain the world of plants



Above: *Wollemia nobilis*, a critically endangered conifer, described new to science in 1994, now thriving at RBGE

Our work is guided by three themes:

- **RESEARCH:** Unlocking knowledge and understanding of plants and fungi for the benefit of society
- **COLLECTIONS:** Conserving and developing botanical collections as a global resource
- **PEOPLE:** Enriching and empowering individuals and communities through learning and engagement with plants and fungi

Nationally we are a key contributor to Scotland's response to **climate change and biodiversity loss**, guided by the Environment Strategy for Scotland "One Earth. One home. One shared future" and "Securing a Green Recovery on a Path to Net Zero".

Globally we work in partnerships across the world to support the sustainable use of plant biodiversity, and to promote planetary health and green recovery.

TRANSLATING POLICIES AND ACTION

Our work is guided by key national and international policy frameworks including:

One Earth. One home. One shared future

Scottish Government's Environment Strategy for Scotland

Securing a Green Recovery on a Path to Net Zero

Scottish Government's Update to the Climate Change Plan

To take urgent action across society to put biodiversity on a path to recovery for the benefit of planet and people

United Nations' Convention on Biological Diversity, 2030 Mission

Preventing, halting, and reversing the degradation of ecosystems worldwide

United Nations' Decade on Ecosystem Restoration

A better and more sustainable future for all

United Nations' Sustainable Development Goals



RBGE’s contribution to the Scottish Government’s National Outcomes

- Environment**  **Key RBGE outcomes:** understanding, protecting & rebuilding national & international biodiversity & natural capital: responding to the Biodiversity Crisis & Climate Emergency; delivering world-leading international plant research, conservation & sustainability programmes; contributing to the journey to net-zero emissions, healthy diet, sustainable communities & quality green spaces
- Economy & Fair Work and Business**  **Key RBGE outcomes:** Economic growth through tourism, entrepreneurial activity, & research funding; Green Recovery from COVID-19, job creation & upskilling for green renewal; fiscal multiplier of grant-in-aid
- International**  **Key RBGE outcomes:** contribution to the sustainable development of other nations, Scotland’s reputation for innovative & world-leading botanical research & horticulture; plant diplomacy; sustainable communities
- Education**  **Key RBGE outcomes:** upskilling & engagement in science & horticulture, workplace & through-life learning, international capacity building & producing world-leading botanists & horticulturists; Green recovery from COVID-19 & behavioural change for a greener future
- Communities**  **Key RBGE outcomes:** health & wellbeing of individuals & communities, engagement with green space, quality of life, social development, equality, social inclusion & racial justice

The National Botanical Collection

The bedrock of RBGE is the National Botanical Collection. We curate and enrich the collections held at RBGE and support the wider global network of botanical collections. The remarkable collections in our care are an internationally important resource for research, conservation, education, tourism, wellbeing, and economic development. They consist of:

The Living Collection

Comprising more than 13,598 species from over 160 countries, including many species that are new to science and others already extinct or threatened with extinction in the wild. This Living Collection is nurtured in our four Gardens in Scotland and represents a 'safe house' for threatened species, as well as being a leading verified scientific resource. It includes rare and threatened Scottish species, a world-leading *Rhododendron* collection, the largest collection of Chinese plant species outside China, a species-rich collection of tropical herbs, and an extensive collection of threatened conifer species. Our four Gardens are renowned as tourist destinations and are a reason for people to visit Scotland. The Gardens support education and engagement with the natural world and provide a sense of wellbeing. They bring economic benefits through employment, and support local businesses and services to deliver our work and the visitor experience.



<https://vimeo.com/thebotanics/edinburgh>



<https://vimeo.com/thebotanics/benmore>



<https://vimeo.com/thebotanics/logan>



<https://vimeo.com/thebotanics/dawyck>

The Herbarium

The Herbarium is a globally important collection of approximately three million preserved plant specimens from every country on Earth. This represents around two thirds of the world's known plant species and a time series of collections spanning three centuries, with our oldest specimen collected in 1697. The Herbarium collection is a vital research resource, including the discovery of species new to science, plant identification, the study of evolutionary relationships, conservation science, and environmental change research.





Left: Herbarium specimen of *Meconopsis grandis*.
Above and right: Botanical books and art form part of RBGE's unique Preserved Collection



The Library and Archives

The Library and Archives include one of the world's leading botanical libraries and an historical archive of enormous scientific and cultural significance. Our Archives hold papers and images relating to the history of our Gardens, the history of plant exploration, and the development of horticulture.

Strategic Priorities

Unlocking knowledge and understanding of plants and fungi for the benefit of society

Our scientific research will focus on understanding the threats to species and biomes, their likely responses to environmental change, and developing enhanced strategies and actions for conserving biodiversity.

We will achieve this through:

- Discovery science – understanding plant and fungal diversity
- Global environmental change – understanding biodiversity and ecosystem responses to environmental change, and providing authoritative and accessible scientific evidence to inform decision making to reduce biodiversity loss
- Conservation and sustainability – delivering science to guide the conservation, restoration and sustainable use of biodiversity, and nature-based solutions to climate change

DISCOVERING SPECIES NEW TO SCIENCE

Current estimates suggest at least 70,000 plant species, whose properties remain unknown and whose value to society remains unexplored, await scientific discovery. Yet many of these species may become extinct prior to being scientifically described, resulting in immediate loss of biodiversity and of potential future benefits to human society. Accelerating our understanding of plant species diversity and distributions is thus a key strategic priority. Our focus is on accelerated species and biome characterisation, and quantification of biodiversity patterns and trends to inform conservation and sustainable use of the world's botanical resources.

MODERNISING OUR TECHNOLOGY

The climate emergency and the biodiversity crisis are global challenges, involving large-scale and complicated changes to the natural environment. Managing these changes is heavily dependent on understanding the underlying processes, monitoring their impacts on natural systems, and effective mobilisation of data and knowledge to guide conservation interventions. We will strengthen and grow our use of technology to address these challenges. This includes DNA sequencing to better understand biodiversity and its function, digitisation of our collections to mobilise the information they contain and use of satellite imagery to monitor changes in key ecosystems.



Above: Genomic science is transforming our understanding of biodiversity

OUTCOME

Scientific knowledge and solutions to address the biodiversity crisis and the climate emergency and to support sustainable development and green recovery from the COVID-19 pandemic



Conserving and developing botanical collections as a global resource

We will curate and enhance the National Botanical Collection held at RBGE as a scientific and cultural heritage resource and support the wider development of botanical collections, particularly in countries in the global south.

We will achieve this through:

- **Enhancing the conservation value of living collections:** Increasing the number and diversity of threatened plant species in conservation collections to protect against extinction
- **Digitising our collections:** Digitisation of the preserved collections at RBGE and supporting wider development of the international digital collections infrastructure to enable global access
- **Caring for and maintaining our collections:** Maintaining a high standard of collection care and curation, data management, verification, and accessibility
- **Enhancing the sustainability of collection management:** Reducing the environmental impacts of maintaining the collections; increasing their resilience to emerging threats and promoting biodiversity on our estates

PROTECTION AGAINST EXTINCTION

The living collections held by the world's botanic gardens represent a critically important resource for conservation. Rapid rates of habitat loss and degradation are leading to high levels of biodiversity loss. Wildfires around the world, most markedly in Australia, have demonstrated the vulnerability of species in the wild and their susceptibility to catastrophic and sudden losses. A key strategic priority for RBGE is to secure the future survival of the living collection in our care, and to increase the number of rare and threatened species in our collection to safeguard them from extinction. We will also work with partner botanic gardens around the world to support the global network of conservation collections and the skills required to maintain and expand their role as safe houses for biodiversity.

Left: Collaboration between China and RBGE is ambitious and broad-ranging, with increasingly close cooperation on species reintroductions, conservation horticulture and education, as well as furthering botanical research



Above: The RBGE Library holds over 70,000 books on open shelves which visitors are free to browse. It is Scotland's national reference collection for specialist botanical and horticultural resources, and is one of the country's largest research libraries

BOTANICAL COLLECTIONS – A GLOBAL RESOURCE

The botanical collections in the care of the Royal Botanic Garden Edinburgh have been acquired over many centuries, reflecting a diverse history of collection and curation. They contain items of great scientific and cultural importance, and are part of a global network of collections, held in botanic gardens, museums, and universities around the world. As custodians of the collections held at RBGE, there is a clear impetus to support equitable, fair, legal, and just access. Of particular importance, is enhancing accessibility and use of the collections, to support the conservation and sustainable use of biodiversity in the countries from which they originated, particularly those in the global south.

Key priorities include further digitisation of the preserved collections to enable access, use of our collections to support reintroduction and restoration programmes, and support for the development and enrichment of national botanical collections in lower-income countries. High-definition digital global access supports our transition to Net Carbon Zero through reducing the need for physical access to and transporting of specimens.

Effective and transparent communication about the origins of our collections is important, given that many specimens were acquired during the colonial period. Such dialogue is key to fully representing the nature and history of the collections, and to guiding their future use and interpretation.

OUTCOME

Botanical collections are safeguarded, enriched, and widely used as a conservation, scientific and cultural heritage resource



Enriching and empowering individuals and communities through learning and engagement with plants and fungi

Our work builds global capacity to respond to the biodiversity crisis and climate emergency by developing and sharing scientific, conservation and horticultural knowledge through education and engagement with the public.

We focus on providing professional skills, information, and training to address the challenges of biodiversity loss, climate change and sustainable development.

We delight our 1 million visitors per year from Scotland and around the globe, of all ages and abilities, and inspire them to meet their responsibilities in the protection of our fragile world, and we engage with students in over 55 countries through our online learning programmes.

We will achieve this through:

- **Maximising social and physical access across the four Gardens and providing high-quality interpretation**
- **Training, upskilling and empowering learners and professionals of all ages, ranging from building global capacity in plant biodiversity science, conservation, and horticulture to informal recreational courses**
- **Leveraging the use of online learning, social media platforms and mobile apps to support environmental education and public engagement**
- **Inspiring communities to celebrate, protect and enjoy the natural capital of Scotland and the world and to maximise health and wellbeing**
- **Using all our resources and programmes, from science and horticulture to the arts, to enhance public understanding of plants, fungi and environmental sustainability while contributing to Scotland's economy through being a major international tourist destination**

Left: The Community Cook Club at RBGE harvesting plants to cook together. Anyone is welcome to join to learn new cooking skills and to enjoy a healthy meal freshly prepared by the group

BUILDING CAPACITY TO CONSERVE BIODIVERSITY

There are major skills gaps in taxonomic expertise, biodiversity conservation and horticulture. There are also major inequalities in access to education and knowledge. Collectively these impede action to address biodiversity loss and climate change and perpetuate inequality of opportunity. International collaboration to address these gaps is fundamental to tackling the biodiversity crisis. At RBGE we will establish a Biodiversity Skills Centre with a focus on specialist training in taxonomy and conservation horticulture. Our taxonomic training will build global capacity to understand the world's plant species diversity and support conservation planning. Our training in conservation horticulture will focus on the cultivation and restoration of threatened plant species. Collectively, our training programmes will strengthen skills in the global conservation community, sharing specialist knowledge between countries, with the overriding aim of halting the loss of biodiversity and improving accessibility to education.

OUTCOME

Increased inclusivity and enhanced livelihoods, skills, and wellbeing of communities in Scotland and around the world

Right: Some of Scotland's rarest bryophytes, such as *Polytrichastrum sexangulare*, are found only near the summits of our highest mountains where small patches of snow linger throughout the summer



Delivering for Scotland

We make a valuable contribution to Scotland's success, with opportunities and increased wellbeing for all.

We will play our full role in assisting the Scottish Government to tackle the global biodiversity and climate emergencies and improve society's wellbeing through:

- **Influencing national policies and increasing the impact of our science, education, horticulture, and public engagement programmes**
- **Wide-ranging engagement to maximise the social and economic benefits of a healthy environment, providing access to green space and tackling inequalities**
- **Enhancing understanding of the vital role plants play in our lives and motivating people to play their part in conserving our natural environment**
- **Training, upskilling and inspiring young people of all backgrounds to pursue careers in science, conservation, and horticulture**
- **Heightening Scotland's place in the world through our international connections and positive international impact**
- **Growing the economic benefits that RBGE brings to Scotland**
- **Contributing to the formulation and delivery of the Scottish Government's plans for a green recovery from COVID-19**
- **Embedding economic sustainability and growth into the work we do in over 50 countries across the world**
- **Delivering for Scotland's visitor and tourism economy by operating four outstanding garden destinations**
- **Seeking to raise funds for 25% of Edinburgh Biomes project's capital costs**



Above: Field work on Raven Craig and (inset) reintroducing *Cicerbita alpina* to a site in the Cairngorms, helping the National Park to deliver ambitious ecological restoration objectives



Left: *Agave vilmoriniana*, popularly known as the Octopus agave, is renowned for its twisting leaves and graceful foliage

“ Diversity is essential for health, wellbeing and vibrancy. As we gently start to reengage with our fellows, we must also bear witness to the causes of our recent incarceration – a break in our relationship with the natural world. It is vitally important that we readdress our place in things, our use of land and natural resources, and finally set ourselves up as the guardians, rather than the ravagers, of this delicate planet. We must protect and explore the balance between ourselves and all other life in this world – support botanical research and conservation, take more positive actions to protect our natural world and the communities dependent on the wellbeing of their surroundings. As we have been so starkly reminded, we are all intertwined, and none of us is healthy until everyone and everything is healthy, protected and nurtured.

Dame Emma Thompson and Greg Wise

Our Future

Environmental Sustainability

RBGE is committed to taking active and ambitious steps to further improve our environmental sustainability. Key to this is understanding the impact of our organisational decisions and transforming working practices.

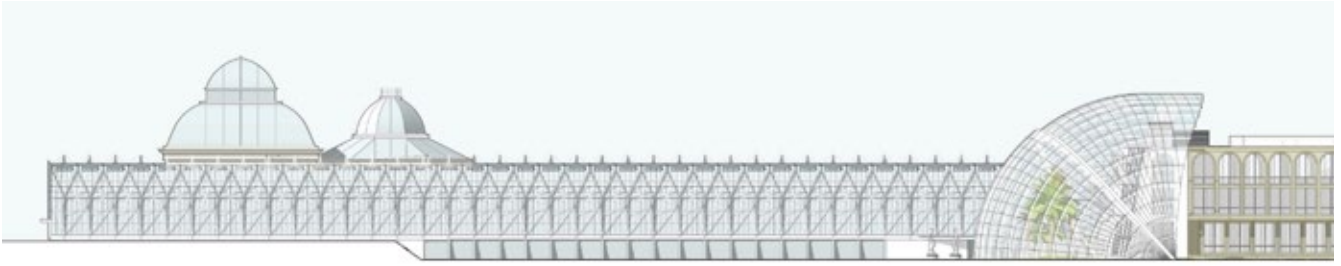
Our work is fully aligned with the United Nations' Sustainable Development Goals, and we aim to reduce our carbon emissions to net zero by 2040, in line with the Scottish Government's targets.

Our priorities are:

- **Supporting national and international efforts to protect and rebuild healthy ecosystems through our research, conservation, and education programmes**
- **Delivering the Edinburgh Biomes Project**
- **Reducing our use of fossil fuels**
- **Repairing, replacing, and enhancing tired and obsolescent infrastructure**
- **Reducing waste and increasing recycling**
- **Introducing new and greener technology into our operations**
- **Achieving more sustainable supply chains through the procurement process**
- **Working with partners to fund innovative green projects at RBGE and in the wider community**



Left: *Begonia soli-mutata*, common in cultivation but thought to be extinct in the wild



Edinburgh Biomes – From Concept to Reality

In a world where 40% of plant species are under threat, botanic gardens have never been more needed or their mission more urgent. RBGE's Edinburgh Biomes is a seven-year (2021–2028) construction and restoration project funded by philanthropic support and the Scottish Government, addressing the twin challenges of the climate emergency and biodiversity crisis, and offering an exceptional opportunity to meet infrastructure needs and create facilities that will ensure our impact for generations to come, as well as drive cutting edge plant science, conservation, and public engagement through:

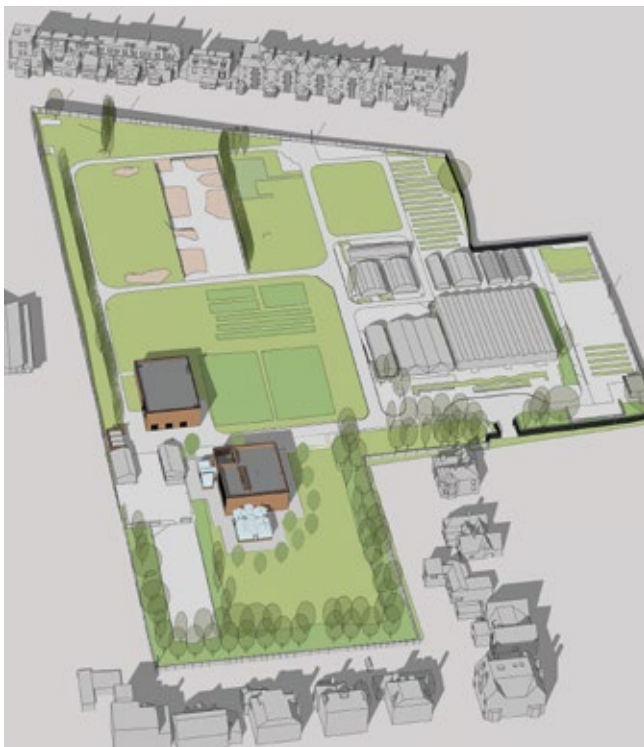
- **Protecting, conserving, and enriching the National Botanical Collection as a world-leading resource to understand plant biodiversity and protect against species extinction**
- **Creating a greener future by reducing RBGE's carbon footprint through forward-thinking carbon management solutions in working towards a carbon-neutral future, and environmental public engagement projects to encourage wider behaviour change**
- **Advancing Scotland's research potential by creating new facilities to promote interdisciplinary, collaborative research and partnerships to find solutions to difficult environmental challenges**
- **Creating a new centre for excellence in plant health that enhances and accelerates research into current and emerging threats from plant pests and pathogens, and achieves the highest possible standards of biosecurity for Scotland**
- **Providing a catalyst to connect communities to their botanical collections, increasing the number and diversity of those accessing the Garden through greater public engagement and improved facilities**
- **Promoting and enhancing the health & wellbeing of communities through improved access to green space, cultural events, and new opportunities to enjoy and benefit from the natural world**

- **Protecting Scotland’s heritage through the restoration of our iconic Grade A listed glasshouses so that they can be enjoyed by future generations**
- **Inspiring and training the plant scientists, horticulturists, and conservationists of the future to meet national and international environmental challenges**
- **Providing world-class education to students from Scotland and from across the globe, through new digital, on-site and outreach learning programmes**
- **Expanding RBGE’s annual contribution to the economy by over £50 million in Scotland over £100 million globally**

The Scottish Government have invested £58m in the visionary Edinburgh Biomes initiative, which will enable the first phase of works to commence on site in Autumn 2021. The funding, of which £50m is from the Low Carbon Fund, is a major contribution to the costs of the first five years of the seven-year project, which will address the much-needed restoration of the public Glasshouses, through the development of state-of-the art research Glasshouses, the construction of an innovative Plant Health Hub and an efficient Energy Centre. In the last two years of the programme, a new public Glasshouse will be created and will become the welcoming reception of a spectacular visitor experience. Collectively, the new and improved facilities will greatly enhance RBGE’s contribution to addressing the biodiversity crisis and climate emergency. Fundraising activity is underway to secure the remaining funding required to deliver Edinburgh Biomes.



Above: RBGE is custodian of a globally-important collection of rare plant species protected under glass including the largest collection of *Vireya rhododendrons* anywhere in the world (pictured *Rhododendron rousei*, considered vulnerable in the wild)



SUPPORTING EDINBURGH BIOMES

RBGE was founded by people who had the determination and passion to create one of the world's first botanic gardens. 350 years later, we are still guided by that founding ethos to make a tangible difference to our planet and societies around the world.

Philanthropy plays a vital part in enabling our work, it extends the reach of what we do and the speed at which we can do it. The Edinburgh Biomes Project is critical to our success and impact during this time of climate emergency and global biodiversity loss, and we will need the support of people and organisations to help us to do more in the years ahead and make Edinburgh Biomes a reality.

Over the next five years donations will be vital in:

- Restoring the iconic Heritage Glasshouses and enabling visitors to explore our extraordinary collections through a re-imagined visitor experience that will both educate and leave a lasting sense of wonder and connection to the natural world
- Creating new Research Glasshouse facilities to further develop the national plant collection as a world-leading resource to understand plant biodiversity and protect against species extinction
- Establishing a state-of-the-art Plant Health building to tackle emerging and challenging plant health threats to gardens, horticulture, and the natural environment
- Training the plant scientists and horticulturists of the future, who, through new apprenticeships, scholarships, and fellowships as part of Edinburgh Biomes, will create a new generation of global leaders in conservation

The support of Charitable Trusts & Foundations, Corporate Partners and Donors will be vital in creating a world-class Botanic Garden, not only fit for the 21st Century, but which is a legacy for the benefit of generations to come.

For more information about how you can help please contact:

fundraising@rbge.org.uk

Left: Edinburgh Biomes involves the restoration and replacement of Glasshouses (top), construction of a Plant Health building and Energy Centre in the Nursery (middle) and creation of a spectacular new visitor entrance (bottom)



Above: Team RBGE – delivering plant science, horticulture, education and enjoyment to Scotland and the world

Team Botanicus

RBGE's people are the key to tackling the challenges of the biodiversity crisis and climate change. Ensuring our international team of staff, tutors and volunteers is motivated, innovative, and dynamic is central to achieving national and international impact.

We will achieve this by:

- **Embedding the principles of equality, diversity, and inclusion into every aspect of working practice and culture at RBGE**
- **Growing our programme for apprentices, internships, and work experience opportunities to support the green recovery**
- **Driving innovation in the horticulture industry to support the green recovery**
- **Recruiting, training, and retaining talented individuals from diverse socioeconomic, educational, and cultural backgrounds**

- Ensuring Black, Asian, and Minority Ethnic people have equal, fair, and proportionate access to employment and representation across our workforce and championing labour market, workplace, and income equality
- Developing and enhancing our volunteer programme to offer targeted opportunities to people from all sections of society to contribute to RBGE's mission
- Developing our Research Associate community to broaden its international reach and contribution
- Increasing work exchanges and secondments to and from partner organisations to benefit from other international centres of excellence
- Ensuring high-quality, visible and accessible leadership and management throughout the organisation
- Maintaining and enhancing RBGE as a rewarding, vibrant and dynamic place to work



Above: RBGE employees celebrating plant and human diversity during Pride Edinburgh



Above: Plant researchers in the Nouabalé-Ndoki National Park, part of an international collaboration of scientists from RBGE, the Republic of Congo and USA

WAYS OF WORKING

Delivering our strategy will involve collaboration and partnership-working in many countries around the world. In undertaking our work, we will adhere to the following principles:

- **SOCIAL JUSTICE:** We will work to ensure equity and inclusion in all dimensions of our work, locally and globally
- **ACCESSIBILITY:** We will promote open access to our research to maximise global benefits, and ensure fair and equitable access to our collections while ensuring that all our work is compliant with national and international legislation
- **RESPECT:** We will seek to understand local cultures and customs, and ensure we act responsibly and with respect
- **RELEVANCE:** We will strive to ensure our work addresses societal and environmental needs and maximises benefits to stakeholders and partners
- **SUSTAINABILITY:** We minimise the environmental impacts of our work

Increasing Collaboration

To achieve our national and global impact we work with many individuals, organisations, communities, and businesses. Engaging and collaborating widely on compelling projects and programmes enables us to address some of the greatest challenges facing communities and our planet.

We will continue to do this through:

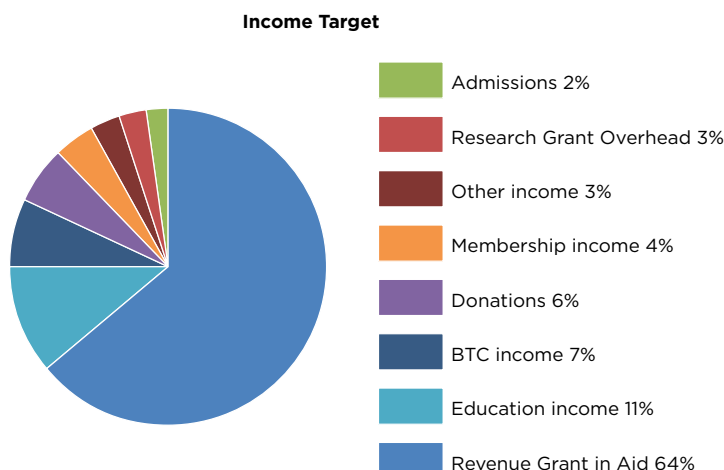
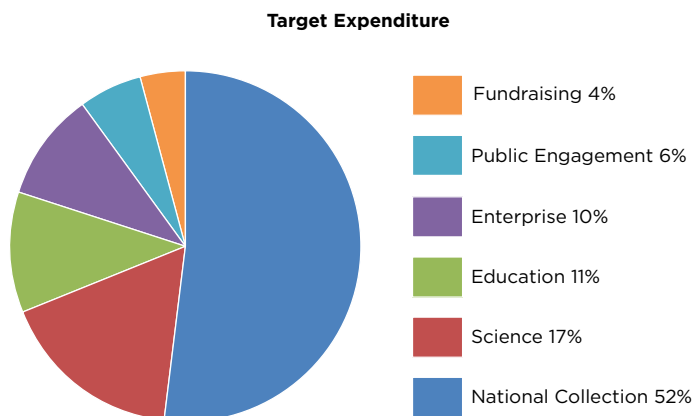
- Working closely with the international network of botanic gardens, development agencies, and conservation bodies and charities to maximise the collective impact of our work and share skills and expertise
- Building and strengthening partnerships with technology institutes to develop novel approaches for understanding and conserving biodiversity
- Collaborating with the Scottish Government, and partner organisations in Scotland to support responses to the biodiversity crisis, the climate emergency, and green recovery
- Strengthening and cultivating links to private sector organisations, particularly those with responsibility for land management and land development, to promote mainstreaming of biodiversity conservation and nature-based solutions
- Being advocates for diplomacy by further strengthening our collaborations with governments and government agencies around the world
- Working in partnership with our supporters to secure and strengthen RBGE's work for generations to come

Financial Sustainability

As a sustainable organisation, RBGE must have sufficient financial resources to deliver its vision and mission. RBGE's revenue grant-in-aid represents around 60% of annual core revenue income with the remaining 40% being self-generated through commercial activity and charitable giving. RBGE additionally generates research grant and other education and consultancy income restricted for specific activities. The Scottish Government funds most of the capital investment.

RBGE, through its Grant-in-Aid from the Scottish Government, generates a six-fold economic return on investment for the Scottish Economy and 12-fold globally. We will continue to do this by:

- **Generating around 40% of the income required to operate RBGE each year through commercial activities and fundraising**
- **Delivering much of our science programme by attracting additional income through research grants**
- **Developing our horticulture, learning and community programmes by attracting additional income through trust and foundation grants and corporate sponsorship**





Above: A small boy explores the biodiversity of the Royal Botanic Garden Edinburgh

How to Support Us

The Royal Botanic Garden Edinburgh is leading the fightback for plants, planet, and our future.

Our world is facing an unprecedented environmental crisis, to which an urgent response is needed. We are uniquely equipped to rise to this challenge. With our specialist expertise and resources built up over 350 years, we can provide practical solutions with real impact. With our global reach and local networks, and with your help, we will inspire current and future generations to nurture our natural world and build a better future for everyone.

HOW YOU CAN HELP

We're working to safeguard our planet for future generations, but we can't do it alone. Please help us to achieve more through:

- Donating (<https://www.rbge.org.uk/support/donate/>)
- Becoming a Member (<https://www.rbge.org.uk/membership/>)
- Becoming a Patron (<https://www.rbge.org.uk/membership/become-a-patron/>)
- Remembering us in your will (<https://www.rbge.org.uk/support/remember/>)
- Volunteering (<https://www.rbge.org.uk/support/volunteer/>)

For more information, please visit <https://www.rbge.org.uk/support/>
email: fundraising@rbge.org.uk



Above: RBGE provides destinations for health, wellbeing and quality family time

BECOME A CORPORATE PARTNER WITH A GLOBAL BRAND

We offer unique sponsorship opportunities based around exhibitions, events, temporary displays, public engagement activities, and education programmes. RBGE works in close partnership with you to maximise the impact of your sponsorship, raising and enhancing your brand profile across key target demographics through a creative, targeted, and integrated marketing and communications strategy, in addition to a bespoke benefits package.

For more information, please contact
the corporate sponsorship team:
fundraising@rbge.org.uk

Corporate Information

RBGE is a registered charity and non-departmental public body. Our remit is set out in the National Heritage (Scotland) Act 1985:

- **To research plant science and related subjects to benefit the world**
- **To safeguard and develop Scotland's National Botanical Collection of living plants and preserved plant material, books, and archives, making them accessible to all**
- **To offer education, advice, and information in relation to any aspect of the science of plants and the protection of the environment**
- **To stimulate and engage local, national, and international communities in the knowledge, wellbeing, and enjoyment to be had from accessing the National Botanical Collection**

The Regius Keeper is the Accountable Officer and is answerable to the Scottish Parliament.

The Board of Trustees' responsibilities are to oversee the management of the Royal Botanic Garden Edinburgh and to provide strategic guidance to Senior Management. Trustees are appointed (and can be reappointed) for four-yearly terms by Scottish Ministers. The Board is accountable to Scottish Ministers through the Chair.



Above: RBGE's Herbaceous Border, 165 metres of spectacular planting alongside one of Britain's finest beech hedges

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