

SIC Climate Change Programme 2026-27 Priorities



Supporting the “Our Ambition” Corporate Plan:
“Working together for a positive, confident and sustainable future for Shetland”

Introduction

Shetland Islands Council acknowledged a Climate Emergency in January 2020. In response the Climate Change Programme was established, with the purpose to minimise the risks of climate change, and to make the transition to net zero as beneficial as possible to the Shetland community.

The approach of the Climate Change Programme is to:

- Be proactive in addressing Climate Change mitigation and adaption in Shetland.
- Progress a range of immediate actions and priority areas.
- Act in partnership with other agencies, business and communities.

The objectives of the Climate Change Programme are:

- Development of the strategy, governance arrangements, target development and action planning required to adapt to, and mitigate, climate change in Shetland.
- Contribute to an effective Scotland, UK and international response.
- Inform the identification of issues and options
- Assist in evidence-based planning and decision making so that environmental, economic and social needs are recognised, balanced and met.

Outcomes

During the development of the Shetland Islands Council Climate Change Strategy extensive stakeholder engagement took place, both across internal services and key external stakeholders. This led to the identification of the following Climate Change Programme aims:

- **We are an organisation and community that is resilient to our changing climate.**
- **We are a net zero organisation and community.**
- **Equality and fairness are at the heart of the transition to net zero.**
- **Opportunities to maximise the social, economic and environmental benefit to the community are optimised.**

Background

The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 Parties at the UN Climate Change Conference (COP21) in Paris, France, on 12 December 2015. The treaty states that globally we must limit global warming to 'well below 2 degrees centigrade' to have a liveable future. It was agreed to pursue limiting the temperature increase to 1.5 degrees centigrade above pre-industrial levels of warming in order to avoid climate change tipping points; the threshold at which the Earth's natural systems stop regulating themselves and begin to exacerbate change. To meet this target, the world is required to have 'net zero emissions' by 2050.

The UN's Intergovernmental Panel on Climate Change (IPCC) has said emissions must peak before 2025 and drop sharply to keep even the more conservative Paris Agreement warming goal of two degrees centigrade in play. We are now at a crossroads where the 2020's must be a decade of action to keep this target within reach.

The UK has set a target date of net zero by 2050, in line with the Paris Agreement. Scotland has set a more ambitious target of net zero by 2045, based on advice from the independent UK Climate Change Committee.

As a Local Authority, Shetland Islands Council has a statutory duty to reduce greenhouse gas emissions in line with Scotland's national target of 2045, and to demonstrate we are working towards this. This is set out within section 44 of the Climate Change (Scotland) Act 2009.

The Climate Change (Duties of Public Bodies: Reporting Requirements) (Scotland) Order 2015 requires local authorities to report annually on their corporate carbon emissions in compliance with their Section 44 duties since 2015-16.

Strengthened reporting requirements were introduced by the Climate Change (Duties of Public Bodies: Reporting Requirements) (Scotland) Amendment Order 2020. This updated legislation provides a consistent approach and requires that, by November 2022, all local authorities, where applicable, report a target date for achieving zero direct emissions and targets for reducing indirect emissions.

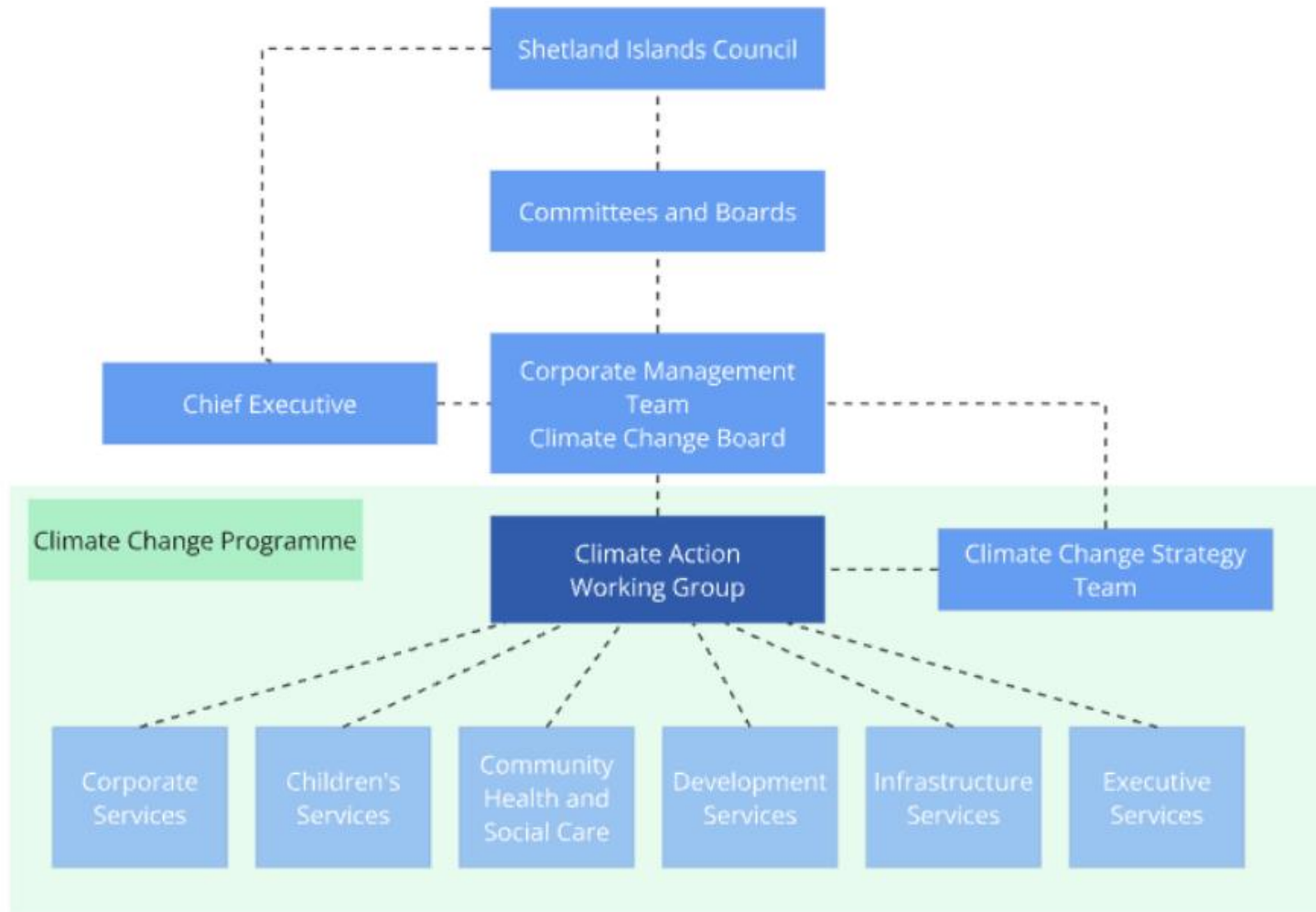
The Shetland Islands Council Climate Change Programme, Strategy and Action Plan provide a mechanism for the council to comply with legislation through setting out robust actions to meet climate targets, with a framework for monitoring and reporting on progress.

Governance and Reporting Framework

Effectively addressing climate change requires an agreed framework for the management of climate change, within which governance, roles and responsibilities are clearly defined, policy, strategy, objectives and processes are set out and channels and timescales for reporting are agreed.

The following governance structure for the management of climate change provides a framework for delivering, developing, maintaining and governing climate change management throughout the organisation.

The Shetland Islands Council Climate Change Programme, Climate Change Strategy and Action Plan sets out the background, context, aims, strategic objectives, delivery mechanism and monitoring and reporting framework for the Shetland Islands Council in relation to addressing climate change.



What We Do

Future Energy and Climate Change

The Future Energy and Climate Change Service Area drive the council's response to climate change and the energy transition, with the aim to maximise the benefits and opportunities for SIC and for Shetland. This involves developing and coordinating SIC and Shetland wide strategies, and embedding climate conscious practices within the Council, Partnerships and throughout the community. The team are also tasked with raising awareness and understanding around climate change and the energy transition, within the council and throughout Shetland.

This service area manages the delivery of the Climate Change Programme, which includes:

- Monitoring and reporting on climate change progress within SIC. Currently the team manage the Climate Action Group, collect and analyse data related to emissions and climate KPIs, complete the annual Public Bodies Climate Change Duties Report and produce the annual SIC Climate Change Report including making recommendations for improvement.
- Alignment of plans, projects and works across the council in relation to climate change.
- Alignment of climate change objectives and works across Shetland through the Shetland Partnership Climate Change Strategy.
- Alignment with climate change works nationally. This includes being the link between SIC and groups such as Islands Centre for Net Zero, Carbon Neutral Islands Project and Sustainable Scotland Network.
- Shetland Climate Conversation – This includes the Shetland Climate Festival, Climate Yarns, Shetland Climate Change Forum and Schools Climate Roadshow.
- Identifying multi-disciplinary projects for decarbonisation or adaptation to climate change and leverage in funding to progress projects. A recent example is the Rural Energy Hub Project which leveraged £4.9 million for a fully funded project.
- Co-ordinating and supporting the completion of Climate Change Impact Assessments.
- Identifying gaps in SIC holistically addressing climate change and highlight steps required to fill these, including undertaking project management role and working with departments to develop proposals. Recent examples include SIC Land Strategy, SIC Estate Decarbonisation Project, SIC Car Club and LiDAR Data Project.
- Providing Climate Emergency Training – a Shetland bespoke course has been developed and is currently offered to SIC employees and all Shetland Partnership organisations.

This service area also manages the delivery of the Shetland Energy Programme, which includes investigating and planning energy transition in Shetland taking into consideration:

- A whole energy system approach that examines all forms of viable clean energy production in Shetland, and efficient use of energy with an aim to maximise benefits to Shetland residents through affordable energy
- The opportunities to retain Shetland as a main energy hub as oil and gas production diminishes and renewable energy expands
- The need to reduce carbon emissions significantly
- Using Shetland's vast renewable energy resources to provide secure and affordable energy on-island without any future need to import high-cost fuels
- Enabling oil and gas sector employees to switch their skills to high-quality renewable energy work, and encourage new entrants to achieve fulfilling and successful careers in clean energy sectors
- Effective energy transition engagement and communication with:
 - The Shetland Community
 - Energy Industry
 - Government
 - Investors
 - Non-Government Organisations
 - Academia
 - Other places with similar energy transition interests

Climate Change Strategy - Published Version

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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		District heating at 4 Market Street has been extended to the 1st and 2nd floor and stairwell. Additional insulation has been included in some areas as well as LED lighting. The Scottish Government intends to bring the new EPC Regulations into force on 31 October 2026. This will include a new rating system for non-domestic buildings including an Energy Performance Rating, an Energy Use Rating and a Direct Emissions Rating. There are some particular parts of the market where the new Regulations put in place transitional arrangements to mitigate day one impacts as follows:
Lead Service, Managed By, Assigned To		Actual Start			
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2027	Expected success	• properties which are already advertised for sale or for let on the day on which the regulations come into force • short term let properties which are often continually advertised • certain large non domestic buildings (frequently visited by the public) which are required to always display a valid EPC
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		Strategic Objective Alignment(s)
Robbie Morrison; John Simpson		Completed Date		Likely to meet target	06 Align with Targets; 08 Align with Strategy; 20 Favour Renewables; 23 Estate Decarbonisation; 25 Heat Decarbonisation; 38 Support Sustainable Business
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		All final certification now received and Assets and Planning in discussion re receipt of completion certificate. Keys expected to be handed back to BYCC next week. Will close this action when this occurs, but leaving at 99% complete until then.
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	Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Steven MacLean		Completed Date		Likely to meet target	01 Lead By Example; 07 Efficient Climate

				Action; 16 Empower Community; 17 Community Influence; 20 Favour Renewables; 28 Work Travel; 30 Decarbonise Public Transport; 39 Community Wealth
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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		Scottish Government guidance still anticipated
Lead Service, Managed By, Assigned To		Actual Start	19-Feb-2026	1%	
Housing	Outcomes	Original Due Date	31-Mar-2032	Expected success	Strategic Objective Alignment(s) 09 Embed Climate Change; 16 Empower Community; 20 Favour Renewables; 21 Secure Affordable Energy; 23 Estate Decarbonisation; 39 Community Wealth
George Martin	A clear direction is in place for improving the energy efficiency of the Council's domestic estate	Due Date	31-Mar-2027		
Grant Gilfillan; George Martin		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
CC179 Major refurbishment, Harlsdale, Whalsay	Major refurbishment of twelve houses in Harlsdale, Whalsay to provide modern energy-efficient housing with EPC rating of B	Planned Start	14-Apr-2025		
Lead Service, Managed By, Assigned To		Actual Start		0%	
	Outcomes	Original Due Date	14-Oct-2026	Expected success	Strategic Objective Alignment(s) 25 Heat Decarbonisation; 23 Estate Decarbonisation
George Martin	Provision of twelve upgraded, modern energy efficient homes for tenants.	Due Date	14-Oct-2026		
Craig Nicolson		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
CC180 Conversion of Janet Courtney Hostel into flats	Janet Courtney Hostel conversion will transform the existing building from student accommodation to modern, energy efficient flats with EPC B+ rating. Construction estimated to start Apr.'26 with an 18 month programme.	Planned Start	01-Apr-2026		The design team appointment is underway with construction estimated to start Apr.'26 with an 18 month programme.
Lead Service, Managed By, Assigned To		Actual Start		0%	
	Outcomes	Original Due Date	31-Oct-2027	Expected success	Strategic Objective Alignment(s) 25 Heat Decarbonisation; 23 Estate Decarbonisation
George Martin	To redevelop an existing building to provide modern, energy efficient flats	Due Date	31-Oct-2027		
Craig Nicolson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC184 Brae wind turbine, District Heating, micro-grid and community energy project	SIC to explore options for a community energy project, including a district heating scheme supported by a locally owned wind turbine.	Planned Start	01-Feb-2025		
Lead Service, Managed By, Assigned To		Actual Start	04-Feb-2026	80%	
Climate Change Team	Outcomes	Original Due Date	30-Nov-2030	Expected success	Strategic Objective Alignment(s)
Carl Symons	Community energy solution to support a just transition	Due Date	30-Nov-2030		
Claire Ferguson		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
GH50 Knab masterplan: new council homes	Redevelop the Knab site in Lerwick to deliver new housing and mixed-use spaces that support living well, creativity, and community life, helping meet housing needs and strengthening the long-term sustainability and attractiveness of the area. (duplicate from DS Plan)	Planned Start			- Enabling infrastructure works are progressing on site, estimated completion in Spring 2027 - Janet Courtney housing design is out to tender seeking appointment in June / July 2026. - Janet Courtney construction contract programmed to commence Spring 2027 - Phase A housing design work is due to commence in late Summer 2026. - A request to reallocate funds. currently allocated to the Creative Hub to Housing. via the Islands Growth Deal is being considered by the Scottish Government.
Lead Service, Managed By, Assigned To		Actual Start		0%	
Housing		Outcomes	Original Due Date	31-Mar-2027	
Neil Grant		Due Date	31-Mar-2027		Strategic Objective Alignment(s)
George Martin		Completed Date		Working Well	23 Estate Decarbonisation; 24 Net Zero New Builds; 25 Heat Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
OA135 Knab Site Redevelopment Programme	Knab Site Redevelopment Programme	Planned Start	01-Apr-2021		Completion of core infrastructure works now expected by March 2027
Lead Service, Managed By, Assigned To		Actual Start	11-Nov-2021	7%	
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2026	Expected success	Strategic Objective Alignment(s)
Robert Sinclair	Sustainable redevelopment of the site in line with the Masterplan and the Council’s corporate objectives.	Due Date	31-Mar-2030		
Robert Sinclair; Trevor Smith		Completed Date		Likely to meet target	
					23 Estate Decarbonisation; 24 Net Zero New Builds; 25 Heat Decarbonisation

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		Decision taken by Members on Wednesday, 1st July to progress with Option 2 in respect of the pitch's appraisal exercise. This option includes the acquisition of the Hockey Facility from SRT which

					will be recovered with a surface suitable for football. In addition, a new hockey surface will be built within Lerwick. Option 2 will now be incorporated into the Full Business Case.
Lead Service, Managed By, Assigned To		Actual Start	01-Jan-2024	30%	The refurbishment options for the school continue to be developed. These options will include outline design proposals, costs and anticipated programme and mythology statements. The refurbishment proposals will be considered as part of the Full Business Case alongside the new build proposal.
Learning Estates; Schools	Outcomes	Original Due Date	31-Aug-2027	Expected success	We are concluding Stage 1 of the new build proposal. Once concluded we will progress with Stage 2. This is when the technical detail will be developed together with detailed costs by Robertsons (Contractor).
Samantha Flaws		Due Date	01-Aug-2029		The Full Business Case is proposed to be presented to Members at a special meeting on 20 January 2027.
Andrew Lyall		Completed Date		Likely to meet target	Strategic Objective Alignment(s)
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		Online training developed and launched, all building managers are encouraged to complete it. Building Managers' handbook due shortly as final part of this action.
Lead Service, Managed By, Assigned To		Actual Start	27-Nov-2025	90%	
Environment and Estate Operations		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	27-Nov-2026		Strategic Objective Alignment(s)
Adam Guest; John Simpson; Elliot Tait		Completed Date		Likely to meet target	09 Embed Climate Change; 15 Empower Staff
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 - 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	Planned Start	01-Apr-2024		
Lead Service, Managed By, Assigned To		Actual Start		0%	

	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				
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	31-Dec-2026		Strategic Objective Alignment(s)
Robert Sinclair		Completed Date		Likely to meet target	06 Align with Targets; 08 Align with Strategy; 20 Favour Renewables; 23 Estate Decarbonisation; 25 Heat Decarbonisation; 35 Waste Targets
Code & Title	Description	Dates		Progress	Progress Statement
CC166 Planning - 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		Updated the due date to 1st Dec as the spec for the condition surveys is just being agreed now, and procurement will take some time.
Lead Service, Managed By, Assigned To		Actual Start	05-May-2025	10%	
Assets, Commissioning and Procurement	Outcomes	Original Due Date	30-Nov-2025	Expected success	
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	01-Dec-2026		Strategic Objective Alignment(s)
Claire Ferguson; Joanne Jamieson		Completed Date		Likely to meet target	13 Sustainable Procurement; 20 Favour Renewables; 23 Estate Decarbonisation; 25 Heat Decarbonisation; 26 Infrastructure Resilience
Code & Title	Description	Dates		Progress	Progress Statement
CC167 Decarbonising the non-domestic estate - capital works	Decarbonising the non-domestic estate - Series of Energy Efficiency works to upgrade lighting to LED, upgrade all end-of-life and obsolete control systems and optimise BMS, install sub-metering and establish governance and 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.	Planned Start	01-Apr-2026		Displacing Oil: Town Hall was connected to district heating in February 2026. Internal distribution upgrade works has received listed building consent and is planned for the summer 2026. Currently reviewing if it is feasible to displace secondary oil use at Scalloway with increased biomass provision. Application submitted to the Public Sector heat Decarbonisation Fund for air source heat pumps at Sandwick ASN, Nesting and Urafirth Primaries, notification due at the end of August 2026. This application includes the install of solar PV. Other heating: Reviewing feasibility of district heating replacing storage heating systems at King Harald Street early learning and King Eric House and third phase of Town Hall project will be the connection of Lystina House.
Lead Service, Managed By, Assigned To		Actual Start	30-Jan-2026	5%	
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Mar-2038	Expected success	
		Due Date			

Carl Symons	A decarbonised and sustainable non-domestic estate, on time and on budget as per the plan (CC166).		31-Mar-2038		Strategic Objective Alignment(s)
John Simpson		Completed Date			20 Favour Renewables; 21 Secure Affordable Energy; 23 Estate Decarbonisation; 25 Heat Decarbonisation

Code & Title	Description	Dates		Progress	Progress Statement
CC183 Solar PV project	Develop and deliver a project to install solar PV on suitable Council buildings.	Planned Start	01-Nov-2025		Business Justification Case drafted. Project team liaising with various corporate services for specialist input in advance of submitting BJC to Asset Investment Group - now aiming for July.
Lead Service, Managed By, Assigned To		Actual Start	01-Nov-2025		
Climate Change Team	Outcomes	Original Due Date	01-Nov-2030	Expected success	
Carl Symons	Reductions in emissions and heating/ electricity costs for buildings in scope	Due Date	01-Nov-2030		Strategic Objective Alignment(s)
Joanne Jamieson; John Simpson; Elliot Tait		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
CC185 Occupancy audit	Occupancy audit of offices to better understand usage patterns and levels, to inform any rationalisation plans	Planned Start	01-Aug-2025		Planned start date is 1st August 2026
Lead Service, Managed By, Assigned To		Actual Start			
Assets, Commissioning and Procurement	Outcomes	Original Due Date	31-Aug-2027	Expected success	
Robert Sinclair	An accurate understanding of the levels and pattern of use of offices so that more efficient use of those spaces can be achieved	Due Date	31-Aug-2027		Strategic Objective Alignment(s)
Robbie Morrison		Completed Date		Likely to meet target	

Buildings - Shetland Building Decarbonisation and Efficiency

Code & Title	Description	Dates		Progress	Progress Statement
CC102 Domestic Energy Efficiency Funding	Progress on delivery of domestic (private and private rented) energy efficiency funding in Shetland	Planned Start	01-Apr-2023		High number of surveys have been completed so works are ready to go. The rate of works is increasing and we are currently in the accrual period. We will review overall spend for the 2026/27 financial year at the end of June. The Council has received ABS offer for 2026/27 and application is currently being produced detailing how monies will be spent. This will be returned to Scottish Government w/b 1st June. Cross over legacy jobs are almost complete, 3 remaining. VCF jobs are also ongoing with all of the £300,000 available now allocated for ABS top up or windows/doors. Warmworks has also been successful in applying for VCF and is running a similar ABS top up/doors & windows scheme.
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	Grant funding process is streamlined as far as possible and number of accredited installers carrying out works is increased. EcoFlex roll out is successful and makes a positive and	Due Date	30-Mar-2030		Strategic Objective Alignment(s)
John Simpson		Completed Date		Likely to meet target	12 Funding Climate Outcomes; 16 Empower Community; 21 Secure Affordable Energy; 22 Energy Benefits; 25 Heat Decarbonisation; 39

				Community Wealth
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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 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 CCIA roll out.	Planned Start	01-Apr-2024		Climate Emergency Training; consideration of format change and another promotional push required to attempt to increase uptake as the last session was cancelled due to limited numbers. Potential to create toolbox talks for school in-service days.
Lead Service, Managed By, Assigned To		Actual Start	23-Feb-2024	60%	
Environment and Estate Operations		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. Training is more flexible and inclusive, increasing the number of people that take part.	Due Date	18-Dec-2026		Strategic Objective Alignment(s)
Elliot Tait		Completed Date		Likely to meet target	01 Lead By Example; 09 Embed Climate Change; 15 Empower Staff; 18 Green Jobs and Skills

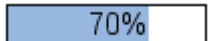
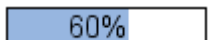
Enablers - Data and Alignment

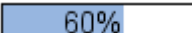
Code & Title	Description	Dates		Progress	Progress Statement
CC027 Directorate plan update	Assess all directorate and service plans for climate change impact as they are updated, identifying opportunities for climate action.	Planned Start	01-Apr-2025		This area of work is currently on hold due to the council restructure. Once directorates are established, work will resume to review new directorate plans against climate change requirements
Lead Service, Managed By, Assigned To		Actual Start	28-Feb-2024	25%	
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	28-Jun-2027		Strategic Objective Alignment(s)
Claire Ferguson; Anne Maver		Completed Date		Likely to meet target	05 Climate Risk Assessment; 08 Align with Strategy
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	Planned Start	01-Apr-2024		Regular uptake and completion of Climate Change Impact Assessments with 41 Screening Questions and 23 full assessments undertaken since launch. Regular support and feedback provided for completion of assessments. Limited uptake of CCIA training but 1:1 help and support provided

	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, 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.				when requested. Ongoing representation of CCIAs on the Impact Assessment Working Group and plans.
Lead Service, Managed By, Assigned To		Actual Start	20-Feb-2025	100%	
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 Maver		Completed Date	11-Aug-2026	Likely to meet target	05 Climate Risk Assessment; 08 Align with Strategy
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		Use cases continued to be refined, conversational AI bot development with workforce development progressing through testing. Migration of on-premises SharePoint sites to SharePoint Online on track to be completed by August
Lead Service, Managed By, Assigned To		Actual Start	12-Nov-2025	20%	
ICT Performance & Improvement	Outcomes	Original Due Date	31-Oct-2027	Expected success	
James Cunningham		Due Date	31-Oct-2027		Strategic Objective Alignment(s)
James Sawkins; Richard Thorpe		Completed Date		Likely to meet target	

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 website and resources are updated with new Climate Festival 2026 event information and programme added. Continuous work to provide new information and resources on the web page; business section to be updated along with addition of new reports in September.
Lead Service, Managed By, Assigned To		Actual Start	27-Feb-2025	95%	
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2025	Expected success	
Claire Ferguson	The Council provides a range of	Due Date	30-Sep-2026		Strategic Objective Alignment(s)

	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.				
Adam Guest; Anne Maver		Completed Date		Likely to meet target	01 Lead By Example; 09 Embed Climate Change; 16 Empower Community
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.	Planned Start	01-Apr-2023		The Climate Change Team, Youth Services and SYV are working together to deliver a workshop at the Shetland Climate Festival 2026 on Sat 5th Sept. SYV are developing a presentation and plans. The findings from their workshop will feed into plans for their summit. A summary of the workshop will be included in the post-event report and in the School Climate Roadshows end project report section on youth engagement. The Climate Change Team are attending and hosting workshops at the SYV Nature and Environment Summit at Hymhus on Thurs 10th Sept. Presentation plans and activities are under development. The findings from this workshop will feed into a summit report.
Lead Service, Managed By, Assigned To	Understand the priorities of young people in Shetland and feed this back in to works of the Climate change Programme to ensure representation.	Actual Start	01-Mar-2024		
Education & Learning; Environment and Estate Operations; Quality Improvement; Schools	Outcomes	Original Due Date	31-Mar-2026	Expected success	
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	30-Sep-2026		Strategic Objective Alignment(s)
Stewart Hornal; Anne Maver		Completed Date		Likely to meet target	01 Lead By Example; 09 Embed Climate Change; 16 Empower Community; 17 Community Influence
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		Regular production of Climate Yarns videos every couple of weeks with more ideas and interviews in the pipeline for the coming weeks including coastal erosion and beach litter tidy ups.
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	18-Dec-2026		Strategic Objective Alignment(s)
Adam Guest; Anne Maver; Elliot Tait		Completed Date		Likely to meet target	09 Embed Climate Change; 14 Circular Economy Culture; 15 Empower Staff; 16 Empower Community; 17 Community Influence; 20 Favour Renewables; 39 Community Wealth
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.	Planned Start	01-Apr-2025		Climate forums are held quarterly. The first climate forum was completed in March on climate data and platforms, a second forum is planned for June for the Shetland Partnership, a third forum will be set up around October and the final one at the end of the year. Themes TBC for second half of the year.
Lead Service, Managed By, Assigned To	Terms of Reference, Membership/Invitee list and attendance will be reviewed to ensure maximum benefit is achieved by	Actual Start	28-May-2025		

	the forum.				
	Outcomes	Original Due Date	30-Dec-2026	Expected success	
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
CC186 School Climate Roadshows - Year 2	Develop and deliver a climate focussed awareness programme, aligned to the Curriculum for Excellence, for primary and secondary schools in Shetland to encourage and enable climate action among children. Materials will be developed across a wide range of themes and tailored to cover a range of primary and secondary school classes. Learning for Sustainability.	Planned Start	01-Oct-2025		The draft end project report has been circulated to the the Project Board. The final sections of the end project report will be completed after the Climate Festival 2026, as information and data is required to be collected from the event to complete the final version of the report. This year's School Climate Roadshows 2026 project will then close. Ideas and content creation for next year's School Climate Roadshows are under way.
Lead Service, Managed By, Assigned To		Actual Start	01-Oct-2025		
Climate Change Team	Outcomes	Original Due Date	01-Oct-2026	Expected success	
Claire Ferguson		Due Date	01-Oct-2026		Strategic Objective Alignment(s)
Anne Maver		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
CC187 Shetland Climate Festival 2026	Hold an annual Shetland Climate Festival to showcase the excellent climate focused 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	03-Nov-2025		Plans and preparation for this year's Shetland Climate Festival 2026 are well under way. The event programme, press releases, Facebook event page, website page, Mareel cinema ads and event promotion are live and published. Distribution of event posters, social media posts and news ads to be continued. On the day logistics and resources to be finalised over the next couple of weeks.
Lead Service, Managed By, Assigned To		Actual Start	03-Nov-2025		
Climate Change Team	Outcomes	Original Due Date	30-Sep-2026	Expected success	
Claire Ferguson		Due Date	30-Sep-2026		Strategic Objective Alignment(s)
Elizabeth Clarke; Adam Guest; Anne Maver		Completed Date		Likely to meet target	
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-2027		Strategic Objective Alignment(s)
Vaila Simpson		Completed Date		Likely to meet target	

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		Deadline extended to the end of 2030 as that is the official deadline set by the UK Government. Between 2022 and 2025 Ofgem set smart meter installation targets on suppliers.
Lead Service, Managed By, Assigned To		Actual Start	14-Nov-2024	60%	
Future Energy	Outcomes	Original Due Date	30-Jun-2025	Expected success	While the Shetland Islands Council is not responsible for the installation of Smart Meters. Smart meters do have a role in the options available for affordable energy and the RTS meter replacement. In March 25 Shetland had one of the lowest installation rates at 18%, this is likely to be much higher now as nearly 5,000 RTS meters have been replaced.
Claire Ferguson		Due Date	31-Dec-2030		Strategic Objective Alignment(s)
Jennifer Sjoberg		Completed Date		Likely to meet target	

Enablers - Sustainable Procurement

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		0%	
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	28-Mar-2027		Strategic Objective Alignment(s)
Paul Fraser		Completed Date		Likely to meet target	01 Lead By Example; 11 Integrate Climate with Finance; 15 Empower Staff

Code & Title	Description	Dates		Progress	Progress Statement
CC048 Review Sustainable Procurement Strategy	Review of the Sustainable Procurement Strategy by the end of 2026. 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-Jun-2026		
Lead Service, Managed By, Assigned To		Actual Start		0%	
Climate Change Team	Outcomes	Original Due Date	18-Dec-2026	Expected success	
Robert Sinclair	Reviewed or new strategy.	Due Date	18-Dec-2026		Strategic Objective Alignment(s)
Graeme MacDonald		Completed Date		Likely to meet target	

Enablers- Leadership and Governance

Code & Title	Description	Dates		Progress	Progress Statement
CC031 Carbon budgeting	Undertake an assessment to understand carbon budgeting and how it might be	Planned Start	01-Apr-2024		A project has been initiated by Climate Change Strategy team to create an SIC Carbon Budget for

	implemented, where annual financial budgets are linked to the carbon savings required to help drive us towards our net zero targets.				presentation alongside the financial budget. A template is being developed based on the 2025/26 budget for presentation and approval to use on the 2026/27 budget
Lead Service, Managed By, Assigned To		Actual Start	01-Oct-2025	20%	
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		Strategic Objective Alignment(s)
Joanne Jamieson		Completed Date		Likely to meet target	06 Align with Targets; 08 Align with Strategy; 09 Embed Climate Change; 11 Integrate Climate with Finance; 13 Sustainable Procurement
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		Research phase still underway, and proposals will be reflected in the new Corporate plan, and workforce Strategy 2027 - 2032 scheduled for committee cycle 4.
Lead Service, Managed By, Assigned To		Actual Start	10-Nov-2024	35%	
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		Strategic Objective Alignment(s)
Jackie Watt		Completed Date		Likely to meet target	01 Lead By Example; 06 Align with Targets; 08 Align with Strategy; 09 Embed Climate Change; 15 Empower Staff; 18 Green Jobs and Skills
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 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.	Planned Start	01-Apr-2023		This action has now evolved to become part of the new action 'Shetland Development Charter'
Lead Service, Managed By, Assigned To	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	Actual Start	15-Feb-2024	80%	

	local businesses and community, to inform the requirements for a Shetland hydrogen fuelling network and infrastructure.				
Future Energy	Outcomes	Original Due Date	31-Mar-2024	Expected success	
John Smith	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-Mar-2026		Strategic Objective Alignment(s)
Claire Ferguson; Jennifer Sjöberg	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	21 Secure Affordable Energy; 22 Energy Benefits; 31 Net Zero Vehicle Transition
Code & Title	Description	Dates		Progress	Progress Statement
CC188 SIC Annual Climate Change Report 25/26	Produce SIC Climate Change Report annually. Review data from 25/26, 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-2026		
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2026	0%	
Climate Change Team	Outcomes	Original Due Date	30-Sep-2026	Expected success	
Claire Ferguson		Due Date	30-Sep-2026		Strategic Objective Alignment(s)
Claire Ferguson		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
GD15 New Shetland Partnership Plan	Work to develop the next Shetland Partnership Plan is underway to replace the current plan when it ends in 2028. A different kind of process from previous consultations will be used to take this work forward, involving community representatives coming together with representatives from service organisations to develop the Plan together. A series of structured sessions will cover themes	Planned Start	01-Apr-2024		Process for development of new SPP is complete and approved. First Session, Scene Setting, was delivered on 21st May 2026.

Lead Service, Managed By, Assigned To	including inequalities, population and economy, housing, climate, and public sector reform. The new Plan will be in place ahead of 2028. Statutory requirements under the Community Empowerment (Scotland) Act 2015 are being used to guide the Plan's scope, evidence base, outcomes and links to national priorities.	Actual Start	01-Apr-2024	20%	
Community Planning & Development	Outcomes	Original Due Date	31-Mar-2028	Expected success	
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
HC20 Energy Strategy Approved	Complete Energy Strategy for Council approval	Planned Start	01-Oct-2024		This action has now evolved to become part of the new action 'Shetland Development Charter'
Lead Service, Managed By, Assigned To		Actual Start	01-Oct-2024	80%	
Future Energy	Outcomes	Original Due Date	31-Dec-2024	Expected success	
Neil Grant; John Smith		Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Claire Ferguson; Jennifer Sjoberg		Completed Date		Likely to meet target	

Energy - Shetland Energy Programme

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		Proposal to meet with relevant Services to decide if this project is required. Significant change in customer facing advice with the Warmworks shop front in the Toll Clock. Also, CAB recently received a further 4 years funding with one of the specific focus's being fuel poverty.
Lead Service, Managed By, Assigned To		Actual Start	08-Nov-2024	30%	
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 technologies, has increased against a 2024 baseline	Due Date	30-Jun-2026		Strategic Objective Alignment(s)
John Simpson		Completed Date		Likely to meet target	16 Empower Community; 21 Secure Affordable Energy; 39 Community Wealth
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		A project has been initiated to establish a Consortium to develop a proposal for GB Energy on a policy and technical solution to more efficient energy use across Shetland, with the objective to provide affordable energy to Shetland residents and businesses.
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2023	80%	
Future Energy	Outcomes	Original Due Date	31-May-2023	Expected success	
Claire Ferguson		Due Date	31-Mar-2027		Strategic Objective Alignment(s)
Jennifer Sjoberg		Completed Date		Likely to meet target	

Code & Title	Description	Dates		Progress	Progress Statement
HC13 ICNZ Shetland project	Preparation of FBC for July 2026, for the £5million Islands Growth Deal funding.	Planned Start	01-Mar-2024		Additional information requested by the UK and Scottish Governments has been incorporated into the Outline Business Case (OBC). The OBC will be complete by 21 August 2026 with FBC submission by 31 January 2027. Discussions on the Gremista Energy Park anchor project business case are ongoing, with revised costings received and further work underway on NPV, community benefit and subsidy control.
Lead Service, Managed By, Assigned To		Actual Start	01-Mar-2024	50%	
Future Energy	Outcomes	Original Due Date	20-Apr-2024	Expected success	Work is progressing on development of a scheme and seeking expressions of interest for additional projects aligned with ICNZ objectives
Thomas Coutts		Due Date	31-Jan-2027		Strategic Objective Alignment(s)
Joseph Najduch		Completed Date		Likely to meet target	01 Lead By Example; 04 Promote Nationally; 08 Align with Strategy; 12 Funding Climate Outcomes
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		Deadline extended to the end of 2030 as that is the official deadline set by the UK Government. Between 2022 and 2025 Ofgem set smart meter installation targets on suppliers. While the Shetland Islands Council is not responsible for the installation of Smart Meters. Smart meters do have a role in the options available for affordable energy and the RTS meter replacement. In March 25 Shetland had one of the lowest installation rates at 18%, this is likely to be much higher now as nearly 5,000 RTS meters have been replaced.
Lead Service, Managed By, Assigned To		Actual Start	14-Nov-2024	60%	
Future Energy	Outcomes	Original Due Date	30-Jun-2025	Expected success	
Claire Ferguson		Due Date	31-Dec-2030		Strategic Objective Alignment(s)
Jennifer Sjoberg		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 developments in the already industrialised parts of Shetland Note the end date of 10th Dec 24 was the date of the initial meeting where the group was established.	Planned Start	08-Apr-2025		The 6th Shetland Power Systems Working Group met on the 28th May 2026. The meeting was well attended. Updates at the meeting included an update from NESO on the RESP process, an update from the NZTC on the energy hubs project, an update from SSEN Transmission on the Shetland Strategy and Distribution on ongoing projects.
Lead Service, Managed By, Assigned To		Actual Start	08-Apr-2025	40%	
Future Energy	Outcomes	Original Due Date	10-Dec-2024	Expected success	
Neil Grant		Due Date	31-Jul-2027		Strategic Objective Alignment(s)
Jennifer Sjoberg		Completed Date		Likely to meet target	

Jennifer Sjoberg				Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
HC27 Continued engagement with the Centre for Energy Policy on the Shetland Economy Model	The Centre for Energy Policy enabled through external funding through the Ocean ReFuel project from the Engineering and Physical Sciences Research Council are undertaking independent economic modelling to understand the economy-wide implications of energy transition, looking at different scenarios and projects which can be looked at independently or layered. Two example policy challenges are:	Planned Start	31-Mar-2025		Representatives from the Centre for Energy Policy visited Shetland in March 26. During that week on the 26th March 26, there was a special Power Systems Working Group with a hybrid Chatham House Style Discussion facilitated by the Centre for Energy Policy to discuss their research. The output from that event was to help the CEP focus the direction of their future work in Shetland and understand community concerns in relation to energy transition.
Lead Service, Managed By, Assigned To	1. Transitioning existing activity 2. Introducing additional activity Shetland has been selected as a case study as there is an existing input output table and Shetland is a microcosm of the wider UK economy and the model generated can be placed on top of other input output tables. Ocean ReFuel was to end in November 2026 but this has been extended to May 2027.	Actual Start	26-May-2025	30%	Researchers from the Universities of Cardiff and Bath held two workshops on Energy Developments in Shetland to explore public perceptions of current and future developments, including the role of hydrogen and ammonia as fuels and storage solutions. This is the second set of workshops but the research is still at quite an early stage. They also presented their results at a TalEntEd event and the Marine Working Group in the same week.
Future Energy	Outcomes	Original Due Date	19-Dec-2026	Expected success	In May 26 the Centre for Energy Policy and the Shetland Islands Council hosted a round table discussion at All Energy to discuss the research. The Discussion topic was Shetland at the Frontline of the Energy & Net Zero Transition: Regional experiences on the opportunities & pressures of the transition.
Thomas Coutts		Due Date	31-May-2027		Strategic Objective Alignment(s)
Jennifer Sjoberg		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
HC28 Energy generation, demand and infrastructure data project	share knowledge and build a usable data-based resource on changes to electricity demand and generation projections for Shetland along with the socio-economic factors which will impact on a community's likelihood to change and infrastructure required.	Planned Start	06-Jan-2026		PID drafted, discussed at the Power System working group in Sept 25 and Jan 26. Scope and project board to be finalised
Lead Service, Managed By, Assigned To		Actual Start	13-Jan-2026	15%	
Future Energy	Outcomes	Original Due Date	31-Jul-2026	Expected success	
Claire Ferguson		Due Date	31-Jul-2026		Strategic Objective Alignment(s)
Jennifer Sjoberg		Completed Date			
Code & Title	Description	Dates		Progress	Progress Statement
HC29 Shetland Development Charter	Shetland Development Charter will pull together the Energy Development Principles, Fair Share for Shetland, Community Benefit Report and other	Planned Start	05-Jan-2026		The Development Charter is currently under development through EmPowering Shetland, having been through various rounds of engagement. The Charter will be presented to Full

Lead Service, Managed By, Assigned To	previous works around energy in Shetland into an implementable framework.	Actual Start	05-Jan-2026	50%	Committee on the 1st July. Prior to this there has been engagement with Elected Members via a Members Seminar, Power Systems Working Group, Shetland Fishermen's Association, Shetland Net Zero Forum, various developers individually and other Local Authorities that have implemented Charters.
Neil Grant	Outcomes	Original Due Date	30-Oct-2026	Expected success	
Thomas Coutts; Claire Ferguson	Develop a Charter that is approved and accepted by all relevant parties and works towards implementing the Shetland Energy Programme. Allows us to monitor the impact and benefit of development in Shetland	Due Date	30-Oct-2026		Strategic Objective Alignment(s)
Jennifer Sjoberg		Completed Date			

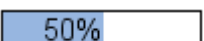
Infrastructure - Infrastructure Decarbonisation

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		Site and length of trial is to be confirmed. The trial has been agreed to be in two parts; trial laying and in-use phase. Expected to be undertaken in suitable period during summer 2026.
Lead Service, Managed By, Assigned To		Actual Start	14-Feb-2024	30%	
Roads	Outcomes	Original Due Date	31-Mar-2026	Expected success	Strategic Objective Alignment(s) 01 Lead By Example; 06 Align with Targets; 08 Align with Strategy
Neil Hutcheson	Service understands the benefits and drawbacks of using warm-mix asphalt and has a plan for next steps.	Due Date	28-Sep-2026		
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		Some trails already underway, such as roadworkers using the electric battery powered "cut off" saws that were purchased last year. Lessons and information is being compiled to inform future actions.
Lead Service, Managed By, Assigned To		Actual Start	14-Feb-2024	20%	
Roads	Outcomes	Original Due Date	31-Mar-2030	Expected success	Strategic Objective Alignment(s) 06 Align with Targets; 08 Align with Strategy; 27 Fleet Decarbonisation
Neil Hutcheson	Zero emissions roads plant	Due Date	31-Mar-2030		
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	5%	
Roads	Outcomes	Original Due Date	31-Mar-2026	Expected success	Strategic Objective Alignment(s)
Neil Hutcheson	To move toward the use of warm mix asphalt as a standard for the Council,	Due Date	31-Mar-2027		

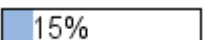
Neil Hutcheson	in the summer months, and perhaps for all civil engineering projects in Shetland.	Completed Date		Likely to meet target	19 Zero Emissions Energy; 22 Energy Benefits
Code & Title	Description	Dates		Progress	Progress Statement
CC174 Renewable energy for quarries	The installation of a wind turbine to provide power to heat the bitumen storage tanks at the Scord Quarry. The bitumen has to be heated prior to its use in the mixing of asphalt. The energy required for this results in significant costs to the Council and Road Service.	Planned Start	01-Mar-2026		BJC underway encompassing trial project at quarry. Expected to be submitted to Council agenda in June. Links to Solar PV Project.
Lead Service, Managed By, Assigned To		Actual Start	25-May-2026	40%	
		Original Due Date	01-Mar-2046	Expected success	
Neil Hutcheson	Reduced cost and emissions from bitumen heating processes.	Due Date	01-Mar-2030		Strategic Objective Alignment(s)
Barrie Scobie		Completed Date		Likely to meet target	18 Green Jobs and Skills; 19 Zero Emissions Energy; 22 Energy Benefits; 25 Heat Decarbonisation
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		To commission a local company to carry out a G99 connection application for solar PV at the quarry. The G99 connection if approved allows a larger array to be installed. This project will be included as part of business plan being developed for solar PV projects at a number of Council sites.
Lead Service, Managed By, Assigned To		Actual Start		0%	
	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		There have been sporadic discussions with industry and experts in the area over the past year. There are no current plans in place for decarbonising the ERP. Research and a review will be undertaken over the coming year with a view to putting a plan in place.
Lead Service, Managed By, Assigned To		Actual Start	27-Feb-2025	10%	
Environment and Estate Operations		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	06 Align with Targets; 08 Align with Strategy; 34 Net Zero Waste Operation; 35 Waste Targets; 36 Community Waste Improvement

Code & Title	Description	Dates		Progress	Progress Statement
CC139 School and care composting	Develop a plan for expanding composting in schools and care homes - develop a pilot project and proposal for a resource with responsibility for driving forward and delivering growing, polytunnels and composting across all schools.	Planned Start	01-Apr-2023		The composter has now been ordered and building services will ensure that the area is ready for delivery
Lead Service, Managed By, Assigned To		Actual Start	01-Feb-2023		
Schools		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		Strategic Objective Alignment(s)
Neil Beattie; Cameron Purdy		Completed Date	15-Apr-2026	Complete	01 Lead By Example; 34 Net Zero Waste Operation; 35 Waste Targets
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		We aim to issue an household waste collection survey in Q1/Q2 2026 with an earlier reporting date in Q3/Q4 2026. This delay will allow us to feed in any points raised as part of the recently completed review and improvement action process with DEFRA, PackUk and Wrap.
Lead Service, Managed By, Assigned To		Actual Start	19-Aug-2025		
Environment and Estate Operations	Outcomes	Original Due Date	31-Dec-2025	Expected success	
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	30-Oct-2026		Strategic Objective Alignment(s)
Brydon Gray		Completed Date		Experiencing issues, risk of failure to meet target	

Land - 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.	Planned Start	01-Apr-2025		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	
		Due Date			

Claire Ferguson	A risk assessment and mitigation plan to improve the resilience of Council services and infrastructure as well as the Shetland community.		31-Mar-2027		Strategic Objective Alignment(s)
Joanne Jamieson		Completed Date		Likely to meet target	05 Climate Risk Assessment; 06 Align with Targets; 08 Align with Strategy; 10 Align Resilience
Code & Title	Description	Dates		Progress	Progress Statement
NPF4 New Local Development Plan	Development of a New Local Development Plan	Planned Start	01-May-2023		An updated Development Plans Scheme was adopted by Members in March 2026 and subsequently submitted to the Scottish Government. Government Guidance relating to the Evidence Report & proportionate evidence gathering was published by the Scottish Government, we are now working to this guidance and the majority of the 18 chapters are now at first draft stage, we will shortly progress to Stakeholder review and submission of draft chapters to Department of Environmental Appeals. We anticipate a final draft will be submitted late 2026. Young Peoples Living well locally plans are now near completion, we are in the final phase of school engagement. Local Place Plans are progressing and we continue to support Communities / Community groups - we have set an October deadline for submission of LPP documents for consideration as part of the Local Development Plan
Lead Service, Managed By, Assigned To		Actual Start	01-May-2023	15%	
Planning	Outcomes	Original Due Date	30-Jun-2028	Expected success	
Iain McDiarmid	New Local Development Plan is approved and live	Due Date	30-Jun-2028		Strategic Objective Alignment(s)
Suzanne Shearer		Completed Date		Likely 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		Going to Committee in July before being published for consultation ahead of further engagement and adoption.
Lead Service, Managed By, Assigned To		Actual Start	04-Mar-2025	75%	
Planning	Outcomes	Original Due Date	31-Mar-2025	Expected success	
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	01 Lead By Example; 43 Nature Based Adaptation; 44 Protect Landscapes
Code & Title	Description	Dates		Progress	Progress Statement
CC157 Biodiversity Duty Report	Public bodies in Scotland must report on their biodiversity duty every 3 years as required by the Wildlife and Natural Environment Scotland Act 2011. Reports	Planned Start	01-Apr-2023		End of 2026 calendar year is the statutory due date.

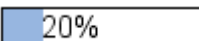
	must be made public, detailing the actions taken to further the conservation of biodiversity in the performance of their functions. The Council is next due to submit a report at the end of calendar year 2026 .				
Lead Service, Managed By, Assigned To		Actual Start		0%	
Planning	Outcomes	Original Due Date	31-Dec-2024	Expected success	
Iain McDiarmid		Due Date	01-Dec-2026		Strategic Objective Alignment(s)
Iain McDiarmid		Completed Date		Likely to meet target	01 Lead By Example; 09 Embed Climate Change; 17 Community Influence; 39 Community Wealth; 43 Nature Based Adaptation; 44 Protect Landscapes
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 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.	Planned Start	01-Apr-2024		Business Case not entered into Council agenda due to concerns for funding options. Expectation is now to exhaust all external funding options and return to SIC as sponsor upon failure of these. Confirmation of changes and ability to apply to Peatland ACTION to be discussed with graziers.
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	45%	
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	01 Lead By Example; 07 Efficient Climate Action; 10 Align Resilience; 12 Funding Climate Outcomes; 41 Land and Sea Emissions Reduction; 42 Peatland Restoration; 44 Protect Landscapes

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. 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	Planned Start	01-Apr-2024		
Lead Service, Managed By, Assigned To		Actual Start		0%	

	this, organisations will review and upgrade facilities for cycling (parking, showers, lockers, financial incentives etc.)				
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-2027		Strategic Objective Alignment(s)
Robbie Morrison		Completed Date		Likely to meet target	15 Empower Staff; 28 Work Travel; 29 Active Travel
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		Delivery of the Active Travel Strategy has been closely linked to the Scottish Government approach to active travel and significant changes to the funding landscape since the strategy was published. The strategy contains 41 recommendations under 5 themes: 1) An attractive walking and cycling environment 2) Policy integration 3) Promotion, travel behaviour change, and information 4) Leadership and governance 5) Training and education. While progress was progressing well on themes 1,2,4 and 5, there were funding challenges around delivery of theme 3. However, this has now been resolved and progress is now well advanced or assured for all of the Active Travel Strategy themes. It is expected that by end 2026 the Strategy can be deemed 'delivered' with future Active Travel delivery taking place under the banner of the ZetTrans Regional Transport Strategy 2022-2040.
Lead Service, Managed By, Assigned To		Actual Start	08-Nov-2021		
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		
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	01 Lead By Example; 06 Align with Targets; 30

				Decarbonise Public Transport; 34 Net Zero Waste Operation
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Transport - Decarbonising the fleet

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		A fleet review of cars and small/medium vans is currently underway as part of deliverables within the Shetland Car Club phase 3 project. This will generate a report for the Fleet Manager and Exec Manager Env & Estate Ops to decide if it can be actioned. As mentioned previously the make up of the fleet will be reviewed as part of the transition to electric vehicles naturally. There is also a deliverable to create a digital workflow based form for requesting a fleet vehicle as part of the car club project.
Lead Service, Managed By, Assigned To		Actual Start	13-May-2024	25%	
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2025	Expected success	Strategic Objective Alignment(s) 28 Work Travel; 32 Transport Resilience
Carl Symons	SIC fleet efficiency is maximised	Due Date	31-Mar-2030		
Claire Ferguson; Steven MacLean; Raymond Murchison; Elliot Tait		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 improve the public charging network. Phase 1 – replace older charge point units that aren't compatible with 4G network 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)	Planned Start	01-Apr-2023		Electric Vehicle Infrastructure Fund (EVIF) and Strategy - Further to the ongoing 3G switch off the short term fix has allowed almost all the older chargers to be retained in service until they are replaced. The target for install of replacement points is this autumn this year. Scottish Power is the new maintenance provider for the public charge points. High level business plan being developed for expanding the public charging infrastructure, and this will be presented to Council in one of the coming reporting cycles this calendar year. Back Office Operator - Migration of the public charge point network, to Scottish Power, was successfully completed in March 2026.
Lead Service, Managed By, Assigned To		Actual Start	08-Nov-2024	60%	
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2024	Expected success	Strategic Objective Alignment(s) 01 Lead By Example; 16 Empower Community; 20 Favour Renewables; 31 Net Zero Vehicle Transition; 39 Community Wealth
Carl Symons	EV Charging Infrastructure Expansion Strategy and action plan are agreed and implemented;	Due Date	29-Jun-2026		
John Simpson		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
CC182 Decarbonise the fleet	Develop a plan for replacing all heavy, medium and light duty vehicles (tipper	Planned Start	01-Apr-2024		10 ICE vehicles transitioned out in Jan 2026, 3 more in March 2026 and 2 in May. All replaced with

	trucks, buses, Refuse Collection Vehicles, bus fleet etc.) with alternatives equipped with zero emissions capabilities, and begin implementation. Transition phased to 2040 to allow for 10-year heavy-duty vehicle life. Some vehicles reaching end of life between 2030 and 2033 may need to be replaced with hydrogen ICE alternatives as an alternative solution as fuel cell technology matures and becomes more cost competitive.				electric Renault Meganas. 3 ICE vans replaced with electric Vauxhall Vivaros in May.
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2024	10%	
	Outcomes	Original Due Date	30-Apr-2035	Expected success	
Carl Symons	Fleet utilises the best mix of technologies to deliver services and achieve is Net Zero emissions as per the route map	Due Date	30-Apr-2035		Strategic Objective Alignment(s)
Raymond Murchison		Completed Date		Likely to meet target	
Code & Title	Description	Dates		Progress	Progress Statement
HA01 Car Club	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		Trial ongoing - outcome and recommendations to be reported to Council Q1 2027.
Lead Service, Managed By, Assigned To		Actual Start	16-Aug-2023	80%	
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 carbon footprint as set out in the Council's New Zero Routemap. 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.	Due Date	31-Mar-2027		Strategic Objective Alignment(s)
Carl Symons		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		Rapid charger in stock for North Haven. Completed installs at Stura and Overtonlea, Grodians, Arheim

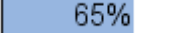
					and 37HBC. Working closely with Fleet and Admin within Infrastructure Services to prioritise charge point infrastructure in the coming years based on fleet replacement programme. Initial work will be reviewing suitable parking /charging areas for Support at Home services. Investigating the practicalities of home charging for fleet drivers who take vehicles home at night. 10 Renault Megane cars now in service.
Lead Service, Managed By, Assigned To		Actual Start	12-May-2022	25%	
Environment and Estate Operations	Outcomes	Original Due Date	31-Mar-2023	Expected success	
Carl Symons		Due Date	31-Dec-2030		
Steven MacLean; Raymond Murchison; John Simpson		Completed Date		Likely to meet target	
Strategic Objective Alignment(s)					

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 timescale. A business case will be developed once the future of Sullom Voe Terminal is better understood and fuel source identified and chosen.	Planned Start	01-Apr-2024		No further update at this time, pending decisions on the future of SVT.
Lead Service, Managed By, Assigned To		Actual Start	16-Feb-2024	15%	
Ferry, Airport & Port Engineering		Original Due Date	31-Mar-2026	Expected success	
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-Dec-2027		Strategic Objective Alignment(s)
Claire Christey		Completed Date		Experiencing issues, risk of failure to meet target	06 Align with Targets; 08 Align with Strategy; 30 Decarbonise Public Transport
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		Work in recent months has focused on the development of the Network Strategy Outline Business Case and this included a second round of public engagement drop-in sessions late May. The OBC will be presented to Shetland Islands Council on 30 June 2026.
Lead Service, Managed By, Assigned To		Actual Start	18-Sep-2023	85%	
Transport Planning	Outcomes	Original Due Date	30-Jan-2026	Expected success	The Programme Board, Partnership Sounding Board and Community Stakeholder/User Group continue to meet, as appropriate.
Neil Grant	We are continuing to provide links between the islands that are reliable and support economic and social	Due Date	23-Sep-2026		Strategic Objective Alignment(s)

Louise Shearer	wellbeing, and will continue to pursue fixed links, where they can be proven to be a viable alternative.	Completed Date		Likely to meet target	
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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% dicounted bus travel for all ages across Shetland.	Planned Start	01-Apr-2024		Fares policy principles developed
Lead Service, Managed By, Assigned To		Actual Start	27-Feb-2025		Scottish Government £2 fare cap pilot integrated
Transport Planning	Outcomes	Original Due Date	31-Mar-2026	Expected success	Bus fares policy report scheduled to be presented to Shetland Islands Council on 25 February and ZetTrans on 26 February.
Michael Craigie		Due Date	31-Mar-2026		Strategic Objective Alignment(s)
Michael Craigie		Completed Date		Likely to meet target	07 Efficient Climate Action; 17 Community Influence; 28 Work Travel; 39 Community Wealth
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		Final Business Case complete with decision reports to SIC on 29 January 2026 and ZetTrans on 12 February 2026.
Lead Service, Managed By, Assigned To		Actual Start	01-Apr-2024		
Transport Planning	Outcomes	Original Due Date	31-Oct-2024	Expected success	Strategic Objective Alignment(s)
Neil Grant		Due Date	31-Aug-2026		
Michael Craigie		Completed Date	08-Jun-2026	Likely to meet target	