



verture

the climate resilience charity

Just Resilience

Our 2026-31 strategy

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venture

Charity Registration Number SC022375
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Welcome from our CEO and Chair

We are proud to introduce Verture’s new strategy – the first since we rebranded from Sniffer to Verture in early 2025. This is a strategy to meet the moment: a moment of uncertainty, but also of hope. It is time for the UK to get ‘climate ready’. With the world warming and climate impacts worsening, we must act with urgency.

As the UK’s only charity with climate resilience and adaptation as our primary focus, we remain rooted in Scotland whilst growing our reach across the UK and beyond. Building on three decades of climate adaptation expertise and established programmes including [Adaptation Scotland](#) and [Climate Ready Clyde](#), our proven track record shows we’re ready for this next chapter.

Verture’s role is to connect people, knowledge and action so that climate resilience efforts add up to lasting change. We make sure solutions don’t sit in silos, bringing together evidence, partners and resources to help communities and organisations adapt and thrive.

Justice and equity are central to this strategy and core to our values. Climate change hits hardest those already marginalised by poverty, race, disability, age, or gender – and magnifies those inequities. Just Resilience commits us to centring this in our analysis of problems and design of solutions.

Setting direction for the next five years demanded the collaborative approach Verture is known for. We spoke with over 100 people across Scotland and beyond, bringing diverse lived and professional experience. Thank you to everyone who contributed in designing this strategy – we hope you see yourselves reflected here.



What follows is topography, not a detailed route map. We set out our strategic priorities, how we understand our impact, and the internal investments needed to deliver. Our existing programmes and partnerships sit within this strategy, whilst leaving us open to new opportunities.

You are invited to explore how we might work together to deliver these priorities. The time to act is now, and we are stronger together.

Jo Kerr, CEO | Alison Macdonald, Chair



1990s
 Founded as an independent environmental research charity, building the evidence base for action on air, water and the environment

2000s

- Became a trusted knowledge partner for environmental policy and regulation, commissioning research to inform policy and its implementation.
- Established the Scottish Climate Change Impacts Partnership (SCCIP), which later became Adaptation Scotland.
- Supported key programmes including flood risk management and air quality.

2010s

- Shifted from research to action, supporting climate adaptation in practice.
- Initiated place-based approaches and helped launch Climate Ready Clyde, Scotland’s first regional adaptation partnership.
- Developed tools and framework to strengthen public sector resilience.

2020s

- Focused on systems change for a fair and resilient future.
- Delivered place-based partnerships, community-led adaptation.
- Supported Scotland’s first Flood Resilience Strategy.

2025-2026
 We became Verture, the climate resilience charity, and launched Just Resilience, focused on building climate resilient communities across Scotland and beyond.



A strategy to meet this moment

Climate change is here. Scotland and the UK face increasing extreme weather, flooding, coastal erosion, and urban heating. We know these climate impacts will hit harder, and affect more of us more frequently, in the coming years.

While 72% of the public are concerned about climate impacts (Ipsos, 2025), climate resilience remains poorly understood. Adaptation must emerge from the technical sphere and move up the political agenda. Our elected representatives are starting to recognise that there's no net zero without adaptation – climate resilience and emissions reduction must go hand in hand.

At a time of change in our political landscape, climate resilience can attract broad support across the spectrum. This system-wide challenge requires everyone working together: communities, businesses, government. With tight budgets across the board, our multi-solving approach looks for win-wins. Wins for climate resilience are also wins for biodiversity, tackling poverty, cutting emissions, better health, and a stronger economy.

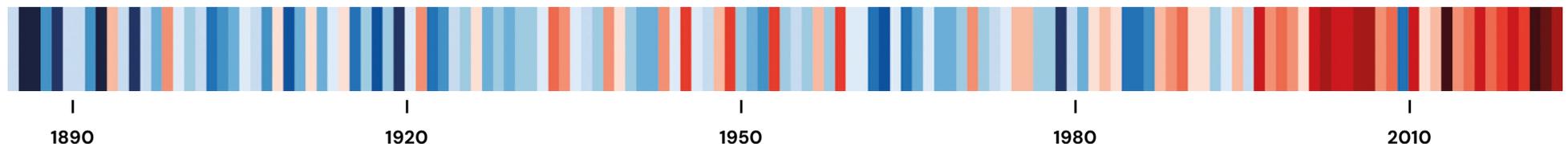
It's how we care for the country we love for generations to come.

“Climate change is the biggest risk multiplier for inequality in the 21st century. As impacts intensify across Scotland those who are already most vulnerable face the greatest threats from floods, storms, droughts, extreme heat and wildfires.

“The work of Verture and their just resilience strategy is central to ensuring adaptation efforts address existing inequalities and that climate action delivers a safer future for everyone.”

Prof. Dave Reay,
co-chair Just Transition Commission

Temperature change in Scotland since 1884¹



¹ The climate stripes for Scotland are a visual representation of the change in temperature in Scotland since 1884, compared to the average temperature taken over the years 1981-2000. Each stripe represents a year, with blue stripes showing cooler than average years, and red stripes showing warmer than average. www.showyourstripes.info

Verture: the climate resilience charity



Our vision

A resilient and fair future for all.



Our purpose

We create a better world in a changing climate by taking action together.



Our values

- **Courageous:** We are brave in our decision-making and lean into challenge.
- **Creative:** We work with creativity and imagination, collaborating across the system.
- **Caring:** We care for ourselves, our team, our work, and our world.
- **Fair:** We centre justice and equity in everything we do.

Hope infuses all our values: we believe a better world is possible and prioritise effective action to achieve it.



System shifts we work towards

From:

Fragmented, reactive responses

Inequality deepened by climate impacts

Inertia and risk avoidance

To:

→ Joined up, preventative action

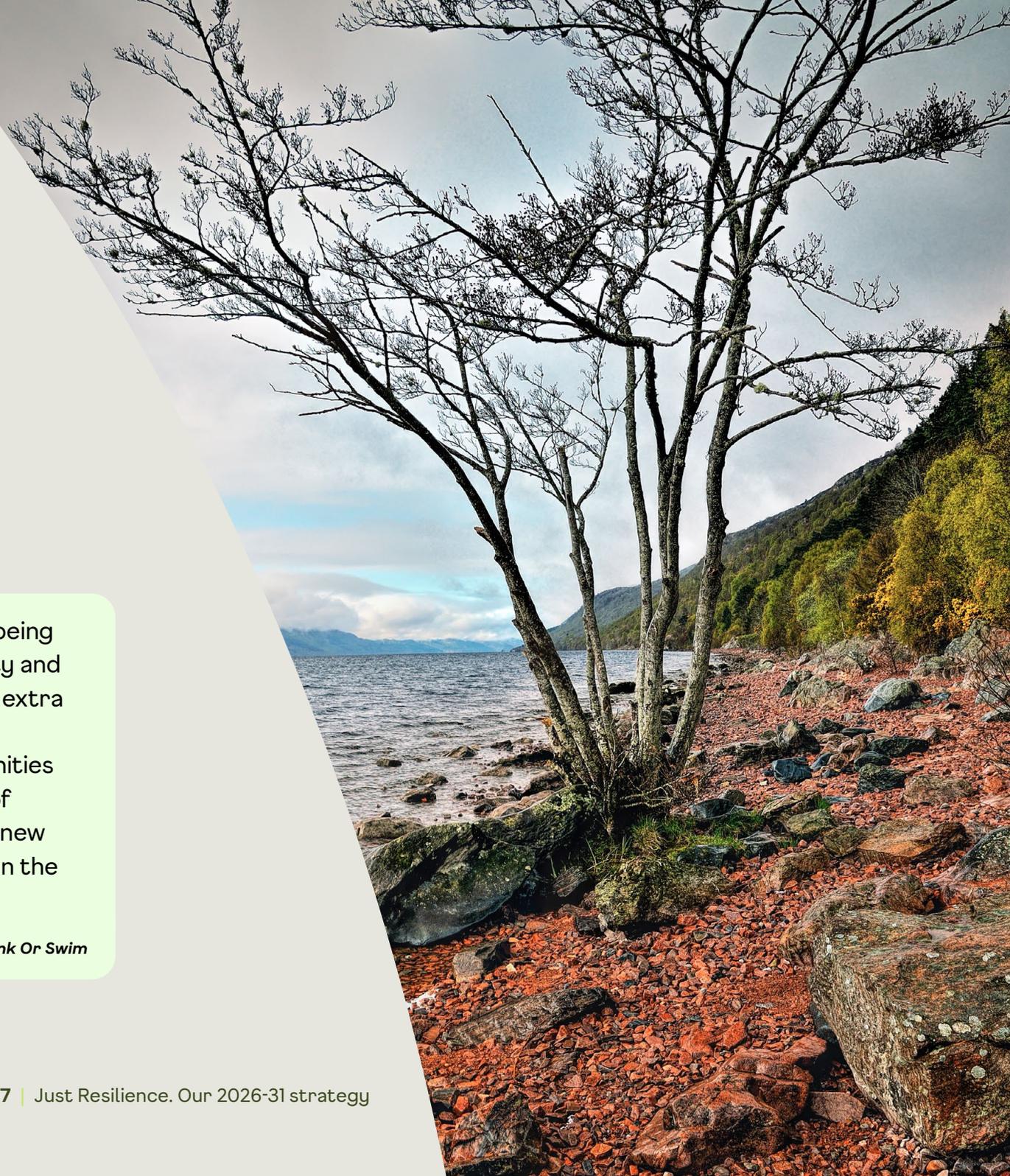
→ Just climate resilience that reduces inequality

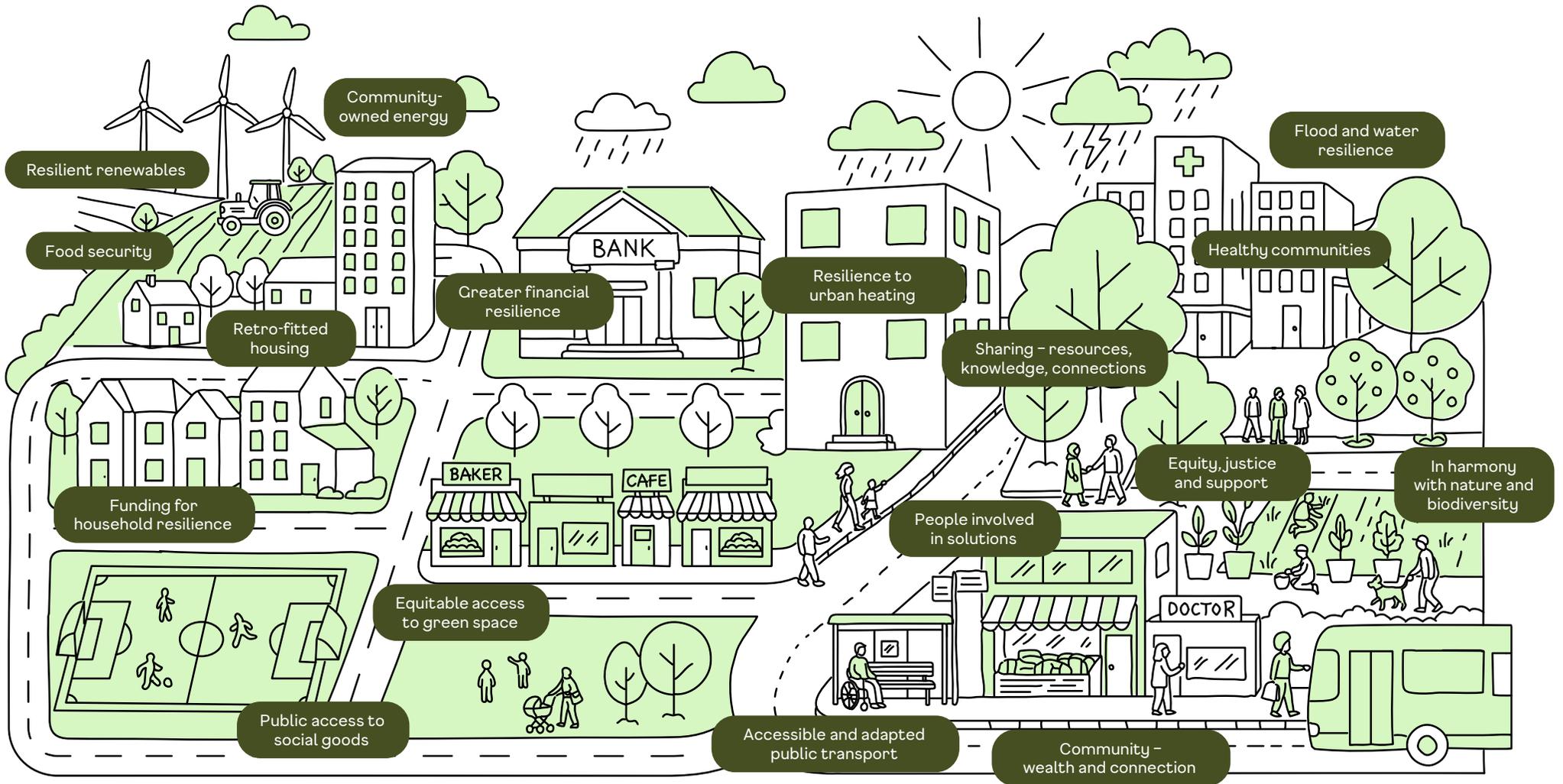
→ Bold, confident decisions rooted in evidence and equity

What does a resilient and fair future look like in a changing climate?

“Many of the impacts of climate change are being felt by those already disadvantaged in society and people are having to absorb climate risk and extra costs themselves. There is a crucial role for organisations like Verture in helping communities address the great injustices of the impacts of climate change, supporting them to imagine new futures and building a path to just resilience in the climate changed world”

Dr Susannah Fisher, author of *Sink Or Swim*





Our strategic priorities

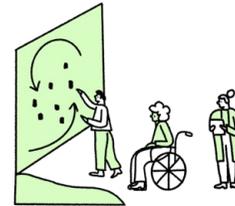
Just Resilience

Social justice and climate resilience are inseparable



Climate resilient communities

Working with communities across Scotland and beyond.



Capable and confident people

Training, skills development and capacity building for impact at scale.



Strong partnerships delivering change

Convening and connecting for action, and greater impact.

1. Just Resilience

Social justice and climate resilience are inseparable

People experiencing poverty, poor health, and inadequate housing are hit hardest by flooding, extreme heat, and climate disruption – yet have the least power and the fewest resources to adapt. Just resilience means we cannot build climate resilience without tackling the inequalities that determine who suffers most. Equally, transformational adaptation creates opportunities to reduce poverty, improve health, and address systemic injustice.

Just resilience shapes everything Verture does – from ensuring community voices lead to local adaptation decisions in Creative Climate Futures, to building evidence for equitable policy through the Adaptation Scotland programme and the MACC Hub. We focus on transformative approaches that change systems, not just incremental adjustments, centring equity and building agency rather than reinforcing existing power imbalances.

We're inspired by Scotland's Just Transition movement. Just resilience is an essential part of a Just Transition. We're committed to leaving no one behind.

“As the only UK charity focused on climate adaptation and resilience, Verture plays a vital role in connecting communities, civil society and policymakers. Together, we can ensure action to build climate resilience is fair, effective, and works for people and nature across the UK.”

Liz Gadd, Social and environmental action advisor

they face, have resources and agency to respond, and shape decisions about their own futures. They do not have solutions imposed upon them.

We bring expertise in place-based climate resilience, combining technical knowledge with genuine skills in community engagement, co-design, and facilitation.

From island communities to urban neighbourhoods, we support communities moving from awareness to collective action. In The Gorbals and Easterhouse, Creative Climate Futures has worked with communities to co-create responses to heating and flooding, ensuring local voices shape the solutions.

Within this strategy, we have ambitions to work with more urban communities where flood and heat risk intersect with low incomes, as well as rural and coastal communities, who now see their homes and livelihoods under threat. Communities bring their lived experiences to shape climate solutions that work for them.

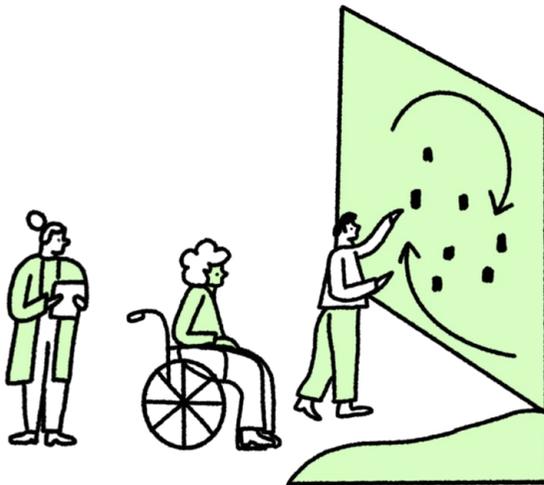
2. Climate Resilient Communities

Communities are at the frontline of impacts, so must be at the centre of solutions

Individuals and families cannot be climate resilient alone – the smallest unit of resilience is often the community. Climate resilient communities understand the risks

“What’s changed for me, and for Crossroads, is profound. Climate is now part of strategic conversations. Creative Climate Futures gave us access to information about urban heat and flood risk that horrified me – not because the risks exist, but because that information wasn’t readily accessible to local people. Seeing how urban regeneration and loss of green space intersect with climate impacts was a real wake-up call.”

**Dani Waddell, Crossroads Manager,
The Gorbals**



3. Capable and Confident People

Everyone has a role to play in building resilience

Climate resilience requires everyone – from community volunteers to corporate CEOs, local practitioners to politicians and senior civil servants – to understand climate risks, feel confident to act, and integrate resilience into their decisions. This isn’t only about technical expertise; it’s ensuring people across all sectors understand why adaptation matters and how to champion it.

We build capability through structured training like Becoming Climate Resilient, and through all our programmes – peer learning in the Public Sector Climate Adaptation Network (PSCAN), knowledge exchange in Climate Ready Regions, and the networks and partnerships we convene. We position climate resilience as something everyone can contribute to, building agency and optimism.



“Verture’s Becoming Climate Resilient training has highlighted the need for us to champion the adaptation work already being undertaken by those that we support to help others learn and to bring hope that change is possible.”

Karen Ridgewell, Climate Emergency and Sustainability Lead, Creative Scotland

4. Strong Partnerships Delivering Change

No organisation can deliver climate resilience alone

Adapting to climate change requires diverse knowledge, resources, and decision-making power – from local authorities to businesses, infrastructure operators to community organisations. We've developed recognised expertise as a convener and connector, building trusted partnerships that enable collective action at regional and national scales. We support stakeholders to harmonise their approaches – vital public policy work.



This priority encompasses our Climate Ready Regions work supporting Regional Adaptation Partnerships toward national coverage, and initiatives like the Climate Ready Infrastructure Scotland Forum bringing infrastructure operators together around shared risks. We will build innovative new partnerships over the strategy period, maintaining our public sector links, while engaging further with the private and voluntary sectors.

Partnerships must now shift from planning to delivery – moving beyond coordination to driving tangible action on the ground. People need to begin to see the reality of a more climate resilient country.



“As we walk into the future climate together, Venture are a trusted partner to ensure people create a just, resilient Scotland for all.”

Kit England, Paul Watkiss Associates

Verture's Theory of Change



The problem we exist to solve

Climate impacts are becoming more severe, but resilience action is patchy and slow. Those most affected are often already marginalised and least able to respond. Siloed approaches inhibit broader learning and community climate resilience remains underfunded and undervalued.



Our unique role

Verture – the climate resilience charity – helps places and institutions respond to climate risk by connecting people's experience with the decisions that shape resilience. We bring different parts of the UK's system together so action is more coordinated and effective.

How change happens through Verture

- We bring together evidence and lived experience, so risks are clearly understood.
- We convene the right people and organisations; and help shift decisions, funding and priorities.
- We support locally led action, increase confidence and share learning to build momentum nationally.

What happens because of this

- Climate resilience stops being “projects here and there” and becomes normal practice.
- Decisions are shaped by community evidence and lived experience.
- Funds are allocated to those with most need for resilience action.
- Community organisations are recognised and supported as essential to resilience capacity.
- Learning from local action influences future policy and funding.

Outcomes we expect to see in the medium term

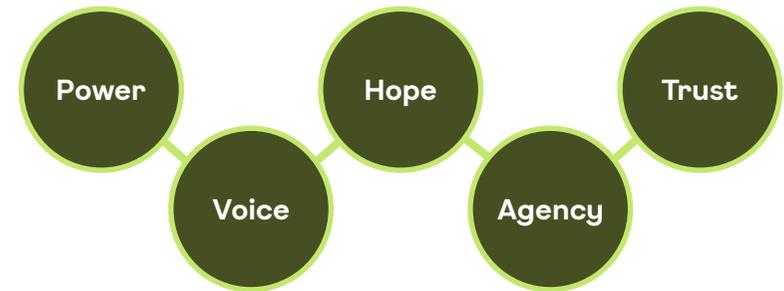
- Places are better prepared, with clearer plans and stronger local capacity.
- Less duplicated effort, more shared learning and quicker resilience action.
- Communities have more understanding, agency and resources to act.
- People, places and nature are better protected as climate resilience is built into decisions.

Longterm impact

With Scotland leading the way, the UK becomes more climate resilient and fair in the face of climate change, with stronger communities, more equitable support, and nature embedded as a core part of resilience.

Verture's Change Cycle

Resilience isn't built in a straight line - it grows through a continuous cycle of insight, influence, resources, action and learning.



Hope grows when people experience agency, see barriers removed, and feel supported to act together.

How we'll make it happen

To deliver our strategic priorities effectively, we're investing in five key organisational capabilities:



Voice

Building on our trusted reputation and raising awareness – ensuring climate resilience stays on the political agenda and decision-makers hear our expertise.

Success will look like: decisions shifting towards resilience, targeted investment increasing, partners moving from intent to action.



Income

Diversifying funding sources for sustainability and freedom to pursue mission-driven priorities.

Success will look like: moving to strategic collaborative partnerships – engaging corporates as supporters or members, building relationships with trusts and foundations whilst we continue to develop our impact approaches.



EDI

Embodying the equity we're working towards – examining power dynamics, representation, and inclusion within Verture and all our work, becoming an anti-oppressive organisation. Strengthening our practice around race, disability, gender and sexuality.

Success will look like: learning, challenging ourselves and adopting new approaches.



Impact

Developing robust systems for measuring and communicating our impact, learning what works. Sharing openly – including what doesn't work – to strengthen ourselves and the wider sector.

Success will look like: greater 'impact muscle', moving beyond output metrics.



People

Empowering our purpose-driven, skilled, collaborative team whilst building a culture that enables excellent work and cares for our people in demanding times.

Success will look like: working in-line with our values and feedback culture.

"We're proud to be part of Verture's Flood Resilience Conference – a rare space that brings policymakers and frontline practitioners together to strengthen collaboration across Scotland. It's community building at its best. This strategy builds on those principles to create the organisational infrastructure needed for climate resilience."

Kelly Ostler-Coyle,
Flood Re's Director of Corporate Affairs

An invitation

How has what you've read here inspired you to think differently about climate resilience? What could we work on together to create something greater than the sum of our parts?

We'd love to talk to anyone who shares our vision of a resilient and fair future for all. Whether you're a funder, policy maker, delivery partner, or community organisation, let's explore how we might work together.

Email us on info@verture.org.uk to have a conversation.

"I'm excited to see a strategy for Verture emerge, building on 30+ years of experience as a unique organisation in Scotland with influence beyond our borders. This strategy will place Verture at the heart of many positive actions, acting as a broker to achieve more with less for a fair, just and resilient future."

Peter Robinson, Technical Excellence Director, Water UK & Ireland, AECOM





Contact us

 info@verture.org.uk

 [@verturescotland](https://www.linkedin.com/company/verture)

 [verture.org.uk](https://www.verture.org.uk)

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