

Committee	Board of Management		
Agenda Item	12		
Date paper prepared	25/11/2022	Date of committee meeting	07/12/2022
Subject	Principal's Report		
Author	Jane Lewis, Principal with members of SMG		
Action requested	For review and discussion		
Purpose of the paper	To update the board on activities across the College		
Brief summary of the paper	<i>The current position on student numbers and credits is provided. Activities of the Health, Safety and Wellbeing committee are provided. An update is given on activity related to the Islands Deal. Updates are given on research activities and other college activities and achievements.</i>		
Consultation	SMG members provide the updates in the report		
Resource implications	n/a		
Risk implications	n/a		

Link with strategy	Links to all parts of the college strategic plan
Equality, Diversity and Inclusion	n/a
Island Community Impact	n/a
Paper status	<input checked="" type="checkbox"/> Open – The paper may be circulated to non-members of the committee and published online without restriction. <input type="checkbox"/> Restricted – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> Confidential - The paper must not be circulated beyond the committee members and should not be published online. [Please note papers may still be subject to Freedom of Information requests – see below].
Freedom of information	<p>Choose an item.</p> <p>If closed/ withheld, select date this will become 'open': Enter a date.</p>

1. UHI Updates

New Appointments: Following the departure of Professor Walker, Vicki Nairn has been appointed as UHI Interim Principal and Vice Chancellor for the coming 18 months. In her recent report to Court she identified the following priorities for her tenure:

- Financial sustainability for UHI: EO and Partners
- UHI 2024
- Student recruitment, retention and income generation
- Collaborative dialogue with colleagues across the partnership to drive an open, honest and inclusive approach
- Engagement with stakeholders to position UHI as advantageously as possible given the public sector funding challenges

Professor Gary Campbell, Vice-Principal Students, will be retiring at the end of the calendar year and Dr Jen Vanderhoven, Vice-Principal Engagement, has resigned. Vicki Nairn has taken this opportunity to streamline the Senior Executive Team including the backfill for her substantive role as Vice-Principal Operations for the period of her secondment. There will be strengthening in the area of HR and Research with recruitment of a Director of HR and organisational change providing additional leadership resource around the research excellence framework and the research environment. The new structure of the senior executive team is:

- Vicki Nairn as Interim Principal and Vice-Chancellor
- Professor Neil Simco as Deputy Principal Academic and Research
- Lorna Walker as Vice-Principal, Strategy, Performance and Culture
- Sheena Stewart as University Secretary

The total effect of the restructure will result in full-year savings of £450,000 per annum.

UHI 2024: The seven workstreams have developed outline plans that have been reviewed by the programme board and are moving to developing business cases for the mid-December Court meeting. Interdependencies between workstreams are being identified to ensure effective delivery of the programme. Due to Vicki's new appointment Jane will be co-chairing the 'more focussed executive office' workstream.

Award: To UHI from the SCDI - Outstanding Contribution to the Regional Economy also recognised in a parliamentary motion:

'That the Parliament celebrates the success of the University of the Highlands and Islands (UHI) at the annual Scottish Council for Development and Industry Business Excellent Awards; understands that UHI was presented with an accolade recognising its Outstanding Contribution to The Regional Economy; recognises that UHI has had what it sees as a transformative impact on the prospects of the Highlands and Islands, providing employment and offering educational pathways, which were previously unavailable in the region; further recognises that an independent economic impact assessment published by Biggar Economics in 2020 found that the UHI partnership contributes £560 million to the Highlands and Islands, Moray and Perthshire economies every year and supports 6,200 jobs; considers that this award reflects the hard work and dedication of everyone at UHI in making it a first-class institution, and wishes them well going forward.'

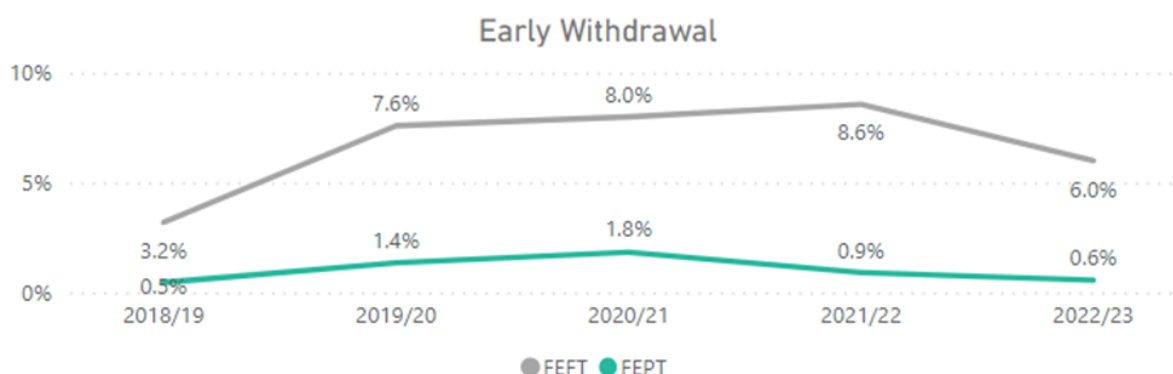
2. Update on enrolment figures (FE/HE)

		25/11/22	Jan 21	Total AY enrolment figures				
				2021/22	2020/21	2019/20	2018/19	2017/18
FE	FT	50	72	72	76	90	94	89
	PT	1166	1430	2585	2235	2197	3348	3584
HE	FT	137	131	128	163	117	112	117
	PT	167	232	273	255	254	278	220

Shetland UHI enrolments at 25/11/2022 (data extracted from Metis)

Full time figures have now stabilised leaving us in a positive position for HE, but unfortunately still with very low FE enrolments. The wider UHI partnership is experiencing low numbers across both FE and HE full time enrolments.

Early withdrawal figures for FE are fairly consistent with previous years and even a little lower. This is a good indication that students have chosen the right courses for them and have had a positive experience at college so far.



FE Early Withdrawal data from Metis 25/11/22

At the UHI Partnership Planning Forum meeting it was outlined that the overall UHI headcount for HE students is down by 400 compared to 2021/22, and the partnership is experiencing a year-on-year reduction in FTE of around 9%. This impacts upon our wider context particularly in relation to networked delivery.

Our HE target for 2022/23 is 141 FTE. This does exclude certain provision such as PGDE students. Our FTE numbers at present are looking reasonably positive for this time in the year.

	25/11/22	2021/22	2020/21	2019/20	2018/19
HE FTE	156	186	205	171	175
UGT FTE	130 (83%)	149 (81%)	168 (82%)	142 (83%)	147 (84%)

HE FTE figures – (Metis data 25/11/22)

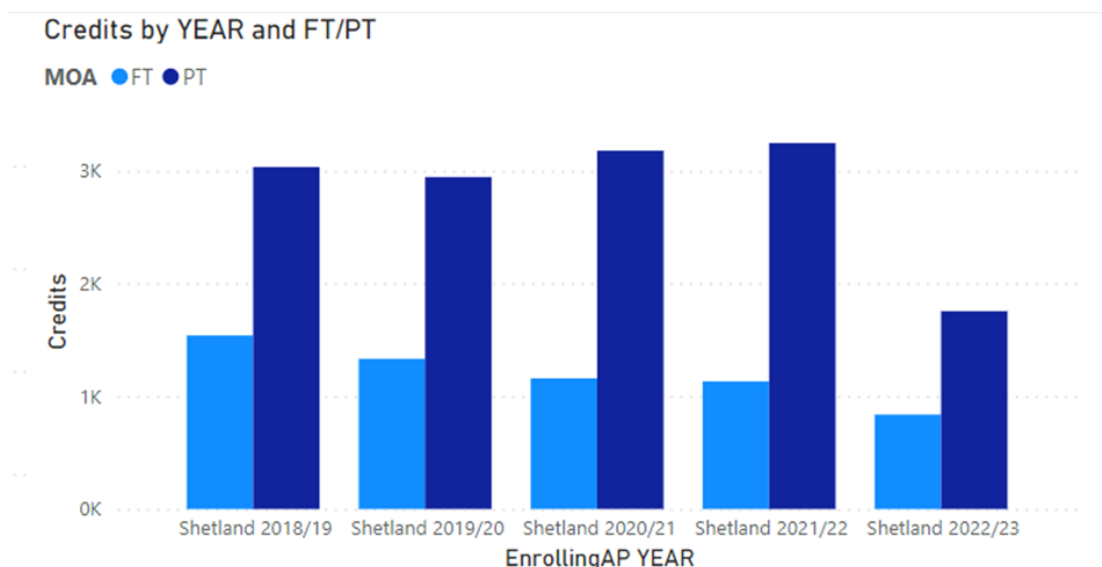
Our credit target for AY 2022-23 is 4335. This is consistent with the credit totals achieved over the last two years.

25/11/22	12/10/21	Total credit figures			
		2021/22	2020/21	2019/20	2018/19
2592	2763	4377	4337	4276	4572

Shetland UHI credits at 25/11/2022 (data extracted from Metis)

Our current credit forecast puts us below last year, and this is to be expected due to the reduction in full time FE enrolments. However, last year's numbers were also gathered on the basis of internal calculations rather than metis which will create some of the disparity.

Across the partnership there is a greater reliance on part time numbers this year. This is more in line with our usual model of delivery, however, we are also seeing a gradual shift to increasing part time delivery as can be seen below.



It will undoubtedly be a challenge to reach our targets this year, both locally and at UHI partnership level, with disappointing semester 1 enrolments across the region. We are working hard to build on our relationship with local schools to encourage a greater cohort of S5/S6 students to join programmes with us in June. We also have a suite of courses on offer for semester two including a new HNC Working with Communities, Knitting skills and creative practitioner short courses. Additionally, there is significant work going on in improving and adding value to our offer for the new academic year.

3. Update on Short Courses

No. of Courses		No. of delegate places filled		No. of days of training	
AY 22/23	AY 21/22	AY 22/23	AY 21/22	AY 22/23	AY 21/22
63	65	477	457	122	105.5

Short course numbers 1st August to 9th November

4. Update on Apprentices

The next reporting period for apprenticeships ended on Friday 25 November. SDS sets value and volume targets in an attempt to avoid all providers filling their places at the last minute. Shetland' UHI's target was for 118 new starts to be added to SDS's FIPS system across the different disciplines. We achieved 102 new starts which is a good achievement. With respect to drawing down funding, we have claimed £360000 of funding from a target of £320000 so we are on track. The claim is for milestone and outcome payments, along with claims for travel and lodgings.

SDS has recently published news of a change in position where previously providers would ask for additional places to meet new demand [SDS statement on 2022-23 apprenticeship funding | Skills Development Scotland](#). Previously SDS has aimed for around 30000 new apprenticeship places but as per the statement, they are committing to 25000 starts this year. This resulted in a strong response from Scottish Training Federation [Press Releases - STF](#) who have issued press releases and alluding to the fact that this is a "freeze" on places, a position that has been rebuffed by SDS. It is however a change of tone and is linked to pressures from on the Scottish budget. It is however possible to trade off places within existing contracts if we have demand in different occupational areas.

In terms of demand, we have experienced a change from the original contract. We are currently in year 2 of a 3 year rolling contract for SDS and the numbers were based on our predictions when we placed the bid around 2.5 years ago. It is still unclear from SDS given the change of position regarding budgets and contract places whether the contract will automatically be rolled over for a third year, based on previous numbers, or whether it will go out for tender again. Given that we are running out of time to tender a bid and have it approved before the start of the next contract (1 April), having the contract rolling over would give us a position of greater stability.

The main area of change is in Aquaculture. At the time of the bid, there was strong demand for places in the Lowlands and Uplands area but it seems that this demand has not materialised this year. The companies we deal with remain in the Highlands area. Given the fact that we are short of starts by 16 it is looking like we will have to give places back to SDS, or SDS will remove those places from us. We have had good demand in the areas of Engineering, Automotive, Business Admin, Construction, Care and Accountancy, however. Owing to issues of capacity, it is unlikely that we will be able to take on apprentices in Hospitality this year, although businesses are finding it hard to

recruit in this area. This year, we have seen an increase in demand for Stores apprenticeships and we are going to have deck rating apprentices again after not taking any on for a few years.

During the last quarter, we have taken on a new staff member, Kirsten Harcus, as a Vocational Training Coordinator to take over from Liz Peterson who resigned. This week Shetland UHI is delivering a round of talks to schools which includes a discussion on apprenticeship offerings.

5. Update on Research

5.1 Marine Science and Technology

MST staff made a valuable contribution to the Marine Alliance for Science and Technology for Scotland (MASTS) Annual Science Meeting in Glasgow 8-10th Nov. Dr Angus and Dr Shucksmith are both involved in MASTS Forums and both chaired the conference sessions for their subjects (fisheries, and marine planning). Five e-posters were contributed between Rachel, Becky, Leander, Inne and Sophie. Costs of attending were covered through external funding.

5.1.1 Marine Planning

Shetland Marine Plan-We are still waiting for an update from Marine Scotland relating to the Marine Plan adoption.

PhD's SUPER DTP

- PhD student Sophie Smith has started her PhD and is working on her literature review.
- Becky Gielser has submitted a SUPER DTP PhD application in partnership with Rivers and Lochs (Inverness) and Aberdeen University. We will hear in late November if this has been funded.

EU projects - Rachel Shucksmith has been invited to become a member of the Advisory Board for the EU funded project MSP4Bio.

Funding - We have entered an Expression of Interest in the [Developing Local Policy Innovation Partnerships – UKRI](#) funding, with the initial application due in January.

5.1.2 Fisheries

Policy:

A substantial amount of work has been carried out in relation to **monkfish** in anticipation of, and following, the publication by ICES of advice recommending a substantial (30%) cut in the quota of this important species in 2023. This included the completion of a report (I. Napier & C. Angus) on an analysis of monkfish catches by local fishing boats which received positive feedback, including from the UK Government's Chief Fisheries Science Advisor. Subsequently, a summary of industry and scientific information on monkfish abundances and a briefing paper on the scientific basis of ICES' advice on monkfish were prepared, which together formed the basis of a paper compiled by the multi-national Northern Fishing Alliance and circulated to UK and European fisheries managers.

Dr Napier also attended an ICES workshop on future research needs for cod (WKRRCOD) in Edinburgh (1-2 Nov) along with representatives of Shetland Fishermen's Association.

Other recent outputs have included the publication of *Shetland Fisheries Statistics 2021*, summarising the latest information on fish landings in Shetland and by Shetland boats, and an updated edition of *Trends in Scottish Fish Stocks 2022*, both of which are available on the UHI Shetland website (<https://www.shetland.uhi.ac.uk/research/statistics/reports/>).

Whitefish:

- Fish survey 100% completed, all survey hauls undertaken, survey gear recovered to campus and repaired. Data entry and basic data analysis undertaken. Summary report drafted by Shaun Fraser. Positive coverage in November 3rd issue of Fishing News "*Shetland baselines surveys underpin stock science*".
- Lab analysis of skate stomach samples by Mia McAllister complete & poster in prep for presentation at UHI conference.
- Fair Isle fish survey data analysis and reporting nearing completion.
- Lab work on FI diet samples complete. Article contributed to Fair Isle Times. Presentation of preliminary results to Fair Isle DR MPA steering group well received and further research opportunities identified. Related presentation and poster in prep by SF and Sarah Ayres for presentation at UHI conference.
- SF co-authorship at MASTS in Couto et al., *Hydrodynamic drivers fish school behaviour in high energy tidal sites*.
- Some interesting fish specimens turned up recently, including sting ray, skippers, and a plaice tagged by colleagues in 2015.
- Ling project progressing, deliverables nearing completion. Funding application being prepared for a larger follow-on project.

Pelagic: pelagic science workstream is progressing well. Activity of note is:

- Marine Stewardship Council 'Ocean Leadership' Award presented to the Scottish Pelagic Producers Group in recognition of the work undertaken (by SUHI, MSS and SPFA) in establishing the Scottish Pelagic Industry-Science Data Collection Programme.
- Paper submitted for journal publication ("The road to incorporating Scottish pelagic industry data in science for stock assessments" in *Frontiers in Marine Science*). Co-authored with SUHI, SPFA, MSS.
- Katie Brigden attended the Small Pelagic Fish Symposium in Lisbon, presenting work from the Scottish Pelagic Industry-Science Data Collection programme.
- KB & CA contributing to development of funding application to follow-on Catch to Batch project.

Shellfish:

- Work is progressing in line with funding awarded in support of SSMO requirements.
- Leander Harlow attended the Sustainable Seafood event as part of SIC Climate week to promote our research and collaboration with SSMO.
- LH attended the MASTS ASM presenting previous work on Scallop stock assessment methods.
- LH is working on the Scallop project funded by SSMO, including analysis of scallop survey results and data review.
- LH has been invited to speak on behalf of the SSMO at The Crab and Lobster Symposium mid-Nov.

5.1.3 Aquaculture

Shell-volution project:

- The Outline Business Case has been accepted.
- Some progress to Full Business Case has been made, but ongoing limited resource and capacity slows progress.
- We held a stakeholder engagement event in Oban.
- A project update was presented at the Conference of the Association of Scottish Shellfish Growers, Oban.

- There has been some interest from potential match funders, but no commitments received to date.
- The thinking around routes for procuring projects has moved forward but remains complex.

Harmful Algal Blooms and Phytoplankton monitoring:

- Imaging Flow Cytobot – several further faults identified and rectified.
- Gary Groves (PhD student) is gaining confidence with the IFCB, literature and image classifier. He had a week-long visit to UHI Shetland along with Prof Keith Davidson and Dr Callum Whyte to assist Gregg with the IFCBs.
- A proposal is under development with SAIC - involving with Scottish Seafarms (SSF), MOWI and SAMS - to deploy an IFCB in situ at a finfish farm to allow testing of data connectivity and comparison with existing monitoring programmes at SSF
- Further assistance with IFCB deployment through Crown Estate Scotland application with Marine Scotland and SAMS, is still awaiting a decision.

History of Aquaculture PhD - we hope to advertise soon, after having main funders confirmed

- We hosted a **visit from Alaskan Delegation**
- GA attended Water Hub Forum (Inverness) to update on collaboration opportunities with UHI Aquaculture Hub.

5.2 Centre for Island Creativity

- CIC membership
 - Following requests, we have set up centre 'membership' for any interested colleagues from across UHI.
 - currently have 11 people signed up from other academic partners
 - we have a virtual research afternoon planned for 13th Dec to bring staff together from across the network (invite list of 34 people).
- Andrew Jennings and Siún Carden are leading the ongoing HARC/SILK funded research project looking at the UHI Island Strategy
- Andrew Jennings' contract has been moved to Shetland UHI. This includes transferring fee income for several MRes and PhD students and research income for live projects and REG money.
- Knab Creative Strategic Framework for Shetland Arts completed in October by Malcolm, Roxane and Siun
 - 28,000 words document developed from public engagement workshops and in-person interviews
 - Strategy is for the delivery of a 10 year public art budget of 250k, funded by the Island Growth Deal
- Brodie Illuminated 2022 (Malcolm Innes)
 - live event design delivered for National Trust for Scotland
 - Event running throughout November with an audience capacity of around 2,400 people
 - Malcolm has set up a meeting to connect NTS team with Mandy Haggith to look as possibility for student workshops and writing retreats at Brodie Castle, plus placements for 3rd year creative writing students at NTS properties.
 - Once live event is completed, we will run an online workshop to introduce interested UHI staff to the NTS team to explore future collaborations - all subjects are invited

- Discussion for the Brodie Illuminated 2023 event have begun. The plan is to develop a series of activities and event throughout the year with student involvement wherever possible.
- £5k Innovation Voucher for Scottish Flag Trust completed by Malcolm Innes
 - expected to lead into an application for an Advanced Innovation Voucher (£20k application plus match funding)
 - successful Innovation Voucher should result in an additional £2,500 from EO to support the work that went into generating the project.
- Malcolm Innes has a £2.6k Creative Economy Challenge Fund scoping project with curators and conservation scientists from National Trust for Scotland due to begin in Feb at Falkland Palace. Project will explore creative conservation lighting for light sensitive textiles and identify larger scale funding to develop an NTS-wide approach and policy to the conservation and display of sensitive textile exhibits.
- Joint project instigated by Neil Simco and Nick Fyfe (VP research and community engagement, RGU) exploring potential collaborations between RGU, UHI Rural Health and UHI Creative Economy / CIC to identify creative innovation approaches to tackle rural health and inequality issues
 - This follows an unsuccessful bid to SFC's Alliances for Research Challenges call
 - aiming for a bid to ESRC Developing Local Policy Innovation Partnerships in Jan 2023 (£30-50k)
- Roxane Permar to lead selection process for a lead artist(s) to deliver the Remembering Together Covid Memorial project for Highland Region (for greenspace trust)
- Malcolm has been working with former colleagues at Edinburgh Napier University on a joint bid for AHRC Design Exchange Partnerships: design the green transition (£40k pilot)
- Roxane is an advisor for AHRC funded project with Middlesex, Tate, Queens Museum and CUNY Art & Social Practice programme
- Roxane and Siún are involved in a joint funding bid with RGU around digital engagement
- Roxane has a joint bid with Manchester Met who want to use our MA Art & Social Practice course as a case study
- Roxane has completed her Scot Gov funded Nordic Connections research project but the partners are looking to extend that collaboration
- Roxane is involved in a University of the Arctic Living in the Landscape project for PG students
- Siun had an article published from Carnegie funded research about knitting in Shetland and Ireland
- Roxane has a Landscape in Pain paper being published
- Malcolm has established links with Fruitmarket Gallery in Edinburgh to explore future collaborations with UHI
- Malcolm has set up a new link with the Head Weaver at The Dovecot Studios in Edinburgh, firstly to be a keynote speaker for a proposed textiles conference we aim to set up in Shetland in 2023, secondly to explore other opportunities for collaboration with CIC and Shetland UHI
- The Textile Facilitation Unit at Shetland UHI is now under the direction of the Centre for Island Creativity and we are seeking to enhance its existing commercialisation activities with new training, research and knowledge exchange work.
 - As part of this work, we set up a customer survey. Of the 16 responses, 11 were from Shetland, 2 Highlands, 3 Fife, plus Central Belt and Borders.

- As an outcome of this survey, we now have 6 individuals who are interested in a post grad qualification in textiles and 5 who would be interested in pursuing a practice led PhD in textiles.
- Another 8 of the SMEs surveyed are interested in exploring research and KE projects with us including Innovation Vouchers
- Malcolm and Brendan are meeting to work on extracting data from the survey to support future requests for investment to develop the TFU
- Our new Textile Technician Jessica Turnbull started in mid October. She is booked on a Shima training course in January,
- Sandra Johnson has been helping out in the TFU to help get the machines running again and to clear the backlog of orders.

- PhD Creative Practice
 - Research Degrees Committee have formally approved the new PhD.
 - Conditions and recommendations have been dealt with and we are just awaiting final approval to begin advertising the programme.
 - We currently have a live list of around 26 individuals who have said they want to do the PhD (inc 5 from the TFU survey)

- MRes Creative Practice
 - two examinations coming up before Christmas
 - three new starts expected by the end of Jan
 - a new proposal in textiles has been received this week

- Island Growth Deal
 - Creative Island Wellbeing programme OBC revision 3 was submitted
 - Expected start March/April 2023 and run until March 2032
 - ‘Imagining an Island’ workstream is led by CIC and will include funding for the following items (annual budget for 8 years):
 - £15k Creative Islands Research and Innovation Fund (£2-5k seed funding per project to set up new R&KE projects in the islands related to CIW aims)
 - £3k Creative Islands Research Forum – annual research forum for islands based and islands related research in creative practice
 - Creative Islands Post Grad Research Student Fund - equivalent to 10 full time fee waivers over the 8 years for islands based PhD students

- Meeting with the University of Tasmania
 - Malcolm and Andrew Jennings met with Professor Margaret Otlowski visiting Shetland from UTAS
 - opportunities for shared modules
 - possibility for connecting some of our existing Artic research themes with Antarctic networks via UTAS
 - very interested in the CIW’s proposed Virtual Centre for Creative Ageing as they have a UG Diploma/Cert in Creative Arts and Health (MI to make introductions)

- Meeting with Royal Central School of Speech and Drama
 - Malcolm Innes met with Josette Bushell-Mingo OBE (Principal of the Royal Central School of Speech and Drama) and Dr Sylvan Baker (Applied Theatre Researcher) in Shetland in November to explore opportunities for collaborations
 - Multiple potential avenues of teaching and research collaboration were discussed and will be developed over the next few months
 - Josette is due to return to Shetland for 10 days in March.

6 Update on merger related topics

Last modified: 01/12/2022 16:25

No update on previous position – MOU and data sharing agreements remain outstanding

7 Health, Safety and Wellbeing

Since the meeting on the 1st of September, 5 First aiders across the campus have been trained in anaphylaxis first aid and all but three Incident Coordinators have been trained. The remainder are scheduled for 15th November.

The following new documents are being forwarded to other committees for approval:

- Lone Working policy, procedure and Risk Assessment Template.
- Anaphylaxis Risk Assessment and Severe Allergy Plan example template.
- Epileptic and Non-epileptic Seizure Risk Assessment and example plan template.
- Fire Emergency Policy, Fire Emergency Roles and Responsibilities PAH Out of Hours Fire Alarm Procedure, Role of Incident Coordinators and SUHI Student PEEP (Personal Emergency Evacuation Plan).

PAH Fire Risk Assessment was updated and signed this week with only 2 remaining minor actions. These should not hinder the Fire Inspection due on the 17th of November. Fixed electrics and PAT testing, alarm, emergency lighting, fire doors are all inspected and maintained. Ground floor is fully refurbished and awaits a deep clean before dining and lounge furniture is installed. HMO license has been applied for.

We will be running a short campaign to raise awareness about reporting accidents as people are using items in first aid boxes across Lerwick campus but are not reporting related accidents.

Peninsula have recently provided the college with external Health & Safety audit reports for each campus which were fully green this time, no amber or red issues. There were points of note and actions to complete within six weeks. Overall, the report for Lerwick was a big improvement and Scalloway is much the same as last year. Many of the actions were joint items that the group were already working on such as a new Fire Emergency Policy etc. Our main focus for the next month will be on completing all outstanding Fire Risk Assessment Actions, closing the audit actions and getting draft documents approved. Next year's audit should be very good.

8 Islands Deal

Campus Redevelopment: Malcolmson's Architects have been appointed to undertake the design phase of the project prior to submission of the Full Business Case. The timeline for producing designs has been impacted by external factors, but it is hoped that this will not hold things up too much. Work on a draft Full Business Case is underway. The spend profile has been changed to reflect concerns about drawdown of funding and ability to spend allocations within financial years - as funding cannot be carried forward year-to-year. A funding application has been submitted to SIC (with match-funding from HIE) to support the recruitment of a dedicated Project Manager for this post for 6 months from Jan/Feb 2023. Thereafter, the post will be funded from the Islands Deal funding.

9 General activities and achievements

UHI has given the title of Associate Professor to Dr Andrew Jennings who works with the Institute for Northern Studies and the Centre for Island Creativity from his base at UHI Shetland. This was also commended in a motion to the Scottish Parliament.

Dr Jennings, who joined UHI in 2009, is internationally recognised for his expertise in island scholarship. He has conducted a range of island-focussed research, presented at conferences

around the world and has published and contributed to numerous academic papers, books and reports on the subject. He recently led on the production of the Pan-Island Survey of the Creative Economy in the Outer Hebrides, Orkney and Shetland report which was commissioned by Comhairle nan Eilean and Highlands and Islands Enterprise. Dr Jennings has also played a vital role in developing UHI's [MLitt in island studies](#) and is currently supervising three PhD students.

Despite the weather we held a well-attended Open Evening at both campuses simultaneously on Thursday 17th November. Staff demonstrated areas of specialism and showcased technology. Approximately 25-30 visitors across the campuses throughout the night.

Caroline Hepburn, Safeguarding Lead, attended the inaugural UHI Safeguarding Development Day with other academic partners.