

A. Leadership and Governance - We have strong leadership and governance to ensure that climate mitigation and adaptation is a significant driver for all sectors and industries across Shetland.

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Agreed KPIs and monitoring and reporting framework. All partner organisations approve KPIs and contribute to their improvement	KPIs and reporting and monitoring framework to be prepared and presented to the Shetland Partnership Climate Change Board for consideration, approval and adoption.	Staff time within individual organisations – predominantly SIC Climate Team, Shetland Climate Change Steering Group	Summer 2025	Chair of Shetland Partnership Climate Change Board		
We will have full alignment with all partners climate goals and climate-related policies						
Each partner organisation reviews their own climate strategies, policies, plans, goals etc. and brings them in alignment with the Shetland Climate Change Strategy	A review is undertaken to understand Partnership Organisations climate strategies, policies, plans, goals etc. and how they align with the Shetland Climate Change Strategy and Implementation Plan.	Staff time within individual organisations – predominantly SIC Climate Team, Shetland Climate Change Steering Group	End of 2025	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		
	Interviews are held with all Shetland Partnership Organisations to understand how best this strategy and implementation plan might work for them, and how best they can benefit	Staff time within individual organisations – predominantly SIC Climate Team, Shetland Climate Change Steering Group	End of 2025	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		
	All Partner organisations develop a Climate Plan, including ambitious targets and SMART actions for reducing emissions	Staff time within individual organisations	End of 2026	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		

We will have a framework for maximising the impact of communications highlighting issues and barriers to decarbonisation at a national level						
Commonalities can be identified and collaborative efforts to communicate barriers at a national level put in place.	A system is established for all partner organisations to highlight issues and barriers to decarbonisation.	Staff time within individual organisations – predominantly SIC Climate Team, Shetland Climate Change Steering Group	System establishment end of 2025. Ongoing	Chair of Shetland Partnership Climate Change Board Management and Leadership Team Place Director		
Review the strategy at 5-year intervals. Produce an annual progress report, to ensure impacts are regularly evaluated and lessons learnt highlighted to identify best practice.						
A system is in place for reviewing and updating the strategy at 5-year intervals. A system is in place for producing an annual progress report, to show progress made and ensure impacts are regularly evaluated and lessons learnt highlighted to identify best practice, with recommendations provided for continual improvement.	The Shetland Climate Change Board governance includes the review of the strategy at 5-year intervals with annual progress updates published.	Shetland Partnership Management and Leadership Team and Partnership Organisations	Summer 2025	Chair of Shetland Partnership Climate Change Board		
	A Shetland Climate Change Report is produced annually which provides information on progress on the Shetland Climate Change Strategy. This will include emissions data and analysis, update on key areas of progression, key priorities for the following year and recommendations for accelerating action.	Staff time from SIC Climate Change Strategy, Shetland Climate Change Steering Group and Partnership Organisations	End of 2026	Chair of Shetland Partnership Climate Change Board		

B. Building Awareness - We have an effective approach to informing and enabling people to make positive climate conscious choices.

What	How	Resources	When	Who	Current Status	3 Month Progress Update
We will develop and deliver a Communication Principles and Guide: • How do we think about Communications • How do we plan Communications • How do we best focus our thinking to provide clear messages • How do we work better together to amplify each other's messages • Investigates and identifies gaps in knowledge and understanding • Aids in producing easy to understand facts, to enable all stakeholders to make climate conscious decisions • Shares good practice						
A Communications and Participation Strategy that all partner organisations have approved and engage with on a regular basis.	Develop a draft Communications Principles and Guide – includes templates and best practice	Staff time – SIC Climate Change Strategy	Summer 2025	Claire Ferguson		
	Hold a workshop with the Shetland Partnership Network to present draft Communications Principles and Guide and gather insights and feedback on Communications preferences	Staff time – SIC Climate Change Strategy plus Shetland Partnership Network	Summer 2025	Claire Ferguson		
	Update/refine Communications Principles and Guide based on insights gained at Partnership Network	Staff time – SIC Climate Change Strategy	Autumn 2025	Claire Ferguson		
	Present Communications Principles and Guide to M< for consideration in being adopted	Staff time – SIC Climate Change Strategy	End of 2025	Chair of Shetland Partnership Climate Change Board		

Continue to build and participate in the Shetland Climate Change Forum, a joint SIC and Shetland Partnership Forum, that aims to share knowledge, skills and up to date information on climate-related topics.						
A Climate Change Forum that is open to, and regularly engaged by, the Shetland Partnership. The Forum will provide knowledge, skills, up to date information and the opportunity for discussion on climate topics. A range of speakers will be engaged from across Shetland, nationally and internationally.	Review invitation system to Shetland Climate Change Forum – ensure each Partnership organisation receives invites to staff by the most appropriate and effective method.	Staff time – SIC Climate Change Strategy	Summer 2025	Claire Ferguson		
	Engage partnership organisations in the development of a rolling programme of Forum agendas and speakers to maximise relevance and usefulness of content	Staff time within partnership organisations	Summer 2025	Claire Ferguson		
	Collate feedback from Forum attendees for use in continual improvement	Staff time within partnership organisations	Summer 2025	Claire Ferguson		
Provide the opportunity for Climate Emergency Training to all Shetland Partnership organisations that is tailored to a Shetland audience to maximise impact.						
Climate Emergency Training (CET) is offered to all partnership organisations. It is provided regularly through a variety of mediums. It is advertised in the most effective means throughout organisations.	Review method of partnership organisations signing up to CET – ensure this is done through most appropriate and effective method	Staff time – SIC Climate Change Strategy and Partnership Organisations	Summer 2025	Claire Ferguson		
	Review advertisement mechanism for CET within each partnership organisation to ensure staff are regularly	Staff time – SIC Climate Change Strategy and Partnership Organisations	Summer 2025	Claire Ferguson		

Leadership within partnership organisations encourage staff to undertake CET.	reminded of the opportunity					
	Leadership within partnership organisations to commit to encouraging staff to undertake CET.	Partnership Organisation Leadership and Senior Management	Summer 2025	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		
Annually organise and run a Shetland Wide Climate focussed event with the aim to provide information, raise awareness and encourage collaboration around climate change for organisations, businesses and individuals within the Shetland Community						
Annual Shetland Climate Festival is planned and run, with an annual increase in participation and engagement	Annual Shetland Climate Festival is planned and run, with an annual increase in participation and engagement. All Partnership Organisations are given the opportunity to participate in the festival and use this as an opportunity to engage with the Shetland public on climate related matters. This provides an opportunity for promotion and to seek feedback and insights from the community.	SIC Climate Change Strategy time Funded through SIC Climate Change Strategy budget, sponsorship and external funding	Sept 2025 – Annually held in September in line with Scotland’s Climate Month	Claire Ferguson		

C. Clear Data - We monitor then evaluate the impact of climate conscious activity, using our specialist knowledge and data intelligence.

What	How	Resources	When	Who	Current Status	3 Month Progress Update
Build from the Shetland Net Zero Route Map works to develop a mechanism for annually collecting, analysing and reporting on data clearly to map progress of climate action in Shetland.						
A mechanism is in place for annually collecting, analysing and reporting on data related to Shetland emissions and climate KPIs. This will provide quality information for use in decision making, businesses cases and proposals.	Engage with Scottish Climate Intelligence Service to set up the platform for Shetland and become 'superusers' in the use of the ClimateView platform.	SIC Climate Change Team	Summer 2025	Claire Ferguson		
	All key data related to climate change for Shetland is input into the ClimateView platform, allowing us to monitor and report on our emissions annually. A framework has been set up to allow this to happen efficiently annually.	SIC Climate Change Team and Partnership Organisation staff as required	End of 2025	Claire Ferguson		
	All appropriate interventions (building on from Shetland Net Zero Route Map) have been input and modelled in the ClimateView platform, providing annual target emissions reductions and a pathway to net zero.	SIC Climate Change Team and Partnership Organisation staff as required	End of 2025	Claire Ferguson		

	The ClimateView platform is used as a decision making tool, showing annual emissions data and allows data to be analysed and used in business cases and proposals. Data is used to produce the Annual Shetland Climate Change Report.	SIC Climate Change Team and Partnership Organisation staff as required	End of 2026	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		
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D. Collaboration - We are aligned and provide opportunities for collaboration across sectors and communities, to enable innovation and solve problems

What	How	Resources	When	Who	Current Status	3 Month Progress Update
Establish a collaborative space and repository for information regarding projects, funding, and expertise within the Partnership Network. The space could be for meeting in person or digitally, or could be a digital repository that hosts: • Case studies and best practice • A repository of key messages and data for use by Partner Organisations • A space for asking Partnership organisations questions – Knowledge Hub Develop a shared project database that connects potential project managers with local experts and funding providers. Those supporting the database will: • Actively seek out funding opportunities to enable innovation and problems to be solved for all sectors. • Actively work to identify gaps in capacity across all sectors and put in place solutions to overcome these – e.g. skills development/mechanisms for contractors or expertise provision. • Provide an opportunity for greater collaboration on active Shetland Partnership projects						
A shared Shetland Partnership project database will be established providing greater opportunity for sharing and collaboration,	Undertake a review and options appraisal of what information/data should be included on a shared project database, where the database would be housed, how	Staff time – No resources currently allocated.	End of 2025	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		

particularly in relation to funding, resource and expertise	the database would be engaged with (organisational gatekeepers etc.) and costs associated with the database.					
	Undertake stakeholder engagement with Partnership Organisations to inform the review and options appraisal. Conduct individual interviews with Partnership Organisations to find out what would make this useful and what would make people interact with it.	Staff time – No resources currently allocated.	Summer 2026	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		
	Create a proposal for approval, including ongoing monitoring, KPIs and reporting on the use of the database, and work through approval process	Staff time – No resources currently allocated.		Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		
	Work towards implementation of shared project database	Staff time – No resources currently allocated.	End of 2026	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		

Climate leads to be identified across Partnership Organisations with space set up to encourage collaboration across organisations, including use of the Shared Partnership Database/Platform.	Identify Climate Leads across Partnership organisations and create a mailing list and forum for engagement.	SIC Climate Change Team and Staff resource across Shetland Partnership Organisations	Autumn 2025	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		
	Engage with Partnership Network to see what is needed. Undertake an exercise to understand what is going to be the most effective collaborative space – what support is needed – what will accelerate activity? Workshop (barriers to change)/Engagement/proposal/put in place action	SIC Climate Change Team and Staff resource across Shetland Partnership Organisations	End of 2025	Chair of Shetland Partnership Climate Change Board alongside Representative of each organisation on MLT / Network		