

# Shetland Partnership

## Annual Report 2021/22



*A Shetland Partnership Report*

*November 2022*

# The Shetland Partnership

The Shetland Partnership is the Community Planning Partnership for Shetland. Community planning is about how public bodies work together, and with local communities, to design and deliver better services that make a real difference to people's lives.

The Partnership is made up of a wide range of public agency partners, and community and third sector bodies, who work together to deliver our collective ambitions for the future.

Find out more at the [Shetland Partnership website](https://www.shetlandpartnership.org).

## Our Annual Report

This is our Annual Report for 2021/22. It provides an overview of what we have achieved this year, an update on long-term outcome measures and information about community involvement in community planning. The purpose of the report is to share information with communities and partner agencies. The aim is to help everyone understand what we have been up to as a Community Planning Partnership in 2021/22.

## Our Duties

Our Duty	Achieved?	Progress Report
Prepare a Local Outcomes Improvement Plan (LOIP) 	 <i>(in progress)</i>	The Shetland Partnership Plan outlining the agreed long term vision and priorities for Shetland was published in 2018. The plan was initially supported by a delivery plan published in 2019. In 2021 the partnership began work on the creation of a Shetland Partnership website, where a new approach to delivery planning will be published. The partnership continues to meet monthly to discuss and review priorities.
Carry out Locality Planning 	 <i>(in progress)</i>	In 2020 the Shetland Partnership produced its first Locality Plan, the Islands with Small Populations Locality Plan. Work in the name of the plan continues, with community representatives from the isles meeting quarterly with service providers to discuss progress on the plan and matters affecting the islands. In early 2022 work has started on refreshing Locality Profiles, this will help to identify needs for further Locality Plans.
Review and report publically on progress with the LOIP and Locality Plans 	 <i>(ongoing)</i>	We are accountable to the Shetland Community for the work we do as a Community Planning Partnership and whether or not we are making a difference to the people of Shetland. This report is an important tool for helping people understand what we do, what we have achieved and whether we are fulfilling our statutory duties. In this report you can find details of the work that has been carried out in 2021/22 as well as a data update, which describes how the outcome indicators included in Shetland's Partnership Plan have changed since the Plan was agreed.

# Data Update 2021/22

## Indicators

The Shetland Partnership monitors a number of ‘outcome indicators’ – facts, figures and evidence that tells us something about what life is like for people in Shetland. These indicators and their baseline level are included in Shetland’s Partnership Plan. Most of the indicators are updated once a year or every two years; this makes the Annual Report the ideal place to share any changes in the measures. Updates on all the indicators available for 2021-22 and the sources are shown on page 8.

## Analysis April 2021- March 2022

The last twelve months have continued to be extremely challenging for us all. We do not expect to see the true impact of COVID 19, and the UK Exit from the European Union in our data for some time. However, having monitored our indicators for over four years, we can see trends emerging in some indicators, while in other areas we can see that these measures do not fully capture the local situation. There are challenges with certain indicators, either due to; sources showing no updates, the method of data capture changing, or changes in definition outwith the Partnership’s control. Knowledge and experience of our partners has been crucial to inform our interpretation of the data and provide context. As we go into the next round of delivery planning some of these indicators may be supplemented, or changed altogether.

**Children living in low income families** increased significantly to 13.6% in 2020/21 (UK Government 2022).<sup>1</sup> A nationwide worsening trend had been apparent until 2019/20, however, Scotland saw a decreasing rate of children in low income families between 2019/20 – 2020/21 whereas Shetland’s rate increased. Shetland had previously had one of

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<sup>1</sup> While our baseline came from HMRC data and is no longer available, the UK Government’s Department of Work and Pensions (DWP) data is comparable.

the lowest rates in Scotland. Projections for Shetland and Scotland, however, are set to continue increasing (Improvement Service Scotland 2022).

Much of the reduction in Child Poverty in other areas and the increase in Shetland could be explained by:

- The £20 weekly increase in Universal Credit during the pandemic. Those households claiming Universal Credit are likely to be more concentrated in urban areas – accounting for the decrease in many of these areas.
- The pandemic may have led to more households accessing national benefits that they had been entitled to, prior to the pandemic, but hadn't claimed.
- In Shetland, where costs are high and employment relatively buoyant, most households have work, if only small amounts, just to get by. This means that most poverty is "working poverty", something partners are working hard to reduce.
- People's incomes may have been hit by loss of earnings due to the pandemic, especially those in casual employment and those in hospitality and retail.

After housing costs are considered, child poverty in Shetland was 18.7% for 2020/21 (End Child Poverty Coalition). The [Local Child Poverty Action Report](#) contains further detail about how partners are monitoring and working to overcome child poverty in Shetland.

Last year we reported that according to CACI paycheck data (2020), 47% of **households in Shetland did not earn enough to live well**, based on the minimum income standard for remote and rural areas which was significantly higher than the target set of 35% for 2021. While there are no up to date figures so far for this year, it is widely known that we are facing cost pressures across the UK, caused partly by energy costs and the Ukraine war but also factors such as the cost of raw materials, supply chain issues and recruitment challenges caused by Brexit. This is likely to be exacerbated in Shetland where the cost of living is 20-65% higher than the UK mainland (Minimum Income Standard 2016).

Since March 2022, cost of living pressures have started to feed through. While 31% of households in Shetland were classified as experiencing **fuel poverty** in 2019, there had been a change by the Scottish Government to the definition of fuel poverty. This means that this no longer compares to the baseline of 53% reported in 2016. Nationally, fuel poverty is rising dramatically; the cost of electricity rose in October 2021 and again throughout 2022

until the Government announced a price cap for two years. Recent estimates show that, on average, household energy bills in Shetland are double the UK average.

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*Shetland's Citizen's Advice Bureau (CAB) have had a 99% increase in energy advice in the first 7 months of 2022, compared to the first 7 months of 2021*

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**Foodbank usage** is an indicator we continue to pay close attention to. 102 food parcels have been distributed per month in the last financial year between the Shetland Food Bank and Anchor project which is an increase on both the baseline and last year's figures.

**Children who are not a healthy weight in Primary 1** has increased to 22.1%, an increase on the 17.4% baseline and missing the 2021 target of no more than 12.5%.

**People drinking at harmful levels** data has not been updated since 2015, however, there is some data on alcohol consumption exceeding weekly limits up to 2019. Shetland, like Scotland, sees male alcohol consumption exceeding weekly limits much higher than females. On average, adult alcohol consumption exceeding weekly limits in Shetland was almost a quarter of the population between 2016-2019, 1% lower than Scotland's. We will not see the true impact of the COVID 19 pandemic expressed in local data for some time yet, however, Alcohol Focus Scotland have reported that changes in drinking habits in Scotland are happening in two directions. Over a quarter of a people in Scotland reported that they have been drinking more than usual during lockdown and 13% of people reported drinking less. Commissioned research from Alcohol Focus Scotland and Alcohol Change UK (2020) found that in Scotland people who were already drinking at high levels before the pandemic were more likely to have increased their drinking during lockdown. There has also been a shift to drinking in the home.

**Carbon emissions** is challenging to monitor. The UK Government's Business, Energy and Industrial Strategy (BEIS) data is used nationally as an indicator of how local authority areas are doing on their carbon emissions. This dataset brings together nationally available data and trends to give a broad overview, however at times doesn't fully reflect the local context. Within the 2021 dataset there was a change in the methodology of how emissions from land is calculated, which has resulted in Shetlands emissions from land increasing

significantly. This methodology was applied across previous years to bring them in line and show trends. The BEIS data show Shetland's carbon emission estimates has reduced, carbon emissions in Shetland remain significantly higher than Scotland's.

Shetland Island Council's Climate Change Strategy team are working on Net Zero Route Maps for both Shetland Islands Council and Shetland Islands as a whole. The Shetland Route Map works to enhance the BEIS dataset with local specific data, giving a more accurate picture of emissions across Shetland. A Shetland Climate Change Steering Group has recently been formed to build on from the Shetland Net Zero Route Map learnings and create a place-based climate change strategy and action plan for Shetland.

A positive indicator is **the number of employees** in Shetland which rose to 13,800 in 2020. This shows an improvement on 2019's 13,100 and 2018's baseline of 13,500. Similarly, **underemployment** (people who would like to work longer hours given the opportunity) continues to show signs of decline, falling from 9.2% in April 2019-March 2020 to 6.5% in April 2020 to March 2021, with this reduction possibly driven by high rates of industrial activity creating competition for labour.

Economic inactivity rose from 25.4% in January-December 2020 to 26.3% in January-December 2021 – sample sizes for the individual indicators of economic activity cannot be accessed for Shetland due to small sample sizes, but research work on national figures has suggested rising economic inactivity figures may be linked to increases in the proportion of retirees, full-time students and those registered as long-term sick.

While there is no new data on **businesses struggling to recruit labour** locally, feedback from business, industry and public agencies consistently highlights difficulties in recruitment and retention of staff, with particular difficulties noted in health, social care, construction, engineering, hospitality, processing and transportation. A Highlands and Islands Enterprise (HIE) business panel survey in October 2021 found that 42% of businesses which HIE work with across the area have listed 'recruiting or retaining staff' as a top concern (47% in island areas) and 57% are experiencing labour shortages. It is likely that indicators on employment and underemployment, as well as demands for workforce, have been driven by significant industrial developments, including developments in energy, space and tourism. By way of illustration, the job density in Shetland in 2020 was 1.2 jobs per person,

compared to 0.8 in Scotland (NOMIS 2020) suggesting increased unmet demand for local labour.

In addition, wage increases are not matching inflation rates - the last Input Output Study, measuring activity in 2018, showed that, between 2011 and 2018, household income increased by 7.5% in nominal terms, but fell by 3% in 'real' terms, suggesting wages were not keeping pace with inflation even before recent cost increases, particularly relating to energy. Increasing costs are posing challenges not only for household budgets, but also for businesses and the public sector to grow and deliver services.

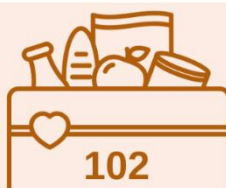
While there has been considerable evidence of economic recovery in some sectors since the height of the COVID-19 pandemic, this is an uncertain time, and we are unsure how this will feed through in 2022-2023. With a rise in children living in low income families, foodbank usage and fuel poverty, it is possible that the cost pressures, in particular the rising cost of energy, will lead to increased and widening inequalities in Shetland. The management and leadership team will continue to monitor data and indicators over the next year.



14.6%



Based on the NRS 2021 mid year population estimates, 14.6% of the Shetland population are aged 16-29. This misses the 2021 target of 20%



102

In 2021-22 an average of 102 food parcels per month were distributed. This is an increase on the benchmark of 45 parcels per month reported in 2018.

22.1% of children in primary 1 were not a healthy weight in 2020/21. Higher than the 2018 baseline of 17.4%, this misses the 2021 target of 12.5%.



31% of households in Shetland were in fuel poverty in 2019. While this is lower than the 2018 baseline of 53%, this is based on a revised definition and the true picture is somewhat masked.

31%



13,800



There were 13,800 employees in Shetland in 2020, an increase on the baseline of 13,500 in 2018, exceeding the three year target of 13,700.

In 2020-21, 13.6% of children in Shetland were living in low income families (before housing costs). This is an increase on the baseline of 5.7% from 2018.

13.6%



97%



In 2021, 97% of 16-29 year olds were in education, employment, training and personal development. This was the second highest participation rate in Scotland.

According to CACI paycheck data (2020), 47% of households in Shetland do not earn enough to live well, based on the minimum income standard for remote and rural areas.

47%



The under-employment rate for Shetland was 6.5% (2020/21). This is lower than the 2018 baseline of 21.3%, and lower than the 3 and 10 year targets of 17% and 11%

6.5%



*Data Sources: National Records Scotland (NRS) Population estimates 2021; Shetland Foodbank and Early Anchor Project 2022; Public Health Scotland 2020-2021; Scottish House Condition Survey: Local Authority Analysis 2017-2019; Local Authority county – Business Register and Employment Survey, Office for National Statistics (2020); UK Government Department for Work and Pensions – Children in low income families: local area statistics 2014 to 2021; Skills Development Scotland 2021; CACI Paycheck data (2020); Highlands and Islands Enterprise - Minimum Income Standard 2016; Scotland's Labour Market: People, Places and Regions - Statistics from the Annual Population Survey 2020/21*



# Activity Update

## The wider Partnership Plan

### *What did we do (2021-22)?*

#### **Delivery Planning**

When the Shetland Partnership Plan was published a commitment was made to produce a 3 year Delivery Plan, every 3 years. These plans were to identify individual and collective activity and the resources required to deliver our shared priorities.

2022 brings to a close the Delivery Plan 2019-22. Upon review a proposal for a new approach was put forward to the Shetland Partnership Management and Leadership Team. This proposal was to move to a rolling, live, programme of projects and work, published and updated on a dedicated Shetland Partnership website. This flexible approach and focus on projects/programmes of work, will allow for more frequent updates and greater opportunities for involvement in delivering and shaping delivery of our shared priorities.

- *Next Steps*

The proposed new approach to delivery planning was approved and work is ongoing for the creation of a dedicated Shetland Partnership website. This will be published in the coming months, along with further details on the new approach to delivery planning.

#### **Poverty and Inequality**

Events were held with elected members and later with Partners from across the Partnership Network. These events; shared information on the issues facing households in Shetland, gave updates on activity to support households in Shetland, introduced activities that are planned to support households in Shetland and sought feedback on these plans.

- *Next Steps*

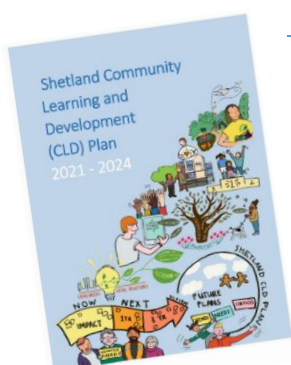
Continue to focus on the Anchor approach and explore new ways of working, such as a Place based approach and learning more about how this can help to tackle inequalities.

## Participation



### *What did we do? (2021-22)*

The Community Learning and Development Plan 2021-2024 has been published, focusing on six identified priorities aligned to Shetland's Partnership Plan, including Participation.



*Shetland's Community Learning and Development Plan is about:*

*“Improving life chances for people of all ages, through learning, personal development and active citizenship; and building stronger, more resilient, supportive, influential and inclusive communities.”*

### *What do we plan to do next? (2022-23)*

Work with the communities of Brae and the North Mainland to learn more about how a place-based approach can help improve local outcomes. A 'place based approach' means thinking in a joined up, holistic way about how people live, work in and experience their place. It can include:

- Giving people and communities more opportunities to make or influence decisions
- Understanding priority outcomes for people in a place (such as improving health, reducing poverty or addressing climate change)
- Coordinating and collaborating across organisations, to work more effectively and efficiently

Place based approaches build on and work towards developing a shared understanding between partners and communities of what a place is for, what it wants to become, and what needs to be done to make this happen.

Outside of this, once the dedicated Shetland Partnership website has been published, work will begin on exploring the creation of an online hub and participation toolkit. This will include considering the purposes and benefits of online engagement and consultation tools when involving local people in decision making processes and influencing policy.

## People



### ***What Did We Do? (2021-22)***

The Anchor Project moved into its third year, setting out to determine whether Anchor is a methodology, requiring the whole system to change, or a new service.

With three years' worth of evidence it is clear that the approach works, the impacts include:

Families are...

- now accessing support and engaging with support services
- becoming more confident to problem solve and make positive decisions
- demonstrating improved outcomes

Schools are...

- noticing behavioural improvements in children, and better attainment



Shetland is ahead of the game when it comes to holistic family support, which is now being driven by [The Promise](#) and the Government's Whole-Family Support approach at a national level.

### ***What Do We Plan to Do Next (2022-23)?***

Make sure the family-support model is clear, continuing to test ways of normalising family-support to remove any barriers to access. We will work towards having the Anchor approach embedded across Shetland from April 2023 when the Anchor Project ends.

Support ongoing alignment of Child Poverty and Cost of Living programmes of work.

Empower local people to make changes in their community through Community Learning and Development.

## Place



### ***What Did We Do? (2021-22)***

The Council engaged with Hub North Scotland and Scottish Futures Trust to undertake a place-based review project. This work will inform development of several local strategic plans. The review helps to address national, regional and local delivery pressures and will shape the Shetland Partnership Delivery Plan for the next 10 years, with recommendations aligning with the national Place agenda. Focus will be on four guiding principles:

- Retention
- Transition
- Growth
- Living Well

Phase 1 highlighted that Shetland's project portfolio is extensive and needs reshaping to align better with the needs set out in the Place narrative. A process has been designed to identify initiatives where partners could collaborate, plan and deliver transformation.

To continue the promotion of Shetland as a place to live, work, study and invest, NB Communication were awarded the Promote Shetland contract for the period 2022-2027.

### ***What Will We Do Next? (2022-23)***

Push forward with the Shetland Place Based Review to create positive places where communities are actively involved in shaping their own future. Defining oversight, developing pathway opportunities around Brae and the North Mainland, and determining Programme Management approaches.

We will review and update the existing Locality Profiles, which will inform the development of any future locality plans.



Work has begun to form a Climate Change working group, with partners coming together to create a shared climate change strategy and action plan. This will build on learnings from the Shetland Net Zero Route Map.

Look at a Community Wealth Building approach to deliver inclusive growth across Shetland.

Partners will continue to work together to support and develop key industries. Promoting financial support measures available more widely to encourage projects.

## Money



### ***What Did We Do? (2021-22)***

Money Worries training sessions continued to be run, making staff aware of what benefits are available, how to support families and giving confidence in talking about money.

The Grow Shetland website launched in January 2022, providing an online hub for access to Shetland specific growing information and resources. The primary aim of Grow Shetland is to reduce and eliminate the need for a food bank. Examples of some of the many activities carried out by the Grow Shetland project include:



- Supporting the development of 3 geographical growing groups in South Mainland
- Delivering online workshops with 156 participants, covering a range of topics from how to start growing your own soil, to sowing seeds and composting
- Working with 9 schools and conducting 12 visits to deliver staff training and create 7 development plans for their growing plots
- Recruiting, inducting and deploying eight Grower Mentors who now offer support to growers in local communities across Shetland

### ***What Will We Do Next? (2022-23)***

Ensure that future projects and programmes of work will have a core and ongoing focus of tackling poverty and inequalities.

In particular work will be done to link up the work of Anchor for Families, Community Led Support and Community Learning and Development to reach households facing pressures as a result of the rapid increase in cost of living.



## Case Studies

The following case studies have been provided by community planning partners as examples of activities carried out in partnership, which contribute to our shared priority outcomes.

### Hermaness Hill Path and Welcome Area



#### *How participating with community bodies can shape and influence positive change*

Hermaness Hill Path and Welcome Area is a partnership project to enhance the visitor experience and protect the environment at Hermaness National Nature Reserve between NatureScot, Shetland Islands Council and VisitScotland.



Photograph by Juan Brown

Partners worked with Unst Heritage Trust, Wild Skies Unst and Burrafirth Common Grazings Committee to design the project with support from Unst Community Council, Unst Partnership Ltd and local businesses. Visitors can now enjoy nearly 2km of new boardwalk which creates a circular route around the reserve at Britain's most northerly point. Toilets and an information shelter have been installed at the car park, and new signs deployed along the trails.

The new hill path and welcome area launched in 2022 aims to provide:

- An enhanced visitor experience at Hermaness National Nature Reserve
- Greatly improved access to the National Nature Reserve
- Increased visitor numbers and a more diverse visitor profile
- Greater understanding and awareness of natural and cultural heritage, and issues affecting these interests including climate change
- Reduced peat erosion and disturbance of breeding birds
- Benefits to local tourist economy

## HENRY in Shetland



### *Health, Exercise and Nutrition for the Really Young*



HENRY is a strengths-based, solution-focused, partnership approach creating the conditions for change within families. HENRY is the UK's leading healthy start provider. They offer a range of flexible family support and practitioner training services which support all aspects of child development. The HENRY programme is delivered in partnership by NHS Shetland and Shetland Islands Council. Desired outcomes include:

- Collective leadership and commitment to prevention of childhood obesity
- Practitioners have skills, knowledge and confidence to support children and families
- Parents feel better equipped and confident to provide a healthy start
- Families at risk of diet-related health inequalities are engaging with support

Research shows that information alone is unlikely to achieve sustained lifestyle change. The HENRY approach enables practitioners to create the conditions for change (parental confidence and desire to make changes) where parents can put the messages (information about nutrition, activity, etc.) into practice as part of everyday life.

HENRY's courses can support families with healthy weight, diet and nutrition, parenting skills, healthy lifestyle habits and various other health and wellbeing benefits.



As of July 2022, 24 front line practitioners from various settings have completed the Core HENRY training. More are set to train later in 2022.

- **97%** of families in Shetland who join a HENRY programme make positive parenting and lifestyle changes.
- **94%** of staff improve skills, knowledge and confidence.

A staff member who had completed the training said:

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*“I’m more prepared to have conversations about the food and portion sizes when that happens naturally in conversation. Really simple things like using your fist and fingers to work out what portions of food, so I can have those conversations and I bring it in, I offer sleep advice for families who are struggling with their bedtime routines or to get their child to sleep through the night.”*

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Parents who participated in the 8-week family programme appreciated online delivery and highly valued the interaction and sharing of ideas between parents. While the focus of groups is around lifestyle and family behaviours, the outcomes for parents show increases in confidence, wellbeing, and feeling able to deal with problems – illustrating the benefits of the relationship-based ethos.

## All Ability Bike Launched at Clickimin



### ***Partnership working to improve access and inclusivity***

A brand-new bike which enables people with reduced mobility to exercise has been installed in Clickimin gym thanks to a partnership project between Shetland Recreational Trust, MS Society Shetland and Ability Shetland.

The bike was a direct request from a member of the MS community who was looking for support with sourcing an adapted bike which could be located somewhere it could benefit lots of people. Through the Disability Sport Development Group; MS Society Shetland and Ability Shetland sourced and funded the all-ability bike while Shetland Recreational Trust created space for it in their main gym, trained their staff and added the bike to their membership offer.

Representatives from the three organisations said that the project will benefit many people, make Clickimin facilities more inclusive and were delighted that the bike was identified by customers and facilitated by groups which support them.

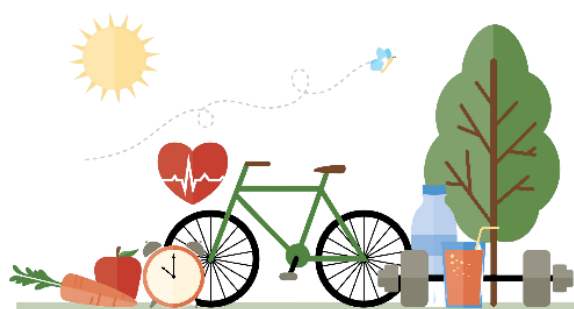
## Healthy Shetland Project, Classes and Programmes

### *Keeping active in the community*



NHS Shetland and Shetland Recreational Trust have had strong partnership links which have been strengthened further over the past year due to having someone specific to meet partners and develop projects in a Health and Wellbeing Community Liaison Officer role. The partnership works together on:

- Staff training
- The Falls Prevention programme Otago (run at all centres within Shetland's communities which have dry-side facilities)
- Healthy Shetland – a pilot project to support people to make healthier choices
- Classes which are being directly delivered to people in Shetland who have health conditions such as people with neurological disorders, Parkinson's or those who have had a cardiac event (in Unst and Clickimin).



The Healthy Shetland pilot has had a positive impact on participants and has resulted in:

- Over 81kg in weight loss
- Almost 170cm lost in waist circumferences
- 100% of participants saying they feel healthier
- 92% saying their mood has improved
- 97% feeling more motivated to exercise

A joint bid to the Shetland Integration Joint Board has resulted in funding to develop the Otago programme further and to progress staff training at Scalloway and South Mainland pools to look at offering more dry-side activities there.

## The Shetland Way Feasibility Study

***Partnership working and consulting with communities for potential positive social, economic, health and environmental benefits***



The project is a feasibility study to investigate the possibility of creating *The Shetland Way*, a long-distance walking route (with potential for cycling and horse-riding) linking the islands' considerable natural, cultural and community assets for social, economic, health and environmental benefit. It could be used by tourists and locals, running from Sumburgh Head in the south to Hermaness in the north, utilising 'visitor hubs' along its length, to divide it into daily walkable sections and give access to attractions, accommodation, facilities and shops.

The project is being developed by VisitScotland, Highlands and Islands Enterprise (HIE), Shetland Islands Council, NatureScot and Shetland Tourism Association. Funded by HIE, consultants have been appointed to undertake the feasibility study.

To capture views and help identify problems and opportunities, consultants met or contacted with all Community Councils in Shetland; elected officials; local development groups; local businesses; third sector and public organisations; and representatives from the transport industry. A survey was also launched to capture the views of Shetland residents, those who had previously visited Shetland and those who have an interest in doing so.

The Shetland Way offers an opportunity to attract more of the kinds of visitors who would appreciate the islands' unique tourism product in a sustainable way while more walking visitors will mean fewer carbon emissions and contribute to the aim of Shetland becoming net zero.

In addition to short-term employment during route development, the Shetland Way will support longer term employment opportunities associated with tourism businesses. Creation of the route will increase awareness of the attractions and sights across the Shetland Islands. This would support the wider distribution of the benefits of tourism



throughout the islands by encouraging people to explore new areas which they may not have otherwise visited.

A long-distance route also offers potential to improve access and opportunities for exercise for local people as well as visitors. Increased walking and cycling activity by Shetland residents as a result of the route will create improved health and wellbeing benefits.

## Relaxed Social Evening at Clickimin



### *Creating opportunities for participation in partnership*

Shetland Recreational Trust's Health and Wellbeing Community and Liaison Officer had heard from local charities that the COVID-19 pandemic had meant that the majority of opportunities for disabled people had been lost and was having a negative effect on the people they were trying to support. Working with Ability Shetland, Shetland Community Connections and Shetland Islands Council, Relaxed Social Evenings in the Loch Bar at Clickimin were introduced at the end of 2021. Held on the last Wednesday of every month, they are aimed at disabled people and people with additional support needs as well as their friends, families and carers.

The organisations worked together and consulted with participants on the idea, marketing and advertising as well as new ideas for the evenings. Consultation with participants ensures that the evenings are developing and growing as time goes on.

Shetland Recreational Trust's Health and Wellbeing Community and Liaison Officer said:

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*"We started off with board games and still have that most evenings, but have also added music, karaoke and we have a great set-up with Food Culture café now too where people pre-order food from a set menu and the café staff deliver it down to the Loch Bar for us on the evening. Fish and chips and curry have all been very popular and I have to be early to open up the bar as we usually have a queue outside now."*

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## Supporting the Inactive to Become Active



### *Reducing barriers to keeping active through partnership working and community consultation*

An Active Shetland Working Group have been working through the Active Shetland strategy, establishing three multi-organisation working groups to look at the following:

- Active Outdoors
- Supporting the inactive to get active
- Poverty and inclusion in sport and physical activity



A lifestyle survey carried out by the 'Supporting the Inactive to Become Active' working group gathered over 1400 responses and revealed that locals face a variety of barriers to keeping active, including a lack of time and motivation, cost, distance to activities and a lack of suitable routes for walking and cycling. The working group members are part of the Active Shetland Strategy aiming to “make Shetland the most active community in Scotland”, and includes representatives of Shetland Islands Council, **sportscotland**, Shetland Recreational Trust, NHS Shetland, Ability Shetland and ZetTrans.

In terms of potential improvements that could increase their activity levels, for adults, the most commonly selected choice was improved paths and routes for cycling and walking as well as activities that were beginner-focused, cheaper, family friendly and closer to home. For children, the most selected improvement was activities closer to home, followed by family activities, reduced costs and more focus on fun.

With the knowledge gained from the survey, the working group has decided on the following main actions to:

- Deliver a workplace campaign to promote healthy lifestyles and develop plans for a school based campaign.
- Create family-orientated and fun-focused activities for all in two rural areas.
- Develop and expand walking group opportunities for all in Shetland.
- Engage with a variety of groups and support agencies to better understand barriers to being active, and gain their input to future projects and ideas.

- Promote new and existing opportunities to be active, including SRT's new subscription and Access to Leisure schemes.

The aim is to reduce some of the barriers identified by locals so that more people can benefit from and enjoy being active.

## Combined Police and Fire Youth Volunteer Scheme



### *Empowering young people to work together for a safer Scotland*

As part of a new initiative, Police Scotland Youth Volunteers (PSYV) and Scottish Fire and Rescue Service (SFRS) have teamed up to provide a safe, welcoming, enjoyable and fun environment where young people can learn as individuals, develop positive relationships and actively work together for a safer Scotland.



SFRS' Youth Volunteer Scheme and the PSYV programme were brought to Shetland for the first time in 2022, and, while normally separate, the organisations teamed up to launch Shetland's first ever combined scheme. The collaboration means that the organisations can share their resources and work together to strengthen the relationship between police, fire service and young people by breaking down barriers and promoting positive role models.

The scheme is supported by adult volunteers and led by Police Constables, Fire Service and volunteers within their local communities and at national events across Scotland.

The programme is an opportunity for:

- Young people to make a difference in their communities
- Young people to become successful learners, confident individuals, responsible citizens and effective contributors as well as being equipped with improved life skills
- Reducing inequalities by engaging with a diverse range of young people
- Increasing young people's capacity for further learning, employment or volunteering
- Young people to gain a practical understanding of police and fire services

- Supporting the development of an adult volunteer network which will enhance personal development, training and employability prospects
- Improving health and wellbeing by providing a range of information and resources for young people and adult volunteers

## Wellbeing 1000



### *Supporting Families to Thrive*

Wellbeing 1000 is a nurturing and compassionate wellbeing support service for families with infants up to the age of 2.5 years. The service, offering an open, inclusive, weekly drop in session run by Wellbeing Practitioners, is part of Shetland's approach to perinatal and infant mental health with NHS Shetland and Mind Your Head partnering to offer a range of support and services. The name refers to support being for the first 1000 days of a child's life – supporting children and families in this early period can improve children's health, development and life chances, helping to tackle the unfair and avoidable differences in our communities.

Families can attend with no obligation to help out, or commit to sessions, a snack and hot drink is provided, and practitioners support people to discuss their circumstances and offer practical help where appropriate, for example links to Citizen's Advice Bureau or advice around benefits available. Around 20 people (including children) access the service each week, with new members every week.

The programme stemmed from participants of existing wellbeing programmes identifying a need for a service for parents with younger children.

The programme is having an impact on families by improving the wellbeing of families with young children, supporting them to be able to tackle life's challenges, giving them opportunities to build their support networks, and a route to access other professional support if required.

## Fragmented and Pollyana Paradox



### *Empowering people through theatre in the community*



As part of the United Nations 16 Days of Activism against Gender-Based Violence, *Fragmented* was performed by Islesburgh Drama Group and was written, directed and produced by Stephenie Pagulayan of ALICE Theatre Project, in partnership with Shetland Women's Aid, Shetland Rape Crisis (now The Compass Centre) and Shetland Arts Development Agency (SADA).

*Fragmented* is a one-act play exploring the impact and trauma of childhood sexual abuse in adult life. The production was followed by a Q&A session with the Procurator Fiscal and representatives from Shetland Public Protection (Shetland Islands Council), Shetland Women's Aid and The Compass Centre. SADA supported the filming of *Fragmented* so that it can continue to make an impact across Shetland and further afield.

Feedback from partner organisations and audience members included:

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*"Thank you [Shetland Arts] for giving us this platform to support people in our community. I have no doubt that the ripples from this production will reach those who need the help most. To help them to feel brave, seek help and no longer feel alone. And that is the best outcome of all."*

*"Awesome moving production with some super talented actors. A brave play. A responsive audience. A painful but important Q&A. So needed to be made. Hoping it finds its way around our halls, schools and men's sheds. Huge congratulations to all involved."*

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Following the production, a series of workshops were held in Mareel with survivors of domestic abuse to start devising a new play, *Pollyana Paradox* to be staged in 2023. Creative Scotland and Shetland Charitable Trust also supported this work.



## Grow Shetland



### *Supporting growing in the community*

Grow Shetland is a 3 year project (2021-2024) supporting the Shetland community to grow more of its own fruit and vegetables, increase access to affordable food and encourage healthy eating. Delivered by Transition Turriefield, the project is funded by the Shetland Islands Council's Coastal Communities Fund, Highlands and Islands Enterprise and the Shetland Charitable Trust.

In the past year, work has been done with schools to develop their growing plots. This has engaged pupils, parents and the wider community in food growing and increased the produce available for school meals and for wider community use.



All nine schools worked with have begun to increase their food growing:

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*"Our project is now in full flight. Raised beds are ready, tonnes of topsoil have been moved into place. Fertilisers added and seeds planted. We have 40 pupil volunteers and a healthy group of enthusiastic adults. The planting plans etc are so useful and as a resource this has been very accessible and really helped me feel like I have a better idea of what I am doing. We have got to where we're at because of your visits to the school."* Hamnavoe Primary school

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Each successful growing plot in schools, communities or an individual's garden reduces the need to import fresh produce. It provides food for the household or community and lessens the need to shop. At least five schools recognised the benefit for low income families and chose to send their produce home with pupils:




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*"I couldn't believe how much the polycrub produced. We sent the children away with bags so they could cook it with their families in the holidays"* Principal teacher, Sandness.

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## Trauma Informed Lens



### *Learning about service provision from those who access the service*

Shetland Island Council's (SIC) Justice Social Work department have taken a 'trauma informed lens' to its service in order to learn about service provision from those who access the service. Nationally, we are becoming more aware that many people live through adverse childhood experiences and traumatic events and that this impacts on health and wellbeing later in life.

Taking a trauma informed approach acknowledges that people with lived experiences of trauma, particularly complex trauma, are hard to reach and least likely to engage with services. The trauma informed approach assists us to learn how to support engagement, whilst avoiding re-traumatisation and contributing to poorer outcomes for those within the Justice System. The trauma informed lens involved meeting with people with lived experience of the Justice Social Work Department in Shetland and utilised the NHS Education for Scotland framework.

For those who have experienced trauma, it is clear that the values of respect, personal choice and empowerment, whilst maintaining boundaries, are essential factors in avoiding re-traumatisation and that the staff team are skilled at demonstrating these values.

Understanding how people feel safe, have choice and feel empowered can only be fully understood through direct contact with those individuals. The staff team have also been directly involved.

The project highlighted that the team are hugely competent in working in a trauma informed way. Some quotes from participants reflect this:

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*"I was treated as a person, not an offender"*

*"I was made to feel supported and not belittled"*

*"I was asked what I wanted to achieve".*

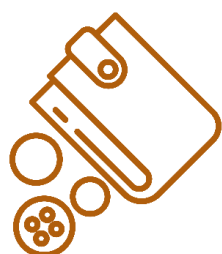
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An action plan has since been developed and despite excellent feedback, includes improvement ideas as well, some of which have already been implemented. The challenge remains to implement the agreed changes to ensure that the trauma informed approach is maintained in the long term. SIC's Justice Social Work team believe that listening to people with lived experience of the service is the most effective measure of success, or indeed failure, of the service.

## Money Worries Workshops



### *Improving knowledge and understanding of money worries*



Last year we reported on the initiation of Money Worries workshops which were developed with the aim of supporting people to see the role they can play in raising the issue of money worries and to improve knowledge and understanding of the support offered by Citizen's Advice Bureau (CAB). The Money Worries sessions have been run virtually as a joint venture between Shetland CAB, the

Anchor Early Help team and NHS Shetland's Health Improvement team.

The sessions look at the context of health inequalities associated with poverty and discuss the impact of stigma as a barrier to both services raising the issue and individuals seeking support. The intention is that attendees will share the information with their teams, initiate more conversations about money worries and refer to CAB.

Money Worries workshops continued between April 2021 and March 2022. People from a variety of roles undertook the training including; schools staff, Health Improvement staff, Youth and Employability staff, Child Health staff and staff from the 3rd sector. Since April, further interest has been generated with fully booked courses and waiting lists for the next set of courses. The cost of living crisis may also have been a prompt in encouraging more people to make a booking.

This training has been designed following feedback from individuals and families involved in the ANCHOR Project: welcoming open discussions about money to introduce them to what is available. It also builds on previous work by maternity services around the positive

attitudes of patients to being asked about money contradicted by the belief of health professionals that these discussions would be intrusive. The wider aim is that making discussions about money more commonplace will contribute to a culture of decreased stigma around seeking support, and a normalisation of discussing finances and concerns at the earliest opportunity. The overall feedback from those who attended a Money Worries session is positive and the sessions are felt to be useful.

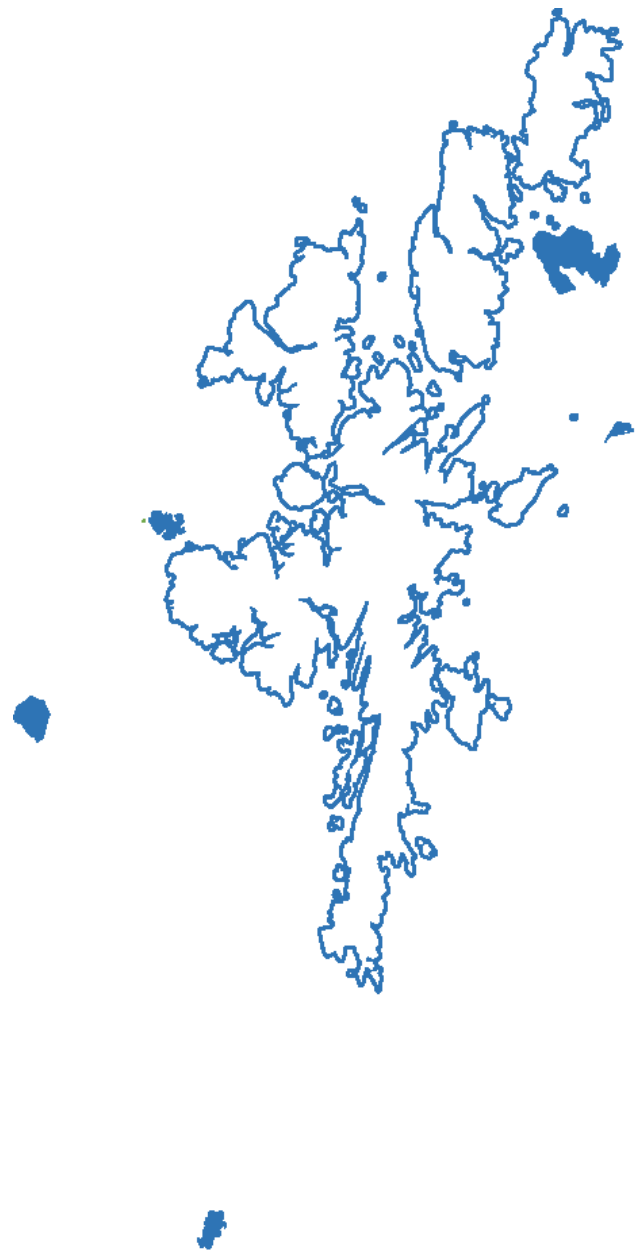
# Shetland's Islands with Small Populations Locality Plan: Annual Report 2021-22

## Locality Planning

In addition to producing Shetland's Partnership Plan, which covers the whole of Shetland, the Shetland Partnership is also required to plan at a more local level. These Locality Plans should enable communities and wider partners to find innovative solutions to key local challenges. The duty to carry out Locality Planning is set out in Part 2 of the Community Empowerment (Scotland) Act 2015.

Locality Plans can be based on geographic areas, administrative boundaries or communities of interest (a group of people with shared characteristics). Locality Plans are documents that belong to the communities, are signed up to by partners, and delivered together.

In October 2020, the Shetland Partnership published the Shetland's Islands with Small Populations Locality Plan. This plan is the first Locality Plan produced by the Shetland Partnership. The Plan covers the communities of Fair Isle, Fetlar, Foula, Papa Stour and Skerries and is based on extensive dialogue between public service providers and the people who live and work in these isles.





## Our Activity

The strategic delivery group has continued to meet on a regular basis. The group comprises of representatives from all the islands, service managers, key stakeholders and Community Involvement and Development Officers. A range of topics have been regularly discussed at the meetings, including:

- Health Care
- Transport
- Connectivity
- Housing
- Tourism
- Infrastructure

The Crofting Commission delivered a presentation to the strategic delivery group, outlining their purpose and their priorities. Feedback from a survey of the Scottish crofting community was presented and group members contributed their own thoughts to the representatives from the Crofting Commission.

Research on community-led housing was carried out, with case studies and key points presented to the strategic delivery group.

Visit Scotland, together with Highlands and Islands Enterprise (HIE), have facilitated open meetings to discuss tourism matters on the islands. Representatives from HIE and Visit Scotland have visited Fetlar and Skerries to meet with islanders and learn first-hand about tourism provision and developments on the islands.

## Case Studies

### ***Petrol Bowser project – Fair Isle***

The Petrol Bowser project was a real positive for the Fair Isle community. It was carried out by the Fair Isle Development Company, who secured funding from Dunrossness Community Council and the Shetland Community Benefit Fund, Advance Grant Scheme.

The project saw the purchase of a bowser and trailer for the safe transportation of petrol from mainland Shetland to Fair Isle via the ferry, the Good Shepherd.

There are no petrol pumps on Fair Isle, something which is taken for granted elsewhere but is a challenge for islanders. In addition, petrol is a necessity for islanders with cars, lawn mowers and other machinery and vehicles.

Support for the project was given by the Shetland Islands Council Community Involvement and Development Officer for Fair Isle, particularly with finding suitable grants and making grant applications.

### ***Community Broadband – Fetlar***

Fetlar has had community broadband for some time. Due to a change in service, speeds significantly dropped which opened up a debate within Fetlar about the future and whether a new community broadband project would be feasible for the island. The alternative was for each household to use 4G for their broadband coverage.

Fetlar Community Council circulated a questionnaire to the community to see if there was enough interest in developing a new community broadband scheme. This met with a positive response. The community was then given the opportunity to meet virtually with Marvin Smith from the Shetland Islands Council to put forward questions around the scheme. Marvin worked with Ian Brown of Shetland Broadband to take the project forward with Fetlar Community Council to keep everyone informed.

One of Ian's colleagues visited Fetlar to carry out a survey and considered how best to set up the improved community broadband. In order to fund the project islanders were informed about the Scottish governments R100 Scottish Broadband Voucher Scheme. This is a one-off voucher to help deliver a superfast broadband solution for both homes and businesses.

Well over 30 households on the island applied for the vouchers (supported by Ian). Each voucher was worth £650 rather than the £400 originally thought (due to the remote location of Fetlar) meaning the entire cost of the project will be covered. Infrastructure is now in place and speeds have already substantially improved.

### ***Let's get ready for Net Zero – Foula***

The Foula Electricity Trust (FET) has been providing electricity for the island since 1982, generating electricity through wind, hydro and solar power, all backed up by two diesel generators. In 2019 they joined Highlands and Islands Enterprise, NatureScot, Shetland Islands Council and Foula residents in signing the Clean Energy Transition Pledge.

In spring 2021, three battery banks were replaced giving 30% larger capacity which was funded by CARES. Batteries were shipped from Canada to Shetland and were replaced by hand, a huge undertaking. At the same time, a data monitoring system became functional which has been revolutionary in being able to troubleshoot any problems on the grid.

The impact this had for FET was invaluable, greatly reducing the number of generator hours required to maintain the grid. Moving generator use from every 4-6 hours, to seeing periods of up to 82 hours between generator starts. For this period the grid became stable, whereby renewable generating capacity was more or less equal to the network demand.

In early 2022, FET attended a workshop to facilitate a submission of interest to a new funding opportunity; "Let's Get Ready for Net Zero", administered by CARES.

The submission detailed that a dedicated power centre building will be built, encompassing space for the existing infrastructure, and allowing space to expand in the future.

There will be additional generating capacity from a larger diesel generator that was purchased with the assistance of the Shetland Islands Council in September 2021. This will help until further renewable assets are developed. A modelling phase is to be formally carried out which will look at the infrastructure. This is likely, however, to include installing two new wind turbines, doubling the solar array capacity and two additional storage banks.

A 2019 carbon audit highlighted that the main decarbonisation challenge is tackling heating in homes. An assessment of all fuels that came to or are burnt on the island for the purpose of heating was done, converting that energy into equivalent electricity. This formed a baseline to indicate the capacity needed on the grid in order to facilitate decarbonisation.

In August 2022 a new project has been started to map out the carbon capture that is occurring naturally within Foula's peatland.

### ***Defibrillator Training – Papa Stour***

In 2021 a defibrillator was installed in the Papa Stour ferry waiting room building. Community Councillor Jane Puckey coordinated the delivery of on island training to upskill residents in the use of the equipment should it be necessary. This has strengthened island resilience. This was delivered by Lucky2Bhere. Lucky2Bhere are a charity who provide defibrillators and emergency life support training throughout Scotland.

After facing logistical challenges involved in getting the trainers to the island, training successfully went ahead in March 2022 in the Papa Stour School building. The islanders worked closely with the schools service to negotiate access to the currently mothballed building. This has proved a vital resource in enabling the community to function to its best ability, particularly so during the pandemic.

### ***Healthcare Support Worker model – Skerries***

The population of Skerries, a “non-Doctor island”, has traditionally had its health and care needs met by a resident nurse. This worked well for the population, giving them accessible, local healthcare.

Following the resignation of the Skerries Nurse in late 2020, there were a series of recruitment efforts that were unfortunately unsuccessful. Difficulty recruiting to nursing posts is a national problem with too few qualified nurses available for ever more advanced and skilled posts. The Community Nursing team had to think creatively and look at alternative models to provide appropriate and adequate care to the Skerries community.

Community Nursing worked with the community, Shetland Islands Council Community Planning and Development, Scottish Fire and Rescue and Scottish Ambulance Services to develop a new model of working to support the community now and in the future that would be acceptable to the community and to an incoming postholder.

This Healthcare Support Worker model means a trained and supported Healthcare Support Worker (HCSW) based on island provides islanders with support for their health needs and also provides social care within the isle. The HCSW has access to remote supervision and

telehealth approaches to offer the health provision needed. Though, there are issues around connectivity that limit this digital approach.

This change in way of working has been enabled by the shift in use of technology to deliver healthcare and appointments that has developed over the period of the COVID-pandemic.

Having a HCSW who is part of a strong team, and is able to connect patients with other professionals to make joint decisions about their care, is providing an effective, sustainable, stable service for the people in Skerries. This alternative model of working is also considerably more cost effective than the traditional nursing model.

## **Monitoring our Progress**

The Shetland's Islands with Small Populations Locality Plan outlines a number of ways in which the performance of partners against the plan's objectives will be measured. These include monitoring population levels and balance, income levels, the number and nature of jobs, volunteering levels, and community morale. Many of these indicators align closely with those being monitored in the Shetland Partnership Plan; however, there are some challenges with gathering and analysing data at a small community level. Due to various factors, we do not have updates on the data presented in last years' report. Work is continuing to consider the best approach for being able to consistently report on this data, without it becoming personally identifiable. Consideration is also being given as to how this information can be presented on the Shetland Partnership website.