

Print report for Climate Change Strategy Action Plan - SC3

Generated on: 01 September 2025 10:26



SHETLAND
ISLANDS COUNCIL

Climate Change Strategy Action Plan - SC3

Buildings - Commercial Estate Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
CC093 Commercial energy audit	Conduct an energy audit on all of SIC owned and leased commercial estate buildings, which would cover lighting, BMS controls and upgrades, submetering, water fittings, building fabric, HVAC upgrades and catering. Develop recommendations and a programme for upgrades to buildings and begin implementation.	Planned Start	01-Apr-2026	 <input type="text" value="0%"/>	
Lead Service, Managed By, Assigned To		Actual Start			
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2027	Expected success	
Robert Sinclair	There is a clear, evidenced and quantified plan for upgrading the Council's commercial estate in order to improve its energy efficiency	Due Date	31-Mar-2027	 Likely to meet target	Strategic Objective Alignment(s)
Robert Sinclair		Completed Date			

Code & Title	Description	Dates		Progress	Progress Statement
CC171 Brae Youth Centre refurbishment	Externally funded project to: Refurbish and redesign the building to make it more efficient and sustainable; establish a hub for the community, to act as a demonstrator from energy efficiency and renewable systems perspective; establish the governance arrangements for hub to operate effectively as a community facility and asset.	Planned Start	01-Feb-2024	 <input type="text" value="90%"/>	The project is progressing well on site, although there have been delays due to major electric re-design works required. This relates to the EV charging infrastructure. Latest projection for completion is early October, which is still in line with project timeline requirements. The construction costs for this package of works were higher than expected, with additional costs incurred as the project has been on site due to constraints discovered onsite. Additional costs have been met from within the Innovate UK project funding. The project is currently projected to complete on time and within the Innovate UK funding budget.
Lead Service, Managed By, Assigned To		Actual Start	01-Feb-2024		
	Outcomes	Original Due Date	31-Oct-2025	Expected success	

Claire Ferguson	To establish a locally led hub to support businesses, organisations, groups and individuals to accelerate decarbonisation in Brae and the North Mainland.	Due Date	31-Oct-2025	 Likely to meet target	Strategic Objective Alignment(s)
Steven MacLean		Completed Date			

Buildings - Housing Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
CC095 SHNZS Strategy	Social Housing Net Zero Standard for Scotland (SHNZS) strategy development - Develop a strategy and action plan and begin implementation of works to phase in energy efficiency improvements in our domestic buildings following a fabric first approach. The Social Net Zero Standard for Scotland will be published by Scot Gov shortly and will set out new standards. PIs will be agreed to establish a baseline, and this action will be revised accordingly. In the interim, this Action is retained as a place holder.	Planned Start	01-Jan-2026	 <input type="text" value="0%"/>	EESHS2 is being replaced with "Social Housing Net Zero Standard for Scotland" (SHNZS), which is currently being consulted upon. The aim is for that consultation to be concluded sometime this year but it may be delayed.
Lead Service, Managed By, Assigned To		Actual Start			
Housing	Outcomes	Original Due Date	31-Mar-2032	Expected success	
Anita Jamieson	A clear direction is in place for improving the energy efficiency of the Council's domestic estate	Due Date	31-Mar-2027	 Likely to meet target	Strategic Objective Alignment(s)
Grant Gilfillan; Anita Jamieson		Completed Date			

Code & Title	Description	Dates		Progress	Progress Statement
GH01 HRA Business Plan	Refresh 3 year HRA Business Plan	Planned Start	01-Apr-2024	 <input type="text" value="20%"/>	HRA Business Plan currently being updated.
Lead Service, Managed By, Assigned To		Actual Start	11-Nov-2024		
Housing	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Anita Jamieson		Due Date	31-Dec-2025	 Likely to meet target	Strategic Objective Alignment(s)
Anita Jamieson		Completed Date			

Code & Title	Description	Dates		Progress	Progress Statement
GH02 Knab Redevelopment Programme	Progress Knab site redevelopment: complete enabling infrastructure build and complete housing design for Janet Courtney and Phase A housing.	Planned Start	01-Apr-2024		Infrastructure enabling contract awarded and on site in May 2025, due completion Spring/Summer 2026. Full business case for the Knab Redevelopment Growth Deal awaiting final sign off by Scottish Government. Tendering of Janet Courtney Design Appointments underway and due to appoint October 2025 with a view to being

Lead Service, Managed By, Assigned To		Actual Start	14-May-2024	<div style="width: 60%;"><div style="background-color: #4F81BD; height: 10px;"></div></div> 60%	onsite August / September 2026. Phase A Housing Design due to commence Spring 2026. Islands Growth Deal, Full Business Case submission requires agreed position on Creative Hub and Student Accommodation, which are currently being reviewed.
Housing	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Neil Grant		Due Date	31-Mar-2027		Strategic Objective Alignment(s)
Anita Jamieson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
GH03 Strategic Housing Investment Plan	Delivery of strategic housing investment plan in line with Government guidance and deadlines. Sets funding plan for the affordable housing supply programme.	Planned Start	01-Apr-2024		Work has commenced on the 2026-2031 SHIP to be submitted to Scottish Government for 30 October and presented to Development Committee in November 2025 cycle.
Lead Service, Managed By, Assigned To		Actual Start	14-May-2024	<div style="width: 40%;"><div style="background-color: #4F81BD; height: 10px;"></div></div> 40%	
Housing	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Anita Jamieson		Due Date	31-Oct-2025		Strategic Objective Alignment(s)
Craig Nicolson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
GH04 Development of alternative housing tenures and delivery	Develop, and promote alternative housing tenures	Planned Start	01-Jan-2024		Mid Market Rent project; the first 6 units are due for completion in December 2025. Engagement with Scottish Futures Trust to evaluate alternative housing tenures ongoing. Report to be prepared for Full Council meeting in September 2025 seeking to establish a special purpose vehicle in order to deliver the properties.
Lead Service, Managed By, Assigned To		Actual Start	01-Jan-2024	<div style="width: 65%;"><div style="background-color: #4F81BD; height: 10px;"></div></div> 65%	
Housing	Outcomes	Original Due Date	30-Jun-2027	Expected success	Ongoing discussions are taking place with the local construction industry via the Future Housing Forum. This is designed to assist in planning future projects and maintain relations with local businesses.
Neil Grant		Due Date	30-Jun-2027		
Anita Jamieson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
OA135 Knab Site Redevelopment Programme	Knab Site Redevelopment Programme	Planned Start	01-Apr-2021		Phase 2 demolition complete. Planning consent for infrastructure approved. Tendering for first phase of infrastructure works underway. All buildings reconnected to the district heating and power, awaiting water connection to the Janet Courtney.
Lead Service, Managed By, Assigned To		Actual Start	11-Nov-2021	<div style="width: 15%;"><div style="background-color: #4F81BD; height: 10px;"></div></div> 15%	
Assets, Commissioning and	Outcomes	Original Due Date	31-Mar-2026	Expected success	

Procurement					
Robert Sinclair	Sustainable redevelopment of the site in line with the Masterplan and the Council's corporate objectives.	Due Date	31-Mar-2030		Strategic Objective Alignment(s)
Robert Sinclair		Completed Date			Likely to meet target

Buildings - Non Domestic Estate Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
BD20 A New Campus in Brae for the North Mainland	Project management of a new Brae Campus	Planned Start	01-Jan-2024	 <div style="width: 20%;"><div style="width: 20%;"></div></div>	Ongoing dialogue with Hub North Scotland and Robertsons Construction Group as part of an Extended Stage 1 period, to enable due consideration to be given to various construction methods, logistics and to engage with the local supply chain.
Lead Service, Managed By, Assigned To		Actual Start	01-Jan-2024		
Learning Estates; Schools	Outcomes	Original Due Date	31-Aug-2027	Expected success	
Shona Thompson		Due Date	01-Oct-2027		Strategic Objective Alignment(s)
Shona Thompson		Completed Date			Likely to meet target

Code & Title	Description	Dates		Progress	Progress Statement
CC097 Building Manager Energy Training	Develop a programme and roll out campaign for building managers to raise awareness on energy and resource reduction measures that can be implemented in building use.	Planned Start	01-Apr-2024	 <div style="width: 20%;"><div style="width: 20%;"></div></div>	Various in-person, online and digital training resources are available and are promoted to all staff. Electronic Corporate Onboarding now includes a module on climate change and all new staff are invited to complete it. Due date moved back to allow for remaining activity to be completed.
Lead Service, Managed By, Assigned To		Actual Start	27-Feb-2025		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Carl Symons	Building managers implement practices to more effectively manage energy and resources within their buildings	Due Date	30-Sep-2025		Strategic Objective Alignment(s)
Adam Guest; John Simpson		Completed Date			Significant issues, likely failure to meet target

Code & Title	Description	Dates		Progress	Progress Statement
CC098 Construction standards	Undertake a review of our policy and standards for construction projects, develop recommendations for SIC to adopt in decarbonising and making our estate resilient to climate change and update. The review will include the following: - adopting and implementing clear and future-proofed quality standards for assessing the carbon impacts of all development – PAS 2080 -	Planned Start	01-Apr-2024		

	new buildings to align with Passivhaus standard, or similar - environmental assessment methods such as BREEAM, LEED, or similar to be adopted during design, construction and operation to increase efficiency, reduce waste and better consider building occupants. - Sustainability levels of standards - silver/gold - Prioritisation of retrofitting existing buildings where possible rather than new build construction				
Lead Service, Managed By, Assigned To		Actual Start			0%
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2025		Expected success
Robert Sinclair	To have a clear standard to ensure all SIC new builds and significant refurbishments result in buildings that are net zero in operation and sustainable.	Due Date	27-Mar-2026		Strategic Objective Alignment(s)
Graeme MacDonald		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC166 Decarbonising the non-domestic estate	Decarbonising the non-domestic estate – Review assets, emissions and costs; audit resource use, occupancy and energy; develop a prioritised and costed list of decarbonisation works. Develop a proposal for a programme of rolling funding for estate decarbonisation, for inclusion in the Asset Investment Plan.	Planned Start	22-Feb-2025		Work is ongoing to seek costs and timescales for condition surveys and air tightness tests for the sample buildings. This is required in order to define a project timeline for Phase 1 of the project.
Lead Service, Managed By, Assigned To		Actual Start	05-May-2025	8%	
Assets, Commissioning and Procurement	Outcomes	Original Due Date	30-Nov-2025		
Robert Sinclair	A prioritised and costed list of decarbonisation works for the estate and a proposal for a programme of rolling funding for inclusion in the Asset Investment Plan.	Due Date	30-Nov-2025		Strategic Objective Alignment(s)
Claire Ferguson; Joanne Jamieson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC167 Delivery - Decarbonising the non-domestic estate	Decarbonising the non-domestic estate - Following completion of reviews, upgrade lighting to LED, upgrade all end-of-life and obsolete control systems and optimise BMS, install sub-metering and establish governance and	Planned Start	01-Apr-2026		

	management processes, benchmarks and targets; install water saving measures; fabric upgrade to 20% of buildings; upgrade HVACs and rebalance ventilation and wet heating systems; shift all buildings to zero emissions energy provision; install solar PV to 25% of buildings; decarbonise catering equipment.				
Lead Service, Managed By, Assigned To		Actual Start		0%	
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2038	Expected success	
Robert Sinclair	A decarbonised and sustainable non-domestic estate, on time and on budget as per the plan (CC166).	Due Date	31-Mar-2038		Strategic Objective Alignment(s)
Claire Ferguson; Joanne Jamieson		Completed Date			

Buildings - Shetland Building Decarbonisation and Efficiency

Code & Title	Description	Dates		Progress	Progress Statement	
CC099 LHEES	Develop Local Heat and Energy Efficiency Strategy through collaboration agreement with Hub North and begin its implementation.	Planned Start	01-Apr-2023		LHEES Strategy was approved and is available online at the following link: Version:0.9 StartHTML:0000000105 EndHTML:0000000369 StartFragment:0000000141 EndFragment:0000000333 Local Heat and Energy Efficiency Strategy (LHEES) – Shetland Islands Council	
Lead Service, Managed By, Assigned To		Actual Start	08-Nov-2024			
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2025	Expected success		
Carl Symons	The Local Heat and Energy Efficiency Strategy is implemented and delivers a measurable impact on heating costs and fossil fuel consumption.	Due Date	31-Mar-2025			Strategic Objective Alignment(s)
John Simpson		Completed Date	28-Aug-2025	Likely to meet target		

Code & Title	Description	Dates		Progress	Progress Statement
CC100 Fuel Poverty Advice Project	Facilitate and support an increase in the number of households accessing advice on energy saving measures, retrofitting and renewable technologies through the Fuel Poverty Advice project.	Planned Start	01-Apr-2023		Due date moved back to allow time to conclude. Managing Agent appointment imminent. There have been some delays in finalising legal agreement.
Lead Service, Managed By, Assigned To		Actual Start	08-Nov-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Carl Symons	The number of households accessing advice on energy saving measures, retrofitting and renewable	Due Date	31-Dec-2025		Strategic Objective Alignment(s)

John Simpson	technologies, has increased against a 2024 baseline	Completed Date		Experiencing issues, risk of failure to meet target	
--------------	---	----------------	--	---	--

Code & Title	Description	Dates		Progress	Progress Statement
CC102 Domestic Energy Efficiency Funding	Publish statement of intent which will detail how EcoFlex will be delivered in Shetland. Develop EcoFlex delivery.	Planned Start	01-Apr-2023	 30%	Some delays in concluding legal agreement. These are being resolved and appointment of Managing Agent is imminent.
Lead Service, Managed By, Assigned To		Actual Start	30-Aug-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2024	Expected success	
Carl Symons	EcoFlex roll out is successful and makes a positive and quantifiable impact.	Due Date	30-Mar-2030		Strategic Objective Alignment(s)
John Simpson		Completed Date			Experiencing issues, risk of failure to meet target

Code & Title	Description	Dates		Progress	Progress Statement
CC103 ABS Options for Change	Deliver agreed recommendations made on the ABS Options for Change review.	Planned Start	01-Apr-2023	 100%	ABS Options for Change report recommended a Management Agent for delivery of ABS funding. This has now been put in place.
Lead Service, Managed By, Assigned To		Actual Start	08-Nov-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Carl Symons	ABS Options for Change recommendations are delivered and make a positive and quantified impact against a 2024 baseline	Due Date	30-Sep-2025		Strategic Objective Alignment(s)
John Simpson		Completed Date	29-May-2025		Complete

Code & Title	Description	Dates		Progress	Progress Statement
CC168 Brae District Heating project feasibility	Develop a Feasibility Study and Outline Business Case for a District Heating Network in Brae. Investigate non-technical barriers, and how district heating can contribute to providing community benefit from energy developments.	Planned Start	01-Feb-2025	 100%	This phase of the project is now complete, with a Feasibility Study and OBC complete. This project work has identified that a further piece of work is required to understand the energy source for the District Heating Network. A new project has been initiated to develop a business case for SIC owning and operating a wind turbine which could provide the energy to a Brae District Heating Network. This will be set up as a separate project with PID and Project Board and Team.
Lead Service, Managed By, Assigned To		Actual Start	23-May-2025		
Environment and Estate Operations	Outcomes	Original Due Date	31-Jul-2025	Expected success	

Claire Ferguson	FS and OBC for Brae District Heating Network. An understanding of the non-technical barriers to district heating in rural settings. Evidence that can be used in community benefit works and affordable energy for Shetland works.	Due Date	31-Jul-2025	 Likely to meet target	Strategic Objective Alignment(s)
Steven MacLean; Elliot Tait		Completed Date	28-Aug-2025		

Code & Title	Description	Dates		Progress	Progress Statement
HC24 Smart meter roll out	Support an equitable roll out of smart meters across Shetland	Planned Start	04-Nov-2024	 50%	Ofgem announced on 8th August 2025 that they are progressing new smart meter standards and more compensation for customers facing long wait times for installations and repairs. These are to be introduced next year.
Lead Service, Managed By, Assigned To		Actual Start	14-Nov-2024		
Future Energy	Outcomes	Original Due Date	30-Jun-2025	Expected success	
Douglas Irvine		Due Date	16-Dec-2025	 Likely to meet target	Strategic Objective Alignment(s)
Douglas Irvine		Completed Date			

Enablers - Climate Adaptation and Resilience

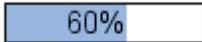
Code & Title	Description	Dates		Progress	Progress Statement
CC019 Risk Assessment Proposal	Develop a proposal for a SIC and Shetland Climate Risk Assessment and Adaptation Plan, including capability, capacity and funding resources available. Undertake an assessment to understand likely impacts to the council operations, services and assets resulting from predicted increase in frequency of adverse weather conditions and prepare a plan for resilience in adverse weather conditions. Work with partners to develop a plan to mitigate damage and disruption to services, transport and supply chains across Shetland, resulting from predicted increase in frequency of adverse weather conditions.	Planned Start	01-Apr-2025	 15%	First geotechnical engineering site visits for the three highest risk locations have been carried out. First draft report of the geotechnical analysis has been completed. Works continue to progress to the timescale, but resources are constrained and this may become an issue going forward.
Lead Service, Managed By, Assigned To		Actual Start	27-Feb-2025		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2027	Expected success	

Claire Ferguson	A risk assessment and mitigation plan to improve the resilience of Council services and infrastructure as well as the Shetland community.	Due Date	31-Mar-2027		Strategic Objective Alignment(s)
Joanne Jamieson		Completed Date		Likely to meet target	

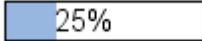
Code & Title	Description	Dates		Progress	Progress Statement
NPF4 New Local Development Plan	Development of a New Local Development Plan	Planned Start	01-May-2023		<p>An updated Development Plan Scheme was presented at the May cycle.</p> <p>Measures to support communities wishing to produce a Local Place Plan are continuing to progress.</p> <p>Planning Aid Scotland completed online training for Local Place Plan (LPP) groups in November 2024 and a further all day workshop/conference LPP session in was held in April 2025 with a 2nd workshop session booked in for September 2025.</p>
Lead Service, Managed By, Assigned To		Actual Start	01-May-2023	<div style="border: 1px solid black; width: 100px; height: 15px; background-color: #4F81BD; display: flex; align-items: center; justify-content: center;">15%</div>	
Planning	Outcomes	Original Due Date	30-Jun-2028	Expected success	<p>Evidence gathering for the Local Development Plan continues– Site based survey work has been undertaken during the summer months, the Our Place Public Survey Results are due to be published in the Autumn of 2025 and work on young people’s place planning will continue with a planned roll out of the final phase planned for Autumn 2025 – with the intention of having achieved engagement in all schools and a Young Peoples Place Plan for each school cluster published once the project is complete.</p>
Iain McDiarmid	New Local Development Plan is approved and live	Due Date	30-Jun-2028		
Suzanne Shearer		Completed Date		Likely to meet target	

Enablers - Climate Emergency Training

Code & Title	Description	Dates		Progress	Progress Statement
CC051 Climate Emergency Training Programme	Develop Climate Emergency Training Programme that is inclusive and meaningful across the council. This will include "toolbox talks," tailored to specific service areas where it would not be as easy to attend online workshop and training courses during their working day. 'Toolbox talks' will be available as both online content to be accessed at anytime and as interactive content to be	Planned Start	01-Apr-2024		We are currently developing a programme of training that combines Climate Emergency Training and Climate Change Impact Assessments. There has been a decrease in the rate of SIC employees signing up to Climate Emergency Training, through combining with CCIA roll out, we hope to reach more people in a practical, useful and informative way.

Lead Service, Managed By, Assigned To	delivered face-to-face within service areas to make best use of time. It will also look at including Climate Emergency Training as part of relevant information sessions with departments, such as CCIAs roll out.	Actual Start	23-Feb-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Claire Ferguson	Staff are better informed on the causes and consequences of climate change, and understand the actions they can take to mitigate and adapt within their Service.	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Elliot Tait	Training is more flexible and inclusive, increasing the number of people that take part.	Completed Date		Likely to meet target	

Enablers - Data and Alignment

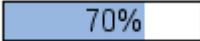
Code & Title	Description	Dates		Progress	Progress Statement
CC027 Directorate plan update	Assess all directorate and service plans for climate change impact as they are updated, identifying opportunities for climate action.	Planned Start	01-Apr-2025		Environment and Estate Ops Service plan to be reviewed from a climate change perspective, to identifies areas for climate change action.
Lead Service, Managed By, Assigned To		Actual Start	28-Feb-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Carl Symons	All directorate and service plans identify opportunities for climate action	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Claire Ferguson; Anne Leask		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC028 Climate Change Impact Assessments	Institute climate change impact assessments at key project milestones and on all committee reports, with the aim to remove negative climate effects and actively incorporate positive climate action. Establish a system/framework to ensure climate change impact assessments have weight in the final decision-making with outcomes monitored and reported, ensuring projects are in line with the council's climate change targets. Develop a template and evaluation framework, with guidance documents,	Planned Start	01-Apr-2024		CCIA area not live across the council and the uptake is increasing. We are not working on a roll out campaign where we will engage with individual service areas to provide training on using CCIAs. We will combine this with Climate Emergency Training to fully put the use of CCIAs into context, and to increase uptake of CET.

Lead Service, Managed By, Assigned To	for climate change impact assessments for Council projects. Create and implement a training programme to equip officers with the knowledge and skills to conduct climate change impact assessments themselves, similar to Data Protection Impact Assessments.	Actual Start	20-Feb-2025		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Claire Ferguson	All new and reviewed strategies, policies and services are assessed for climate change impacts, and those assessments inform decision-making	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Anne Leask		Completed Date		Likely to meet target	

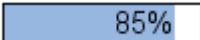
Code & Title	Description	Dates		Progress	Progress Statement
FI12 Service efficiency through Digital & AI	Project to investigate service delivery, investigating operational efficiencies through the use of Digital Systems and AI integration.	Planned Start	01-Apr-2025		
Lead Service, Managed By, Assigned To		Actual Start			
ICT (Information & Communication Technology)	Outcomes	Original Due Date	31-Oct-2027	Expected success	
		Due Date	31-Oct-2027		Strategic Objective Alignment(s)
James Sawkins		Completed Date			

Enablers - Shetland Climate Conversation

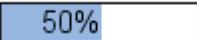
Code & Title	Description	Dates		Progress	Progress Statement
CC055 Climate website & digital resources	Review and update the Climate Change Webpages on SIC Website, ensure it is current and useful. It contains a quarterly Climate Programme Newsletter to the community, Place Plan leaflets, Community case studies and spotlights on good practice, climate yarns and all published reports and studies Provide tools, resources, and examples (both from local and relevant sources) that demonstrate how individuals and organisations can undertake climate-driven action.	Planned Start	01-Apr-2023		Climate Change information and tools available on the Council's website, covering What is climate change?, What are we doing?, Actions for households, Actions for businesses, Community Action, and Shetland Climate Conversation. Update for current quarter will be to add 'Climate Yarns' films and also to create a quarterly update segment.
Lead Service, Managed By, Assigned To		Actual Start	27-Feb-2025		

Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Claire Ferguson	The Council provides a range of information and materials that support individuals, communities and organisations to understand the causes and impacts of climate change and what they can do to mitigate the causes and adapt in light of current and future consequences.	Due Date	19-Dec-2025	 Likely to meet target	Strategic Objective Alignment(s)
Adam Guest; Anne Leask		Completed Date			

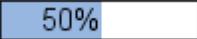
Code & Title	Description	Dates		Progress	Progress Statement
CC056 Shetland Climate Festival	Hold an annual Shetland Climate Festival to showcase the excellent climate focussed works happening across Shetland, to encourage future collaborations and to provide information and resource to the community to undertake individual and collaborative actions.	Planned Start	01-Apr-2023	 	Final preparation is going well for the festival to be held on the 13th September, the project runs on time and within budget.
Lead Service, Managed By, Assigned To		Actual Start	28-Feb-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2027	Expected success	
Claire Ferguson	The community is better informed and equipped to undertake individual and collaborative actions to mitigate the causes of climate change and adapt to the consequences.	Due Date	31-Mar-2027	 Likely to meet target	Strategic Objective Alignment(s)
Elizabeth Clarke; Anne Leask		Completed Date			

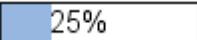
Code & Title	Description	Dates		Progress	Progress Statement
CC057 School Climate Roadshows	Develop and deliver a climate focussed awareness programme, aligned to the Curriculum for Excellence, for primary schools in Shetland to encourage and enable climate action among children. Materials will be developed across a wide range of themes, including biodiversity and nature, resource use, energy, buildings and transport, and tailored to cover a range of primary school classes. Learning for Sustainability.	Planned Start	01-Apr-2023	 	We have successfully delivered all School Climate Roadshows on all planned dates and times across 13 different locations. Including different geographical locations across Shetland: north, east, south, west, central and isles. 1/3 creative project outputs are complete, with 2 in progress. The end of project report is being drafted. The project comes to a close on Sat 13th Sept at the Shetland Climate Festival where the School Climate Roadshows showcase is delivered.
Lead Service, Managed By, Assigned To		Actual Start	15-Aug-2024		

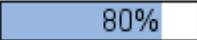
Quality Improvement	Outcomes	Original Due Date	31-Mar-2027	Expected success	
Claire Ferguson	1.Raising climate change awareness in the community. 2. Empowering young people, enabling positive climate action, addressing what matters to young people in their local area in regards to climate change impacts, understanding how they feel and empowering them to have their voices heard. 3. Collecting information to inform decision making processes and strategy development. 4. To be a catalyst for climate change conversations through engagement with young people, increasing communications.	Due Date	31-Mar-2027		Strategic Objective Alignment(s)
Anne Leask		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement

CC058 Shetland Youth Voice Climate Engagement	Engage regularly with the Shetland Youth Voice, including attending their Summits each term and their annual event. Understand the priorities of young people in Shetland and feed this back in to works of the Climate change Programme to ensure representation.	Planned Start	01-Apr-2023		After promotion and engagement with young people across Shetland, the Young Eco Activist group has struggled to maintain an operational group. This being said, Sonny Thomason, Graduate Officer for Participation and Empowerment has been working behind the scenes to provide new opportunities for young people to get involved with the group. Sonny has spoken with Deborah Shields, Environmental Science teacher at the Anderson High School about using her class and pupils as a platform to form an Eco group out of senior phase pupils in the school setting. These conversations are ongoing with the hopes of having a new cohort early in 2025.
Lead Service, Managed By, Assigned To		Actual Start	01-Mar-2024		
Environment and Estate Operations; Quality Improvement; Schools	Outcomes	Original Due Date	31-Mar-2026	Expected success	Conversations have also been started with Anne Leask from the Shetland Islands Council Climate Change team, who is planning to start up a climate youth advisory board. To avoid duplication of provision / opportunities, discussions will be held to see where work can be complimented and provided in partnership. Climate change workshops provided by Safer Scotland continue to be offered to Secondary Schools around Shetland, delivered by Youth Workers in these settings.
Claire Ferguson	Climate Change slot at each of the Shetland Youth Voice Summits and annual event. Provide the opportunity for young peoples priorities to be brought forward through climate action.	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Stewart Hornal; Anne Leask		Completed Date		Likely to meet target	

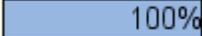
Code & Title	Description	Dates		Progress	Progress Statement
CC175 Climate yarns	Development of a series of engaging videos that raise awareness and the profile around climate change and climate action in Shetland	Planned Start	01-Dec-2024		The team continue to create 2 videos per month, this continues to be well received with positive feedback and high levels of engagement.
Lead Service, Managed By, Assigned To		Actual Start	01-Dec-2024		
	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Claire Ferguson	Communities in Shetland have an increased awareness of climate change and climate action in Shetland, and also on the work and services offered by SIC.	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Adam Guest; Anne Leask; Elliot Tait		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC176 Shetland Climate Forum	Establish an online forum that runs quarterly, available to all Shetland Partnership organisations to attend. The forum will cover a wide range of climate related action areas, with each individual session focussing on a certain area. Terms of Reference, Membership/Invitee list and attendance will be reviewed to ensure maximum benefit is achieved by the forum.	Planned Start	01-Apr-2025	 	The Forum continues to run with a successful event on district heating held. The next planned event will focus on Climate Change and Data.
Lead Service, Managed By, Assigned To		Actual Start	28-May-2025		
		Outcomes	Original Due Date	30-Dec-2026	
Claire Ferguson	Increase awareness and knowledge around climate action areas and increase collaboration on climate action areas across SIC service areas and Shetland Partnership organisations	Due Date	30-Dec-2026		Strategic Objective Alignment(s)
Elliot Tait		Completed Date			

Code & Title	Description	Dates		Progress	Progress Statement
GD22 Participation & Engagement Policy Action Plan	Implementing the Participation & Engagement Policy Action Plan	Planned Start	01-Apr-2024	 	
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2024		
Community Planning & Development	Outcomes	Original Due Date	31-Mar-2027	Expected success	
Vaila Simpson		Due Date	31-Mar-2026	 Likely to meet target	Strategic Objective Alignment(s)
Vaila Simpson		Completed Date			

Code & Title	Description	Dates		Progress	Progress Statement
HC22 Radio Teleswitch Service switch off community engagement	The Radio-teleswitch signal is due to be switched off on the 30th June 2025. The Council has a role to play in engaging with the community to encourage residents to contact their electricity supplier to arrange for their meter to be changed to ensure their heating and hot water continues to work once the signal is switched off.	Planned Start	14-Nov-2024	 	Ofgem announced on the 26th May 25 that the RTS shutdown will take a phased approach starting on the 30th June 25. According to Ofgem there were 2,459 RTS meters remaining on the 27th June 25. A significant reduction from the original figure of around 5,000 in late 2024.
Lead Service, Managed By, Assigned To		Actual Start	04-Nov-2024		
Future Energy	Outcomes	Original Due Date	30-Jun-2025	Expected success	
Douglas Irvine		Due Date	30-Sep-2025	 Likely to meet target	Strategic Objective Alignment(s)
Douglas Irvine		Completed Date			

Enablers - Sustainable Procurement

Code & Title	Description	Dates		Progress	Progress Statement
CC037 Sustainable contracts	Review capital and revenue spend and establish a framework to demonstrate how spend will deliver on reducing emissions and adapting to the impacts of climate change: Encourage the use of Category A & B contracts, which already meet national sustainability criteria. Undertake a review of Category C contracts to ensure they meet sustainability criteria and are aligned with council climate targets. Update as required when renewed.	Planned Start	01-Apr-2024		Now embedded as Business as Usual
Lead Service, Managed By, Assigned To		Actual Start	11-Mar-2024		
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Robert Sinclair		Due Date	31-Mar-2025		Strategic Objective Alignment(s)
Graeme MacDonald		Completed Date	20-Dec-2024	Complete	

Code & Title	Description	Dates		Progress	Progress Statement
CC039 BRO guidance	Update BRO guidance to consider climate change as part of decision making process. Develop and roll out a campaign of awareness-raising regarding climate change and spend - where officers can influence budget and spend.	Planned Start	01-Apr-2024		
Lead Service, Managed By, Assigned To		Actual Start			
Finance	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Paul Fraser	Climate change considerations are central to decision making and BROs have an adequate understanding of the where they can influence budget and spend	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Paul Fraser		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC041 Sustainable grants	Include sustainability requirements as part of financial assistance measures such as grants.	Planned Start	01-Apr-2024		In addition to sustainability measures, grant schemes include priorities around carbon reduction, energy efficiency, new processes and procedures, import substitution and other measures which contribute towards net zero goals.
Lead Service, Managed By, Assigned To		Actual Start	18-Jun-2024		
Economic Development	Outcomes	Original Due Date	31-Mar-2026	Expected success	

Tommy Coutts	All grant aided activity gives appropriate consideration to sustainability	Due Date	31-Mar-2026	 Complete	Strategic Objective Alignment(s)
Tommy Coutts		Completed Date	16-Apr-2025		

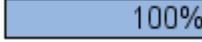
Code & Title	Description	Dates		Progress	Progress Statement
CC045 Scope 3 emissions	Research the process of undertaking a detailed analysis of the greenhouse gas emissions arising through our supply chain (upstream and downstream) as a baseline and create a plan for reducing this in line with national targets. Lessons learned from organisations that have undertaken this.	Planned Start	01-Apr-2026	 <input type="text" value="0%"/>	
Lead Service, Managed By, Assigned To		Actual Start			
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2027	Expected success	
Robert Sinclair	Supply chain emissions are understood and quantified; A plan is in place for reducing supply chain emissions and is being followed;	Due Date	31-Mar-2027	 Likely to meet target	Strategic Objective Alignment(s)
Graeme MacDonald		Completed Date			

Code & Title	Description	Dates		Progress	Progress Statement
CC048 Procurement guidance	Create guidance for managers and other responsible officers on climate-conscious procurement. Undertake a campaign to roll out the guidance across the council to achieve a high level of engagement.	Planned Start	01-Apr-2024	 <input type="text" value="100%"/>	Guidance to ensure sustainability and climate change factors are considered in developing the specifications for every procurement are published in Procurement Procedures with links to Scottish Government policy on Procurement and Climate Change. The Procedures are available to all Council Employees on Interact.
Lead Service, Managed By, Assigned To		Actual Start	11-Mar-2024		
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Robert Sinclair	Guidance on responsible procurement is in place and communicated widely; responsible officers understand and implement climate-conscious procurement	Due Date	31-Mar-2026	 Complete	Strategic Objective Alignment(s)
Graeme MacDonald		Completed Date	16-Apr-2025		

Enablers- Leadership and Governance

Code & Title	Description	Dates		Progress	Progress Statement
CC002 Our Values campaign	Undertake a campaign to raise awareness of the links between 'Our	Planned Start	01-Apr-2023		Climate and sustainability videos added to Interact - Our Values section. Our values

Lead Service, Managed By, Assigned To	Values' and climate change and sustainability across council services.	Actual Start	23-Feb-2024		statement 2025 has been updated to include the 3 climate change additions in all advertised posts.
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2024	Expected success	
Claire Ferguson		Due Date	30-Jun-2025		Strategic Objective Alignment(s)
Adam Guest; Anne Leask		Completed Date	14-Apr-2025	Complete	

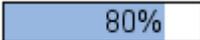
Code & Title	Description	Dates		Progress	Progress Statement
CC008 SIC annual Climate Change Report 24/25	Produce SIC Climate Change Report annually. Review data from 24/25, identify progress against targets and trends, and develop report with recommendations. Review and update Climate Change Action Plan quarterly and as needed with the emergence of new projects and policies, and ensure that all Actions appear in the appropriate Directorate, Service and Project reports. Produce a quarterly Climate Change report to elected members for scrutiny, oversight and challenge, and publish, on the Council's Climate Change webpage.	Planned Start	01-Apr-2023		Report is complete and will be presented at E&T Committee on Sept 8th 2025.
Lead Service, Managed By, Assigned To		Actual Start	28-Feb-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2024	Expected success	Strategic Objective Alignment(s)
Claire Ferguson	Annual report produced which gives an understanding of how we are performing against climate change targets, and where we can improve.	Due Date	30-Sep-2025		
Joanne Jamieson; Anne Leask		Completed Date	29-Aug-2025	Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC011 Shetland Climate Strategy	Establish and participate in the Shetland Climate Change Steering Group, and contribute to the development of the Shetland Climate Change Strategy.	Planned Start	01-Apr-2023		Shetland Climate Change Strategy is now undergoing the process of final approval from all Partnership Organisations. It will be presented at the September Committee cycle.
Lead Service, Managed By, Assigned To		Actual Start	23-Feb-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2024	Expected success	Strategic Objective Alignment(s)
Claire Ferguson	Shetland Climate Change Strategy is in place and effective; SIC participates in the Shetland Climate Change Steering Group	Due Date	30-Jun-2025		
Anne Leask		Completed Date	14-Aug-2025	Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC031 Carbon budgeting	Undertake an assessment to understand carbon budgeting and how it might be implemented, where annual financial budgets are linked to the carbon savings required to help drive us towards our net zero targets.	Planned Start	01-Apr-2024	 <input type="text" value="0%"/>	Various staff attended carbon budgeting training on 3rd and 4th March. CC Team exploring options for carbon budgeting across SIC
Lead Service, Managed By, Assigned To		Actual Start	01-Oct-2025		
Finance	Outcomes	Original Due Date	31-Mar-2027	Expected success	
Claire Ferguson	Carbon budgeting is in place, is understood and allows for the tracking of 'spend' in line with national targets.	Due Date	31-Oct-2027	 Likely to meet target	Strategic Objective Alignment(s)
Joanne Jamieson		Completed Date			

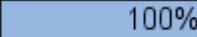
Code & Title	Description	Dates		Progress	Progress Statement
CC067 Workforce design plan	Update the Council's Strategic Workforce Plan to reflect changing needs and ensure that Council jobs of the future can support the delivery of climate change targets. Strategic vision for skills for the future - Understand and prepare for the impacts of the transition on workforce - Identify, develop and promote specific skills required to address the climate emergency, and provide skills development opportunities to staff as appropriate (was CC168)	Planned Start	01-Apr-2025	 <input type="text" value="30%"/>	Service Workforce Plans are currently being completed that will inform the Strategic Workforce Plan, the New Corporate Plan and Service Redesigns going forward.
Lead Service, Managed By, Assigned To		Actual Start	10-Nov-2024		
Human Resources	Outcomes	Original Due Date	31-Mar-2027	Expected success	
Ingrid Smith	The Council's Strategic Workforce Plan shapes the workforce of the future – it is informed by the climate emergency, presents a strategic vision for skills for the future and informs training investment and workforce development for the duration of the plan.	Due Date	31-Mar-2027	 Likely to meet target	Strategic Objective Alignment(s)
Jackie Watt		Completed Date			

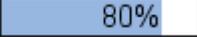
Code & Title	Description	Dates		Progress	Progress Statement
CC070 Shetland Energy Strategy	Develop Shetland Energy Strategy and begin its implementation. This will include a summary of all the stakeholder groups progressing different aspects of energy transition to ensure cooperation	Planned Start	01-Apr-2023		Further consultation on the energy strategy has been undertaken with the Energy Transition Task Force and other stakeholders. A consultative draft and draft Shetland Energy

	and collaboration between different aspects to ensure no one is left behind, clean fuel availability, the need to understand the demand for clean fuel, how this will change with time, consideration of the whole energy system to balance supply and demand along with the infrastructure required. This work includes consideration of affordable energy and understanding the potential for hydrogen to be used in decarbonising transport across Shetland – via review and feasibility studies across local businesses and community, to inform the requirements for a Shetland hydrogen fuelling network and infrastructure.				Strategy Governance Arrangements are to be presented to council in September 2025.
Lead Service, Managed By, Assigned To		Actual Start	15-Feb-2024		
Future Energy	Infrastructure. Outcomes	Original Due Date	31-Mar-2024	Expected success	
Douglas Irvine	Climate change - To set the foundation on energy transition as part of the drive to reach net zero by 2045. A just and fair energy transition - to make sure the move to green energy is fair for everyone Whole energy system - to look at the big picture and to ensure joined up thinking across a range of technologies and scales of development.	Due Date	31-Oct-2025		Strategic Objective Alignment(s)
Jennifer Sjoberg	A Fair Share for Shetland - We have a fair share of the value of energy production and distribution as a means of increasing community wealth.	Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
GD15 Local Outcomes Improvement Plan	Development of a New Local Outcomes Improvement Plan (Shetland Partnership Plan).	Planned Start	01-Apr-2024		Plan agreed outlining activity over the next three years for the development of the next Shetland Partnership Plan (Local Outcomes Improvement Plan). Activity in year one includes updating the evidence base in order to determine scale of process required. With the approach being designed and implemented in year two. Year three will focus on the development of the Plan
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2024		

Community Planning & Development	Outcomes	Original Due Date	31-Mar-2028	Expected success	and consultation with partners and community bodies.
Vaila Simpson		Due Date	31-Mar-2028		Strategic Objective Alignment(s)
Emma Perring		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement	
GE07 Shetland Community Benefit Policy	Develop a Shetland Community Benefit Policy	Planned Start	01-Apr-2024		The Council received the report 'Analysis of Community Benefits in Shetland' from Aquatera, in partnership with VOAR and Community Energy Scotland, in Jan 2025. This report included a suite of recommendations, including recommended values of community benefit to be sought from onshore wind, offshore wind and other energy developments. The report was presented to the Council on 10 Feb 2025, where the Council agreed to adopt the recommended values as community benefit principles, with further recommendations to be developed and reported on as necessary.	
Lead Service, Managed By, Assigned To		Actual Start	09-Apr-2024			
Economic Development	Outcomes	Original Due Date	26-Mar-2025	Expected success		
Neil Grant		Due Date	26-Mar-2026			Strategic Objective Alignment(s)
Tommy Coutts		Completed Date	09-Apr-2025	Likely to meet target		

Code & Title	Description	Dates		Progress	Progress Statement
HC01 Identifying Affordable Energy	Prepare a project to Identify solutions for the high cost of electricity in Shetland and engage with governments, energy agencies and suppliers.	Planned Start	01-Apr-2023		The Review of Electricity Market Arrangements being undertaken by the UK Government has made a policy decision to reform the current national pricing system rather than implement a more radical switch to zonal pricing. This will also require associated changes to transmission charges as these will be a key mechanism to prioritise the development of projects where energy is required.
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2023		
Future Energy	Outcomes	Original Due Date	31-May-2023	Expected success	
					A feasibility study is currently being undertaken to look at the business model for a rural district heating scheme for Brae, which could potentially be replicated in other communities across Shetland.
					Progress is being made on the replacement of RTS meters across Shetland, as we now enter a phased switch off from the 1st July 25.
					NESO visited Shetland in June 25, primarily to speak about tRESP and discuss strategic investment in the distribution network.

Douglas Irvine		Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Douglas Irvine		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
HC08 Advancing Islands Centre for Net Zero	Full Engagement with Islands Centre for Net Zero, advance pan island projects to accelerate decarbonisation	Planned Start	01-Apr-2023		The island Centre for Net Zero has been initiated with structures in place. This element has become routine. Action HC13 ICNZ Shetland covers the Shetland capital funding through the Islands Growth Deal and a new action is to be set up for the event planned for September to bring together all of the ICNZ partners.
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2023		
Future Energy	Outcomes	Original Due Date	31-Dec-2023	Expected success	
Douglas Irvine		Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Douglas Irvine		Completed Date	01-Apr-2025	Complete	
Code & Title	Description	Dates		Progress	Progress Statement
HC13 ICNZ Shetland project	Preparation of FBC for March 2025, for the £5million Islands Growth Deal funding.	Planned Start	01-Mar-2024		Feedback on the draft OBC have been received and amendments made ready for resubmission.
Lead Service, Managed By, Assigned To		Actual Start	01-Mar-2024		
Future Energy	Outcomes	Original Due Date	20-Apr-2024	Expected success	
Douglas Irvine		Due Date	31-Jan-2026		Strategic Objective Alignment(s)
Douglas Irvine		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
HC20 Energy Strategy Approved	Complete Energy Strategy for Council approval	Planned Start	01-Oct-2024		Further consultation on the Shetland Energy Strategy has been undertaken with the Energy Transition Task Force and other stakeholders. A consultative draft and draft Shetland Energy Strategy Governance Arrangements are to be presented to council in September 2025
Lead Service, Managed By, Assigned To		Actual Start	01-Oct-2024		
Future Energy	Outcomes	Original Due Date	31-Dec-2024	Expected success	
Douglas Irvine		Due Date	31-Oct-2025		Strategic Objective Alignment(s)
Douglas Irvine		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
HC26 Shetland Power System Working Group	To identify the most effective power transmission system for energy transition developments in and around Shetland To establish a framework that gives emphasis for planning of energy	Planned Start	08-Apr-2025		The Shetland Power System working group met on the 23rd June 25. Fergus Tickell and Anna Pultar from NESO Scotland were in attendance to give an update on

Lead Service, Managed By, Assigned To	developments in the already industrialised parts of Shetland	Actual Start	08-Apr-2025	<div style="width: 10%;"><div style="width: 10%;"></div></div> 10%	developing the Strategic Spatial Energy Plan and the Regional Energy Strategic Plan.
Future Energy	Outcomes	Original Due Date	10-Dec-2024	Expected success	SSEN Transmission also provided an update on the Shetland Emerging Electricity and Distribution strategy.
Douglas Irvine		Due Date	31-Jul-2027		Strategic Objective Alignment(s)
Douglas Irvine		Completed Date			

Code & Title	Description	Dates		Progress	Progress Statement
HC27 Continued engagement with the Centre for Energy Policy on the Shetland Economy Model	Two main policy challenges are: 1. Transitioning existing activity Introducing additional activity	Planned Start	31-Mar-2025	<div style="width: 20%;"><div style="width: 20%;"></div></div>	Representatives from the Centre for Energy Policy at the University of Strathclyde visited Shetland for 3 days during the week of the 25th August 25. They met with staff from the council, LPA, Voar, Veri and Shetland Aerogenerators Ltd. To share an update on the economic modelling they have undertaken and to agree the next steps.
Lead Service, Managed By, Assigned To		Actual Start	26-May-2025	<div style="width: 20%;"><div style="width: 20%;"></div></div> 20%	Two initial models have been prepared 1 for the addition of new activity through the development of the Dales Voe ultra-deep-water quay. Model 2 is the transition of activity at the Sullom Voe terminal with the decline of oil and gas and the development of low carbon fuels.
Future Energy	Outcomes	Original Due Date	19-Dec-2026	Expected success	One of the findings from their research is the decline in labour required at the Sullom Voe Terminal and within the local supply chain. As the transition won't be 1-1 and the significant challenges related to the timing of key activities.
Douglas Irvine		Due Date	19-Dec-2026		Strategic Objective Alignment(s)
Douglas Irvine		Completed Date			

Infrastructure - Infrastructure Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
CC126 Warm mix asphalt	Undertake a project to trial and measure the outcome of a low-temperature "warm mix" asphalt in terms of cost and emissions savings over regular high-temperature asphalt production. Make recommendations for further implementation based on outcomes of the pilot project.	Planned Start	01-Apr-2023	<div style="width: 20%;"><div style="width: 20%;"></div></div>	The Roads Service has already trialed the "warm mix" asphalt in Fetlar. The asphalt in this trial was mixed at the usual temperature. Its purpose was to assess the benefit of the "warm mix" asphalts improved workability when it has cooled after being hauled considerable distances. The trial was a success and will be used in future in locations such as the North Isles. The next step is to trial the "warm mix" asphalt at a lower temperature. However, we have already shown that the specialist asphalt binder is readily
Lead Service, Managed By, Assigned To		Actual Start	14-Feb-2024	<div style="width: 20%;"><div style="width: 20%;"></div></div> 20%	

Roads	Outcomes	Original Due Date	31-Mar-2026	Expected success	available from our usual supplier and is compatible with our asphalt batching plant.
Neil Hutcheson	Service understands the benefits and drawbacks of using warm-mix asphalt and has a plan for next steps.	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Neil Hutcheson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC127 Decarbonise roads plant	Decarbonise plant operational emissions associated with roads projects. At the time of plant upgrades required, procure an asphalt laying plant, including paver, planer and roller, that has zero emissions.	Planned Start	01-Apr-2023		Desktop study and discussions with the Council's Fleet regarding alternatives. Hydrogen may be a better fuel source for larger plant such as excavator and 6 wheel tipper trucks. There are currently issues with electric batteries being able to supply sufficient power for these larger vehicles especially for the operation of an excavator's hydraulics. Excavator manufacturers are in the process of developing hydrogen fueled internal combustion engines with trials underway on construction sites including public roads. The Roads Service and Fleet will continue to monitor these developments. In addition the acquisition of electric powered small plant, such as "cut-off" saws will be investigated.
Lead Service, Managed By, Assigned To		Actual Start	14-Feb-2024		
Roads	Outcomes	Original Due Date	31-Mar-2030	Expected success	
Neil Hutcheson	Zero emissions roads plant	Due Date	31-Mar-2030		Strategic Objective Alignment(s)
Neil Hutcheson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC128 Biogenic asphalt binders	Undertake a project to trial and measure the outcome of using biogenic asphalt binders in terms of cost and emissions savings. Make recommendations for further implementation based on outcomes of the pilot project.	Planned Start	01-Apr-2023		Due date moved back to March 2027 as this relies on the product being available. Trials currently taking place in Scotland but at a very early stage with no costings available. Will continue to monitor options.
Lead Service, Managed By, Assigned To		Actual Start	14-Feb-2024		
Roads	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Neil Hutcheson	To move toward the use of warm mix asphalt as a standard for the Council, in the summer months, and perhaps for all civil engineering projects in Shetland.	Due Date	31-Mar-2027		Strategic Objective Alignment(s)
Neil Hutcheson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC129 Optimise roads maintenance	Implement asset management practices to optimise maintenance of the road network in order to minimise financial and carbon costs. An example being the	Planned Start	01-Apr-2023		This action is in place and demonstrates positive impacts in terms of reduced costs, and conditions are monitored via a statutory benchmark.

Lead Service, Managed By, Assigned To	early use of low cost treatments such as surface dressing to avoid higher cost resurfacing or reconstruction.	Actual Start	14-Feb-2024	<div style="width: 100%;"><div style="width: 100%; background-color: #4F81BD; color: white; text-align: center;">100%</div></div>	
Roads	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Neil Hutcheson	Financial and carbon costs of roads maintenance are reduced	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Neil Hutcheson		Completed Date	26-Feb-2025	Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC177 Renewable Energy to Scord Quarry	Investigate and develop business case for wind turbines to power Scord Quarry	Planned Start	31-Dec-2025		
Lead Service, Managed By, Assigned To		Actual Start		<div style="width: 0%;"><div style="width: 0%; background-color: #4F81BD; color: white; text-align: center;">0%</div></div>	
	Outcomes	Original Due Date	31-Dec-2026	Expected success	
Carl Symons	Understand the economic viability, emissions savings and process involved with constructing and owning wind turbines to power Scord Quarry.	Due Date	31-Dec-2026		Strategic Objective Alignment(s)
John Simpson		Completed Date			

Infrastructure - Waste Emissions Reduction

Code & Title	Description	Dates		Progress	Progress Statement
CC136 ERP Decarbonisation Project	Following development of a Shetland Resources and Waste Strategy, undertake detailed feasibility study into the decarbonisation of emissions associated with waste sources and operation of the ERP, including carbon capture storage, future waste composition and contracts for additional waste suppliers. Develop a set of recommendations and an action plan. Develop business cases as appropriate and implement best options.	Planned Start	01-Apr-2025		-- enter new status update --
Lead Service, Managed By, Assigned To		Actual Start	27-Feb-2025	<div style="width: 10%;"><div style="width: 10%; background-color: #4F81BD; color: white; text-align: center;">10%</div></div>	
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2027	Expected success	
Carl Symons	Reduce emissions from ERP	Due Date	31-Mar-2027		Strategic Objective Alignment(s)
Brydon Gray		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC139 School and care composting	Develop a plan for expanding composting in schools and care homes -	Planned Start	01-Apr-2023		Primary research conducted in Sound Primary, Bells Brae Primary, and the Anderson High

Lead Service, Managed By, Assigned To	develop a pilot project and proposal for a resource with responsibility for driving forward and delivering growing, polytunnels and composting across all schools	Actual Start	01-Feb-2023	<input type="text" value="30%"/>	School to measure the food waste produced by the kitchen facilities. This pilot will allow the project to conduct further research more efficiently. This combined research will indicate the most suitable composter required for the project. Furthermore, a Climate Change Impact Assessment has been completed for the project. Strategic Objective Alignment(s)
Schools	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Brenda Leask	Increase in school and care home food waste being redirected to composting; compost is produced and used for growing in school polytunnels	Due Date	31-Dec-2025		
Neil Beattie; Cameron Purdy		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
HA10 Waste and Resource Strategy	Develop a comprehensive plan for sustainable waste management and resource optimization. This initiative focuses on reducing waste generation, promoting recycling and reuse, and diverting materials from landfills.	Planned Start	14-Nov-2024		<p>The Household Waste & Recycling Collection Policy is now in place. This included the approval of additional resources to expand current recycling services to meet our Extended Producer Responsibility (EPR) targets which have been rolled out on the 18th August 2025. We aim to issue an household waste collection survey in Q3/Q4 for reporting in 2026.</p> <p>As part of our strategy we are currently engaging with DEFRA, PackUk and Wrap to undertake an Improvement Action Process under the "pEPR Efficiency and Effectiveness - Improvement Action Process". Under the Producer Responsibility Obligations (Packaging and Packaging Waste) Regulations 2024, businesses placing household packaging on the UK market must fund the cost of managing that waste. Starting from the 1st April 2025, Local Authorities (LAs) have received payments for managing packaging waste. From 2027/28, LA's not meeting minimum effectiveness standards will enter an Improvement Action Process (IAP).</p> <p>The Council is part of a project that is piloting the IAP framework. Shetland Islands Council (SIC) is one of five LAs participating, specifically testing Stage 6: Developing and Agreeing Improvement Actions. The SIC's involvement is significant due to its status as an island authority. WRAP will collaborate with SIC from July to December 2025 to support the pilot. The purpose of the subsequent report will be to establish a baseline of SIC's waste and recycling services; compare the SIC's performance with comparator authorities; reviews the SIC's collection policies</p>
Lead Service, Managed By, Assigned To		Actual Start	19-Aug-2025	<input type="text" value="25%"/>	
Environment and Estate Operations		Outcomes	Original Due Date	31-Dec-2025	

					and citizen-facing communications, subsequently identifying opportunities for improvement. The first draft report is due to be discussed at a workshop to be held on 27 August 2025.
Carl Symons	An action plan is in place that provides a route map to decarbonise and future-proof Shetland's waste and resources ; the action plan is informed by the breadth and complexity of Shetland's changing waste and resources mix	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Brydon Gray		Completed Date			Experiencing issues, risk of failure to meet target

Land - Land Emissions Reduction

Code & Title	Description	Dates		Progress	Progress Statement
CC156 SIC Woodland Strategy	Develop a Tree and Woodland Strategy for Shetland, as is the statutory required under National Planning Framework 4 (NPF4). Develop an associated Delivery Plan.	Planned Start	01-Apr-2023	 <input type="text" value="30%"/>	Draft ST&WS complete Nov 24. Informal stakeholder engagement complete Jan 25. SEA, Environmental Baseline & HRA in progress. Public engagement expected Q3 2025, prior to adoption late 2025 or early 2026.
Lead Service, Managed By, Assigned To		Actual Start	04-Mar-2025		
Planning		Outcomes	Original Due Date	31-Mar-2025	
Iain McDiarmid	Shetland Tree & Woodland Strategy and Delivery Plan adopted, allowing SIC to meet statutory requirement of NPF4.	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Suzanne Shearer		Completed Date			Likely to meet target

Code & Title	Description	Dates		Progress	Progress Statement
CC157 Biodiversity Duty Report	Develop a biodiversity recommendations report for council to outline SIC's future workstreams related to biodiversity. This will include resource requirements for bringing forward biodiversity focussed projects and undertaking the statutory requirement to produce a Local Biodiversity Action Plan.	Planned Start	01-Apr-2023	 <input type="text" value="0%"/>	To align with reporting requirements, the due date for this action has been updated and moved back a year.
Lead Service, Managed By, Assigned To		Actual Start			
Planning		Outcomes	Original Due Date	31-Dec-2024	
Iain McDiarmid		Due Date	01-Dec-2026		Strategic Objective Alignment(s)
Iain McDiarmid		Completed Date			Likely to meet target

Code & Title	Description	Dates		Progress	Progress Statement
CC162 Peatland pilot project	Identify measures to enable more holistic, landscape scale restoration projects with contractors in Shetland to	Planned Start	01-Apr-2024		

	enable the Council to scale up to restoring 350 ha of peatland per year within the SIC landholdings between 2023 and 2028, then scale up to 2,500 thereafter across Shetland from 2030 and onwards.				
Lead Service, Managed By, Assigned To	Identify an area of SIC owned land to undertake a peatland restoration project. Undertake project and report on lessons learned and findings. Develop an action plan and project pipeline for SIC peatland restoration and begin implementation.	Actual Start	01-Nov-2024		
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Dec-2026	Expected success	
Robert Sinclair	To understand the process in undertaking successful peatland restoration projects to enable us to accelerate the pace at which we are restoring degraded peatlands on our land.	Due Date	31-Dec-2027		Strategic Objective Alignment(s)
Tracey-Anne Anderson; Elizabeth Clarke		Completed Date		Likely to meet target	

Transport - Active Travel

Code & Title	Description	Dates		Progress	Progress Statement
CC116 Active travel facilities	Undertake an audit and develop a plan to implement facilities, such as storage and showers, to encourage and enable staff to travel to work by means of active travel.	Planned Start	01-Apr-2024		
Lead Service, Managed By, Assigned To	Active travel strategy - ZetTrans will encourage and facilitate installation or upgrade of cycle parking at all public buildings. Medium term, ZetTrans, SIC and NHS will lead by example, as major employers in Shetland, by becoming "Cycle Friendly Employers"...To achieve this, organisations will review and upgrade facilities for cycling (parking, showers, lockers, financial incentives etc.)	Actual Start			
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2026	Expected success	

Robert Sinclair	SIC and NHS are 'Cycle friendly employers'; More staff travel to work by means of active travel	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Claire Ferguson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
OA101 Implement the Active Travel Strategy	Active Travel Strategy 2020-25, Implementation plan	Planned Start	01-Apr-2021		Active Travel People and Place bids approved and Delivery Partners engaged. Result of Tier 2 bids still awaited. The delay creates risk of projects not being delivered within the financial year.
Lead Service, Managed By, Assigned To		Actual Start	08-Nov-2021	<div style="width: 58%;"><div style="width: 58%;"></div></div> 58%	
Transport Planning	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Michael Craigie	Response to key challenges: climate change, population health, socio-economic inequalities, and continued prosperity	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Robina Barton		Completed Date		Likely to meet target	

Transport - Aviation Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
CC111 Decarbonise aircraft	Undertake a review on our aircraft serving Foula and Fair Isle and develop a costed plan for their decarbonisation. This will include a feasibility study into zero carbon aircraft such as battery electric propulsion systems and hydrogen fuel cell powered aircraft, also required charging or refueling infrastructure at Tingwall and island airports.	Planned Start	01-Apr-2024		Have begun the process of establishing our relationship with the Aviation Testing Programme - covers Zetrans/ SIC's position in that programme partnership and we are working with Hi-trans on the deployment of zero emissions aircraft. Planning for test flights in Shetland for 2025. Transport Planning are also now in the process of planning their involvement in the programme.
Lead Service, Managed By, Assigned To		Actual Start	04-Nov-2024	<div style="width: 20%;"><div style="width: 20%;"></div></div> 20%	
Transport Planning	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Michael Craigie		Due Date	31-Mar-2028		Strategic Objective Alignment(s)
Michael Craigie		Completed Date		Likely to meet target	

Transport - Ferries and Vessel Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
CC106 SVT Vessel Replacement	Establish the Sullom Voe Vessel Replacement Project and set up a working group including SIC Ports and Harbours, Harbourmaster, Transport and the Environment and Estate Operations, to develop a strategy for replacing port vessels ready for replacement with zero carbon alternatives on an appropriate	Planned Start	01-Apr-2024		Discussions to better understand the future of SVT ongoing. No decision on new vessels will be sought until a clearer understanding is gained.

Lead Service, Managed By, Assigned To	timescale. A business case will be developed once the future of Sullom Voe Terminal is better understood and fuel source identified and chosen.	Actual Start	16-Feb-2024	<div style="border: 1px solid black; width: 50px; height: 20px; background-color: #4F81BD; color: white; display: flex; align-items: center; justify-content: center;">15%</div>	
Ferry, Airport & Port Engineering	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Claire Christey; Andrew Inkster	The future of SVT is understood and plans are in place that align with that future and which deliver zero carbon alternatives where possible.	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Claire Christey; Andrew Inkster		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
GT01 Inter-Island Transport Connectivity Programme	Development of an Inter-island Transport Connectivity Network Strategy Strategic Business Case, Outline Business Case and Implementation Route Map. This Programme will deliver a robust network strategy Strategic Business Case and Outline Business Case, upon which decisions can be taken on the future of inter-island connectivity options to Shetland's islands.	Planned Start	18-Sep-2023		<p>The draft Strategic Outline Case was approved by Shetland Islands Council in June 2025. This establishes the case for investment, the transport planning/spending objectives and the options long-list at an island level. The report set out the packages of options that should be taken forward for more detailed appraisal in the Outline Business Case and these recommendations were also agreed at the same meeting.</p> <p>Shetland Islands Council also authorised work on a Fixed Link Model development to examine the fixed link tunnel possibilities, including design, buildability, future operations and maintenance of tunnels, together with a commercial and financial model. This work will contribute to the development of the Network Strategy OBC, with the estimated timeline for that adjusted to summer 2026 to take account of the new FLM work.</p>
Lead Service, Managed By, Assigned To		Actual Start	18-Sep-2023	<div style="border: 1px solid black; width: 50px; height: 20px; background-color: #4F81BD; color: white; display: flex; align-items: center; justify-content: center;">40%</div>	
Transport Planning	Outcomes	Original Due Date	31-Dec-2024	Expected success	The Programme Board, Partnership Sounding Board and Community Stakeholder/User Group all continue to meet, as appropriate.
Neil Grant	We are continuing to provide links between the islands that are reliable and support economic and social wellbeing, and will continue to pursue fixed links, where they can be proven to be a viable alternative.	Due Date	30-Jun-2026		Strategic Objective Alignment(s)
Louise Shearer		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement

OA272 Fair Isle Ferry and Infrastructure replacement - Funding	Achieve funding package for new Fair Isle Ferry and associated infrastructure.	Planned Start	01-Apr-2021		The Full Business Case was approved by the Council on 6th December 2024. The Council received confirmation that the FBC had been approved by the UK Government and Department for Transport on 10th January 2025. A Memorandum of Understanding was developed, signed by all parties and the final version received by the Council on the 31st January which confirms receipt of the funding. All LUF funding has now been received.	
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2021			
Transport Planning	Outcomes	Original Due Date	31-Dec-2022	Expected success		
Neil Grant		Due Date	31-Jan-2025			Strategic Objective Alignment(s)
Lee Coutts		Completed Date	07-May-2025	Likely to meet target		

Transport - Fleet Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
CC112 Fleet rationalisation	Undertake a Vehicle Fleet Review with a view to identify efficiencies and reductions that can be made across the SIC fleet. This would include review of vehicle sharing across SIC departments and partner organisations, also a review of patterns of work with an aim to reduce the number of journeys taken. Develop recommendations and begin implementation.	Planned Start	01-Apr-2023		Tied to the activities set out under HA01 Shetland Wide Car Club & Car Sharing Scheme, OA300.6 & 7 Vehicle & Plant Replacement Programme AIP and OA011 Greening the Fleet.
Lead Service, Managed By, Assigned To		Actual Start	13-May-2024		
Environment and Estate Operations		Outcomes	Original Due Date	31-Mar-2025	
Carl Symons	SIC fleet efficiency is maximised	Due Date	31-Mar-2030		Strategic Objective Alignment(s)
Claire Ferguson; Raymond Murchison; Elliot Tait		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC173 Car club	By providing shared access to vehicles, the trial encourages sustainable transportation practices as well as a more flexibility to access vehicles across SIC, NHS, 3rd sector and the Shetland public.	Planned Start	01-Apr-2024		One year into a two year trial, ten vehicles have been deployed across five geographic areas and usage has been increasing steadily since the trial was made available to all Council services
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2024		
		Outcomes	Original Due Date	30-Apr-2027	
Claire Ferguson	Implement a small scale 'proof of concept' car-club scheme which SIC, NHS, the 3rd Sector and the Shetland	Due Date	30-Apr-2027		Strategic Objective Alignment(s)

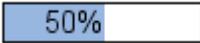
	public can use to gain access to a fleet of vehicles.				
Elliot Tait	Make more efficient use of fleet vehicles and in turn reduce numbers of vehicles required by SIC and partners which reduces the carbon footprint. Support the low car lifestyle and 'mobility as a service' ideal	Completed Date			Likely to meet target

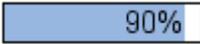
Code & Title	Description	Dates		Progress	Progress Statement
OA011 Greening the Fleet Programme	Transition from Fossil Fuels to Electric Operation	Planned Start	01-Apr-2022		The initial rollout to North Haven Care Home will be delayed due to grid constraints. An application to SSE gave an upgrade date of 2027 which will delay the overall transition. Other options for a more limited rollout that uses existing charging infrastructure are being investigated. A general lack of clarity on Shetland's existing overall grid capacity is proving to be a barrier to development planning. The transition to electric is becoming an imperative as manufacturers move away from ICE Solutions i.e. specialist disabled access vehicles.
Lead Service, Managed By, Assigned To		Actual Start	12-May-2022		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2023	Expected success	
Carl Symons		Due Date	31-Dec-2030		
Raymond Murchison; John Simpson		Completed Date		Likely to meet target	
					Strategic Objective Alignment(s)

Transport - Public Transport Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
CC122 Bus fare review	Undertake a bus fare policy review, including investigating the potential to offer 100% discounted bus travel for all ages across Shetland.	Planned Start	01-Apr-2024		Transport Fares Policy Review will go to Council and Zetrans in March.
Lead Service, Managed By, Assigned To		Actual Start	27-Feb-2025		
Transport Planning	Outcomes	Original Due Date	31-Mar-2026	Expected success	
Michael Craigie		Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Michael Craigie		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC130 EV Infrastructure	Develop Electric Vehicle Charging Infrastructure Expansion Strategy through collaboration agreement with HITRANS and implement plan to	Planned Start	01-Apr-2023		Received funding through Transport Scotland via Energy Savings Trust to replace rapid units at Gilbertson Park and Ulsta ferry terminals which will make these remaining two rapid units contactless compliant. Tight timescale for

	improve the public charging network. Phase 1 – replace older charge point units that aren't compatible with 4G network				completion of works (31/03/2025). Fleet units commissioned at Isleshavn, Sellaness, Wastview, Northaven and Gremista.
Lead Service, Managed By, Assigned To	Review options, in partnership with collaboration group, for establishing new back office provider to renew/replace Charge Place Scotland once current contract ends. (By 31/03/2026) Create an action plan based on Strategy, ready for implementation of phase 2 expansion (To March 2030)	Actual Start	08-Nov-2024		
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2024	Expected success	
Carl Symons	EV Charging Infrastructure Expansion Strategy and action plan are agreed and implemented;	Due Date	31-Mar-2030		Strategic Objective Alignment(s)
John Simpson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC169 Electric bus trial	Trialling the use of electric PSV vehicle in a range of conditions and for different service routes	Planned Start	23-Jan-2025		The project is very nearly complete and we are due to receive the final report from our consultants in the next month.
Lead Service, Managed By, Assigned To		Actual Start	28-May-2025		
		Outcomes	Original Due Date	23-Jul-2025	
Claire Ferguson	SIC understands the benefits and constraints of operating an electric PSV in a range of conditions and for different service routes, and can identify options for future service delivery	Due Date	23-Jul-2025		Strategic Objective Alignment(s)
Steven MacLean		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC170 North mainland transport review	Report on a review to look at existing transport and identify opportunities/recommendations.	Planned Start	01-Sep-2024		North Mainland Transport review report issued to REH Project and then on to SIC Transport Planning/ZetTrans - Jan 2025
Lead Service, Managed By, Assigned To		Actual Start	01-Sep-2024		
		Outcomes	Original Due Date	15-Jan-2025	
Claire Ferguson	Opportunities for improving transport in the north mainland is understood; Recommendations have been made based on that review;	Due Date	15-Jan-2025		Strategic Objective Alignment(s)
Anne Leask; Steven MacLean; Elliot Tait		Completed Date	15-Jan-2025	Complete	

Code & Title	Description	Dates		Progress	Progress Statement
GT04 Public and School Bus Transport, Business Case	Develop Outline Business Case for Public and School Bus transport	Planned Start	01-Apr-2024		Market engagement to take place Sept '25 to Nov '25 Final Business Case to Council and ZetTrans in January 2026 Contracts awarded February 2026
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2024		
Transport Planning	Outcomes	Original Due Date	31-Oct-2024	Expected success	New contracts in place August 2026
Neil Grant		Due Date	31-Aug-2026		Strategic Objective Alignment(s)
Michael Craigie		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
HA01 Shetland Wide Car Club & Car Sharing Scheme	Following research, stakeholder engagement and consultation, approvals are now in place to implement a trial of a Shetland Car Club. The overarching aim of the trial is to put in place a 'proof of concept' car-club scheme. This will initially run for two years and will consist of 10Nr vehicles located across Shetland which SIC, NHS, 3rd Sector staff, and potentially the general public, can use to gain hourly access to a fleet of vehicles. The trial will identify the financial implications and potential savings for SIC, including utilisation of a car club to replace traditional 'grey fleet' operation.	Planned Start	01-Aug-2023		A members seminar was held on the 24th July 2025 to set out the three phase process being investigated as part of the car club trial. These are: 1. Phase 1: Car club origins & research 2. Phase 2: Car club implementation 3. Phase 3: Maximising efficiencies & next steps The trial is now set to run for three years, with an estimated annual cost of £60,756 funded from existing Environment & Estate Operations budgets. The trial has been opened up to all Council services, while the objective is to evaluate operational efficiency and cost-effectiveness; reduced "silo" vehicle use through a shared booking system and explore potential reductions in fleet size and carbon footprint. Vehicles will be made available in key locations and the trial includes public access from the outset to enhance commercial viability and strategic alignment. The benefits are looking to evaluate improved fleet utilisation and potential cost savings, with enhanced service delivery across Council and partner organisations. It aims to support rural mobility, community empowerment, and environmental goals with the potential eligibility for external funding.
Lead Service, Managed By, Assigned To		Actual Start	16-Aug-2023		
Environment and Estate Operations	Outcomes	Original Due Date	28-Feb-2026	Expected success	
Carl Symons	: Prove that more efficient operations can result in a reduction in numbers of vehicles required by the SIC and partners, which in turn reduces the	Due Date	31-Mar-2027		Strategic Objective Alignment(s)

	carbon footprint as set out in the Council's New Zero Routemap.				
Carl Symons	Evaluate, via the trial, whether the service can facilitate making better, more efficient use of fleet vehicles and reducing or eliminating the silos of vehicles with proprietary booking systems. Support the low car lifestyle and 'mobility as a service' ideal by making car club vehicles available to Shetland residents when not required for SIC services.	Completed Date		Likely to meet target	