

Committee	Board of Management		
Agenda Item	5		
Date paper prepared	20/03/2023	Date of committee meeting	29/03/2023
Subject	Principal's Report		
Author	Jane Lewis, Principal with members of SMG		
Action requested	For 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 Confidential - The paper must not be circulated beyond the committee members and should not be published online.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	Choose an item. If closed/ withheld, select date this will become 'open': Enter a date.

1. UHI Updates

Work on the UHI2024 project continues at pace and a separate partnership update has been submitted for the Board agenda. As part of the education portfolio review is the approval of a new academic structure:

Faculty of Science, Health and the Environment (led by a Dean of Faculty)

UHI Land and Marine Sciences (led by an Associate Dean: Land and Marine Sciences)

UHI Engineering, Computing and the Built Environment (led by an Associate Dean: Engineering, Computing and the Built Environment)

UHI Health, Social Care and Life Sciences (led by an Associate Dean: Health, Social Care and Life Sciences)

Faculty of Arts, Humanities, Business and Education (led by a Dean of Faculty)

UHI Education (led by an Associate Dean: Education)

UHI Business, Leisure and the Creative Economy (led by an Associate Dean: Business, Leisure and the Creative Economy)

UHI Humanities, Applied Social Sciences and Gaelic (led by an Associate Dean, Humanities, Applied Social Sciences and Gaelic)

Also key for our delivery, is the intensive work being carried out regarding student recruitment for the University including international recruitment. It is one of the areas we have been focussing on improving and we welcome the new team and activities to improve processes across the partnership.

As part of the activities to reduce expenditure on Executive Office, plans are well developed for a move out of Ness Walk at the end of the academic year.

The 3 colleges merger continues to work towards a 1st August vesting and is out to Scottish government consultation at the moment. The agreed name for the new college will be UHI North, West and Hebrides. Lydia Rohmer has been appointed as Principal Designate with Sue MacFarlane as acting Principal for West Highland. Derek Lewis new chair of the transition board.

Perth college has adopted the UHI branding with a successful launch recently as UHI Perth.

HISA has appointed an interim Chief executive (Anthony Blackshaw) who is very experienced in interim support and has previous experience of UHI. Anthony is looking to support HISA in their plans and work towards a new CEO appointment.

Professor Donna Heddle has been appointed Head of Research Environment and Culture in preparation for our next REF exercise. Donna will be responsible for delivering up to three research showcases a year; organising research visits and articulating with external bodies like UKRI, Scotland Europa, and ESPRC; and most importantly, developing research environment and culture at UHI. She will also serve as Deputy Chair of the REF 2027 steering group and will work closely with the Development and Alumni Engagement Team on research based fundraising activities.

A successful UHI research conference with over 200 delegates and strong Shetland attendance was run on 10th January 2023 and has been reported on separately to our LT&R committee.

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2. Update on enrolment figures (FE/HE)

		17/03/23	20/4/22	Total AY enrolment figures				
				21/22	20/21	19/20	18/19	17/18
FE	Full time (FT)	52	72	72	76	90	94	89
	Part time (PT)	1696	2013	2585	2235	2197	3348	3584
HE	Full time (FT)	140	131	128	163	117	112	117
	Part time (PT)	207	253	273	255	254	278	220

UHI Shetland enrolments at 17/03/2023 (data extracted from Metis)

FE part time (PT) enrolments continue to slowly increase which remains a challenge for our college. FE PT applications are more than double the same time last year (338 (152) active applications at this time of year). FE part time applications across UHI are also outperforming the same period last year by approximately 20%.

HE numbers across UHI continue to be very concerning, with taught FTEs down by 578 on the same time last year, and it now being likely that UHI will be significantly under the original 2022/23 target. Based on the February UHI position and movement between this point and the end of the year in 2021/22, it is unlikely that the Early Statistical Return forecast will be achieved. This is primarily due to a 14% decrease in full-time FTEs and has serious implications for potential clawback and loss of future funding. However, uniquely, UHI Shetland have increased our HE FT headcount (to 140). This contributes to an increase of 20 FTEs for HE compared to last year, meaning that we have already achieved our FTE target. We are directly impacted by the challenging UHI context, particularly in relation to our networked delivery.

The current UHI wide position for FE credits is over 9,000 credits greater than was achieved at the same point last year, driven by significant widespread part time growth. Our credit target for AY 2022-23 is 4335. This is consistent with the credit totals achieved over the last two years, and our current credit total is very similar to last year's figure.

28/02/23	28/02/22	Total credit figures			
		2021/22	2020/21	2019/20	2018/19
3190	3198	4383	4337	4276	4572

UHI Shetland credits at 28/02/2023 (data extracted from APC RSB FE report)

It will undoubtedly be significant challenge to reach our credit target this year for UHI Shetland, and we are relying heavily on completion of modern apprentices and part time courses at the end of the academic year.

In considering the two related risks for this AY, at present the risk of not meeting our allocated FE credit target can be considered amber, but the risk of falling short of our HE student number targets can be considered as green.

We have now confirmed our 2023/24 HE FTE target as 140. This is following consultation with our academic sections and UHI Executive Office and is based on UCAS applications data and course predictions.

Applications for our school partnership programmes for AY 2023/23 have now closed, and numbers are higher than last year. Our popular skills for work courses have 240 applications from 198 individuals, a further increase on last year's strong numbers. Moreover, we launched a refreshed S5/S6 offer this year with sustained effort across the whole team in liaison with our school and SIC colleagues. We are delighted to have received 72 applications for these courses this year, and hope to convert the majority of these to enrolments. This is a substantial increase on the 2022/23 intake, where enrolment figures stood at 13. The renewed senior phase includes several new programmes and is focused on complementing the school offer to meet the needs of young people, and strengthening progression routes into higher education or employment. In addition to these courses, we will continue to offer our very successful Highers courses in Psychology and Sociology.

3. Update on Short Courses

Data correct at 17/03/2023	No. of short courses			No. of delegate places filled		
	22/23	21/22	20/21	22/23	21/22	20/21
TOTAL	172	234	136	1067	1719	822

Short courses continue at a steady rate, but the post COVID rush to complete overdue courses has settled. We have seen a rise in requests for bespoke courses including Tourist Guide Training and Effective Customer Service Workshops.

New Course Development

We have recently launched a new ten-week fully funded 'Health and Social Care Skills Academy' in collaboration with SIC. (<https://www.shetland.uhi.ac.uk/news/uhi-shetland-and-shetland-island-council-launch-care-skills-academy.html>)

Two members of staff have recently trained and will be able to deliver Scotland's Mental Health First Aid Course (SMHFA) in the next few months. There is a large demand for this course as it has not been delivered in Shetland recently.

Award of £186,000 from DEFRA's UK Seafood fund supporting innovation and the future sustainability of the seafood sector in Scotland in collaboration with West Highland. <https://www.shetland.uhi.ac.uk/news/uhi-shetland-to-benefit-from-uk-seafood-fund.html>

4. Update on Apprentices

We had a busy Apprenticeship week (6-10th March). Hosting visits from Beatrice Wishart and Alastair Carmichael as well as a variety of apprentice related activity. This included the finals of Apprentice award events (reported below).

At the end of SDS's measurement period in January, Shetland UHI was 30 starts under the indicative target. Despite making representations to SDS that we would hand back 10 places as we had not been able to confirm starts in those areas and that we had starts for February mainly in Aquaculture,

Construction and Care, SDS requested 19 starts be returned, a threshold of 5 starts. We were advised that all providers were treated equally but this was still a blow. The timing of the measurement period immediately after Christmas was not helpful. We have elicited support from Alistair Carmichael and Beatrice Wishart to challenge this.

The expenses element of our contract had been reduced this calendar year. This allows us to fund apprentice travel to the mainland where the training is not available here. The amount was reduced from £100,000 to £55,000. We have had to use some of our SDS income to subsidise this and asked for a revised sum of £30000 to be added to the contract. The request was partially agreed, as an extra £11000 was added to the contract. This will help pay towards some of the costs but will not meet them.

We have been advised that our contract will be rolled over into 23-24 which means a bid has not had to be made. We await details of starts and value as this has not been confirmed, though we are anticipating similar numbers to this year. Already strong demand has been expressed in Aquaculture and Care for example. We have also begun our deck rating apprenticeships again with some of the apprentices making use of the facilities at Port Arthur House.

5. Update on Research

a. Marine Science and Technology

i. Fisheries

Pelagic:

1. Self- and co-sampling work ongoing. Annual meeting held with vessels in Dec. Samples from Oct/Nov season processed. Jan/Feb samples almost complete.
2. Presentation on pelagic science given at UHI Conference in Jan.
3. **PhD** – Interviews for SUPER funded pelagic PhD wb 20th Feb. Lead supervisor C. Angus, co-supervisors from SPFA, MSS and UoA.
4. **Funding** - Catch-to-Batch Part A project complete (Dec 22). Part B funding application submitted Jan 23. SPFA is project lead. Project value £353,861; income to SUHI £74,430. Outcome due Mar-23.

Whitefish:

- **Funding** –
 - Ling Part A project completed Dec 23. Part B funding application submitted Jan-23. SUHI is project lead. Project value £310,894; income to SUHI £220,100. Outcome due Mar-23.
 - SMEEF funding proposal submitted “Flapper skate (*Dipturus intermedius*) in Shetland: a baseline assessment of population, distribution, movement, and critical habitats”
 - UHI M’ESE funding awarded to support visit from Steven Benjamins (SAMS) to discuss flapper skate research and develop other project ideas. Visit will be in April.
- **PhD** – S. Fraser will co-supervise SUPER PhD project led by SMRU “Linking predator and prey dynamics: spatio-temporal trends in seals, seabirds and fish around Shetland”. Interviews wb 20th Feb.
- **Research outputs** -

- Fraser, S., Angus C., McAllister, M., Powell, A., Ayres, S. and Harlow, L., 2022. *Overview of annual Shetland Inshore Fish Survey (SIFS) data (2011 - 2022): catch rates and size compositions of commercial demersal fish species. UHI Shetland report.* pp 22. Associated PR led by SFA and positive news coverage observed in Press and Journal, local media, and various online publications.
- Fraser, S., Ayres, S., Thomson, M., Powell, A., and Angus, C., 2023. *Survey report for the first Fair Isle inshore fish survey.* Shetland UHI report. p39.
- Lopez, S.L., Isaksson, N., Fraser, S., and Masden, E., *Successful trial of mist and whoosh nets to catch European Shags Gulosus aristotelis at a daytime roost during non-breeding.* Ringing and Migration. In press.
- McAllister, A., Fraser, S., and Henry, L.A., 2023. *Population ecology and juvenile density hotspots of thornback ray (Raja clavata) around the Shetland Islands, Scotland.* In review.
- Palder, O.J., Feeking, J.P., Fraser, S., Melli V., 2023. *Approaching single-species exclusion in mixed demersal trawl fisheries.* Ocean and Coastal Management. In review. Co-authorship with DTU Aqua (Denmark) for work arising from NAFC cod-escape panel trials.
- UHI Conference: Presentation on Fair Isle inshore fish survey. Posters on: Fair Isle underwater video survey, and Feeding ecology of thornback ray.

Shellfish:

- Data collection and logsheet entry for stock assessments is progressing. Due to ongoing staff sickness since early December some deliverables are now late and revised delivery dates have been agreed with SSMO. We are in ongoing close discussions with SSMO to re-prioritise deliverables. Work is being reallocated where possible but there is little capacity within Marine Sciences for this to be done without knock-on impacts on other funded work.
- Casual staff have been used (Sept-Jan) to help with capacity issues on project and sampling work.
- A small project was undertaken on the Impacts of the Shetland berried lobster landing ban by M. McAllister (casual staff) which resulted in both a report to SSMO and a UHI Conference poster.

Fisheries Policy:

The principal output during the past period was the publication before Christmas of the book '75 years of the SFA' by the Shetland Fishermen's Association. Most of the text in the book was written by I. Napier in work that has been ongoing over the last two years. The book was formally launched at an event hosted by the SFA on 13th December and an interview on the book was included in Radio Shetland's book programme on 26th January.

Other work during the period has related mainly to ongoing issues of interest to the Shetland fishing industry including the outcomes of the end-of-year quota negotiations, new fisheries regulations for Marine Protected Areas and proposed Highly Protected Marine Areas.

An analysis of provisional fish landing statistics for 2022 has been undertaken and figures for fish and shellfish landings in Shetland during the last year have been circulated to the industry.

I. Napier attended and delivered a presentation at a symposium in Edinburgh (7th Feb) organised by MASTS to 'showcase' to Marine Scotland the scope of research expertise relevant to fisheries policy across the Scottish marine research community.

ii. Aquaculture

Aquaculture Hub:

5. Organised a Forum (mini-conference) for Aquaculture Hub members in Inverness, featuring external stakeholders (Scottish Salmon, ASSG, Seafood Scotland, SAIC, Agri-Epi, HIE)
6. Two AIEF projects completed. Final testing required for Sealice novel therapeutic ThX.
7. Represented the Hub at the UHI Research Conference.

Shell-volution project:

8. Progress with Full Business Case has been slow, but UHI have secured additional input from external consultant to help advance. Aim to submit first draft by March 2023.

Harmful Algal Blooms and Phytoplankton monitoring:

9. Both Imaging Flow Cytobot units have been deployed at Scalloway over the winter period. The SAMS unit have just been moved to a finfish aquaculture site for initial testing. Gary Groves (PhD student) and Dr Callum Whyte (SAMS) assisted.
10. We are awaiting final decision from SAIC on Scottish Seafarms (SSF)+MOWI+SAMS+UHIShetland for testing of data connectivity and comparison with existing monitoring programmes at a SSF site.
11. Proposal submitted to NERC (SAMS lead) - using IFCB data to help model impact of climate change on marine phytoplankton communities.
12. Proposal in preparation to Aquaculture Industry Engagement Fund to create an App to share data from HABreports.org in a more convenient form.
13. Extension to PRIMROSE (Interreg) was approved, but awaiting details to reform project

iii. Marine Spatial Planning

Shetland Marine Plan-We have submitted the Shetland Regional Marine Plan to Ministers and are awaiting news regarding its formal adoption. Once adopted it would be the first of its kind in Scotland.

A presentation and posters were given at UHI Research Conference in January.

PhD – Sophie Smith's project is progressing. Fieldwork will start late-Feb.

Funding - We submitted a funding application with Marine Scotland, Dickon Howell Consultancy and St Andrews to the [Developing Local Policy Innovation Partnerships – UKRI](#) funding, outcome due in March. If successful the initial funding is to develop larger funding application, which would see ~£3 million of funding available to the Shetland, Orkney and Western Isles region.

We have submitted a funding application to SMEEF to fund seagrass research.

MSc Student - Rachel Shucksmith will be supervising an MSc Student from Perth UHI, for which a small fee will be paid.

b. Centre for Island Creativity

Siún Carden

Post-Home and Belonging (research impact development) activity:

- Tending the Light In The North event in Inverness, 18-19 February 2023.
- REF Development Funding Proposal (Art & Design Impact Case Study Development: Home & Belonging).

Publication:

- (2022) 'Patterns and Programs: Replication and Creativity in the Place-Based Knitting of Shetland and Ireland', Textile, DOI: 10.1080/14759756.2022.2149081

Presentations:

- Home and Belonging project. UHI Staff and Student Research Conference, with Roxane Permar January 2023
- 'Yarns and Yarns' online presentation UArctic Northern and Arctic Island Studies Research Network, February 2023

Research-related activity:

- Shetland Wool Week: Joined committee in March 2023 to represent Shetland UHI.
- Network development: Communicating with Shepherd's Song network (creative practitioners across Wales, Spain, Netherlands and Serbia) potential future grant applications

Roxane Permar

Current Research Projects

- Living in the Landscape. University of the Arctic.
- Landscape in Pain is a long term research project, commenced in February 2021 and will span multiple years. The project to date comprises a web site, social media, online publications (Community, Culture, and Belonging: an Environmental Justice Zine) and social engagement with members of Shetland and international communities through exhibitions and public talks.

Recent Exhibitions and Publications

- Relate North 10 Exhibition. 2023. Showcase of individual artworks, and collaborative, community and arts-education projects from across the circumpolar Arctic. <https://blogi.eoppimispalvelut.fi/rn10exhibition/>
- 'The importance of place' - Blog article about my practice commissioned and published by Luminare Scotland - <https://luminareScotland.org/the-importance-of-place/> (1 August 2022)
- 'Landscape in Pain: Shetland's Industrial Scale Wind Farm and Solastalgia' (2022) Technical aesthetics and design research. Publisher: Tomsk State University. pp 14-21.

- 'Now More than Ever.' Artworks Alliance, 15 July 2021, <https://www.artworksalliance.org.uk/now-more-than-ever/>.

Research Related Activities

- Co-convenor with Dr Loraine Leeson (Middlesex University) of a new international forum, the Social Art Educators Forum. The Forum came out of the AHRC funded international research project, The Art of Engagement, which Leeson led and for which Roxane was one of two advisors.

Presentations

- Chaired a panel at the ASAD Network's 10th Annual Relate North Research Symposium & Exhibition: Possible Futures at Yukon University and the Yukon School of Visual Arts in January 2023 with participating researchers and partners from Shetland and Norway from our Nordic Connections project.
- UHI Staff and Student Research Conference, January 2023, co-presented with Siún Carden about the Home and Belonging project.
- Living in the Landscape. University of the Arctic project with Nord University Nesna Campus, Norway; University of Lapland, Finland; Umeå University, Sweden; UHI Shetland, Scotland; University of the West of Scotland; Yukon University, Canada; University of Alaska, Anchorage.
- UHI BSc Psychology students' residential school, co-presentation with Siún Carden about the Home and Belonging project.

Malcolm Innes

- Innovation Voucher project with Shetland Museum and Archives, involving lighting installations to solve a problem they've got with the Boat Hall

Andrew Jennings

- £8000 RSE funding for a one year project to run a series of 4 workshops Scottish Island Futures – 2050 and Beyond
- £68000 in AHRC funding for a three project HerInDep:Heritage in Depopulated European Areas
- First UArctic "Yarns and Yarns" webinar with Memorial University Newfoundland, which had around 100 participants joining online to knit and hear from Siun Carden.

Simon Clarke

- "Hy-flex or a hiding to nothing?" Examining the potential and practicalities of hybrid flexible education using the evidence of staff and student survey at UHI, UHI Staff and Student Research Conference, January 2023
- "The Future of the Past; Scatness Broch Excavation and Visitor Attraction" presentation at Scottish Island Futures – 2050 and Beyond, Stornaway, Feb 2023

6. Update on merger related topics

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

7. Health, Safety and Wellbeing (Angela)

Display Screen Questionnaires have been sent out to all staff, and each building's Fire Risk Assessments are currently being reviewed in line with H&S Calendar proactive programmes.

Occupational Health Monitoring was an action from the Peninsula audit. All staff at risk have now received their questionnaires and more than half have already completed them.

The HS and W Committee approved the following documents for onward approval/feedback:

- Lone Working Policy and Risk Assessment Template.
- Epilepsy and Non-Epilepsy Seizures Risk Assessment Template and procedure.
- Anaphylaxis Risk Assessment template and procedure.
- Fire Emergency Policy.
- Fire Emergency Roles and Responsibilities.
- PAH Out of Hours Fire Alarm Procedure.
- Student PEEP template.
- Business Continuity Plan.
- Reporting of Accidents, Incidents and Hazards
- Aggression, Harassment and Violence Policy
- Aggression, Harassment and Violence Risk Assessment Policy

The Committee will perform a more Strategic role going forward, and less Operational. The necessary operational elements of H&S will pass to the Facilities Working Group or be handled by the Head of Facilities.

Two minor accidents involving students in the Lerwick campus were noted for February, nothing in January.

The Hazard list has been significantly added to by the Lerwick Facilities Technician primarily due to the poor condition of the Lerwick building. Many parts of the building exterior flashing and cladding have rusted and in poor weather conditions small parts of the metal are blowing off the building causing a potential hazard to people and property.

We are in the process of getting a quote for this significant piece of work. This will be added to the Capital Planning Group agenda shortly.

8. Islands Deal

The Islands Deal was signed off at an event in Orkney on 20th January. This is a significant milestone in the programme with all projects now working towards presenting Full Business Cases.

Campus Redevelopment: The timeline for producing designs by Malcolmson's has been impacted by external factors, and we have had a revised date for an architectural scheme by end of March with costings in April. Approval of our funding application to SIC (with match-funding from HIE) has just been received and recruitment of a dedicated Project Manager for this post is underway. Work on a draft Full Business Case (FBC) is started and will be informed by our sister project in the outer Hebrides. Our aim is to submit the FBC as soon as possible with our current estimate being end June.

9. General activities and achievements (all)

a. Student achievement

Apprenticeship week

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Four UHI Shetland students made it to the final of the Lantra Scotland's Awards for Land-based and Aquaculture Skills (the ALBAS) and overall:

Nia Hunter: Overall Winner Award and MA of the Year SVQ Agriculture

Craig Johnstone: Aquaculture Learner of the Year

Lori Smith: Runner Up Aquaculture Learner of the Year

Shannon Leask: Runner up MA of the Year SVQ Agriculture

[News - Modern Apprenticeship Success for UHI Shetland](#)

At the Scottish Apprenticeship Awards **Julie-Ann Murray** won Scotland's Apprentice of the Year and Modern Apprentice of the Year SCQF 5. Which attracted two parliamentary motions of congratulation.

[News - UHI Shetland Apprentice Named Scottish Apprentice of the Year](#)

A'four Art Exhibition

From March 18th until 14th May 2023, four students, in their third year BA Fine Art from are exhibiting at the Bonhoga Gallery. This exhibition is undertaken as part of the Professional Practice module which gives students the valuable shared experience of curating an exhibition of their own artworks.

b. Staff achievement

UHI Shetland fisheries sciences team featured prominently in *Fishing News* before the Christmas break.

Space Day 102 was a successful community engagement project with SaxaVord Spaceport. The open event at Scalloway Campus featured prominent speakers (online and in-person) about the world of space as well as activities for young people including a collaboration with Shetland Library's Bookbug. Turnout was good and feedback was very positive. Space Day 103 pencilled in for 30th September.

Discover the Deep was another very successful community engagement event with UHI Shetland staff working in collaboration with Dynamic Earth to deliver a range of activities to inspire young people and their families with a interest in life beneath the waves.

c. General activities

UHI Shetland has recently moved our printers to the UHI Papercut system. Moving to this system has meant that we ensure that we minimise costs, work towards our sustainability targets, and support the student experience. Staff and students print job goes into a queue and it can be released at any time and any printer, securely by logging into a printer. We have reduced from 33 printers to 9 across both campuses and print costs per page have also reduced significantly.

We have received an Award in Principal in response to our tender to deliver an ECITB scholarship programme to engineering students in 2023/24.

Port Arthur House has been operational since the start of January when the HMO licence was received. It has also had a launch on social media and a press release, which has had good traction online.