

Committee	Board of Management
Subject	Principal's report
Action requested	<input type="checkbox"/> For information only <input checked="" type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input type="checkbox"/> For endorsement <input type="checkbox"/> For approval
Brief summary of the paper	A report is providing covering the second month of operation of Shetland UHI.
Resource implications (If yes, please provide details)	No Click or tap here to enter text.
Risk implications (If yes, please provide details)	No Click or tap here to enter text.
Date paper prepared	14/10/2021
Date of committee meeting	20/10/2021
Author	Jane Lewis and SMG

<p>Link with strategy</p> <p>Please highlight how the paper links to the Strategic Plan, or assist with:</p> <ul style="list-style-type: none"> • Compliance • National Student Survey • partnership services • risk management • other activity [e.g. new opportunity] – please provide further information. 	<p>Links with all aspects of strategy for the college</p>
<p><u>Equality and diversity</u></p> <p>Does this activity/proposal require an Equality Impact Assessment?</p>	<p>No</p> <p>If yes, please give details:</p> <p>Click or tap here to enter text.</p>
<p><u>Data Protection</u></p> <p>Does this activity/proposal require a Data Protection Impact Assessment?</p>	<p>No</p> <p>If yes, please give details:</p> <p>Click or tap here to enter text.</p>
<p>Island communities</p> <p>Does this activity/proposal have an effect on an island community which is significantly different from its effect on other communities (including other island communities)?</p>	<p>No</p> <p>If yes, please give details:</p> <p>Click or tap here to enter text.</p>
<p>Status (e.g. confidential, non-confidential)</p>	<p>Non-confidential</p>

<p>Freedom of information</p> <p>Can this paper be included in “open” business?*</p>	<p>open</p>
<p>Consultation</p> <p>How has consultation with partners been carried out?</p>	<p>n/a</p>

* If a paper should **not** be included within ‘open’ business, please highlight below the reason.

<p>Its disclosure would substantially prejudice a programme of research</p>	<input type="checkbox"/>	<p>Its disclosure would substantially prejudice the effective conduct of public affairs</p>	<input type="checkbox"/>
<p>Its disclosure would substantially prejudice the commercial interests of any person or organisation</p>	<input type="checkbox"/>	<p>Its disclosure would constitute a breach of confidence actionable in court</p>	<input type="checkbox"/>
<p>Its disclosure would constitute a breach of the Data Protection Act</p>	<input type="checkbox"/>	<p>Other [please give further details] Click or tap here to enter text.</p>	<input type="checkbox"/>

For how long must the paper be withheld? Click or tap here to enter text.

Principal's report

1. Return to campus

1.1 Measures and activities for Covid-19

Shetland UHI are following Scottish Government advice on safety mitigations on campus for Covid-19.

Measures: These include (for staff):

- Work from home if you can
- Frequent hand washing and sanitising
- Social distancing of 1m minimum
- Lecturers can remove face coverings when at front of class teaching as long as they are at least 2m away from others.
- Workshops (Engineering and Construction) have extra Risk Assessments in place to allow removal of face coverings for students working with tools.
- Face coverings must be worn indoors in all college settings excluding offices, once seated, or when seated for eating and drinking.
- Catching infection outbreak early by using Lateral Flow Tests twice a week
- Keep rooms well ventilated either with air conditioning or purging by opening windows and doors regularly e.g. 15 minutes every 2 hours
- Report confirmed cases of Covid to your line manager but also your respective head of H&S
- Completion of our Track and Trace spreadsheet

Many of the mitigations for students across the campus is the same as the staff safety mitigations, but students either complete their Track and Trace via QR code (Lerwick campus) or via pre-arranged classes (Scalloway campus).

Activities

- Every classroom and workspace have a supply of antibacterial cleaning products, disposable clothes and hand sanitisers.
- Supplies of Lateral Flow Kits have been shared across the campuses
- The website has been updated with the latest Covid guidance. [About us - Covid Guidance \(uhi.ac.uk\)](https://www.uhi.ac.uk/about-us/covid-guidance)
- Shetland UHI are supporting the local vaccination programme by encouraging students to take up the offer of the vaccination and using social media to help spread this message among our followers.
- The Shetland UHI Covid-19 group has met twice with participation across the campuses with unions represented.
- Extra cleaning is in place after Skills for Work pupils are in on a Friday morning
- Two CO2 monitors have been purchased and a project to monitor levels in classrooms is underway. This will give a clearer picture of what safety measures are needed for each classroom. Offices will be looked at after the learning spaces are monitored.

2. Update on enrolment figures (FE/HE)

	6th Oct	Total AY enrolment figures
--	----------------	----------------------------

		2021	2020/21	2019/20	2018/19	2017/18
FE	Full time (FT)	73	76	90	94	89
	Part time (PT)	577	2235	2197	3348	3584
HE	Full time (FT)	119	163	117	112	117
	Part time (PT)	160	255	254	278	220

Figures extracted from Metis on 6th Oct 2021

Please note that these figures will continue to change as further enrolments are completed, and part time students join courses later in the academic year.

Full time FE course enrolments are equivalent to this time last year but are less than pre-pandemic numbers. There has been a steady decline in the total number of FE enrolments across UHI partners since 2018/19.

We rely heavily on part time FE enrolments to achieve our credit targets, and this is unusual for UHI partners. In a recent discussion with UHI, it was highlighted that our credits comprise of around 73% part-time enrolments. Last year we fell only narrowly short of our annual target which again was unusual across the partnership.

Whilst numbers for this time of year are not dissimilar to the situation in October last year and they continue to slowly grow, we will require sustained momentum in recruitment and enrolment to achieve our projected targets and meet our increased credit target. Embracing more cross campus and partnership working should enable us to make our current programmes more attractive, and to increase the variety of our offering. We will also need to consider how we market our courses to the maximum effect, taking in to account the outcomes of the research on this issue currently being undertaken by CDN.

HE full time figures are down on last year but remain consistent with previous years of activity. It is notable that there was an upturn in HE FT enrolments across the partnership last year, with many demonstrating a notable peak across HE enrolments. It appears that many students chose to study at a college taking on a shorter HE course, as opposed to go to university to undertake a degree during the uncertainty of the pandemic.

Nationally, colleges are experiencing a drop in application and enrolment numbers for both FE and HE, with many recording a reduction of between 10-20% in their overall enrolments comparative to previous years. This can be attributed, in part, to the effects of higher school exam attainment rates and increased university places during the COVID pandemic resulting in students going directly to university. Further, the high availability of employment for young people which does not necessarily require them to undertake a FE/HE qualification prior to entry means that many are moving directly from school to a job. Another contributing factor is the national demographic, with fewer young people in the normal target age group at present.

Our focus now is on growing our semester 2 delivery and ensuring that we maximise enrolments in the early part of 2022, whilst also maintaining good retention and attainment levels for current students.

Demand for MA programmes is positive this year, and there has been a notable increase in the number of Aquaculture apprentices enrolling over the past few years.

A sheet showing an update on the current credit position has also been provided. Some students are still to be attached to their modules and therefore these numbers are likely to change significantly over the coming weeks. Please note that the difference between these figures and those above is due to the different source of the data and the date it was extracted. This reflects how quickly these numbers are changing at present.

3. Update on short courses

There is also continued high demand for industry mandated short courses, with courses quickly filling to capacity, and companies interested in new short courses. We currently have a substantial waiting list which we hope to meet the requirements of during the remainder of the academic year. However, where courses are not legally mandated, some companies are focusing more heavily on business production and less on training than they may previously have done, due to financial pressures amplified by the pandemic.

Delivery capacity in some areas is restricted by COVID social distancing requirements and by instructor availability and qualifications. We are working on increasing our number of appropriately trained instructors and developing new courses where required.

4. Update on research

4.1 Marine Science and Technology

4.1.2 Marine Planning

Interviews in progress for Marine Planning Project Officer.

A report completed for NatureScot detailing a commissioned skate egg survey. The survey recorded one of the largest aggregations of skate eggs found in the UK, the final report to be published on our website soon.

4.1.3 Fisheries

Staffing turnover has caused operational issues since late-August. Recruitment to 3 vacant posts is progressing and formal appointments are expected within the next week. Aim to have new staff in-post by mid-November.

The continuation and development of the pelagic fisheries workstream marked significant milestones. An MoU being agreed between SUHI and Scottish Pelagic Fishermen's Association. The pelagic industry have agreed to fund a pelagic scientist post + associated costs (£398k over 5 years from 1st April 2022). This provides security and continuity and is the foundation upon which the workstream can be further developed.

Katie Brigden presented a paper at the World Fisheries Congress (online).

Shaun Fraser presented a paper at the MASTS Conference (online).

Clare Hill (based at SAMS and co-supervised by Chevonne) has submitted her PhD thesis "Addressing the impact of the landings obligation on the fishers of Shetland. How is the EU CPF landing obligation affecting the local fishers of Shetland?"

4.1.4 Aquaculture

We hosted a visit from the Sustainable aquaculture Innovation Centre with Heather Jones (CEO) and Sarah Riddle (Director of Innovation and Engagement) and discussed SAIC support for the Shell-volution project and the development of aquaculture training and education at Shetland UHI.

Approached by SAMS to collaborate on the [PRIMROSE project](#). This opportunity has arisen due to some extension funding being made available to projects by the funder, Atlantic EU Interreg. If approved, our part would will complement the recently awarded Crown Estate project, which will integrate IFCB autonomous monitoring into the [HABreports.org](https://habreports.org) website. There is an aspiration that HAB monitoring and alerts are also tailored to the needs of finfish producers (as is being trialled in the SAIC-funded project with SAMS and Scottish Sea Farms).

Solene Giraudeau-Potel has decided not to continue with her PhD as she felt the project was not a good fit for her. There is enough remaining funding for this PhD to be readvertised and taken up by another student.

4.2 Centre for Island Creativity

The 'Home & Belonging' research project by Siun Carden and Roxane Permar is in the final 6 months of the 3-year project. The project works with care experienced young people in a creative way. A final exhibition of work is proposed in February or March. With development, this project has the potential to become an impact case study for the next REF.

Who Cares Scotland, one of the organisations in the 'Home & Belonging' project, has approached Siun to work with them on a new research project in the same thematic area. A funding application has been submitted.

Roxane has submitted a £10k application for Scot Gov Arctic Connections Fund.

Siun is working with Falmouth University on an ESRC application for a 3-year research project.

Siun is part of the 'Shepherd's Song' network of international researchers exploring creativity and culture around shepherding. They have [an event hosted by Taigh Chearsabhagh](#) on the 15th Oct.

Malcolm Innes is working with National Trust for Scotland on a knowledge transfer project to deliver a large-scale temporary lighting and projection event at Brodie Castle in Forres. The event runs in November this year. Malcolm has already had discussion with NTS about establishing a framework agreement or MoU to work on this annual event for a further 3-5 years.

Malcolm will be submitting an Innovation Voucher application (£5k) for a feasibility study into the creation of a projection system for The Scottish Flag Trust. This is expected to lead into an Advanced Innovation Voucher (£20k funding matched to min £20k from other sources) project in the new year.

Malcolm has been invited by Edinburgh World Heritage Trust to be part of the design team for phase 2 of the '12 Closes Project' funded by Historic Environment Scotland and Edinburgh City Council (£360k over 3-4 years). Having moved to Shetland, the logistics of Malcolm working on this project become more challenging, but options are actively being discussed.

Malcolm recently presented an online paper on Light and Colour to a group of students, academics and practicing professionals from 7 universities, several professional associations, lighting manufacturers and municipal councils in Iran.

5. Update on merger related topics

5.1 SFC Final Report

Shetland UHI reported monthly to the Scottish Funding Council (SFC) during the merger process. The final report on the merger was submitted to SFC on 08 October 2021, focusing on the work enabled through the Transformational Funding supplied by SFC.

5.2 Breathe HR

Shetland UHI's new HR System, Breathe HR, is in the process of being rolled out. Once fully operational it will enable staff to update their own staff record and book their leave via a self-service system.

6. Health, Safety and Wellbeing

6.1 Health & Safety Committee Meetings

The Health & Safety Committee had its first meeting on the 1st of September and its second meeting on the 6th of October. Minutes of the first meeting will be presented to the next Operations and Estates Meeting but are now available to all staff on SharePoint.

6.2 External Health & Safety Audit

The college has had its first External H&S Audit which will be shared with SMT at their next meeting.

6.3 Change of Title and Remit

The Principal has asked the committee to add wellbeing to its title and remit. This has been approved by the committee and we are awaiting approval of the amendments from SMT.

6.4 Work underway

Work is underway to unify the H&S policies and procedures of the two campuses and fill gaps where SIC ran services for the Lerwick Campus. This is expected to take a year due to the number of documents involved, however, due to the audit findings, some of this work has been given priority to meet the audit's 6 weeks deadline.

6.5 Peninsula

All staff are now on the Peninsula system and the first group Display Screen Questionnaire has been circulated to staff. Internal training will be provided shortly to all staff who will be expected to write Risk Assessments.

7. General activities and achievements

7.1 In the Senior Management Group this week we agreed that the College will sign the pledge for the Race to Zero (<https://www.educationracetozero.org/home>).

7.2 Anna Breimann was appointed as our STEM lead. Anna is a lecturer in computing and she has a wide interest in science and inspiring young people to consider careers in STEM.

7.3 On 6th October we hosted a Defence and Security Accelerator Event with Saxavord UK Space Port at the Shetland UHI Scalloway Campus. Local individuals, companies and organisations with innovative schemes or ideas in technology, data or manufacturing were invited to find out how to access support and/or funding. Speakers from organisations including DASA, Censis, The Data Lab, ESA Business Applications, KTN, Innovate and Interface presented to delegates.

7.4 Student achievement

Shetland UHI Aquaculture Apprentice Guy Tindall was profiled in a recent feature article by the trade publication FishFarmingExpert (<https://www.fishfarmingexpert.com/article/moving-on-up-how-a-diver-netted-a-second-fish-farming-career/>). Guy completed Modern Apprenticeships in Finfish Aquaculture at Levels 2 and 3 with the NAFC Marine Centre, as well as other training courses, and has recently enrolled with Shetland UHI to undertake a Level 4 Technical Apprenticeship in Aquaculture Management. His efforts to acquire new knowledge and qualifications earned him the runner-up spot in the Aquaculture Learner of the Year Award presented by rural skills organisation Lantra in March this year.

7.3 Staff achievement – new course

More than 20 students from Southeast Asia have enrolled on a new online aquaculture training course developed and delivered by Shetland UHI. The bespoke training course was developed in response to an industry request and provides an introduction to offshore cage

aquaculture. It is aimed at fish farmers whose main experience has been in the estuarine and inshore fish farms that are more common in SE Asia. To date 21 students from Vietnam, Thailand, the Philippines and Indonesia have enrolled on the course and the intention is to offer it also to students in Singapore, Myanmar, Malaysia and Brunei. (<https://www.shetland.uhi.ac.uk/news/shetland-training-for-se-asian-students.html>)