

Shetland Partnership

Annual Report 2022/23



A Shetland Partnership Report

September 2023

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](#).

Our Annual Report

This is our Annual Report for 2022/23. 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 2022/23.

Our Duties

Our Duty	Achieved?	Progress Report
Prepare a Local Outcomes Improvement Plan (LOIP) 		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. Since the conclusion of our first Delivery Plan a decision was made to move away from the model of three yearly plans, moving instead to publishing a rolling Delivery Plan on the Shetland Partnership Website. The partnership continues to meet monthly to discuss and review priorities.
Carry out Locality Planning 		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.
Review and report publicly on progress with the LOIP and Locality Plans 		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 2022/23 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 2022/23

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 (Appendix 2, pages 16-20 in the plan) and the [Shetland Partnership website](#). Most of the indicators are updated once a year or every two years; these changes are shared in the Annual Report and the website. Updates on all the indicators available for 2022-23 are shown on pages 11 and 12.

Analysis April 2022- March 2023

The last twelve months have continued to be extremely challenging for us all, with the cost of living crisis following on from the pandemic and UK Exit from the European Union. Having monitored the indicators for over five years, medium-term trends are emerging for some, whilst in others the measures do not fully reflect 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 partners has been crucial to inform our interpretation of the data and provide context. Ongoing work on a new Delivery Plan may recommend some indicators be supplemented, or removed, and new ones added.

Foodbank usage rose to an average of 134 per month in 2022-23. The average number distributed in Shetland continues to rise. There was a decrease in 2020-21 as the indicator did not capture the activity undertaken locally by various organisations during the pandemic ([Shetland Partnership 2020-21 Annual Report](#)). There has been a rapid growth in the number of charitable food banks over the past decade throughout the UK ([Bramley et al, 2021](#)). In Scotland, 2022-23 saw the highest ever levels of need, representing a 30% increase from the same period the year before ([The Trussell Trust](#)). Mirroring this, Shetland saw a 31% increase from the same period last year, based on the monthly average of food parcels distributed by Shetland Foodbank. It is important to recognise that data from food banks in the Trussell



Trust network (including Shetland Foodbank) is just one part of the picture of need across Scotland, and Shetland.



Children living in low income families had been increasing for Shetland and Scotland, since 2014/15 until 2020/21. In 2020/21, however, the percentage in Scotland decreased, whilst Shetland's increased. Conversely, in 2021/22, the percentage of children living in low income families in Scotland increased for all local authorities except Shetland, with Shetland's decreasing.

11.6% of children were living in low income families in Shetland in 2021-22. This was a reduction compared to the previous year's 13%, but is still higher than pre-pandemic levels.

Much of the reduction in children living in low income families in other areas and the increase in Shetland in 2020/21 may be explained by:

- An uplift in the value of Universal Credit in 2020-21. This meant that for families already on Universal Credit, many were moved out of what is defined as low income. Those households claiming Universal Credit are more concentrated in urban areas, accounting for the decrease in levels of child poverty in many of these areas.
- 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". Therefore:
 - 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.
 - Opportunities to work in 2020/21 may have been lost which would have reduced incomes for some families and led to an increase in uptake of benefits, for some.

The increase in other areas and the reduction in Shetland in 2021/22 is likely to be a reversal of the trends caused by the pandemic.

The statistics in Scotland suggest a gradual increase in child poverty levels since the early 2010s ([Scottish Government](#)). This is reflected in Shetland, although levels are consistently lower than Scotland as a whole.

The [Child Poverty Action Group](#) highlight that poverty rarely has a single cause and that in the past, child poverty levels in the UK have been significantly lower than they are today. A range of factors including: rising living costs, low pay, lack of work and inadequate social security benefits, together mean that some people do not have enough resources.

Other indicators such as Free School Meal uptake, Education Maintenance Allowance and School Clothing Grants can be helpful to get a fuller representation.

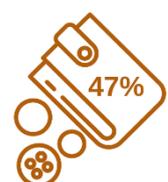
After housing costs are considered, child poverty in Shetland was 15.44% for 2021/22 ([End Child Poverty Coalition](#)). The [Local Child Poverty Action Report](#) contains further detail about how the partnership is monitoring and working to overcome child poverty in Shetland.



Cost of living pressures continue to have an impact on households and communities. 31% of households in Shetland were classified as experiencing **fuel poverty** in 2019. Due to a change in the definition of fuel poverty by the Scottish Government the baseline of 53% reported in 2016, is no longer comparable. A lack of data for 2020 and changes for 2021 has caused issues with the production of local authority estimates from the Scottish Household Condition Survey, therefore estimates will not be available until 2024.

[Changeworks' \(2023\) research on "Fuel Poverty in Rural Scotland"](#) looks at why fuel poverty is so persistent in rural Scotland, and identifies rural specific drivers which contribute to significantly higher fuel poverty levels in rural areas, when compared to the rest of Scotland. These include a cold and wet climate, a lack of affordable housing and limited access to support services. Changeworks cite Energy Action Scotland's fuel poverty estimates from April 2022 where it was estimated that 44% of people in Shetland are in fuel poverty, the joint fourth highest in Scotland (with Dundee City and Orkney). Changeworks found that fuel poverty (36%) and extreme fuel poverty (24%) in the Highlands and Islands were significantly higher than the average for the rest of the country (24%, and 12%, respectively) in 2019.

According to CACI Paycheck data (2021), 47% of households in Shetland **do not earn enough to live well**, based on the minimum income standard for remote and rural areas. This is significantly higher than the target set of



35% for 2021. While there are no up to date figures for 2022, 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](#)).



14.6%

As reported last year, Shetland's **figures for population aged 16-29** indicate a slight downward trend at 14.6% (NRS Scotland 2021) compared to our baseline of 15.5%. Figures remained fairly static between 2018 and 2021. The trend is similar to that of Scotland as a whole. The birth rate for Scotland is lower than the rest of the UK, which could be a factor behind the decreasing trends in the 16-29 population. Anecdotal evidence suggests that inward migration has also changed. Attracting people to live, work, study and invest in Shetland is a core aim of Community Planning Partners, and the Promote Shetland service is one of the key activities to support talent attraction and growth.

While there is no new data on **businesses struggling to recruit labour**

locally, anecdotal evidence from partners suggests that business, industry and public agencies consistently highlight difficulties in recruitment and retention of staff. Tourism and hospitality continue to struggle, with venues closing at times due to lack of labour. Most hotels have reported challenges, including not opening restaurants due to labour shortages. Construction businesses are struggling to recruit, advertising on a regular basis and not managing to recruit apprentices this year. Engineering businesses with growth opportunities report they are challenged because they don't know where the labour will come from to allow expansion. Community anchor organisations have also struggled to recruit development workers.



14,200

The number of employees in Shetland rose to 14,200 in 2021, higher than the target of 13,700 for 2021. This shows an improvement on 2020's 13,800 and 2018's baseline of 13,500. Levels of employment, as well as underemployment and demands for workforce, have been driven by significant industrial developments, including developments in energy, space and tourism. The job density in Shetland in 2021 was 1.12 jobs per person compared to 0.81 in Scotland ([NOMIS 2023](#)). There is some evidence of economic recovery since the

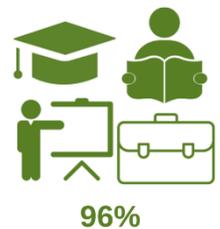
pandemic. Anecdotally there appears to be an increased number of visitors and a busy construction sector. The proportion of the Shetland population deemed economically active has increased to 81.9% for the period Apr 2022-Mar 2023 compared to 69.9% for the same period in 2020-2021, and the proportion of those on out-of-work benefits has fallen to 1.6% in July 2023, compared to 2.6% in July 2021 and 3.8% in July 2020 ([NOMIS 2023](#)). Latest figures on gross value added showed a figure of £792m in 2021 compared to £755m in 2020 ([Office for National Statistics 2023](#)).



6.5%

As reported last year, **Underemployment** (people who would like to work longer hours given the opportunity) decreased significantly from the baseline of 21.3% to 6.5% in 2020.

Shetland's **participation rate** (number of 16-19 year olds who are in education, employment, training and personal development) has consistently performed well. In 2022 Shetland had the fourth highest percentage in Scotland with 96%, although this is a 1% drop compared to 2021. In comparison, 92.4% of 16-19 year olds in Scotland were participating in education, employment or training. Skills Development Scotland (SDS) highlight that the impacts of the pandemic and the absence of Universal Credit data in prior years should be considered when making comparisons between 2022 and 2021, and when comparing 2022 data with earlier years.



96%



85%

Health indicators showed some improvement, such as **people engaging in physical activity***. This rose to 85% in 2021 (the same level as Scotland overall), achieving the 2021 target. While this has fluctuated, there has been an overall increase since 2016's 77%. The [Active Shetland Strategy 2018-2023](#) aims to help Shetland to be more active, and to give those involved in physical activity and sport the opportunity to meet their potential, excel and be involved to whatever level they can.

There was a decrease in the percentage of **children who are not a healthy weight in Primary 1** compared to the previous year (17.3% compared to 22.1%). Whilst an improvement, this misses the 2021 target of no more than 12.5%. More information on Scottish child healthy weight policies can be found in the [Public Health Scotland report for Body Mass Index of Primary 1 Children in Scotland School Year 2021/22](#). NHS Shetland is working alongside partners to meet new standards for children's weight management services.



17.3%



20%

20% of people were drinking at harmful levels between 2017 and 2021. Data shows there has been a gradual reduction since 2012-2015 (27%). The level for Shetland is lower than the Scottish level of 24% for 2017-2021. However the level is still higher than the 2021 target of 18%. A fifth of people in Shetland drink above the Chief Medical Officers' low-risk guidelines. This includes 10% of women and 29% of men. More information on alcohol harms in Shetland can be found on [Alcohol Focus Scotland's local profiles](#).

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 2020 dataset there was a change in the methodology of how emissions from land is calculated, which has resulted in Shetland's 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 for 2021 is higher than our emissions from 2020, as is expected due to behavioural and system changes during COVID. 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

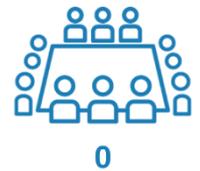


91%

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.

People in Shetland who feel part of their community* was 91% in 2021. Between 2016 and 2021, Shetland has experienced a higher percentage of people who feel part of their community than Scotland as a whole each year.

There were no **Community Council seats contested** at the most recent elections in October 2022, leaving 38 vacant seats. Shetland Islands Council have agreed to review the Community Council Scheme of Establishment. This review will take place over the next 2 years.



0



34%

34% of people **feel they can influence decisions affecting their local area***.

This is an increase from the baseline figure of 27% from 2016, showing an improvement. This is, however, just over a third of the population and is relatively low. Compared to the rest of Scotland however, 34% is the 3rd highest percentage (the highest is 40%). There is a programme of work on [transforming participation](#), as well as this being a priority of the [Community Learning and Development Plan 2021-2024](#).

45% of people want **greater involvement in decision making*** in their area (ranked 12th in Scotland, highest 56%). This has fluctuated, dropping to 20% in 2019 before rising to 45% in 2021. This could indicate, that people in Shetland want to get involved in decision making or it could also demonstrate a need for more opportunities to get involved.



45%



58%

More people in Shetland were **satisfied with public services*** in 2021 compared to 2019, 58% compared to 56%. This is, however, lower than the Partnership's baseline of 59%. This indicator is a compilation of quality of local schools, quality of local health services and quality of public transport. Apart

* Scottish Household Statistics for Local Authorities in 2021 are published as experimental statistics. Typically, SHS respondents are interviewed face-to-face, in their homes. However, in March 2020 the fieldwork approach was altered in response to the Covid-19 pandemic. This resulted in the majority of the 2020 survey fieldwork, and all of the 2021 survey fieldwork, being carried out using telephone interviewing. The 2022 survey returned to face-to-face interviewing.

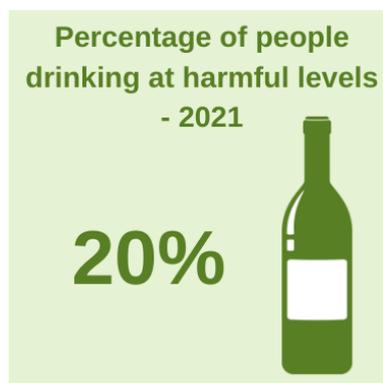
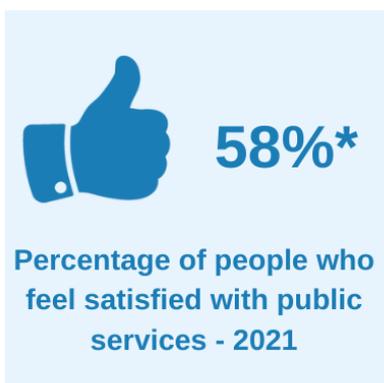
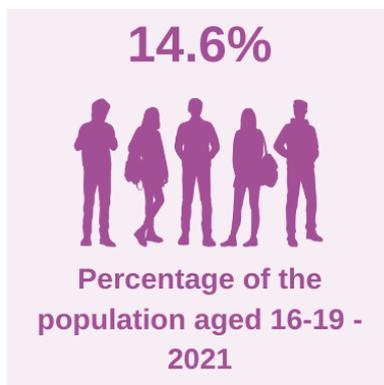
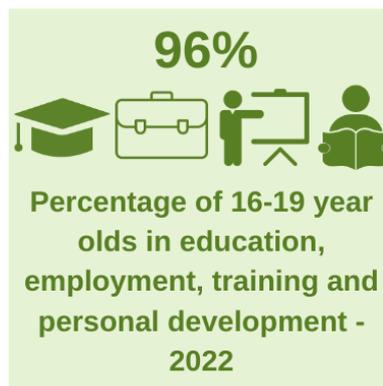
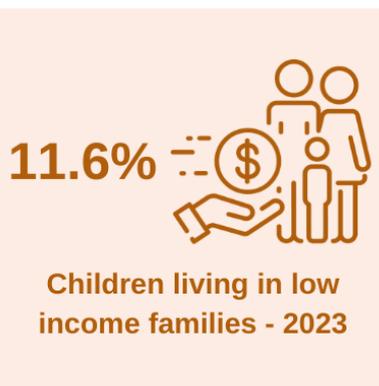
from 2018, Shetland has consistently had a higher rate of satisfaction than the Scottish average since 2016.

In summary, the indicators show a mixed picture: some have shown improvement, others have shown none and some have worsened, whether socio-economic, health or participation indicators. Whilst increased physical activity, more employees and a decrease in children living in low income families are favourable; almost half of the population do not earn enough to live well; there has been a 31% increase in foodbank usage; and children living in low income families remains higher than pre-pandemic levels.

There is evidence of some economic recovery in some sectors since the pandemic, in addition to a higher number of employees and lower underemployment. On the other hand, some sectors continue to struggle due to labour shortages.

The number of children who are not a healthy weight in Primary 1 and people drinking at harmful levels has reduced compared to the year prior, however, the data is not at target levels.

The Shetland Partnership will continue to monitor data and indicators over the next year. Updates to indicators will be added to the website, when new data becomes available. The Management and Leadership team will also continue to lead and inform on strategy for the Partnership. This includes supporting the new Delivery Plan.



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Data Sources: UK Government Department for Work and Pensions - Children in low income families: local area statistics 2014-2022; Skills Development Scotland 2022; Local Authority county - Business Register and Employment Survey, Office for National Statistics (ONS) (2021); National Records Scotland (NRS) Population estimates 2021; CACI Paycheck data (2021), Highlands and Islands Enterprise - Minimum Income Standard 2016, Family Resources Survey 2021; Shetland Islands Council 2022; Scottish Household Survey (SHS) 2021; Public Health Scotland 2021; Scotland's Labour Market: People, Places and Regions - Statistics from the Annual Population Survey 2020-21.

Food parcels distributed
per month - 2022/23



18.9



Tonnes of carbon
emissions per capita -
2021

Percentage of children in
Primary 1 not a healthy
weight - 2021/22



85%*

Percentage of people
engaging in physical
activity - 2021

Percentage of households
in Shetland in fuel poverty
- 2017-2019

31%



34%*

Percentage of people who
feel they can influence
decisions affecting their
local area - 2021



45%*

Percentage of people who
feel they want to be more
involved in decision
making - 2021

Percentage of businesses
struggling to recruit
labour - 2017

20%



91%*



Percentage of people who
feel part of their
community - 2021

* Scottish Household Statistics for Local Authorities in 2021 are published as experimental statistics. Typically, SHS respondents are interviewed face-to-face, in their homes. However, in March 2020 the fieldwork approach was altered in response to the Covid-19 pandemic. This resulted in the majority of the 2020 survey fieldwork, and all of the 2021 survey fieldwork, being carried out using telephone interviewing. The 2022 survey returned to face-to-face interviewing.

Data Sources: Shetland Foodbank 2023; UK Government Business, Energy and Industrial Strategy (BEIS) data 2020; Public Health Scotland 2021-2022; Scottish Household Survey (SHS) 2021; Scottish House Condition Survey, Local Authority Analysis 2017-2019; Shetland Employment Survey, Shetland Islands Council 2017

Activity Update and Case Studies

Shetland Partnership's Management and Leadership Team (MLT) continued to meet regularly throughout the year, to provide strategic leadership for community planning in Shetland. This role includes removing barriers and challenges, helping communities and partners to deliver activity which contributes to our shared vision and priorities.

At the request of MLT throughout 2022, Partnership Officers from Shetland Islands Council's Community Planning and Development team met with Shetland Partnership Network partners to reconnect and gain their views on how the Network should work. The first in person meeting since 2019 was held in February 2023. Representatives from partner organisations confirmed the purpose of the Network, shared their organisation's priorities, strengths and opportunities and prioritised areas to work on together. The Shetland Partnership Network aim to meet every two months throughout 2023-24.

Shetland Partnership's priorities are outlined below, each with an icon to represent the priority. 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. You can see which priorities the activities and case studies contribute to with the icons used.

Priority	Vision	Icon
Participation	People participate and influence decisions on services and use of resources	
People	Individuals and families thrive and reach their full potential	
Place	Shetland is an attractive place to live, study and invest	
Money	All households can afford to have a good standard of living	

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Anchor for Families



Rollout of Anchor for Families across all areas of Shetland

Anchor for Families was rolled out across all areas of Shetland in 2022/23, as part of the final year of the [Anchor Project](#). The learning from the Project led to the creation of [Anchor for Families](#), which provides support to families and universal services, across Shetland, to ensure that families are supported at an early stage.



Families under pressure can end up on a pathway to crisis. Barriers to support are often only overcome when a family reaches crisis. Waiting until a crisis occurs, however, becomes more costly for everyone with long term consequences for adults and children. Anchor for Families walks alongside families that are under pressure and supports them to develop a more positive pathway. Better family and societal outcomes are expected with more individuals and families able to thrive and reach their full potential.

The Anchor for Families team has expanded and can now offer equitable support across Shetland thanks to funding from the Scottish Government's Whole Family Wellbeing Fund. Every school across Shetland is linked to a worker as a point of contact, with some areas having a more enhanced level of contact. The Anchor for Families team were essential in delivering on the [cost of living support](#) provided during the winter. The team:

- Helped to set up St Ringans Hub where people could pick up hot water bottles, blankets, flasks, food and second hand clothing
- Operated the cost of living support line in partnership with other Council services
- Delivered Money Worries training¹ to increase the capacity and knowledge of other staff every week.

¹ Money Worries training sessions were developed for services and agencies to help them find out more about how to raise the issue of Money Worries, and about the support available for people locally. They have been run as a joint venture between Shetland CAB, Anchor and NHS Shetland.

- Helped with fuel vouchers and delivery of fuel vouchers.

Anchor for Families is making a real contribution to outcomes across the Shetland Partnership Priorities. Workers help to bring money into families; reduce household costs and ensure that families have more disposable income in their pockets. Anchor for Families puts people and families at the heart of the support, actively participating in the way the programme is constantly evolving. If something does not work it is tweaked on the way. Anchor for Families also aims to minimise barriers to involvement in education and services, ensuring Shetland is a good place to live.

Nort Natters



Bringing place based approaches to life

In autumn 2022, Shetland Islands Council, partners across public services, voluntary organisations, and over 500 community members came together as part of 'Nort Natters', to test out a different way of collectively shaping long term plans for Shetland's north mainland, through a place based approach, ie thinking in a joined-up, holistic way about how people live, work and experience the place where they live.



At the heart of 'Nort Natters' was an effort to understand what people who live, study and work in the north mainland want and need, now and in the future, so that people and services can work together to improve the quality of life, services and local outcomes. A range of partners across education, health and care, emergency services, enterprise, housing, and community and voluntary organisations co-designed a shared community engagement effort. This was supported and facilitated by People Powered Results (a Nesta Specialist Enterprise). People across the north mainland took part in multiple ways, including: in-person events, a conversation toolkit, an online survey, workshops in schools, and via a specially designed Minecraft event for children and young people.

The insights shared paint a picture of what matters to people in the north mainland. It was clear that there was a strong community spirit and sense of identity; and community

members shared their hopes for the future. There were stories about how interconnected the north mainland is, showing how challenges on different issues - like transport, education, jobs, or health - interact with each other simultaneously in people's daily lives.

Linking to our 'Participation' and 'Place' priorities, there is now an opportunity for individuals, groups, communities and organisations in the north mainland and wider Shetland to use these insights to work together in a more collaborative and collective way. By taking a place-based approach to how we look at local challenges, we have opportunities to develop and try new ways of working which: listen to and address local challenges collaboratively improve outcomes for people, by building on what is strong locally.

Cost of Living Support Winter 2022



Campaign on support available in Shetland

Shetland Islands Council approved a budget from Crown Estate net revenues to support Shetland's response to the cost of living pressures during winter 2022-23. The Scottish Government also announced an allocation from an Island Cost Crisis Emergency Fund. The purpose was to target support to islands communities and households facing additional challenges due to the current cost crisis. The effectiveness of delivery was achieved through strong partnership working, as highlighted below.

Cost of Living Campaign (We Shine Brighter Together)

A [Cost of Living Campaign](#) was created and implemented, including: webpages to support households, services and communities to find information and support; a cost of living leaflet sent to all households; and film, social media and hard copy promotional materials created to promote different opportunities over the winter months.





Shine On Shetland

Cost of Living Free Phone Helpline

A cost of living free phone helpline was set up and run by Shetland Island Council's Community Development team, Anchor for Families and Children & Families Social Work. There were 87 calls to the helpline and additional support to services, teachers and families.

Winter Activities Funding Scheme

A Winter Activities Funding Scheme was established and implemented, enabling community groups and services to apply to run winter activities.

- 24 applications were successful, of which 21 were from community groups.
- Activities were run throughout Shetland. The Community Work Team delivered Community Pop-ins, in areas where funding had not been distributed.
- Some winter activities were open to everyone, whilst others were targeted at the elderly, young people, or parents.
- Activities included: intergenerational cooking and lunches, yoga, canoeing, access to youth clubs, a warm place to read the paper and watch TV, wellness classes, art classes, playing board games, crafts, outings for the elderly, outings for young families, and free access to cinema.

St Ringan's Hub

St Ringan's Hub was established. Here, new items, second hand clothing and fresh food were available, offering support for cost of living pressures being faced by households across Shetland. An out-reach was also established in Brae.

Helping Households with Costs

- Shetland Islands Council worked with Shetland Citizen's Advice Bureau to implement a scheme to support households with energy costs, providing £400 to eligible households
- Families eligible for School Clothing Grants were able to access the holiday meal payments during holidays, and school closures from December until March
- Fresh food was provided to households, via the Hub



- Breakfasts for secondary school pupils were provided.

Grant to Shetland Islands Citizen's Advice Bureau (CAB)

- A grant was issued to Shetland CAB, to enable them to future proof services.

The winter cost of living support impacts on our 'Participation', 'People' and 'Money' priorities. Public agencies and communities helped deliver improved outcomes for people across the isles; the support aimed to reduce the number of disadvantaged people and households in Shetland; and communities were supported to maximise their incomes and minimise their outgoings from the support available. It hoped that the support will have an impact on reducing foodbank usage and children living in low income families.

Community Pop-Ins

Increasing social connections and supporting cost of living challenges in the winter



In response to the impact the cost of living crisis is having on individuals, families and communities, Shetland Island Council's (SIC) Community Development Team applied to the SIC's Winter Activities Fund to deliver a series of warm space 'Community Pop-Ins' across Shetland, targeting communities where there was little or no other local provision. This was done in partnership with communities, community groups and local partners.



The aim was for these to be inclusive, staying away from potential stigma that the phrase 'warm space' may bring. It was about having a welcoming, safe space that people could come, get a cup of tea, and have someone to speak with. Community workers hired community halls, and between 15th February and 30th March 2023, delivered 48 'pop-ins' across Shetland, which were attended by a total of 316 people.

Community Pop-Ins were designed to tackle loneliness and isolation, and support with cost of living challenges (for example fuel bills going up). Community workers brought books, magazines and games to provide a gentle way for folk to connect with each other in a non-

threatening way. Benefit check forms, fuel vouchers and various items from St Ringan's Hub were also brought along. Some examples of community pop ins include: a joint pop up with Youth Work and Community Centre in Sandwick; a Memory Lane Café in partnership with Shetland Museum and Shetland Library in Voe; and in Mossbank, pop-ins were run alongside the Under-5s group.

Sessions have resulted in a number of benefits, outlined below.

Increased social connections

For example, one collaborative Community Pop-In was attended by local people, local care home residents, and a children's group who all saw the sessions advertised. Workers felt that the event was a success in bringing people together, with the groups keen to come to future community events.



The community worker felt that having older and younger people come together was brilliant:

“We had older folk sitting there alongside bairns at the next table, interacting. This just happened by itself, it wasn't manoeuvred, it was a happy accident, it was brilliant – it's what it's all about.”

Being able to speak more freely about cost of living challenges and seek support

With the approach of 'getting stuck in', making sandwiches and soup with community members whilst also having a laptop and fuel vouchers nearby, Community Workers were able to have conversations about the cost of living. The feeling was that when people saw their neighbours or someone coming to speak about benefit checks and fuel vouchers, it seemed to encourage more people to do so. It was felt that many people who sought help may not have done so in another environment.

Feeling less lonely and isolated

Many people attending were brought along by others, but, on several occasions they met someone there who could take them back next time. There were also comments such as; “This is really great and I hope this can continue”.

Maximised household income through initiating a benefit check/fuel vouchers

Benefit checks and fuel vouchers have enabled people to both alleviate immediate financial hardship, but also look at how they could increase their household income through social security and benefits. Through connections made at these events, one Community Worker was able to signpost community groups to the Household Hardship Fund. This resulted in approximately 45 households being paid up to £200 to help over the winter.

Being a catalyst for new community led activity as groups recognise the need for this type of informal opportunity

A retired individual who used to work in renewables realised how cold his local hall was during the pop-ins. With a desire to do something about this, he is in touch with the Community Worker to apply for funding to insulate the hall and plans to volunteer to manage this project. By taking a lead, this will not just benefit individuals, it will also benefit the community. Some attendees have also mentioned that they plan to start their own social group as they have realised the benefits of these events.

Community Pop-Ins link to all the Shetland Partnership Plan priorities. With a focus on reducing stigma, increasing social connections and helping with cost of living, there were many benefits. Partnership working with communities and other agencies was key, and Community Workers reflected that the events were more successful and better attended when done in conjunction with communities and others.

Shetland Business Start Up Grant



Encouraging entrepreneurship to create jobs and opportunities

Shetland Islands Council's Economic Development Service and Highlands and Islands Enterprise established the Business Start Up Grant in 2022. The grant is administered by the Business Gateway team and was set up as a two year pilot in order to incentivise new business starts; improve business engagement with Business Gateway support; diversify the local business base; and improve long term business survival rates.



Applicants are able to receive 100% of eligible costs up to the maximum grant amount, with supplements available if the applicant is a young person, or the business is related to net zero developments. Business start-up rates in Shetland have tended to be relatively low, in part due to a high local rate of employment and a lack of spare labour market (although survival rates are higher – the 5-year survival rate of businesses ‘born’ in Shetland in 2016 was 52.9%, compared to 40.7% for Scotland).

The interest in the scheme and the rate of applications has been increasing, and the scheme has been kept under review as it has progressed to ensure issues arising and lessons learned are incorporated. The pilot period comes to an end in September 2023 at which point a review process will be undertaken to assess demand and resources to continue the scheme. Linking to our ‘Place’ priority, the grant scheme contributes towards ensuring that all areas of Shetland will be benefitting from a more resilient low carbon economy underpinned by a culture of innovation, inclusion and skills development.

Community Fun Days



Keeping active through partnership working and community consultation

An Active Shetland Working Group including members of Shetland Islands Council, sportscotland, Shetland Recreational Trust, NHS Shetland, Ability Shetland and ZetTrans have been focusing on supporting the inactive to become active. As reported in the last Annual Report, the group carried out a local survey to help identify barriers to participation and came up with five actions to help reduce them.



One action is to create family-orientated and fun-focused activities for all in two rural areas. The areas identified through the survey as particularly in need were South Mainland and Mossbank. Community Fun Days were organised in both with the aim of offering a varied fun day for all ages, with an opportunity to engage with locals through a survey and discussions to find out more about what they would like to see in their areas.

Both days were successful with exciting programmes of activities and good turnouts from the local communities. The Fun Days involved various activities such as archery, football, book bug, teas, music, crafts, outdoor games, swimming, duck races and sportswear 'Kit For All' items to take home.

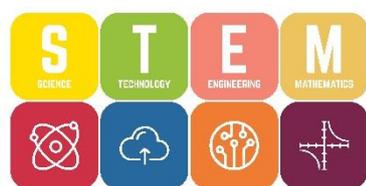
Feedback from the Mossbank Fun Day showed the community wanted more of this type of event, where local partners come together to deliver free activities for families. Three more family fun days have been organised for the summer holidays, with a view to expanding offers in the future. Feedback for the South Mainland event showed that 85% wanted to be more active and family sessions were the most popular activity that they would like to see offered. When asked what would help people to become more active, the most selected answer was 'family focused sessions' followed by 'safer walking and cycling routes'. This feedback will be used by partners in the local area to discuss and develop future ideas.

This contributes to all the Partnership priorities; with communities influencing decisions that affect them; people benefitting from living in active communities and positive places; and the events being free means that cost is not a barrier. It is hoped that this type of work will increase the percentage of people who feel they can influence decisions affecting their own area, people in Shetland who feel part of their community, and people engaging in physical activity.

STEM Engagement in Schools



Promoting local opportunities through interactive learning



Skills Development Scotland's (SDS) STEM² Engagement Adviser (in partnership with Shetland Islands Council {SIC} schools), works with children and young people to deliver 'My World of Work Live' (MyWoW Live). MyWoW Live is a

² Science, technology, engineering and maths

programme of fun, interactive activities that helps young people understand possible future careers through hands on learning. It was developed by SDS and is delivered to pupils from Primary 5 to Secondary 3. The STEM Engagement Advisor also encourages young people to try STEM subjects so that they may go on and follow a path into those industries.

Using the latest technology, the Advisor visits local schools, helping young people identify their own skills and what jobs will be needed locally in the future. For example, one activity focusses on the impact of 'Space Junk'. The activity is linked back locally to SaxaVord Space Port in Unst, helping young people relate potential careers to local opportunities.

The Advisor also encourages pupils to think about the range of pathways available to them and regularly promotes the apprenticeship family such as Modern Apprenticeships and Graduate Apprenticeships; and opportunities at UHI Shetland. More people taking on apprenticeships, or studying locally, helps to retain the population, and means that people can stay in Shetland and study at the same time if they wish.

Locally, many jobs are in the STEM sectors such as engineering, software development, transport, and fisheries science. By encouraging young people to try STEM subjects, young people may follow a path into those industries.

Another aspect of STEM is breaking down stereotypical barriers; it is believed that stereotypes are usually formed by around about Primary 4-5. Discussions are had around improving gender balance in the workplace, and it is hoped that this will feed through. In Shetland, SDS have had 1411 interactions with children and young people in the year 2022-23 through MyWoWLive; and through partnerships with Developing the Young Workforce (DYW) have been able to link in with local companies to showcase the local jobs.

MyWoW Live and STEM engagement links to our 'Participation' and 'People' priorities. Partnership working between SDS, SIC schools, DYW and local businesses highlights a successful partnership between public agencies and communities, helping to deliver improved outcomes for people across the isles. The programmes aim to help young people access employment, education and service in innovative ways designed to minimise the barriers to involvement for all; as well as retain the people needed to sustain our economy,

communities and services. It is hoped that this will impact on indicators such as businesses struggling to recruit labour; and on increasing the population aged 16-29.

Business Transition Fund



Sustainable Renewable Businesses

With funding from the Scottish Government for Covid-19 recovery, Shetland Islands Council's Economic Development Service set up the Business Transition Fund. The aim was to help businesses with improvements that could either reduce costs (particularly energy costs) or improve their ability to remain sustainable and competitive. There were three elements: digital improvements; energy efficiency improvements; and training. In total, just over £173k was approved towards 22 projects from a range of businesses and sectors, with grants towards energy efficiency measures being the most common assistance

The team consulted locally on the priorities that local businesses needed support on and spoke to HIE and other councils about shaping a scheme, with a flexible approach being key. The main challenge was that many local businesses were looking at solar panels or other efficiency measures and there was a lack of supply, therefore projects took longer than anticipated.

The Business Transition Scheme links to our 'Place' priority, with the training, attracting and retaining people and resilient low carbon economy aspects. The scheme also connects to 'People' and 'Money' priorities. If energy costs are less for businesses, there is greater income. If businesses are more sustainable, owners can employ staff or make better income themselves which translates into hourly pay and hours worked per household, improving the labour market. Similarly if businesses can keep their costs down they can keep costs lower; for example groceries in a shop, which is beneficial to families.

There has been significant interest in the funding which continued after the scheme closed and enquiries through Business Gateway about energy support and energy efficiency shows there is still a need there.

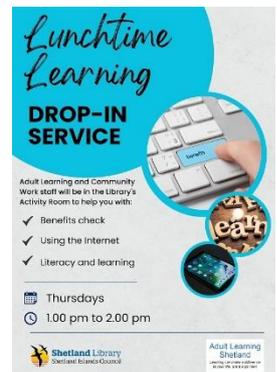
Delivering 'cash first' approaches to support individuals most in need



Supporting people to complete benefit check forms

The Community Development team have been working in partnership with Shetland Citizen's Advice Bureau (CAB) to support individuals to complete Benefit Check forms.

The Community Learning and Development (CLD) Partnership identified a need to deliver 'cash first approaches' to support individuals most in need, recognising that with money in your pocket, people are more able to deal with the other challenges they may face. CAB, had highlighted the ongoing issue of receiving a number of incomplete benefit check forms, often due to low literacy and confidence in completing forms. For CAB this ultimately means staff time is diverted to going back and forth helping with form completion rather than pursuing claims. Shetland Islands Council's (SIC) Community Development team saw an opportunity to support adults to develop their literacy skills, help relieve some of the pressure on CAB, and help individuals improve their circumstances.



There are two approaches to the Benefit Checks. Adult Learning is delivering weekly drop-in support sessions in the library and Islesburgh, and have incorporated support to complete benefit check forms into this work. The Team are also introducing benefit checks and cost of living into conversations out in the community to try and break down barriers around speaking about money and how the cost of living is impacting on people's lives.

The Team has found that not only are there lots of people picking up on the support, but that through open and honest conversations, people are more willing to seek support, in the knowledge that they are not alone. Assistance with completing benefit check forms has

become a core part of what the Community Development Team do as part of their jobs, providing a friendly face and a listening ear, to help people who may find forms daunting. This has also helped people with mobility issues and access (as checks can be done in people's homes, or in the community). Evidence suggests that while the dedicated sessions work well striking up conversations in the community about costs of living seems to work really well, particularly when a level of trust has been established.

One Community Pop-In was attended by a grandmother who had come to ask about a fuel voucher for her grandchild. She had been helping her grandchild out regularly giving money and the use of her car. Through conversation with the Community Worker it was discovered that the grandmother herself could use a benefit check and energy advice for her own home and a CAB referral was made. Through this casual face-to-face meeting this grandparent was able to access help for both her herself and her grandchild, something that would have been unlikely to happen had the lady never come along her local hall for a cup of tea. As a result of this, the family have less worries about energy costs, and may find that they are entitled to further support.

Adult Learning provided support to a single parent to complete a benefit check form. After submitting the form to CAB, the individual is now receiving an additional two benefits and a National Entitlement Card. This has enabled the family to visit relatives, attend activities at a reduced rate and feel less stressed about bills coming in.

Benefit checks link to the Partnership's 'Participation', 'People' and 'Money' priorities. Public agencies are working with communities to help deliver improved outcomes for people across the isles; the aim is to ensure that the number of disadvantaged people and households in Shetland is considerably reduced; and support is being provided to ensure people can access the support they need to minimise their outgoings. This work also highlights good practice of partnership working between communities, CAB and SIC.

Da Café



A safe space for young people to socialise



Da Café, run by the OPEN Project, has continued to provide opportunities for young people in Shetland to socialise with friends. Da Café is a weekly drop-in youth café aiming to attract Shetland's most vulnerable and hard-to-reach young people. OPEN have found that having a consistent, safe, and welcoming place to meet has been hugely successful in engaging young people, including those who are care-experienced, involved with Criminal Justice, and/or excluded from school, youth clubs, community centres, and sports facilities.

To enable this to happen, strong partnership relationships with local services and young people in the community have been paramount. Young people who attend have played an integral role in how the service is delivered and developed, with an average of 35 people attending each session. The café owner at the Olive Tree, worked with OPEN to ensure the youth space became a reality, and that affordable food and drink is available. Shetland Islands Council's Catering and Cleaning Team Leader also worked with OPEN to provide soup for each Da Café session at no cost.

The café is now open over 2 nights, and OPEN have engaged with many new young people, resulting in a sharp increase in the number of volunteers. Da Café has played a critical role in the information and peer research gathered from young people attending these sessions; particularly around changing trends and the issues they face locally. Da Café continues to provide an excellent opportunity to conduct peer research and meaningfully engage with young people on the ground.

Da Café relates to our 'Participation', 'People' and 'Place' priorities. Staff have actively sought young people in the community in decision making and service delivery, including identifying and involving those who do not often have their voices heard. This is therefore increasing community participation and hopefully people who feel they can influence decisions affecting their local area. The project aims to connect people to their

communities; and involve communities in shaping their own future resilience and create positive places that are socially sustainable.

Peer Mentoring



Support and training for young people

The Peer-Mentoring project, run by the OPEN Project provides peer-mentoring opportunities for care-experienced young people aged 14-25, as well as disadvantaged young people identified to be at risk of social isolation/exclusion and those affected by inequality and trauma. Young people aged 16-25 are trained to become peer mentors to provide support and guidance. The Mentors and Mentees are matched together based on sharing similar backgrounds, experiences and interests. The young people build a meaningful and trusting relationship to support the mentee to develop a positive pathway. Partners can refer young people to OPEN for the project.



The peer mentoring sessions take place in a safe, comfortable, and informal environment for mentors to meet with mentees. In addition to the group and one-to-one mentoring provided to the mentees, they receive a tailored support and development plan; which identifies their skills and personal goals, in agreement with the mentee, and a timeline, which set out how to achieve their goals with the appropriate level of support.

The project links to our 'People' and 'Place' priorities, and it is hoped that as a result of this project, more people in Shetland will feel part of their community and go on to positive destinations. With employment opportunities and professional development coming out of the project, this also contributes to people accessing employment and training in innovative ways designed to minimise the barriers to involvement for all.

Driving Ambition Workshops



Safe Communities and Prioritising Prevention



Driving Ambition workshops are delivered every June aimed at older teenagers who may either be taking driving lessons or already have passed their driving test. Partners

involved are: Scottish Fire and Rescue Service; Shetland Islands Council Roads staff; Scottish Ambulance Service; driving instructors and mechanics. The focus is on road safety in an attempt to influence the future behaviour of younger residents to ensure they grow up to be safe and responsible members of the community. Workshops are sponsored by TotalEnergies. Advice is given on safe driving habits, the maintenance of motor vehicles, and the potential negative outcomes of anti-social and/or dangerous driving. This links to our 'Participation', 'People' and 'Place' priorities: a successful partnership between public agencies and communities helping to deliver improved outcomes for people across the isles; prioritising prevention; and creating positive places.

Bridgehead



Developing Self-Confidence and Team Work in Young People

Bridgehead is a new, unique programme developed within Shetland by the Scottish Fire & Rescue Service (SFRS), supported by the Shetland Community Justice Partnership (SCJP) and delivered in conjunction with the Bridges Project, part of the Council's Youth and Employability Service. The programme looks to help individuals reach their full potential while overcoming barriers which may be in their way.

Bridgehead uses the core virtues of professional firefighters as the basis for its theory and practical sessions. Two successful courses have been run with the most recent in in 2022. Students spent time between the training room and the drill yard, and learned to use a range of firefighting equipment. Alongside practical activities, students reflected on their personal experiences, learning more about themselves in the process. The course aims to

develop a 'growth mindset' which will encourage participants to achieve more positive outcomes in future. One participant stated:

"It makes me feel proud. Knowing that I put my all into achieving what I did...that's never happened to me before."

Linking to our 'People' priority, Bridgehead's ethos on overcoming barriers contributes to individuals thriving and reaching their full potential.

Eating Well for Less



Support for families to eat well and make healthy choices on a budget



The Healthy Families: Right from the Start Programme, also known as the HENRY Programme, has the strongest evidence-base of any national early years child obesity prevention programme in the UK. HENRY provide training for staff to become facilitators of the programme, NHS Shetland coordinated this training for NHS and Shetland Islands Council staff. Locally these trained facilitators deliver the programme on a one-to-one and group basis alongside standalone workshops. One of these is the Eat Well for Less workshop which provides parents with the opportunity to:

- Understand what it means to eat well by exploring the Eatwell Guide
- Increase knowledge about shopping habits and eating in a healthy, balanced way
- Plan meals and recognise cost effective options
- Make the most of food purchased
- Understand the cost of different cooking methods
- Increase confidence to access resources on HENRY website and other sources of information

In 2022, HENRY updated the Eat Well for Less workshop in line with cost of living evidence. Parents rated their confidence higher as a result of the workshop; and were also planning to use their freezer and other appliances to be more energy efficient and reduce

food waste. Considering the sensitive nature of the topic, and previous feedback from parents, the workshop was also offered as an online session. Partners plan to further explore with families the potential barriers and enablers to joining workshops, to ensure stigma is not a reason for lack of engagement. Comments on the knowledge gained by parents include:

“You can freeze ANYTHING and how to reduce costs with cooking”

“What’s more energy efficient in kitchen appliances”

“You can make any meal balanced”

Eating Well for Less aligns with the ‘Money’ and ‘People’ priorities of Shetland’s Partnership Plan. The programme should help ensure that more children are fed nutritious meals that are budget friendly. Through the programme, parents are empowered to address the issues they face; and are supported to minimise outgoings.

A Fair Work Ethos



Supporting organisations to become Fair Work Employers



Highlands and Islands Enterprise (HIE) implemented Fair Work conditionally to their funding from 1st April 2022, ahead of this applying to all Scottish Government funded organisations from 1st July 2023.

Any organisation applying for grant funding from HIE must comply with their fair work conditions for financial support. HIE will work with organisations who wish to adopt embed Fair Work practices and support them to develop an action plan.

Fair Work conditionality includes:

- Paying employees aged 18 years or over the Real Living Wage as a minimum (currently £10.90 per hour).

- From 1st July 2023, paying employees, aged 16 years and 17 years (including apprentices), the Real Living Wage (currently £10.90) per hour as a minimum.
- Having a flexible working policy in place and a current Fair Work action plan.
- Be able to demonstrate how they support workforce development and foster employee engagement.

There are a wide range of businesses and organisations working with HIE who are embracing and promoting the Fair Work ethos.

One organisation for example champions staff development and in addition to providing staff training required to run their business, staff can also request training they do not fully require for their role but the organisation would see benefits from. For this type of training 50% of the cost is covered, with the employee covering the remainder.

Another example includes a local business who invest heavily in workforce development and they are a member of the 5% Club. **The 5% Club** is a dynamic movement of employers committed to earn & learn as part of building and developing the workforce they need as part of a socially mobile, prosperous and cohesive nation. Members strive to achieve 5% of their workforce in 'earn and learn' positions (including apprentices, sponsored students and graduates on formalised training schemes).

Several businesses and organisations have undertaken to review salaries and have either increased or have plans to increase salaries of those who do not meet the minimum wage. In a high cost environment such as Shetland this is becoming increasingly important for businesses and organisations to retain their staff in a tight labour market.

This relates to our 'People', 'Money' and 'Place' priorities. By encouraging a fair wage, flexible working policy and supporting workforce development, more people should be able to earn more than the minimum wage, have the chance to develop their skills and work flexibly.

Good Mental Health for All



Improving the mental health of the population



NHS Shetland's Health Improvement team are leading on 'Good Mental Health for All'. The project focusses on working to refresh the mental health strategy for Shetland which will be focused on prevention, early intervention, community led support and population wellbeing. Led by a steering group, the following sectors are represented: Lived Experience; Public Health; Primary Care; Children and Young People's Mental Health and Wellbeing Group; Voluntary Action Shetland; Community Hubs and Community Ethos Group; Community Development; and Health Improvement. To create meaningful societal change, a partnership approach is required, to tackle the local causes of poor mental health, and work together to reach effective solutions.

The steering group have been working together to agree the scope of the refreshed mental health strategy, gather local data which demonstrates local need, develop a local mental health indicator 'dataset' and scoping of the strategic landscape, locally and nationally. They are planning community engagement to involve a wide range of stakeholders and communities in developing the refreshed strategy. This links to all of the Partnership priorities of 'Participation', 'People', 'Place' and 'Money'. Central to the project is community. What people eat; how they exercise; how they work; the environment that they live in; and the relationships they have with others can all effect their mental health.

Grow Shetland



Supporting growing in the community



As reported last year, Grow Shetland (a 3 year Project from 2021-24), has been developed to support the Shetland community to grow more of its own fruit and vegetables, increase access to affordable food and encourage healthy eating. The project is funded by Shetland Islands Council's Coastal Communities Fund, Highlands and Islands Enterprise and the Shetland Charitable Trust, and is managed by Transition Turriefield. Grow Shetland works with individuals, groups, communities or schools.

2022-23 saw Grow Shetland continue to support communities and individuals with: help in sowing seeds; crop care; grant applications; training plans; lesson packs for schools; hosting a 4th year business studies trip; and taking part in climate change week. Transition Turriefield have worked with 11 schools in this time period. In addition 16 online workshops have been run with 70 people in attendance.

Transition Turriefield collaborated with local schools to develop a 'Growing Food in Schools' teaching resource, to help more schools grow food and support pupils' learning. This was sent to schools in summer 2023.

So far, the project has reported increased growing in most schools; increased staff interest and confidence in growing; produce being used in school lunches; crops being sent home with pupils; and increased parental involvement.



Grow Shetland links with all Shetland Partnership priorities. Partnership working between public agencies and communities is helping to deliver improved outcomes for people across the isles. 'Grow Shetland' looks at innovative solutions to the issues people face; environmental sustainability; and minimising outgoings. It is hoped that this project will result in less foodbank usage, children living in low income families and more people who feel part of their community.

Get Started with Healthy Shetland



Partnership working to improve health outcomes

'Get Started with Healthy Shetland' is a population wide healthy lifestyle programme bespoke to Shetland delivered by NHS Shetland in partnership with Shetland Recreational Trust (SRT). The focus is on improving a wide range of health aspects such as: diet, activity, weight, sleep, and mood. Still in a pilot phase, the aim is to provide a local targeted lifestyle weight management service which also offers physical activity.

NHS Shetland provided training to SRT staff members who deliver Healthy Shetland. SRT provide use of their facilities and free membership for 4 months to individuals taking part, removing the barrier of cost for participants.



Traditional Counterweight (weight management programmes) run by the NHS have been reported as useful, but, feedback showed that it would be useful to include how to support patients with emotional and comfort eating behaviours. The Healthy Shetland programme therefore included this. Anticipated impact of the programme includes: weight loss; improved mood; improved health outcomes; improved social relationships; and increased physical activity levels.

The programme will be evaluated and feedback will help inform future development of the project. Response has been positive, with a lower dropout rate than previous programmes. Some positive health changes have been made so far:

"I attend the gym and get out more. I'm more conscious of checking food labels before buying items for the whole family. I'm encouraging my young son to take part in some form of physical play to make it a normal part of his life."

"I am more aware of what level of hunger I am at... I am confident – this is because my mental health improves when I do more physical activity."

This programme links to our 'People' and 'Money' priorities, with people being empowered to address the issues they face, increasing physical activity, and cost not being a barrier.

Long Term Unemployment Placements



Supporting people into the labour market

Shetland Amenity Trust (SAT) offered two placements as part of the Long Term Unemployment Scheme (LTU) which supports people who face the greatest inequalities and challenges in entering the labour market. This was facilitated by strong partnership working with Shetland Islands Council's (SIC) Employability Pathway, and both placements have now resulted in employment for the participants.

One individual had been volunteering with SAT for a number of years. With support from SIC Employability Pathway, funding was secured for a work placement. This person had faced a number of challenges which, prior, had made it difficult to integrate into full-time employment. Her placement was so successful that she has now been offered full-time employment. When asked what impact the placement had, she said:

“The support gave me the opportunity to get into the workplace in an area of work that is of real interest to me...as a result of the placement I got my driving licence and have now been offered a full time job. The impact on my mental health has been life changing, it has reduced my stress and gives me some certainty and confidence about my future that I didn't have.”

SAT were approached to support a further placement due to their positive working relationship with SIC Employability Pathways. An individual who was struggling to find work due to a long term occupational injury, was offered a placement in SAT's Visitor Experience team. His confidence and wellbeing have developed, and his placement has been a real benefit to the team and how they work. He said:

“This is one of the best work experiences I have had...meeting visitors from around the world has been really interesting...what takes my work from exceptional to extraordinary though is the colleagues I work with - they are so welcoming, supportive and just such a lovely team.”

The Employability Support Worker, commented,

“Despite his many attributes and skills, he was in a very difficult place as a result of his disability. The SAT possessed the vision to be able to be flexible and accommodating of his needs.”

The Long Term Unemployment Placements link to our ‘People’ and ‘Money’ priorities. The placements look to reduce the number of disadvantaged people and households in Shetland as a result of people being enabled and empowered to address the issues they face. It also enables people to access employment in innovative ways designed to minimise barriers to involvement, and looks to ensure people can access the support they need to maximise their income potential.

Money Worries

Starting conversations about money and raising awareness of support



‘Money Worries’ is run by NHS Shetland, Shetland Citizen’s Advice Bureau (CAB) and Anchor for Families. Shetland Islands Council (SIC) also support money worries and organise the bookings. The focus is to deliver training and information sessions which seek to:

- highlight the relationship between poverty and health,
- encourage professionals to start conversations about money and to understand the value in using existing relationships to initiate this discussion,
- raise awareness of local support services such as CAB and Anchor and, through the use of case studies, to demonstrate the impact they can have in reducing poverty for individuals and families
- encourage attendees to refer the people they support for financial help

From April 2022 to March 2023:

- 215 people were booked on the course

- 155 people attended the course
- Those attending included employees of SIC, Third sector, and NHS; as well as volunteers from local community organisations.



Feedback showed that 97% of respondents had found the session useful. People felt they had gained confidence and knowledge around raising the issue of money with individuals.

“The knowledge I have gained will help when dealing with customers directly, supporting and training my team as well as in my personal life”

The Cost of Living crisis raised the profile of Money Worries which was a recognised opportunity for increasing local capacity for supporting individuals and households experiencing financial pressures. There was an increased demand between April 2022 and March 2023 compared to the previous year. CAB had a 23% increase in the number of client contacts and a 25% increase in the number of issues it advised. The financial gain for clients, mostly through successful benefit applications, was up by 22% on the previous year to £1,920,625.

Money Worries links strongly to our ‘Money’ and ‘People’ priorities. Through the programme, more people should be able to access the support they need to minimise their outgoings with low income household benefitting from reduced bills; as well as receiving support to maximise incomes.

Population Health Survey



Understanding health and wellbeing in Shetland to inform service delivery

NHS Shetland published the 2021/22 Population Health Survey in November 2022. The aim of the survey was to obtain population level health data to inform service planning and delivery; and



understand more about the health and wellbeing of Shetland's communities.

Objectives of the survey were:

- To complete a population health needs assessment in Shetland
- To gather data on physical and mental health and wellbeing
- Produce a final report and share data with partners proactively
- Evaluate benefits of having completed population level health assessment

The team reviewed existing surveys to identify which topics to include, along with those requested by partners. The survey covered two main areas; the first area involved questions about individual characteristics and circumstances, such as the type of housing people live in. The second area concerned health and wellbeing and focussed on various health topics such as physical and mental health and food choices for example.

The report was presented at a variety of meetings and workshops to a range of services. This provided a platform to share the report and highlight relevant data to certain services, providing a space to discuss findings and explore how it can be used to inform services.

The Population Health Survey links to our 'Participation' priority. NHS Shetland, and partners will use the results of the survey to help develop and improve services. Actively seeking to involve communities to improve the lives of people in Shetland, will hopefully result in greater satisfaction of public services.

Improving and Developing Access



Supporting inclusion in leisure centres

Shetland Recreational Trust (SRT) have recently made a number of improvements and developments which have improved access and inclusion to their leisure centres.

Partnership work has played an important role in these; one of which, was to look at ways SRT are supporting disabled people, people with health conditions, and people with impairments. Another, is that SRT have increased the number of single gender sessions within their centres.

Working closely with the Moving On Project, Ability Shetland and Autism Understanding Scotland, SRT found that they were doing some things very well, leading to sharing best practice examples across all facilities. There were some things that they could do better. By working with partners, a major change in the way Deep End Tests were implemented in pools, making them far more inclusive for all.

SRT already had single gender swimming sessions in several of their rural facilities, but feedback from their 'Barriers to Access' survey highlighted a desire for a women-only Health Suite session in Clickimin. Support from staff at Shetland Women's Aid and the Compass Centre has led to the introduction of a very popular Women's Only Health Suite Session every Tuesday night between 7 and 9pm.



The need for change for both projects came from day to day work with staff and customers and information gathered from the 'Barriers to Access' Survey. This led to targeted consultations with aforementioned partners for both developments. The Compass Centre and Women's Aid spoke to staff, who has concerns about potential negative responses from men, and had questions about how to support trans and non-binary people too. Staff also wanted to make sure that sessions were on at times which suited, and talk through how to deal with staffing shortages which may lead to a male staff member having to be on shift. The Compass Centre and Women's Aid also shared why it would make such a big difference to their service users if SRT went ahead with the plan. Representatives from these organisations promoted the event and attended to support staff and gain feedback.

The Women's Only Health Suite Sessions have been fully booked with a waiting list every week since the second week of them. Clickimin are getting women who have never been to the pool or health suite before attending and many women are attending who have not been for years. Women's Aid and the Compass Centre have shared that they have had similar very positive feedback. Some customer feedback includes:

"First time I have used this facility. I felt very comfortable and would definitely use again. Would love if there was another Women's Night in the week."

“Loved the Ladies Session, was so comfortable and chatted to lots of people. Much more fun and light hearted. Please do this more often.”

SRT have also had more children passing their Deep End Tests and have been able to support more young people with disabilities to do so. SRT heard strongly from parents of disabled children that the rite of passage which the SRT Deep End Test has become was something which their children often struggled to achieve. With the changes to the test making it much more inclusive, SRT have had great feedback from parents.

The improvements made by SRT, link to our ‘Participation’, ‘People’ and ‘Place’ priorities. Partnerships between public agencies and communities are helping to deliver improved outcomes for people across the isles; people are being empowered to thrive and keep active; and people are encouraged to access services in innovative ways designed to minimise the barriers to involvement for all. It is hoped that there will be more people who feel they can influence decisions affecting their local area, more people engaging in physical activity, and people in Shetland who feel part of their community.

Christmas Day Meals for the Community



School catering staff supporting those struggling with cost of living

The kitchen team at Sound Primary School were aware that there were families in the school who were struggling financially. Throughout 2022, the team wondered if there was anything more that they could do to help, and came up with the idea of providing a Christmas dinner on Christmas day for any families who needed one. Funding was secured from the Scottish Government’s COVID Economic Recovery Fund in order to buy the food.



The team felt that taking away the pressure of buying and preparing food could be a big help. Meals were to be delivered to individual households, rather than in community settings, as evidence suggested that there may be some people who do not want to be

seen asking for help. Initially, the three Lerwick schools and the Anchor for Families Team helped identify families who may benefit and passed on information to them.

It was challenging to get people to come forward and community partnerships were crucial in identifying those who may benefit. After getting several families signed up, it became clear that there was capacity to do much more, so colleagues in Shetland Islands Council (SIC) social care, housing, Shetland Womens Aid and Voluntary Action Shetland were asked if they had anyone who may benefit. The offer was also put out on social media where the feedback was very encouraging. After seeing the advert there were donations of a turkey and a joint of beef from two local butchers to help with the effort, as well as many offers of volunteers to help on the day. SIC colleagues in the roads department provided a 4 x 4 vehicle in case of bad weather, and a community group who provide dinners were also helpful in giving advice.

On Christmas Day, the team and volunteers arrived to cook and warm up the food and portion it up ahead of delivering. Every person who received a Christmas dinner was really appreciative and many said that they would make the food last them for a few days. The 'on the door' feedback was 'hugely humbling' and made the team appreciate everything they have a little bit more. One of the volunteers said that it was 'the most rewarding Christmas that they could remember'.

This initiative contributes to our 'People' and 'Money' priorities. Christmas can be a hard time of year for families, and there had also been a large jump in price of power. The team felt that if they could deliver the meals hot, it would save a lot of concerns for people in terms of buying the food and heating it up, and help people feel connected to their communities.

Increasing opportunities for adults with learning disabilities or autism, whilst increasing production of community reuse and recycling



Funding allows greater participation and more affordable goods



COPE Ltd is a local social enterprise and charity which provides employment and skill development for adults with learning disabilities or autism. They do this through their three business units – Shetland Soap Company, Shetland Garden Co and Shetland Home Co.

Each participant has an individual personal development plan, and each year they support many participants through the [ASDAN Workright Awards](#). COPE works closely with the Shetland Islands Council and employability partners and forums when it comes to support and referrals. COPE also welcome feedback from their customers and donators of goods at Shetland Home Co³. There was a mutual desire to be able to receive, process and sell a greater range of products at affordable prices, however, the only way to do this was to increase staff and participant time that was available.

COPE engaged with staff and participants on project proposals, and a COPE participant joined the CEO in presenting their Funding Bid to the Bank of Scotland Foundation. In late 2022 COPE received funding for the project for 2 years. This has allowed for leasing a second van and employing an additional 1.75 FTE ⁴ support staff to secure and enhance the provision of skills development placements. The funding allows COPE to process more essential household goods and ensure they can provide more affordable goods into the

³ As part of COPE Ltd, Shetland Home Co is a social enterprise, social firm, and registered charity. It is a centre for community reuse and recycling.

⁴ Full Time Equivalent

community to help mitigate the cost of living crisis. COPE also aim to ensure more sessions are available at Shetland Home Co for individuals with learning disabilities and/or autism.

COPE believe that through the project an additional 500 individuals from across Shetland will benefit, with increased access to low-cost, quality and safety checked, second hand, essential household goods. This is significant with the cost of living crisis and the levels of inflation being experienced. The project is still in its first six months but has had an immediate impact on the organisation and crucially the individuals COPE support. The challenge will be to work to ensure financial sustainability of the additional resource at the end of the 2 year project.

The project links to our 'People', 'Place' and 'Money' priorities. With more sessions available at Shetland Home Co for individuals with learning disability and/or autism, there is greater opportunity for individuals to thrive and reach their full potential. With more opportunity to receive, process and sell a greater range of products at affordable prices, this not only helps contribute to a low carbon economy, it also supports people to minimise their outgoings. With the creation of jobs, people are accessing employment in innovative ways designed to minimise barriers to involvement.

Cooking on a Budget



Learning how to cook nutritious meals



'Cooking on a Budget' classes have been delivered by Shetland Islands Council's (SIC) Adult Learning Team for many years now. They aim to provide opportunities for people to develop their confidence, skills and understanding of budgeting, shopping, cooking, healthy food options and how these can be combined to create healthy meals for less money. Prior to taking part in classes, many participants may have never cooked before; may struggle financially; and may feel isolated. The Team have delivered sessions with various organisations and groups such as; the Family Centre;

Bridges; Eric Gray Centre; college and university students; the Methodist Church; the Moving on Employment Project⁵ ; SIC schools and Food for the Way⁶ to name a few.

The class content is developed according to the needs of the particular group of learners. Generally, recipes are chosen along with participants. Ingredients may be purchased together with a group visit to the shops, with food preparation, cooking, eating, and cleaning up all done together as a group. Adult Learning Workers share advice on how to shop cheaply, and provide space for the group reflect on their learning afterwards. Children can also get involved, helping prepare the meals before sitting down to enjoy them. If there is any food left over, participants can take this home, hopefully along with increased knowledge and confidence in how to recreate the meal in the future. Sessions have resulted in:



Sessions have resulted in:

- People learning how to shop cheaper and cook more efficiently
- People learning to cook nutritious meals with versatile ingredients
- Improved family meal times, with many parents/carers and children sitting to eat together for the first time
- Families trying new foods at no cost
- Increased social opportunities and connections
- Cost of living support

This contributes to our 'Participation, 'People', and 'Money' priorities. Public agencies and community organisations are helping to deliver improved outcomes for people across the isles; people are being enabled and empowered to address the issues they face; as well as being empowered to minimise their outgoings.

⁵ Charity supporting individuals with barriers to employment find and sustain work.

⁶ An outreach project to people affected by mental health issues, loneliness and addiction. This is a weekly lunch gathering, along with other drop in sessions.

Community Conversations



Exploration of a hub based model for youth work in Shetland

In the face of financial challenges in the coming years, a decision of the Shetland Islands Council approved a review to explore moving to a hub based model for youth work in Shetland. This included a requirement of aligned savings from 2023/24 and onwards. The Youth and Employability Service held a series of community conversations with volunteers who support the network of youth clubs. This included three in person events, and an online conversation for those from remote and rural islands. A smartsurvey was shared with parents/guardians and carers of those with children and young people that access the services sessional youth work. A total of 170 responses were received. These conversations helped inform the information shared with Members, and will contribute to decision making.



This contributes to our 'Participation' priority, giving people in the community the ability to influence the decisions being taken around youth work in Shetland.

Community Development Groups Event



Supporting Development groups in their growth and development

HIE and Shetland Islands Council's Community Development team formed a short life working group to consider how best to bring Development groups together to support their growth and development. A Shetland Community Groups Event was delivered in October 2022 at Hymhus and Bigton Hall, attended by 39 people, representing 25 different organisations. Development groups were invited to prioritise their main areas of interest and

challenges in order to set the agenda for the day. These were Community tourism; Getting Started with Community Development; Community Housing; and Sustainable Communities.

Workshops and presentations were given from local and visiting speakers - The Bigton Collective, Tomintoul and Glenlivet Development Trust, Community Development Company of Nesting, Development Trust Association Scotland. The day successfully brought people with a shared interest in developing their communities together. Feedback from participants included:

"Good for inspiring groups to push ahead, good to see and speak to other groups, excellent workshops. Excellent event, looking forward to building on the knowledge gained and progressing projects further"

This event links to the 'People' and 'Place' priorities, helping increase understanding around community development and the positive impacts this can have on communities. In addition, this helps to empower communities to be involved in shaping their futures.

Board of Young People



Youth-led organisation by the OPEN Project

In 2022/23 OPEN began the process of forming a Board of young people (aged 16-29), aiming to be the first fully youth-led organisation in Shetland. Board members will lead the vision and direction of the project, with the power to make decisions on how OPEN operates. So far there has been 9 young people who have completed Board Management training, going on to form the OPEN Interim Board.

The Board of Young people relates to our 'Participation', 'People' and 'Place' priorities. Young people have been actively sought in the community to have the power to make decisions. This will help connect people to their communities and have an active involvement in shaping their communities' future resilience.

Coastal Communities Fund



Funding support for the delivery of positive outcomes for Shetland

The Coastal Communities Fund is a grant aid scheme designed to mobilise change and deliver positive outcomes for Shetland and its communities administered by Shetland Islands Council. The scheme supports community and economic development by investing in infrastructure, community capacity building, developing community assets, and encouraging inclusive growth. Projects that receive funding through this scheme are aligned with the vision laid out in Shetland's Partnership Plan.



In 2022/23 grants were awarded through the fund to 20 community projects, ranging from infrastructure upgrades on community assets, to regeneration projects, to the funding of job roles to support community development initiatives. In total just over £790,000 was awarded to these projects.

This funding is linked to our 'Place' and 'Money' priorities, empowering communities to provide innovative solutions and to be actively involved in shaping their own future resilience.

Scalloway Local Place Plan



Priorities and achievements from the Scalloway Local Place Plan

The Scalloway Local Place Plan was adopted by Shetland Islands Council as non-statutory planning guidance in September 2020. The Plan was produced by Scalloway Community Council working in partnership with Shetland Islands Council, as part of the Re-Create Scalloway project.



Credit Shetland Islands Council

In support of the Local Place Plan an Action Plan was developed, identifying four themes/objectives (Identity, Movement, Environment & Facilities for Young People, Planning for Investment), underpinned by a number of priorities and is ongoing. Achievements so far include:

- Demolition of the old youth centre
- Improvements to paths and wayfinding across Scalloway
- Public realm and parking improvements
- Improvements to Scalloway Hall surrounding area
- Publication of 'Destination Scalloway', the feasibility study and masterplan looking at the development and advancement of proposals for the waterfront and village centre
- The completion of the Scalloway Caravan Park and it's opening for business

The Scalloway Place Plan, and subsequent Action Plan, link to our 'Place' priority. This work shows what is possible when communities are actively involved in shaping their own future resilience, and the benefits this can bring.

Next Steps

Delivery Plan Update

The first Delivery Plan for the Shetland Partnership Plan was created in 2018, setting out eight Improvement Projects. A review began at the start of 2023, resulting in a new Delivery Plan being approved by the Management and Leadership Team of the Shetland Partnership, for 1st April 2023.

The review took learning from the first Delivery Plan, used the Partnership Risk Register and assessed progress against the Partnership Plan Outcomes, Indicators, Delivery Plan Projects, Recommendations from Shetland's Commission on Tackling Inequalities and Shetland's Annual Child Poverty Action Report. This highlighted a list of community challenges and delivery weaknesses for Shetland to tackle. The aim was to put in place a Delivery Plan where the Shetland Partnership, led by the Management and Leadership Team, could make a significance difference and add-value to Shetland's partnership landscape, addressing these challenges and weaknesses.

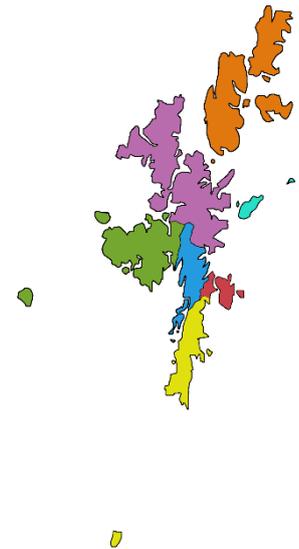
The Delivery Plan will facilitate the following Improvement Projects (some already in existence), through Community-Based Collaborative Working:

- Mitigation of and Adaptation to Climate Change
- Person Centred Vision for Change
- Reducing Inequalities through Inclusive Growth
- Reducing Inequalities by Promoting Kindness.

As this Annual Report is published, work is ongoing to finalise Programs, Supporting Projects and Communication Materials. Up to date information can be found on the [Shetland Partnership Website](https://www.shetlandpartnership.org).

Locality Planning and Locality Profile Update

There is a duty to determine whether any further Locality Plans are required, in addition to Shetland's Islands with Small Populations Locality Plan. In order to assist partners to determine whether there are any localities in Shetland facing disadvantage in comparison to other areas, the Community Planning Support Team analysed indicators at a locality level in early 2023. This includes data related to: population and demographics, economic outcomes, education, health, housing and the environment. It was previously agreed by the Shetland Partnership, that Shetland's Localities should be: Yell, Unst and Fetlar; Shetland North; Shetland West; Shetland Central; Whalsay and Skerries; Lerwick and Bressay; and Shetland South.



The evidence base did not show that one Shetland locality experiences a significant level of disadvantage compared to the others. Shetland's communities are diverse, experiencing a mix of worse and better socio-economic outcomes, between localities, but also within localities. The data showed that poorer outcomes were not significant at the spatial level of localities, datazones, or within datazones. In other words, those localities for which the data shows communities experience worse than average socio-economic outcomes, also have communities, areas within communities, and households achieving above average outcomes. Conversely, those localities for which the data shows communities experience better outcomes than the Shetland average, have areas within these communities and at a household level, experiencing worse than average outcomes.

The Management and Leadership Team of the Shetland Partnership agreed that a further Locality Plan would not be necessary. Instead, Shetland's approach to locality planning will be achieved through the new Shetland Partnership Delivery Plan.

The locality data was gathered initially to make a decision on Locality Plans. A next step will be for Locality Profiles to be developed from the locality indicators with the purposes including service redesign, local plans and seeking external funding – facilitating collaboration between communities and services to improve outcomes.

Website Update



Shetland Partnership

About The Shetland Partnership Plan Projects Your Community

In early 2023 the Shetland Partnership Website was published: www.shetlandpartnership.org. The website aims to help people in the community find out everything they need to know about the partnership, what is being done and how communities can get involved. It is hoped that the website will:

- Be a successful first step in making the work being done by the partnership more transparent.
- Result in reporting of data against performance indicators being clearer and more transparent. Each indicator includes some analysis and shows trends.
- Ensure that content is accessible and meets legislative requirements in this area.

Since the conclusion of our first Delivery Plan, a decision was made to move away from the model of three yearly plans, moving instead to publishing the Delivery Plan on the Shetland Partnership Website. This provides greater flexibility and enables a more agile way of working.

With the website now live, focus has moved to the development of a Participation Hub and Toolkit. This will be a space on the website that will provide details on opportunities to get involved (hub), and information to support engagement activities (toolkit).

Shetland's Islands with Small Populations Locality Plan: Annual Report 2022-23

Locality Planning

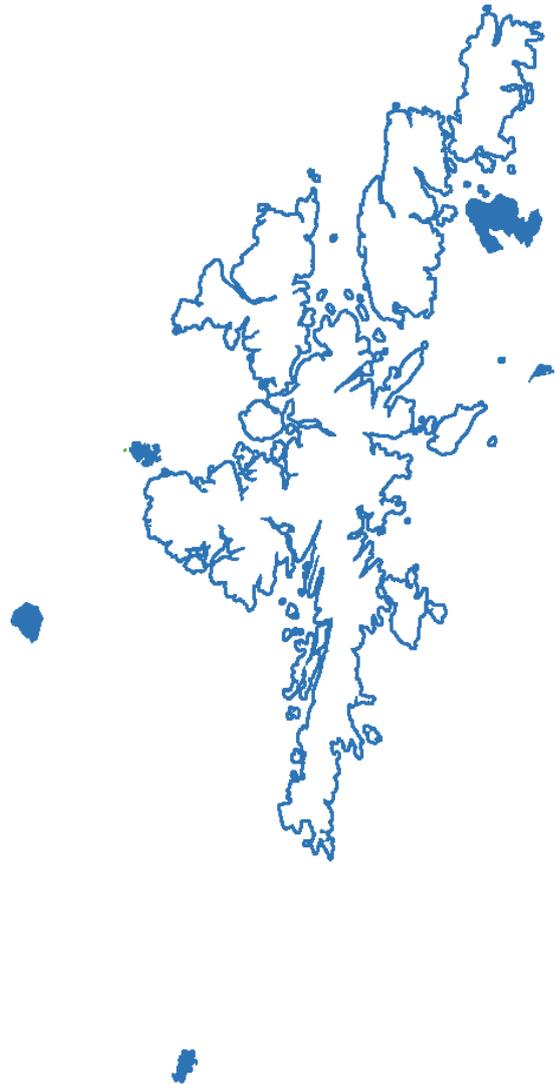
In addition to producing Shetland's Partnership Plan, which covers the whole of Shetland, the Shetland Partnership is also required to plan at a more local level. These Locality Plans should enable communities and wider partners to find innovative solutions to key local challenges. Locality Plans can be based on geographic areas, administrative boundaries or communities of interest (a group of people with shared characteristics).

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. 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, and
- Infrastructure.

In December 2022, Shetland experienced a week of extreme weather disruption, with heavy snow bringing down power-lines across large areas of Shetland. This event prompted discussion at the Strategic Delivery group around emergency planning and resilience. A member of the Council's Emergency Planning team attended, providing information around funding opportunities for communities, and the criteria for this funding. This included details around what funds could be used for, and that an emergency plan would be required for the area.

Ahead of the Short-Term Lets legislation coming into force, the Strategic Delivery group discussed the impacts on the isles and raised questions regarding the legislation. This was shared with members of the Council's Environmental Health Team (responsible for implementing the legislation), who provided a comprehensive response to be shared with the group. In early 2023 further discussions were held, with a member of the Environmental Health team attending a meeting of the Strategic Delivery group. At this meeting islanders were updated on the extension to the licensing application deadline for people already operating as a host.

Proposals were put forward to call a focus group together, to discuss housing / community-led housing. This was in light of the importance of housing on the islands, and the different options available. The aim of the group being to ensure officials understand each island's housing need, and is able to support them to find community-led housing solutions.

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.

This year the island representatives have gathered data for some of the benchmarking indicators in the Locality Plan. This will be reported in a new Locality Plan, to be recommended for approval in November / December 2023.

The community survey, first implemented in 2020/21, was repeated in July / August 2023. The response rate to the survey was high; 76 responses from across the 5 islands. The findings are outlined below.

Indicators

The survey opened with a question asking people how they rate their place to live, with 74% of respondents rating their community as a 'Very Good' or 'Fairly Good' place to live. This is an increase of 17% from the 2020/21 survey responses.

Similarly 78% of respondents expressed a sense of belonging to their community, a 10% increase since 2020/21. Another increase was in the percentage of respondents who feel optimistic about the future of their community, with 57% of respondents reporting this (a 6% increase).

When asked how they felt about the statement "Service providers listen well to my community when it comes to issues affecting us", 29% of respondents either 'Agreed' or 'Strongly Agreed'. This is similar to the 2020/21 survey findings, increasing by 1%.

Respondents were asked to rate their satisfaction with public services; with 57% of respondents satisfied with healthcare provision, a 17% increase on 2020/21; 46% of respondents satisfied with education provision, an 11% decrease from 2020/21; and 68% of respondents satisfied with public transport provision, a 13% increase on 2020/21.

The survey closed with a question related to connectivity, with 72% of respondents reporting that they have access to 4G coverage, the same as reported in 2020/21. 16% of respondents reported that they have access to super-fast broadband (300MBps+), a 14% increase from 2020/21.

In summary, the majority of indicators measured by the survey have improved since 2020/21. The biggest increases have been in the percentage of respondents who rated their community as a 'Very Good' or 'Fairly Good' place to live (17% increase); satisfaction

with healthcare services (17%); access to super-fast broadband (14%); and percentage of respondents who expressed a sense of belonging to their community (10%).

These statistics should be interpreted with caution due to sample size, varying sample sizes across the islands, and presenting combined statistics for all five islands.

