

Shetland Partnership

Annual Report 2023/24



A Shetland Partnership Report

September 2024



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 2023/24. The purpose is to share information with communities and partner agencies on what has been achieved through Shetland's Community Planning Partnership to support activity to improve outcomes for Shetland's communities.

Progress is monitored using **outcome indicators** (pages 3 to 13), alongside **case studies** illustrating collaborative working to improve outcomes across the four priority areas of Participation, People, Place and Money (pages 14 to 15 and online).

Most indicators show a worsening picture over the last few years; this is not unique to Shetland. However, it has led us to take a considered look at our data in three areas: Population, Socio-Economic Outcomes and Climate Change (pages 16 to 21). These **Data Deep Dives** are already provoking interesting discussion, such as:

- How can the Council and other partners support the shift to early intervention and prevention, rather than crisis intervention;
- How can the Energy transition support socio-economic outcomes in Shetland; and
- How can Shetland prepare for the continued decline in working age population, a challenge that is being faced by most areas of the UK?

This Annual Report also provides an **update on progress against the current Delivery Plan** (pages 22 to 24) and **Locality Plan** (pages 25 to 31).

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. A Second Locality Plan for these Islands was approved by partners and communities during 2023/24. Delivery on this second plan has begun, with a renewed emphasis on developing relationships and understanding.
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 2023/24 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.

Shetland Partnership Plan

[Shetland's Partnership Plan 2018-2028](#) was adopted by community planning partners in June 2018. It identifies a shared vision and four key priorities for all of us to work towards, both individually and collectively, to improve the lives of everyone in Shetland.

Our shared vision: *“Shetland is a place where **everyone is able to thrive; living well in strong, resilient communities; and where people and communities are able to help plan and deliver solutions to future challenges**”*

Our shared priorities:

 <p>People participate and influence decisions on services and use of resources</p>	 <p>Individuals and families thrive and reach their full potential</p>
 <p>Shetland is an attractive place to live, study and invest</p>	 <p>All households can afford to have a good standard of living</p>

Monitoring Progress

Indicators: 2023/24

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 with new data once a year or every two years; these changes are shared on the website and, annually, in this Report.

Over the last year, the cost of living crisis has continued, and people in Scotland are being affected by the most severe economic crisis in a generation ([Scottish Government 2024](#)). In addition, the impacts of climate change are becoming more severe and widespread as global temperatures rise ([Shetland Islands Council 2024](#)). A reducing working age population is also having an impact on businesses and services.

The indicators have been monitored for over six years. Trends are emerging for some, whilst other indicators 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 out-with the Partnership’s control. The knowledge and experience of partners continues to be crucial to inform interpretation of the data and provide context. A recent review of indicators has resulted in a ‘Fragility Index’ being added whilst others have been supplemented or removed.

Foodbank Usage has trebled since 2018. There were 137 parcels distributed between Shetland Foodbank and Anchor for Families per month in 2023/24; an increase of 3 per month on the previous year. 142 of the 1369 people supported by Shetland Foodbank were under 16, 10% of those supported. Food provision from the Brae food larder and the Salvation Army is not included in these figures.



Figures for Scotland are largely unchanged from the record levels of 2022/23; the busiest year ever for food banks in the [Trussell Trust](#) network.

The Trussell Trust highlight that significant increases in need are linked to the 'soaring' cost of living for people across Scotland and the fact that people's incomes (especially from welfare benefits) have failed to keep up with these costs. The cost of essentials has also continued to rise in this period; food prices were 24% higher in March 2024 than in March 2022, for example.



Children Living in Low Income Families increased slightly from 11.8%¹ to 12.3% between 2022 and 2023. This was the third lowest level in Scotland, behind East Renfrewshire and East Dunbartonshire.

12.3% is, however, higher than pre-pandemic levels and the higher cost of living in remote and rural Scotland is not factored into these figures. The

cost of living in Shetland is 20-65% higher than the UK Mainland ([Minimum Income Standard 2016](#)). The Shetland Partnership continues to highlight the need to redo this research to the Scottish Government, in order to understand the impacts of Brexit, the pandemic and the cost of living crisis on Shetland's cost of living, relative to the UK.

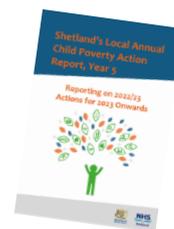
In general, the statistics in Scotland and Shetland show a gradual increase in levels of child poverty since the early 2010s ([Scottish Government](#)), although levels are consistently lower in Shetland than Scotland as a whole.

[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 relatively lower social security benefits together, mean that people do not have enough household income.

Other indicators such as Free School Meal uptake, Education Maintenance Allowance and School Clothing Grants can be helpful to get a more rounded picture of child poverty.

¹ Last year we reported 11.6%. The statistics reflect revisions to previously published statistics. More information can be found on the [UK Government website](#).

After housing costs are considered, 16.4% of children in Shetland were living in poverty ([End Child Poverty Coalition and Centre for Research in Social Policy, Loughborough University 2024](#)). This was a 3.1% increase since 2015, the 14th highest change of all 32 local authorities. For comparison, Orkney's decreased by 0.9% and East Renfrewshire's decreased by 1.0% in the same time frame. The [Local Child Poverty Action Report](#) contains further detail about how the Partnership is monitoring and working to overcome child poverty in Shetland.



As reported previously, **Fuel Poverty** data at local authority level has not been available since 2019. The [Scottish Household Condition Survey \(2023\)](#) state that due to having no data for 2020, coupled with methodological differences, three-year averages will not be available at local authority level until 2026.

The [Scottish Islands Data Overview \(2023\)](#) highlights that Scottish island residents are generally more likely to face fuel poverty than the average Scottish resident. The report refers to the [Scottish House Condition Survey: Local Authority Analysis 2017-2019](#), which found that island and rural local authorities generally had the highest proportion of the least energy efficient dwellings; and that almost two-thirds of rural dwellings are not connected to the gas grid and therefore rely on more expensive heating fuel such as electricity and oil. Other specific rural drivers include a cold and wet climate, a lack of affordable housing and limited access to support services ([Changeworks 2023](#)).

[The National Islands Plan Survey Final Report](#) found that in 2021, nearly three quarters of Scottish island residents said that their heating bills had increased in the past year. While 71% of island residents overall agreed that they could afford to keep their home warm in the past year, the survey cited 'Shetland Mainland'² as having significantly lower levels of agreement than other regions, with 63% agreeing they could afford to keep their home warm in the past year.

² The National Islands Plan Survey (2020) used The James Hutton Institute geography framework to group a subset of Scotland's islands into 9 distinct sub regions. 'Shetland Mainland' and 'Shetland Outer Isles' are the two groups for Shetland.

Households in Shetland who do not Earn Enough to Have an

Acceptable Standard of Living is currently not being tracked; it has been decided that, due to the length of time since the source data was gathered, the data may no longer be valid. As reported on the [Shetland Partnership website](#), Hope et al., (2017) found that based on the MIS³,



people in Shetland needed an income of 120% of the UK median (after housing costs) to meet minimum income standards. It was estimated that almost half of people (49%) in Shetland lived in households with an income less than the MIS benchmark income, compared to 36% for Scotland as a whole. In working households, 42% of people in Shetland lived in a household with an income below the MIS threshold compared to 29% across Scotland. More recently, the [Rural Scotland Data dashboard](#) shows that while rural areas have lower levels of relative poverty overall, low income households living in rural areas face particular challenges. There is widespread evidence that rural areas, and remote and island communities in particular, experience higher costs of living for some goods and services, such as weekly food costs and fuel.



The **Fragility Index** was added as an indicator to the Shetland Partnership's monitoring in 2024. It is a combined index of three indicators: depopulation; old age dependency ratio – the ratio of older people (65 and over) to the working age population (16 to 64); and rural depopulation – the change in the proportion of the population living in rural or rural remote areas. A rising index indicates an increasingly fragile demographic. This indicator is compiled by the [Improvement Service](#) for their [Community Planning Outcomes Profile](#) (CPOP). In 2021/22, Shetland's Fragility Index score was 112.0, an increase from the previous year of 110.8. This is the highest score for Shetland, since data has been available (2010/11). There has also been an upward trend in Scotland, but the index is lower at 108.2. Shetland had the fifth highest fragility index compared to other local authorities in Scotland in 2021/22, behind Orkney, Clackmannanshire, Aberdeenshire and West Lothian.

³ The MIS for Remote Rural Scotland report calculates how much it costs for people to live at a minimum acceptable standard in remote rural Scotland. It builds on research elsewhere in the UK on the MIS which is based on the minimum budgets required by various types of household ([HIE 2013](#)).

Over 10 years, Shetland has experienced a 1% decrease in population, however, the demographic of the population has changed more significantly. Between the 2011 and 2022 census, the percentage of over 65s in Shetland has increased from 16.3% to 21.8%. In 2011 the working age population (16-64) in Shetland was 64% of the total population, which decreased to 60% in 2022.

A reduction in our working age population, and an increase in over 65 population means that services and businesses may need to adapt. [Shetland Islands Council](#) highlighted a significant problem labelled 'Our Workforce Challenge' in 2024. The Council stated that, alongside many organisations and businesses in the isles, they face problems in recruiting to vacant positions. Latest figures show that the Council has around 200 full time equivalent vacancies, with 90 of those in Community Health and Social Care. The Council also highlights their workforce is getting older with more than half of its staff over 45, and fewer young people coming forward to take up employment.

Similarly, although there is no new data for the indicator for

Businesses Struggling to Recruit Labour, anecdotal evidence suggests that tourism, hospitality, construction and engineering sectors struggle to recruit, and that growth opportunities are often challenging

because businesses do not know where the labour will come from to allow expansion.

[Promote Shetland](#) are working to attract people into hard-to-fill professions, for example teaching, social care, dentists, doctors and planners. There has also been an increase in Modern Apprenticeship starts in 2023/24 (183, compared to approximately 150 the year before, [SDS 2024](#)).



There has been no update on **Under-Employment** since 2020. Due to a decrease in sample size over the past few years, the estimates for Shetland are unavailable.



14% of the **Population were Aged 16-29** in 2022. This is a decline from the baseline of 15.5% and is lower than the 2021 target of having at least 18% of the population in this age category. 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. Similarly the pattern of inward migration may have changed due to Brexit; anecdotal evidence suggests that the prediction that Shetland, like other remote areas, would be disproportionately affected by changes to UK migration legislation, due to the prominence of sectors which previously had a high dependence on EU migrant workers (e.g. hospitality, health, social care, processing, aquaculture) is holding true.

June 2024 saw the release of new **Carbon Emissions** figures. There have been methodological improvements with the latest release; road transport and land-based emissions accounting has changed to align with UK emissions estimates. The impact of this change is that it looks like



Shetland has had a significant reduction in emissions between 2021 and 2022. However, in terms of trend, emissions have been relatively stable over the last 3 years.

In 2022:

- Carbon emissions in Shetland Islands Council area were 14.4 tonnes per capita compared to 4.8 for Scotland;
- Carbon emissions directly impacted by the Council in Shetland were 5.1 tonnes per capita compared to 4.3 for Scotland.

Shetland's carbon emissions in the Council area are still significantly higher than Scotland's, however the gap is not as large as it was reported last year. For carbon emissions directly impacted by the Council in the area, although still higher than Scotland's, it is not to the same extent. Shetland's emissions per capita is significantly higher than Scotland's average due to remote location, population distribution, economy and geology. Shetland Island Council's Climate Change Strategy team have completed Net Zero Route Maps for both Shetland Islands Council and Shetland as a whole. The Shetland Route Map enhances the national datasets with local specific data, giving a more accurate picture of emissions across Shetland.



52%

52% of people were **Satisfied with Public Services** in 2022, a decrease from 2021's 58%⁴. Whilst Shetland had the 6th highest percentage of people satisfied with public services in Scotland that year, this is a 7% decrease from the baseline of 59% and misses the Shetland Partnership target of 65%.

Except for 2018, Shetland has maintained a higher percentage of satisfaction with public services than Scotland overall. 40% of people in Scotland were satisfied with public services in 2022 compared to Shetland's 52%. This indicator looks at three services: health services, local schools and public transport. Broken down, 81% of people in Shetland were satisfied with the quality of local schools, 80% of people were satisfied with the quality of health services and 63% were satisfied with public transport.

The **Number of Employees** in Shetland declined to 13,400 in 2022, from the previous year's 14,200. This is lower than the 2021 target of 13,700. It is difficult to know the reasons for the decrease, but it is possible that the number of employees is stabilising following the impacts of COVID-19 and large-scale construction projects in Shetland. This indicator is impacted by small sample sizes, and figures are rounded to the nearest hundred. The [NOMIS Labour Market Profile for Shetland](#) shows that economic activity increased from 76.8% (Oct 2021-Sep 2022) to 89.1% in (Oct 2022-Sep 2023). The number of people 'In Employment-Employees' increased from 12,300 (Oct 2022-Sep 2023), compared to 11,300 for the same period the previous year.



13,400

19% of people in Shetland were **Drinking at Harmful Levels** between 2018/22. This is a 1% decrease from 2017/21 and is lower than the Scottish rate of 23%, although, it is still higher than the 2021 target of 18%. Almost a fifth of people in Shetland drink above the Chief Medical Officers' low-risk guidelines. This includes 9% of women and 31% of men (2018/22).



19%

⁴ 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.

Shetland has a significantly worse rate of alcohol-related hospital admissions for 11-25 year olds (over double the Scottish rate), and has had a higher rate of alcohol-related hospital admissions compared to Scotland. Shetland has a high prevalence of alcohol availability compared to Scotland with more than double the number of licenses per head of the population.

More information on alcohol harms in Shetland can be found on [Alcohol Focus Scotland's local profiles](#).



30% of **People Felt They Could Influence Decisions Affecting their Local Area** in 2022. Since 2016 the figure has fluctuated from 25% in 2018 to 34% in 2021.

30% This compares to a Scottish average of 18%.

37% of people said they wanted **Greater Involvement in Decision Making** in 2022. The 2022 percentage has decreased from 2021 and the 2016 baseline. This could indicate there is more satisfaction with opportunities to get involved in decision-making, and the desire to be involved is more readily met; alternatively it could indicate that there is an apathy towards decision-making, and the community are disengaged from participation processes.



37%



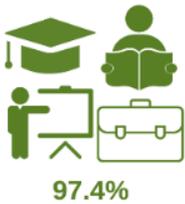
There have been no Community Council elections in this reporting period, therefore there are no updates to the **Number of Community Council Seats Contested**. Shetland Islands Council are currently undertaking a review of the Community Council Scheme of Establishment.

Improvement is shown in the percentage of **Children Who Are Not a Healthy Weight in Primary 1**, with a decrease from 17.3% in 2021/22 to 13% in 2022/23. [The Primary 1 Body Mass Index \(BMI\) statistics Scotland School year 2022 to 2023](#) report mentions that the proportion of children classified as



13%

healthy weight in Scotland ranged from 79.4% in NHS Shetland to 70.3% in NHS Western Isles, suggesting that Shetland had the highest percentage of children who were classed as a healthy weight. 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 2022/23](#).



97.4%

Shetland's **Participation Rate** (percentage of 16-19 year olds who are in education, employment, training and personal development) was 97.4% in 2023, an increase on the previous year. Shetland remains in the top four local authorities in Scotland for participation rate, with East Renfrewshire, Eilean Siar and East Dunbartonshire having slightly higher rates. In comparison, 94.3% of 16-19 year olds in Scotland were participating in education, employment or training.

In 2022, 87% of **People Engaged in Some Form of Sport and Physical Activity**, which meant that they had engaged in sport or physical activity in the last four weeks. This was the highest percentage since the Partnership began monitoring this, from 2016, and is higher than Scotland's 82%.



87%

Conversely, physical activity levels from the Scottish Health Survey show that Shetland is slightly lower than Scotland, but not significantly so. 63% of people in Shetland met the current activity guidelines in 2018-2022, while in Scotland 66% of people did. This is a different indicator that measures meeting the current activity guidelines of 150 minutes of moderate activity, or 75 minutes of vigorous activity per week or an equivalent combination of both. [The Active Shetland Strategy 2018-23](#) contributes to the Shetland Partnership Plan



90%

2018-2028. The Plan 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.

People in Shetland Who Feel Part of Their Community remained fairly consistent, at 90% in 2022. This compared to 83% of people in Scotland.

Data Sources:

Shetland Foodbank 2023/24; UK Government Department for Work and Pensions - Children in low income families: local area statistics 2022/23; Scottish House Condition Survey, Local Authority Analysis 2017/19; CACI Paycheck data 2021, Highlands and Islands Enterprise - Minimum Income Standard 2016; Improvement Service 2021/22; Shetland Employment Survey, Shetland Islands Council 2017; Scotland's Labour Market: People, Places and Regions - Statistics from the Annual Population Survey 2020/21; National Records Scotland (NRS) Population estimates 2022; UK Government Department for Energy Security and Net Zero 2022; Scottish Household Survey (SHS) 2022; Office for National Statistics (ONS) (2022); Public Health Scotland 2022; Community Council Elections, Shetland Islands Council 2022; Public Health Scotland 2022/23; Skills Development Scotland 2023.

The Table below provides a summary of Shetland Partnership Plan indicators, with the following key used to illustrate current status:

-  Negative Trend, Highly Unlikely to Meet Target
-  Fluctuating Trend / Slight Improvement in Trend, Unlikely to Meet Target
-  Positive Trend, Likely to Meet Target
-  Unknown

Where data is not currently available or up-to-date, local knowledge and understanding has been used to determine the Status.

Indicator	Baseline (2018)	Latest Value	Status
Foodbank Usage	45 parcels on average distributed per month	137 per month in 2023/24	
Children Living in Low Income Families	5.7% of children live in low income households	12.3% in 2022/23	
Fuel Poverty	53% of Shetland households in fuel poverty	No longer comparable data and no up to date value Likely to have increased	
Households in Shetland who do not Earn Enough to Have an Acceptable Standard of Living	49% of households in Shetland do not earn enough to have an acceptable standard of living	Not currently measuring, awaiting new MIS for Remote and Rural Scotland	
Fragility Index	Ratio of 106.9	Ratio of 112 New indicator, no target set	
Businesses Struggling to Recruit	20% of businesses struggle to fill vacancies due to a lack of local labour	No up to date value Likely to be high	
Under-Employment	21.3% under-employment	6.5% in 2020	
Population Aged 16-29	15.5% of the population is aged 16-29	14.0% in 2022	

Indicator	Baseline	Latest Value	Status
Carbon Emissions in Council area	75% higher than Scottish average	14.4 tonnes per capita compared to 4.8 for Scotland in 2022.	
Satisfied with Public Services	59% of people are satisfied with local services	52% in 2022	
Number of Employees	13,500 employees in Shetland	13,400 in 2022	
Drinking at Harmful Levels	20% of people are drinking at harmful levels	19% in 2022	
People Who Feel They Can Influence Decisions Affecting their Local Area	27% of people feel they can influence decisions affecting their local area	30% in 2022	
People Who Feel They Want to be More Involved in Decision-Making	41% of people want to be more involved in decision making about their area	37% in 2022	
Number of Community Council Seats Contested	None of the Community Council seats are contested	0 in 2022 – no elections since last report	
Children Who Are Not a Healthy Weight in Primary 1	17.4% of children are not a healthy weight	13% in 2022/23	
Participation Rate	96.1% participation	97.4% in 2023	
People Engaged in Some Form of Sport and Physical Activity	77% of people engage in some form of sport and physical activity	87% in 2022	
People in Shetland Who Feel Part of Their Community	88% of people feel that they are part of their community	90% in 2022	

Most indicators show a worsening picture since monitoring began; this is not unique to Shetland. To better understand what is happening, and so partners are better able to direct resources to enable improvement, a more detailed look at Population, Socio-Economic Outcomes and Climate Change data has been done (pages 16 to 21).

Case Studies

The case studies gathered to illustrate collaborative improvement activity are available on the [Partnership website](#). A summary of this year's case studies, the relevant Priority Areas and partners involved are provided below, with a hyperlink to the full case study.

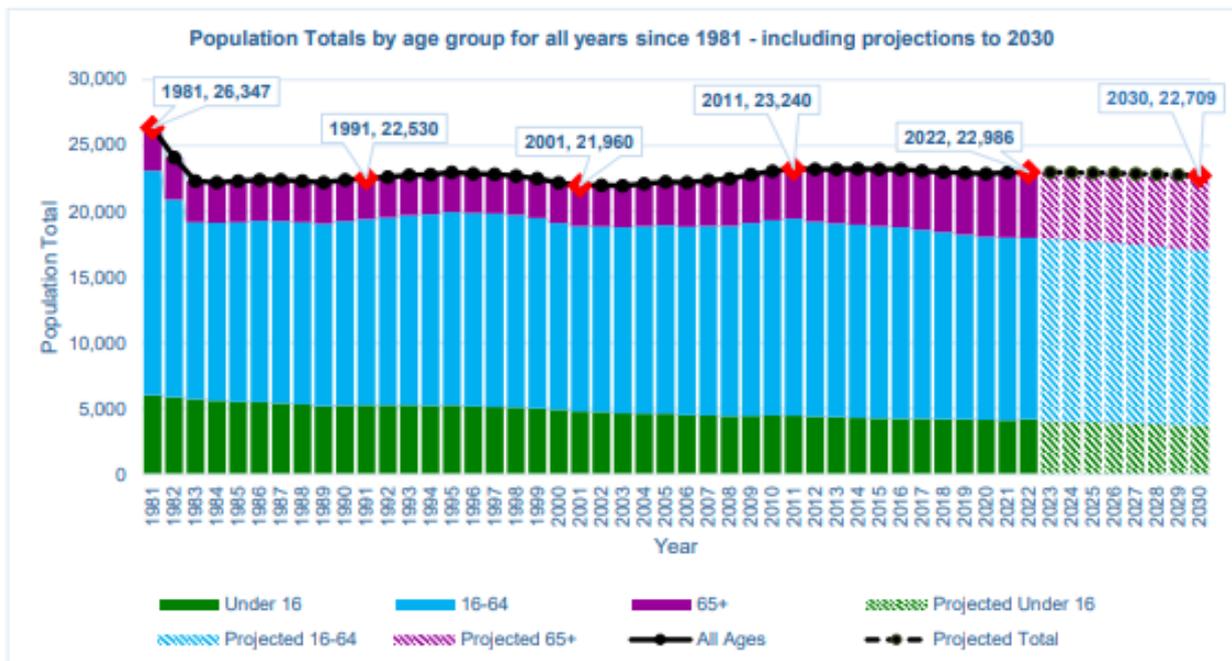
Case Study	Summary	Partner Involvement	Priority Area
Accessible Play Parks	Improved access and reduced inequality in Shetland's play parks by working with families.	Sport and Leisure, SIC; Ability Shetland; Families	  
Brae Community Cupboard	Provision of food and clothing for the local community, leading to signposting to other supports.	IJB; Children's Serv, Com Plan & Dev, SIC; Private Sector, Community Group	 
British Sign Language Plan	The participative process of developing Shetland's BSL Plan.	SIC; NHS Shetland; BSL Community	
Community Directory	Online platform to help residents and service providers, access and share information about local services, groups and support.	Com Plan & Dev, SIC; NHS Shetland; Voluntary Action Shetland; Scot Gov't; Community Groups	  
Community Pop-Ins	Mitigating the cost of living crisis by providing 98 safe spaces in the community and supporting over 900 people over the winter.	Com Plan & Dev, Catering; Community Groups	 
Community Resilience for Islands	Partner agencies visiting Shetland's Islands with Small Populations to discuss concerns around emergencies and other resilience support.	SIC; NHS Shetland; IJB; Scottish Ambulance Service; SFRS	  
Learning about The Wigan Deal	Visit from Donna Hall, the architect of a transformation in the relationship between communities and public services.	SIC; NHS Shetland; IJB; SFRS; HIE	
Dynamic Support Register	Working through the complexities of data sharing to better understand local need, to reduce inequalities.	NHS Shetland; SIC	

<u>Embrace Film Project</u>	Creative practitioners working with young people with neuro-divergent conditions, to create a film telling the story of 12 young people.	Ability Shetland; SADA; NHS Shetland	
<u>Employability Road Show</u>	Taking the employability service out to local communities on a regular basis, removing barriers to support.	Youth & Emp, CLD, Transport, SIC; SRT; local employers	
<u>Community Development Support</u>	Investment in development officers to enable local social, environmental and economic development.	HIE; Community Development Groups	
<u>Kit for All</u>	Facilitating donation of sports and outdoor wear, removing barriers to people undertaking physical activity, across Shetland.	Children's Services, SIC; Ability Shetland; Community Groups	
<u>Understanding the Support Needs of those with a Learning Disability</u>	Bespoke training, designed and delivered to local emergency service teams to enable them to respond more effectively to people with a Learning Disability.	NHS Shetland; Police Scotland; Scottish Ambulance Service; SFRS	
<u>Mareel Event with Young People</u>	Young people designing and running creative workshops, movies and music for young people	SADA; Youth Services, SIC; Young People	
<u>North Mainland Collaboration</u>	Rural Energy Hub, Brae Campus and NHS service changes coming together to improve outcomes for local communities.	A number of SIC services; NHS Shetland	
<u>Alcohol & Drugs Peer Research Project</u>	Understanding of young people's perceptions of alcohol and drug culture and why they chose to use, to inform strategic planning.	OPEN; Alcohol & Drugs Partnership; Children's Services Partnership	
<u>Police and Fire Combined Volunteer Scheme</u>	Opportunity for young people and adults to meet with service users to learn and develop valuable life-skills.	Police Scotland; SFRS	
<u>Recovery Hub and Community Network</u>	A comfortable, non-judgemental space for people to meet, where support and services are designed around need.	NHS Shetland; SIC; Alcohol & Drugs Partnership; Peer Group	
<u>Rights Ready Shetland</u>	Events to raise awareness, capacity and enthusiasm about the United Nations Convention on the Rights of a Child.	Children's Serv, SIC; SCT; SADA; UHI; national organisations; young people	

Data Deep Dives

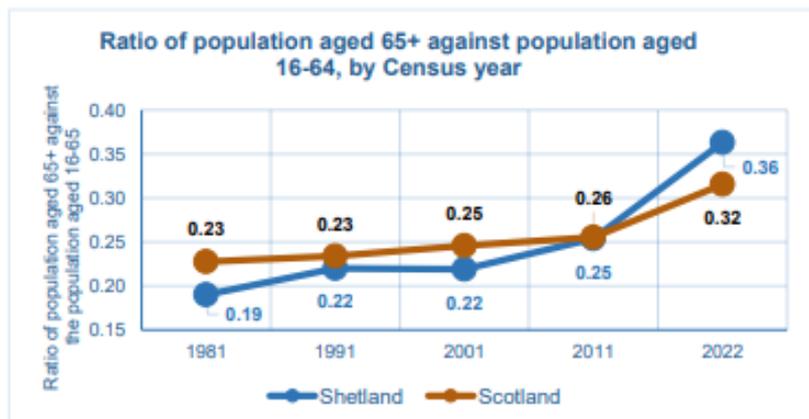
Population Data

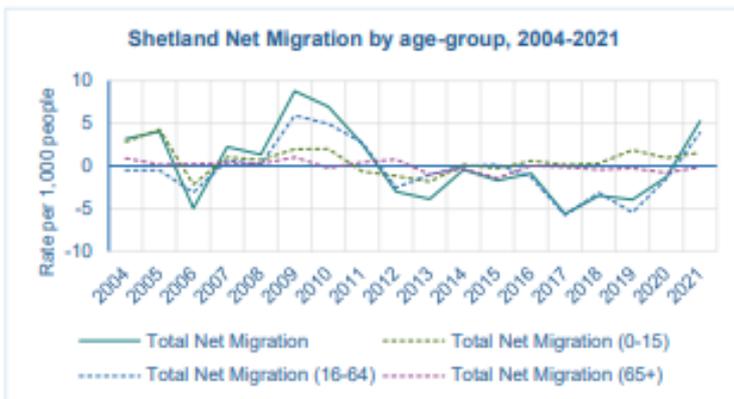
1. Shetland's population is stable, but working age is declining and becoming older. Comparing census years, between 2011 and 2022 Shetland saw the largest decline in working age population; the 65+ population saw the largest increase. Both changes were greater than for Scotland.



2. Projected figures show that the population of Shetland will continue to get older, whilst the working age demographic will reduce. In 2022, Shetland's job-to-working age population ratio was 1.08; the Scottish ratio was 0.81. Since 2001 Shetland's ratio has increased, accelerating since 2012.

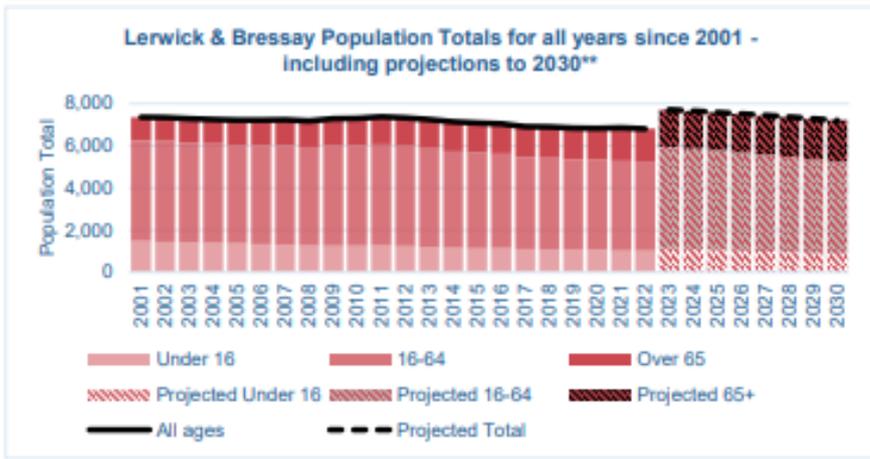
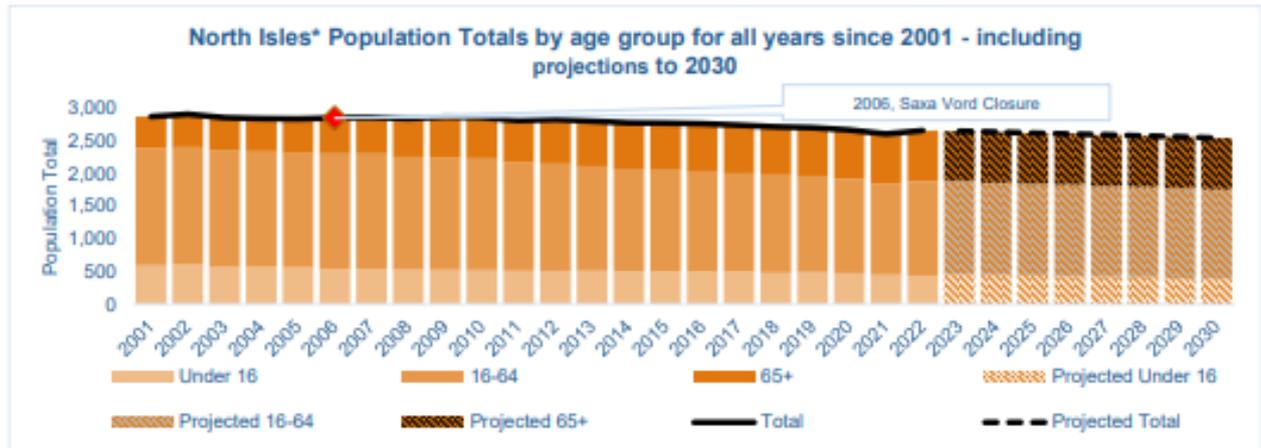
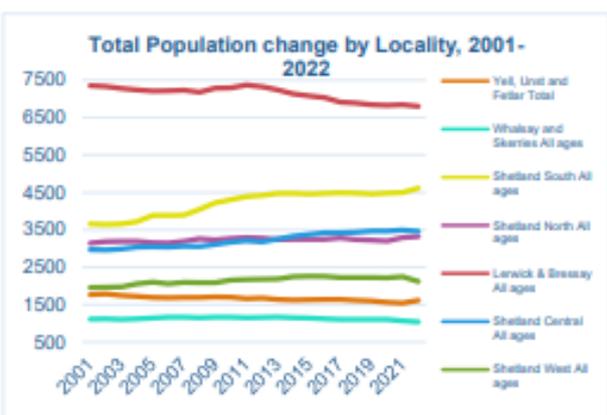
3. Since 1981, the ratio of Shetland's population aged 65+ to 16-64 nearly doubled, remaining above Scotland's ratio from 2012 onwards. Shetland's increase was significantly larger overall, while Scotland's ratio grew more slowly (0.17 vs 0.9).





4. From 2004-2021, Shetland's net migration averaged 0.28, but dropped to -1.50 from 2011-2021. Negative averages were seen for ages 16-64 and 65+, with a slight positive for 0-15. Scotland, Orkney, and Na h-Eileanan Siar had positive net migration across all ages. Orkney in particular for ages 0-15 and 16-64.

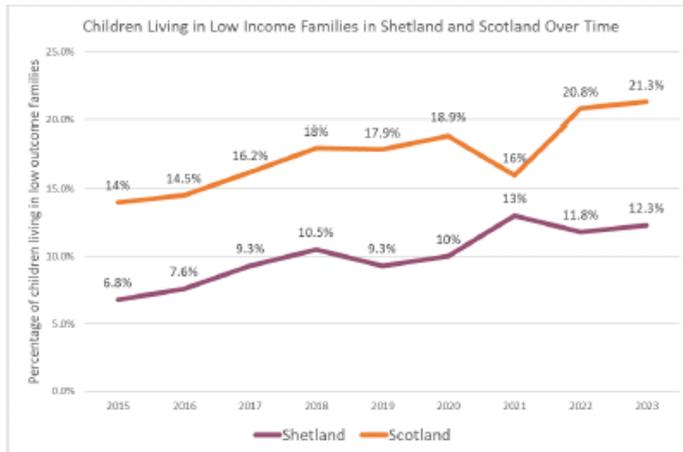
5. From 2001, three localities have decreased in population. Those aged 65+ has increased in all. Yell, Unst & Fetlar and Whalsay & Skerries (the North Isles*), and Lerwick & Bressay have all seen decreases in their 16-64 population. This trend is projected to continue to 2030**. Shetland Central is projected to be the only area with an increase in the 16-64 age group by 2030. The under-16 population has decreased in all except for Shetland Central and South.



6. The Lerwick & Bressay 16-64 population is projected** to decrease by nearly 13% from 2018. The true figure may be even higher as this projection includes areas such as Gulberwick (whereas the Locality data places Gulberwick in Shetland South).

Data Sources: Scottish Census Data; NRS Population Estimates; Sub-Council Area Population Projections – Improvement Service, NRS Local Area Migration. *Projections are at IGZ level and do not match the Datazone groupings used for Localities. Yell, Unst & Fetlar and Whalsay & Skerries Datazone groupings are merged to give North Isles population figures, this is a best fit approach. **Lerwick & Bressay datazone groupings include areas that make for an unequal match, however trends are still relevant.

Socio-Economic Outcomes Data

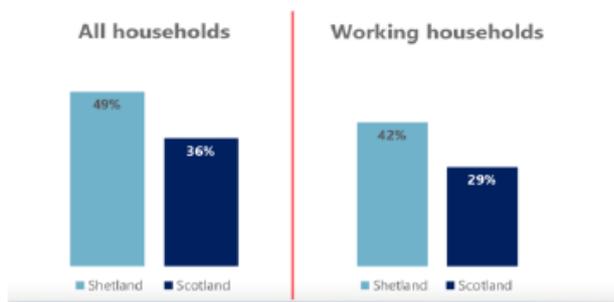


1. Average incomes in Shetland are high; by standard measures, relatively few people in Shetland are in poverty but, rates of child poverty are increasing, with 1 in 6 children in poverty in 2022/23.

2. There are additional costs of living in Shetland compared to an urban UK budget (between 20-65%):

- Cost of food and everyday goods: especially in areas remote from Lerwick
- Cost of travel: especially to work, and where ferry trips are needed
- Cost of home energy: compounded effect of climate, fuel type, home energy efficiency and fuel tariffs.

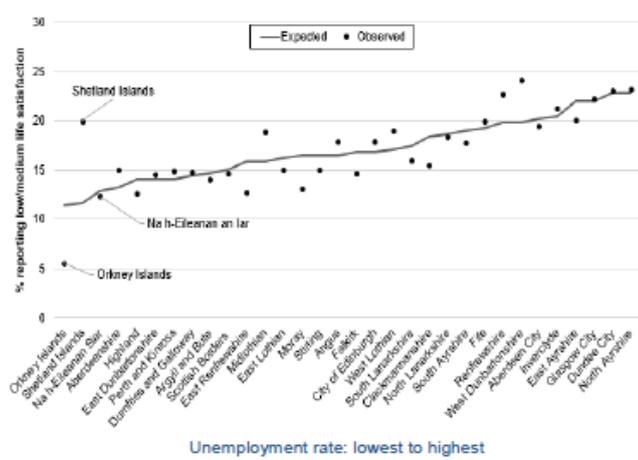
Households living below the MIS benchmark



3. Almost half of people in Shetland live in households with an income less than the Minimum Income Standard (MIS) benchmark. In working households, 42% of people in Shetland lived below the benchmark, compared to 29% across Scotland.

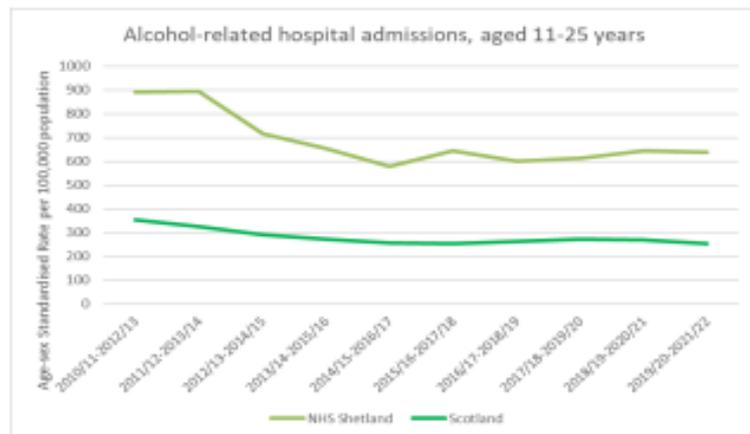
4. Low/medium life satisfaction is, in general, greater in places with high unemployment; but Shetland bucks the trend. Its unemployment rate is the second lowest, but it has the eighth-worst life satisfaction of 32 Scottish local authorities.

This pattern is repeated with higher anxiety levels, the risk of dying at a given age, and alcohol-related hospital episodes all higher than expected.



5.

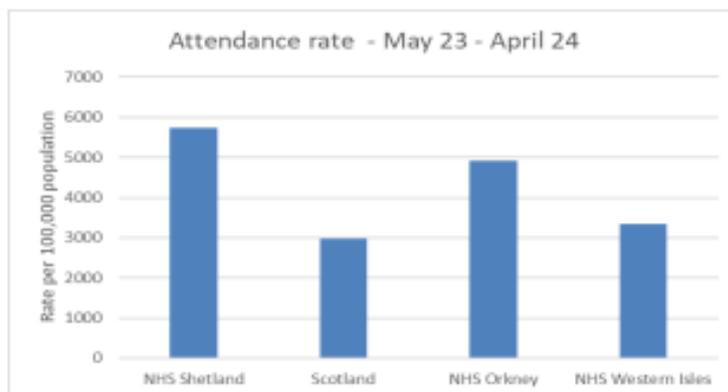
Shetland has a significantly worse rate of alcohol-related hospital admissions for 11-25 year olds, and has had a higher rate of alcohol-related hospital admissions compared to Scotland. Shetland has a high prevalence of alcohol availability compared to Scotland with more than double the number of licenses per head of the population.



6.

Early child development is strongly associated with long-term health, educational and wider social outcomes. Data on child health reviews, should be treated with care due to recording, however, Shetland is showing a downward trend in the proportion of children meeting developmental milestones compared to Scotland's other local authorities; in other words Shetland has declined from 2nd in Scotland to 24th.

On average the percentage of P1, P4 and P7 pupils achieving expected CfE (Curriculum for Excellence) level in Literacy and Numeracy in Shetland has been lower than 25th out of 32 Local Authorities across Shetland for a number of years. Meanwhile, the percentage of pupils attaining 5+ Awards at Level 5 has consistently been in the top 5.



7.

Shetland has an above average number of multiple attendees at A&E. Multiple attendances, where the same person attends A&E more than once in a year, are more common for people living in more deprived areas.

8.

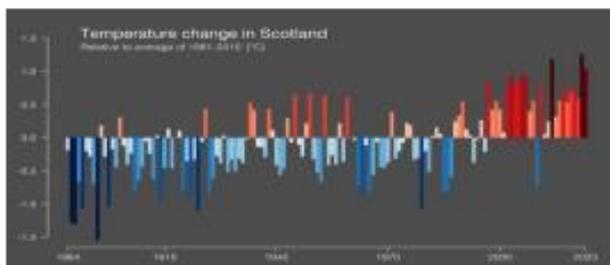
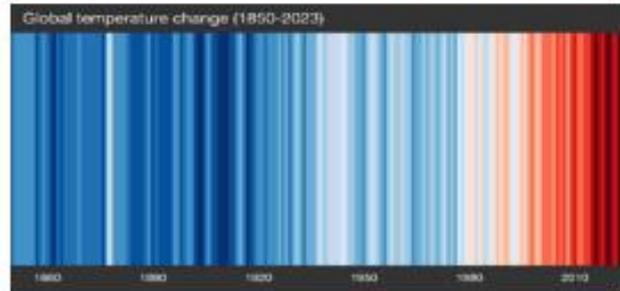
Meanwhile, demand for services increases. For example:

- 37% of pupils in Shetland have Additional Support Needs (ASN). This is in line with the national average which has increased markedly since 2010.
- As the population ages, the number of people with dementia is steadily increasing as the risk of development increases with age.

Climate Change Data

1.

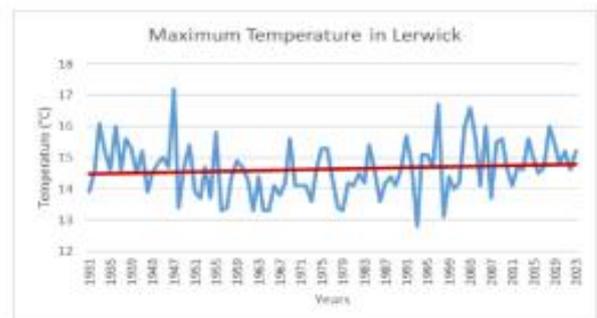
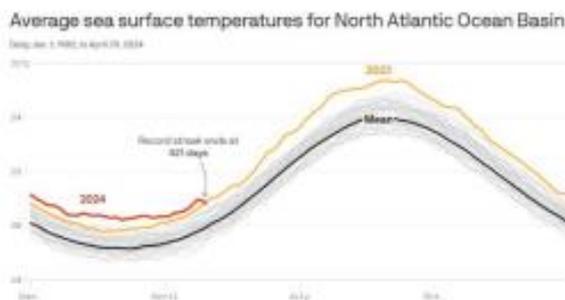
Globally, average temperatures have increased by 1.2°C since 1800, and 2023 was the hottest year on record. Climate change - the long term shift in temperature and weather patterns - has begun to intensify flooding, storms, wildfires, heatwaves, and other climate events.



2.

In 2022 Scotland recorded its hottest temperature at 34.8°C in the Borders, a whole 2°C above the average.

Whilst at the end of April 2024, the North Atlantic Ocean ended a 421 day streak of record high temperatures.



3.

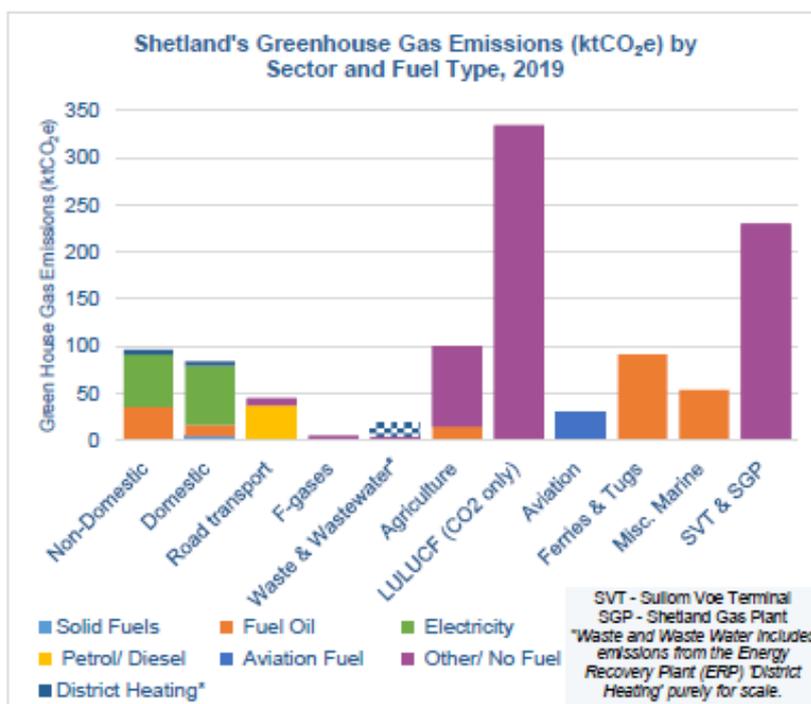
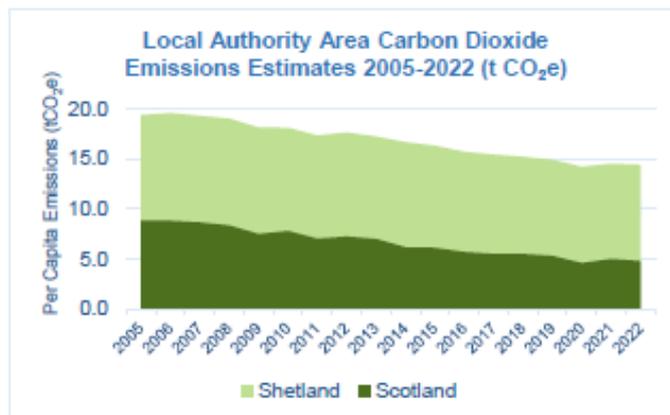
Shetland's maximum temperature in 2022 was higher than the average from 1930-2022 in all but 3 months of the year.

The average monthly rainfall by decade has increased since 1931 by over 25%, with most of this falling in the winter months. Wind speed followed a similar pattern; when comparing 2022 data against the average for 1930-2022, higher speeds were recorded in 8 out of 12 months.

Shetland Monthly Rainfall by decade: 2011-2020 compared to 1931-1940

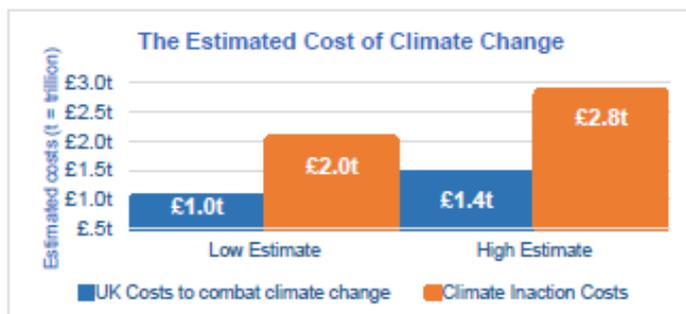


4. We know that greenhouse gas emissions are responsible for this accelerated climate change. CO2 emissions per person for Shetland are much higher than per person for Scotland; though they have reduced by 25.4% from 2005 to 2022. For Scotland, the reduction has been much greater (45.7%). This is not unusual for remote rural, and particularly island areas.



5. Shetland's landscape disproportionately impacts its emissions (Land Use, Land-Use Change and Forestry). The difference in CO2 emissions between Shetland and Scotland is due to several aspects, particularly the emissions associated with degraded peatlands; there are roughly 79,000 hectares across the isles. On average, one hectare of degraded peatland can emit up to 23.4 tonnes CO₂e per year; this is equivalent to emissions from running 17 petrol cars.

6. Estimates for the cost of combatting Climate Change in the UK range from £1-£1.4 trillion. The possible cost of inaction is double this. As an example, the estimated cost of restoring all actively eroding peatland in Shetland is roughly £109 mn; this will only increase as degradation continues.



7. From the 2021 Shetland Climate Conversation Survey Net Zero means. 68% of respondents feel urgent action is needed on climate change.

Data Sources: Ed Hawkins, National Centre for Atmospheric Science, UoR (Berkeley Earth & ERA5-Land, NOAA, UK Met Office, MeteoSwiss, DWD, SMHI, UoR & ZAMG); NOAA OIST v2.1 via Climate Reanalyzer, University of Main, U.S.A., Simran Parani, Aulos 2024; Met Office, 2024, Historic Station Data; Lenwick Database; NimbleFins, 2024, Average CO₂ Emissions per Car in the UK; Ricardo Energy and Environment, 2022, Shetland Net Zero Route Map, ED15590, Issue Number 5; J Rising et al., 2022, LSE, Grantham Research Institute on Climate Change and the Environment; Ricardo Energy and Environment, 2022, Assessment of Shetland Islands Council Land Carbon Sequestration, ED15590, Issue Number 1; Assessment of Shetland Islands Council Land Carbon Sequestration. SVT & SGP is Sullom Voe Terminal and Shetland Gas Plant. Cost of peatland restoration is a calculation based on a midpoint costing estimate per ha of £4,600, multiplied by ha of eroding peatland. Cost knowledge is anecdotal, shared by Peatland ACTION officers.

Delivery Plan Implementation and Next Steps

The [first Delivery Plan](#) for the Shetland Partnership Plan ran from 2019 to 2022. Following a review at the beginning of 2023, a [new Delivery Plan](#) for 2023 to 2028 was approved by the [Management and Leadership Team](#) (MLT) of the Shetland Partnership.

This Delivery Plan focuses on developing and delivering on Shetland's Place-Based Approach; collaborative working between partners and communities, at a local level, to identify and deliver solutions for improved outcomes for those communities, whilst also delivering on Shetland's key priority areas:

- Inclusive Growth
- Mitigating and Adapting to Climate Change
- Compassion
- Person-Centred Support.

These priority areas are four significant improvement programmes for the Shetland Partnership. During 2023/24 MLT have provided strategic leadership to the refinement of these programmes and have become the Programme Board for Shetland's Place-Based Approach.

In an environment of ever challenging problems, a place-based approach enables complex issues to be resolved by working collaboratively to bring knowledge, experience and creativity. Using place as a lens to look through can help understand the interconnections and relationships between issues, ensuring that decisions are made holistically and with the community at the heart.

The [Shetland Partnership Network](#) came together on four occasions during the year:

- to inform Shetland's Place-Based Approach;
- a study visit to a Peatland Restoration site, to learn about the impact of degraded peatlands on Shetland's carbon emissions and for a wider conversation about Climate Change;
- to input into the Delivery Plan; and
- to input into Shetland's Energy Strategy, a key document for both Inclusive Growth and Climate Change.

Shetland's Place-Based Approach

This section provides an update on progress in 2023/24, and next steps on delivering Shetland's Place-Based approach:

- Work began on defining the approach, this will be used to develop a consistent approach, for all partners and communities in Shetland.
- Useful tools have been developed, many through the supporting projects of the Delivery Plan, which will be used to pull together a framework of steps to take.
- An implementation plan will be pulled together, to support the level of change required by partners.
- An understanding of the capital projects underway, and planned, across sectors, is being developed.

Four Improvement Programmes

This section provides an update on progress in 2023/24 and next steps.

EmPowering Shetland

Delivering on Inclusive Growth for Shetland, to ensure the wealth generation from Shetland's many economic development opportunities is able to positively impact on those in Shetland who are currently facing the negative consequences of inequality, has focused on aligning strategies and partnerships. This provides a platform from which to build the change required.

Climate Conscious Shetland

The Shetland Climate Change Steering Group, formed under the Shetland Partnership to build on the Shetland Net Zero Route Map learnings, has been working to create a place-based climate change strategy and action plan for Shetland. The Steering Group have run workshops, based on the key themes of: Buildings, Transport, Business and Industry, Waster and Resources, and Land. Outputs from these workshops will be used to determine the policy baseline, from which the strategy can develop.

Compassionate Shetland

The greatness of a community is most accurately measured by the compassionate actions of its members. We want Shetland to be a place where, **no matter their circumstances, residents will be respected and supported by the community to fulfil their potential.** To do this, we need a Shetland community that appreciates diversity and is accepting of each individual's background and circumstances. Research shows stigma is still a significant barrier to people accessing early support or participating in their community, which has a negative impact on health and wellbeing.

Three projects are being scoped to continue the shift in culture across organisations and communities. These will begin delivery in 2024/25.

Person-Centred Support

The purpose is to embed a coherent, targeted approach to supporting people across front-line services in Shetland, in order to both improve outcomes for people and to move towards sustainability of services by decreasing duplication and failure demand.

The scope, therefore, is large, involving the Health & Social Care Partnership, Children's Services and the wider Shetland Partnership Network, collaborating with Compassionate Shetland.

Aspects of delivery have been underway for a number of years, including the Anchor Project; learning from previous improvement activity will be a key part of delivery.

Supporting Projects

The Delivery Plan and wider community planning processes are supported by a number of work-streams and projects. This section provides an update on progress and next steps.

Evidence Base

[Locality Profiles](#) have been produced and published for Shetland, Shetland's seven localities, and islands of Bressay, Fair Isle, Fetlar, Foula, Papa Stour and Skerries. There are many purposes, including to support discussions around service delivery and community development, and in undertaking Island Communities Impact Assessments. This work also led to the conclusion that the 'Islands with Small Populations' remain the communities in Shetland with poorer socio-economic outcomes, highlighting the need for their [Locality Plan](#).



Profiles of the Shetland Population will be developed for each of the Protected Characteristics under the Equality Act, 2010, supporting the development of individual partner's Equalities Outcomes and Mainstreaming Report.

A detailed analysis of the [Shetland Partnership Plan Outcome Indicators](#) alongside other available data, such as Public Health Scotland Health Dashboards has been carried out, resulting in the development of Deep Dive Profiles for Population, Socio-Economic Outcomes and Climate Change. These will be used by strategic planning groups to appraise activity and prioritise areas for improvement.

The Community Planning Team are working across SIC's Development Directorate and Public Health to put in place a consistent system for the use of data for strategic development and improvement activity, capable of being used by Power BI and MapInfo.

Demonstrating Impact: Monitoring & Evaluation Frameworks

The Management and Leadership Team commissioned training on Outcomes for themselves and the wider Community Planning Support Team. The four Improvement Programmes are using the tools and language learnt to define activity and monitor impact, as well as to build the capacity of others.

Some services and partners are choosing to roll-out the training to others, with the potential to offer to the wider Network.

Community Participation

A Participation Hub is planned for the Partnership website. This will include a Participation Toolkit and a shared learning space with information and case studies.

Strong, Honest & Trusted Relationships

The Network provides opportunities for partners to meet, to formally discuss key strategic issues, to understand each other's roles and to network. Evaluations show that events over the last year are resulting in greater collaboration and joint-working.

Understanding and Sharing Resources

The Management and Leadership Team, and the Network, provide opportunities for partners to share information on resource challenges.

The Deep Dive Profiles are an opportunity to discuss resource allocation across organisations, to achieve early intervention and potential to reduce spend on crisis interventions.

Effective Partnerships and Partnership Agreements

Work on this Project will commence in 2024/25, with resources being provided by the Council. It will involve mapping partnerships and sub-groups, understanding the legal requirements, working with strategic leads to streamline partnerships around outcomes and assessing effectiveness.

Impact Assessments

Statutory partners will have legal duties around impact assessments. For example, the Council has in place templates, guidance and other resources, for individual impact assessments.

A link will be made between Place and Wellbeing Assessment and Impact Assessments, to be delivered as part of the Place-Based Programme.

Risk Register

The Management and Leadership Team have risk registers in place, for Shetland, and for the Partnership. These are reviewed on a four monthly basis.

Regional & National Understanding

Partners use opportunities to develop the understanding of external bodies about Shetland's unique characteristics and opportunities. The Partnership is currently highlighting the need to put in place a partnership approach with the Government and partners elsewhere, to commission an up-to-date Minimum Income Standard for Remote and Rural Scotland.

Effective Communication

Due to capacity, progress has been held back in this area. Resources are to be allocated to this, for 2024/25.

Support to Embed Outcomes within Organisations & Partnerships

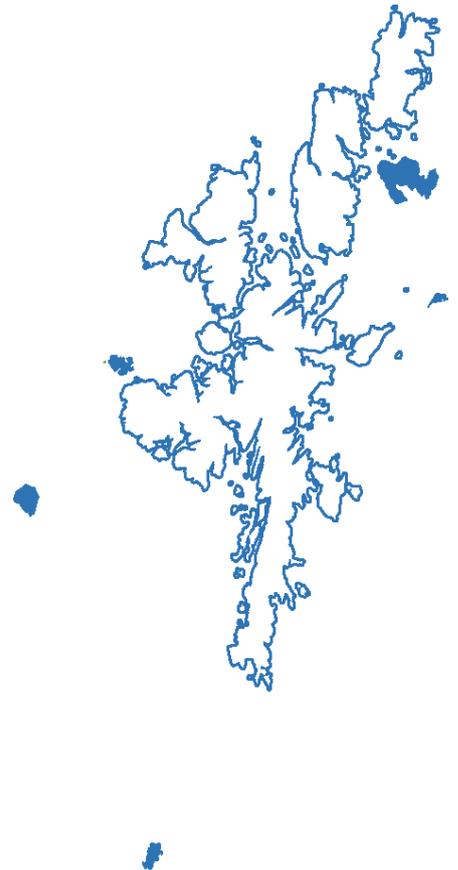
This will be progressed, in 2024/25, through the Demonstrating Impact and Effective Partnership work-streams.

Shetland's Islands with Small Populations Locality Plan: Annual Report 2023/24

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, for those areas with poorer socio-economic outcomes. Locality Plans can be based on geographic areas, administrative boundaries or communities of interest (a group of people with shared characteristics).

[Shetland's Islands with Small Populations Locality Plan](#) was delivered between 2020/23. Following an assessment of socio-economic data across Shetland in May 2023, the Management and Leadership Team, in dialogue with the island communities, agreed that a second Locality Plan for the island communities of Fair Isle, Fetlar, Foula, Papa Stour and Skerries was needed.



Our Activity

Community representatives and partners came together in June 2023 to review progress against the Locality Plan for 2020/23. This also provided an opportunity for relationships between service providers and communities, to be strengthened, particularly following the constraints of the pandemic. A representative of the Scottish Government's Islands Team was able to hear directly from islanders on the impact of the National Islands Plan.

During the autumn each island community reviewed service issues and set out their development aspirations, supported by their Community Involvement and Development Officer (CIDO) from the Council's Community Planning and Development Team.

This resulted in a [Second Locality Plan](#). The focus is on:

- Resolving outstanding service issues;
- A step change in opportunities for development, supported by partners; and
- A change in approach to delivery.

Instead of the Strategic Delivery Group, issues and challenges are now reported directly to Management and Leadership Team, within their role as Programme Board for Place-Based Approaches, and each island community will be visited by a representative of this Team on a six monthly basis. The purpose of these visits is to support the outcomes in the Locality Plan.

The Second Plan will deliver on some particular themes, including:

- Community Resilience
- School Estate
- Eco-tourism
- Transition to Net Zero
- Community Maintenance Post.

The Plan was signed off by partners and communities during March 2024.

Monitoring our Progress

The Locality Plan outlines a number of ways in which the performance of partners against the Plan's objectives are 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.

In the production of the Second Plan, island representatives gathered data for some of the **Benchmarking Indicators** in the Locality Plan, alongside the use of nationally available data sources:

- In the summer of 2023 there were 186 full time residents across the five islands, 1 less than in 2020;

- 28% of the permanent island population are aged over 65 (higher than the 21.8% for Shetland as a whole);
- Median income for the five islands is 28% lower than the Shetland average, but the gap has narrowed by 5% since 2019;
- There are 20 school aged children across the five islands; this is 10.5% of the permanent population, compared to 14.1% for the whole of Shetland;
- 14.5% of the population are under 16, compared to 14% for Shetland as a whole.

Data Sources:

Community data is provided to the Council by each community; CACI Paycheck data 2023, Shetland Islands Council school rolls 2023; Public Health Scotland 2022/23.

The **Community Survey**, first implemented in 2020/21, was repeated in July / August 2023, and again in August 2024. 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.

The response rate to the survey was high again this year, with 87 responses from across the 5 islands, an increase from 76 in 2023. The findings are outlined below.

The survey opened with a question asking people how they rate their place to live; 63% of respondents rate their community as a 'Very Good' or 'Fairly Good' place to live, this is a decrease from 74% in 2023, and a similar percentage as 2020/21.

71% of respondents expressed a sense of belonging to their community; again a decrease from 78% in 2023 and a similar percentage as 2020/21.

The percentage of respondents who feel optimistic about the future of their community has declined to 42.5%. This compares to 51% in 2020/21 and 57% in 2023.

When asked how they felt about the statement 'Service providers listen well to my community when it comes to issues affecting us', 30% of respondents either 'Agreed' or 'Strongly Agreed'. This is a 1% increase from 2023, and a 2% increase from 2020/21.

Respondents were asked to rate their satisfaction with public services:

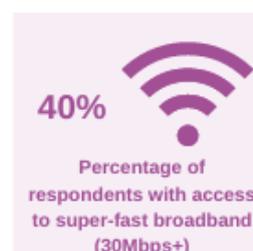
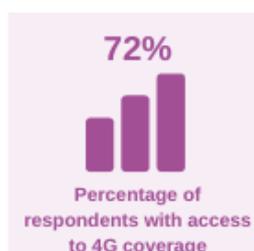
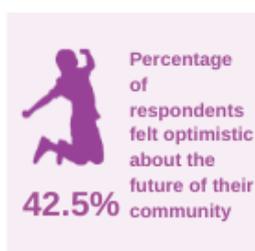
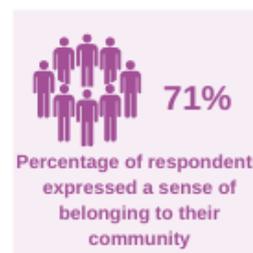
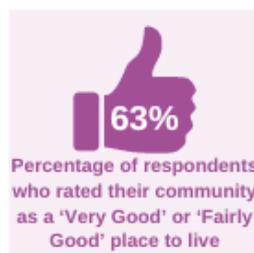
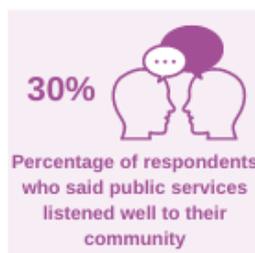
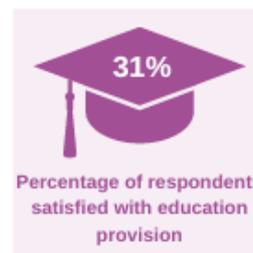
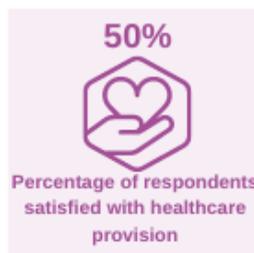
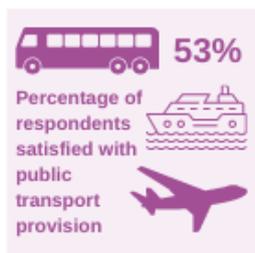
- 50% of respondents are 'Very Satisfied' or 'Fairly Satisfied' with healthcare provision, a 7% decrease on 2023, but a small increase on 2020;

- 31% of respondents are 'Very Satisfied' or 'Fairly Satisfied' with education provision, a 15% decrease since 2023 and a 26% decrease from 2020/21;
- 53% of respondents are 'Very Satisfied' or 'Fairly Satisfied' with public transport provision, a 15% decrease since 2023, and slightly lower than the level of 2020/21.

The survey closed with questions related to connectivity:

- 72% of respondents reported that they have access to 4G coverage, the same as reported in 2020/21 and 2023; 14% of respondents reported that they 'don't know';
- 40% of respondents reported that they have access to super-fast broadband (30Mbps+), a 24% increase since 2023 and a 38% increase from 2020/21; 12% of respondents reported that they 'don't know';
- In a new question, asking to rate current broadband, 72.5% of respondents rate their current broadband service as 'Very Adequate' or 'Adequate', whilst 21% rate it as 'Inadequate' or 'Very inadequate'.

In summary, the majority of indicators measured by the survey have declined since 2023, with many returning to the level of 2020/21.



Contact



Shetland Partnership, c/o Community Planning & Development,
Solarhus, 3 North Ness Business Park, Lerwick, Shetland, ZE1 0LZ



ShetlandPartnership@shetland.gov.uk



01595 744537

www.shetlandpartnership.org

Published September 2024

For more information please see our website or call 01595 744537