

<b>Committee</b>	Board of Management		
<b>Number on Agenda</b>	5		
<b>Date paper prepared</b>	01/06/2023	<b>Date of committee meeting</b>	28/06/2023
<b>Subject</b>	Principal's Report		
<b>Author</b>	Jane Lewis, Principal with members of SMG		
<b>Action requested</b>	For discussion		
<b>Purpose of the paper</b>	To update the board on activities across the College including those that contribute to the regional outcome agreement.		
<b>Brief summary of the paper</b>	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.		
<b>Consultation</b>	SMG members provide the updates in the report		
<b>Resource implications</b>	n/a		
<b>Risk implications</b>	n/a		

<b>Link with strategy</b>	Links to all parts of the college strategic plan
<a href="#">Equality, Diversity and Inclusion</a>	n/a
<b>Island Community Impact</b>	n/a
<b>Paper status</b>	<input checked="" type="checkbox"/> <b>Open</b> – The paper may be circulated to non-members of the committee and published online without restriction. <input type="checkbox"/> <b>Restricted</b> – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> <b>Confidential</b> - The paper must not be circulated beyond the committee members and should not be published online.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].
<a href="#">Freedom of information</a>	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. As part of the education portfolio review following approval of a new academic structure two deans have been appointed:

**Faculty of Science, Health and the Environment** Dr Susan Bryan

**Faculty of Arts, Humanities, Business and Education** Prof Brian Williams

Following this Associate Deans are in the process of being appointed

Also as part of this work strand a review of the undergraduate curriculum has taken place with a report received from the consultants SMRS in May. A range of analysis was done on courses with classifications indicating those that should be continued, developed, reviewed or modified. Work is underway to progress the findings with a deadline of the UCAS date for advertising new courses for 2024-25 a key target for some provision.

Also as part of UHI2024 the strategy group has delivered a revised UHI Strategy 2030 – we will be using this to revise our own strategic plan which is elsewhere on the agenda.

As we draw to the end of the academic year I think it is fair to comment that UHI is working better together than it ever has and the partnership is actively looking at our collaborations to improve the efficiency and effectiveness of delivery across the region.

## 2. Update on enrolment figures (FE/HE)

### Student Enrolment Figures

		13/06/23	20/04/22	Total AY enrolment figures				
				2021/22	2020/21	2019/20	2018/19	2017/18
FE	Full time (FT)	<b>54</b>	74	72	76	90	94	89
	Part time (PT)	<b>2223</b>	2258	2585	2235	2197	3348	3584
HE	Full time (FT)	<b>139</b>	128	128	163	117	112	117
	Part time (PT)	<b>223</b>	267	273	255	254	278	220

*Shetland UHI enrolments at 13/06/2023 (data extracted from Metis)*

13/06/23	June 22	Total credit figures			
		2021/22	2020/21	2019/20	2018/19
<b>4254</b>	4153	4383	4337	4276	4572

*Shetland UHI credits at 13/06/2023 (data extracted from Metis)*

Our credit target for AY 2022-23 is 4335, with 4263 of these being for core credits. Based on our current position, we are confident that we will exceed our core target for this year, as we still have modern apprenticeship activity to record.

The current UHI wide position for FE credits is over 2,000 credits more than our regional SFC funded target and is continuing to demonstrate strong signs of FE credit recovery. This is driven by growth in part time provision, with 45% of UHI credits now attributed to part time delivery.

Our HE target for AY 2022-23 is 105 FTEs for undergraduate taught 'home' fee status students. We are confident that we will meet this target. This year we have seen an increase in full time HE students, however we have enrolled a lower number of postgraduate students. HE provision across the partnership is significantly below target, currently at 4,787 FTEs against a target of 5,722 FTEs. This has serious implications for potential clawback and loss of future funding.

In considering the two risks related to student numbers, failing to achieve allocated HE student number targets and/or not meeting allocated FE credit targets, for this AY both risks can be considered as green.

We have agreed our HE target as 140 FTEs for next academic year. This is a more realistic target than this year's target and this should assist us in budget and resource planning.

Our FE credit target is currently being reviewed in the context of the 10% reduction of credit allocation across the partnership. For the coming year, we expect our funding levels to remain consistent in this area, despite changes to credit levels, but we are required to consider how to incorporate reductions in credit levels for the future. A UHI FE Strategy Group is being established to provide strategic partnership wide direction to this process.

Early indications on application numbers locally are quite positive with those courses with earlier application deadlines, such as schools courses, recruiting better than in previous years, and a small increase in applications for FE and HE courses.

### 3. Update on Short Courses

Data correct at	No. of short courses			No. of delegate places filled		
	22/23	21/22	20/21	22/23	21/22	20/21
15/06/2023						
<b>TOTAL</b>	226	234	136	1476	1719	822

### 4. Update on Apprentices

Here is a headline summary of activity for the last contract year (April 22-23). UHI Shetland supported 485 apprentices with 138 new starts and we worked with 83 employers. It was therefore a successful year.

Our new contract was awarded after a slight delay back in April. Across the sector for Learning Providers there was a 13% cut which meant that our numbers were down. In addition there was a reclassification of some of the places. Previously those who were deemed a progression (an apprentice moving from a lower level to a higher level) were counted separately but as of the new contract (23/24) they would now be considered as a

new start and took up one of our contract start places. In 2022/23 we had 29 progressions so with this we estimated we were some 25% down on expected places.

In May, there was a redistribution of places by SDS and we were allocated a further 30 spaces that pretty much compensated for the impact of the change with progressions. We have therefore have been awarded 178 places and our value increased to £538k. This returned us to a similar position to the number of places we had in 2022/23 so we are broadly content with the revised offer. SDS has informed all providers that unless providers are unable to fulfil their contracts and give back places, there will be no further reallocation this year. The aim is for 25500 apprentice places to be filled across Scotland.

Demand for places is strong and we are confident we can meet the contract value. We are actually having to mitigate demand and there is flexibility within the contract where we can move places between the occupational areas. It is a changed environment and we cannot promise employers that we'll be able to get more places as in previous years.

There is ongoing discussion about the travel budget. There was a slight increase to £70000 this year (from £55000 in 2022/23, although we did receive around £21000 in additional travel spend). Last year we ended up spending closer to £98,000 so had to move funds from our SDS income to meet that. As a consequence, our apprentices are now using ferry travel for off-island training as a default and then using onward buses to try to bring down the cost. This is leading to long journey times of 19-20 hours in some cases. A meeting with Fiona Stewart, Head of Operations for SDS, has been requested to discuss this and to look at the island impact. We have also been in touch with our local MSP regarding this matter, who has been very supportive.

## 5. Update on Research

We have allocated the funding we received through the Research Excellence Framework (REF) our Research Excellence Grant of £92,792 to supporting research activity to support the preparations for the next REF. Allocation has been made in terms of overhead and 13 further awards for conference participation and attendance, purchase of equipment, publication of papers and support of activity to improve potential impact case studies.

## 6. Marine Science and Technology

### a. Marine Sciences

#### Staffing:

- Fisheries research assistant Angharad Powell left to take up a post at North-eastern IFCA. Salary level at UHI-S was a significant factor. Recruitment for a successor is in progress.
- After refining the post to a lower grade, the third round of recruitment for a replacement Marine Scientist has a preferred candidate.
- There are ongoing capacity issues in a couple of areas due to staff sickness and work is having to be prioritised and managed accordingly.

#### PhDs:

- **Fisheries** - Candidates now selected for the two PhDs that S. Fraser will co-supervise on: SUPER PhD project led by SMRU "Linking predator and prey dynamics: spatio-temporal

trends in seals, seabirds and fish around Shetland”. And, UHI funded PhD led by SAMS “Quantifying carbon uptake in the North Atlantic Ocean using Bio-Argo floats”

- **Aquaculture – IFCB project** Gary Groves, progressing well, currently developing data visualisation and dashboard.
- **Marine Spatial Planning** - We have interviewed and selected a candidate for the Ocean Literacy PhD funded by UHI. Rachel Shucksmith and Rebecca Geisler will be supervising, with Bobby Macaulay at Perth UHI and Emma McKinley at Cardiff.

#### **Pelagic workstream:**

- Self- and co-sampling work ongoing.
- Defra Catch-to-batch funding application (led by SFPA) was unsuccessful. Other options for elements of the work are being explored.
- Abstract submitted for oral presentation at the World Fisheries Congress (March 2024): ‘Industry-science collaboration to enhance traditional fisheries data collection: a case study’.

#### **Whitefish workstream:**

- **Funding –**
  - Defra FISP Part B Ling project application was successful. SUHI is project lead. Project value £310,894; income to SUHI £220,100. Publicity is under embargo but will follow once contract has been received.
  - SMEEF funding proposal successful “Flapper skate (*Dipturus intermedius*) in Shetland: a baseline assessment of population, distribution, movement, and critical habitats” £23,700.
  - The Inshore Fish Survey funding model has had to include an additional two funders due to SIC funding constraints. Support from SFPO & SFA have helped facilitate a positive receipt of applications and it is likely that the full funding will be approved.
- **Activities –**
  1. Sandeel survey undertaken by fisheries team aboard MFV *Atlantia II* in areas east of Shetland (Noss and Mousa) in partnership with and funded by SMRU. Resulting data are contributing to multiple research interests including projects on biotoxins, stable isotopes, and bomb calorimetry with partners at the University of St Andrews and University of Aberdeen.
  2. UHI M’ESE funded visit from Steven Benjamins (SAMS) & Liz Masden to discuss flapper skate research and develop other project ideas took place in April.
  3. Use of Research Excellence Grant (REG) funding allocation for “Purchase of CatchCam system for significant improvement to UHI Shetland marine research capability” (£6.7K). Part funded by M&S.
  4. Facilitated student Sissel Bertelsen, who is studying cod as part of her master’s thesis at Technical University of Denmark, to undertake fieldwork on a local fishing boat.
  5. Shaun Fraser led the acoustic element of a survey of fish populations in Irish Sea as part of NERC-funded ECOWind-ACCELERATE project using UHI Shetland’s portable EK80 scientific echosounder aboard MV *Macoma*. Project aims to understand the extent and implications of seabed impacts of offshore windfarms.

#### **Shellfish workstream:**

- LH & SF participated in online events of an ICES workshop king scallop aging (WKSA) organised by CEFAS, (travel to attend in person at Lowestoft laboratories was cancelled due to snow).
- Data collection and logsheet entry for 2023 stock assessments is completed. Due to ongoing staff sickness since early December some deliverables are now late, and revised delivery dates have been agreed with SSMO. Scallop report to be finalised by the end of May. 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.
- LH joined ICES Scallop Working Group and will attend annual meeting virtually in Oct.
- UHI-S are partners in a project led by Mark James at UoStA. Some SSMO vessels are being fitted with trackers. UHI-S will have access to data.
- Project priorities for 2023 have been agreed with SSMO and funding applications are being developed.

#### **Fisheries Policy workstream:**

- Work during the past period has largely been focussed on issues of ongoing concern to the local fishing industry, particularly proposals for Highly Protected Marine Areas and for restrictions on fishing within existing Marine Protected Areas, and the management of the cod fishery. In relation to the latter, I. Napier attended an ICES workshop on cod fisheries management in Edinburgh along with representatives of the Shetland Fishermen's Association in May, during which he delivered a short presentation on behalf of the industry. This also afforded an opportunity to attend meetings of several working groups of the Scottish Fishermen's Federation.

#### **Research publications:**

- Lopez, S.L., Isaksson, N., Fraser, S., and Masden, E., 2023. Successful trial of mist and whoosh nets to catch European Shags *Gulosus aristotelis* at a daytime roost during non-breeding. *Ringing and Migration*. pp.1-6. <https://doi.org/10.1080/03078698.2023.2207035>
- Reports finalised and circulated for short project on herring identification (funded via European Maritime and Fisheries Fund). Reports available on PURE ([Identification of herring in Shetland waters - Full Report — University of the Highlands and Islands \(uhi.ac.uk\)](#))
- Paper published detailing development of pelagic industry-science programme ([Frontiers | The road to incorporating Scottish pelagic industry data in science for stock assessments \(frontiersin.org\)](#))
- Shaun Fraser is co-author on one further submitted and one accepted paper.
- Inne Withoucke has published her first paper from her PhD. The article is open access and explores the Just Transition process for fisheries. Inne was supervised by Rachel Shucksmith and Beth Mouat <https://linkinghub.elsevier.com/retrieve/pii/S2214629623001950>

#### **Aquaculture:**

- **UHI Aquaculture Hub -**
  1. GA organised a FORUM (mini-conference) for Aquaculture Hub members (6 June) - hybrid from SAMS, featuring external stakeholders (Patogen, SRUC, SAIC), project updates and presentations from PhD students, SAMS Blue Economy research theme, aquaculture skills and training.
  2. GA represented the Hub at SAIC Sustainable Aquaculture Summit - Glasgow.

3. Setup a Student Support Fund for Aquaculture students
4. Joined AAAILG
- **Shell-volution project -**
  1. Progress with Full Business Case has been delayed - UHI diverted the external consultant to another Islands Deal project. There has also been some involvement of others at UHI and their plan for submission at the end of May 2023 looks to be delayed awaiting further consultation with economist. We await to review developments from UHI.
- **Harmful Algal Blooms and Phytoplankton monitoring -**
  1. Imaging Flow Cytobot units have been deployed.
  2. Project with Scottish Seafarms (SSF)+MOWI+SAMS+UHI Shetland to test data connectivity and comparison with existing monitoring programmes at a SSF site has been approved, awaiting final letter of offer.
  3. Proposal to NERC (SAMS lead) - using IFCB data to help model impact of climate change on marine phytoplankton communities was not successful, but project may be resubmitted after collecting a pilot dataset.
  4. We were successful in an application to the UHI Aquaculture Industry Engagement Fund for an App to share data from HABreports.org.
  5. Extension to PRIMROSE (Interreg) is still being progressed via the Marine Institute, letter of award is not forthcoming.
  6. We continue to contribute to the European IFCB network and also attended [JERICO-S3](#) EU workshop online
  7. JL attended the Second meeting of the UKHA meeting in Aberdeen on UK Harmful Algae
- **Lea of Trondra** – approval to proceed with planning permission, but reactivating Works Licence as interim measure.

### **Marine Spatial Planning:**

**Shetland Marine Plan**-We have submitted the Shetland Regional Marine Plan to Ministers and are still awaiting news regarding its formal adoption.

**Funding** - We have received funding from SMEEF for a two-year mapping project to monitor seagrass.

**Conferences** - Rebecca attended the International Conference for Marine Bioinvasions XI in Baltimore, USA from 15<sup>th</sup> – 19<sup>th</sup> May. The conference was hosted by the Smithsonian Environmental Research Centre (SERC) and attracts international attendees, with topics spanning from taxonomy, management of vectors (e.g. ballast water, biofouling) and updates on methods of detection of novel species (e.g. eDNA). Rebecca presented a poster on the monitoring work carried out by UHI Shetland titled 'Lessons from a decade of risk-based surveillance in the Shetland Islands can improve future strategic monitoring' and also gave a talk about her work conducted at University College Dublin on modelling and management of marine invasive species.

### **b. Centre for Island Creativity**

#### Staffing

Nicola Naismith, who had been working with us on a freelance basis for over three years, has been taken on with a permanent part time contract. Nicola will continue her teaching on the MA Art & Social Practice programme but her permanent contract now allows her to undertake research that we are hoping will form part of our REF2028 submission.

Last modified: 23/06/2023 21:43



Sarah Dearlove, who had been working on a short term contract to lead the undergraduate textiles programme has been taken on with a permanent part-time contract. This allows Sarah to develop new short courses in knit and she will be working with Malcolm Innes and others to develop a proposal for a new post graduate textiles programme. Sarah is also providing a supervisory overview of the TFU.

Andrew Jennings has transferred from his previous 0.2FTE contract with Shetland UHI and 0.6FTE contract with Orkney, to now being a 0.8FTE employee in Shetland. This means that additional fee income for Andrew's module leadership and research supervision will be coming to Shetland. Additional REG funding for Andrew's REF2021 submissions are already being transferred to Shetland – this will be annual income.

#### PhD Creative Practice

- The new PhD Creative Practice was officially launched at the beginning of 2023.
- The first student was fully registered on the programme at Easter having transferred from MRes.
- There are currently 4-5 active applications for the new programme and several others in early stage discussions.

#### TFU

- The Textile Facilitation Unit has been beset with a series of technical and staffing issues that have seriously degraded the capacity of the facility. Urgent maintenance and repairs to equipment are still ongoing. A business case has been submitted to F&GP outlining the case for investment and detailing a proposal for investment in capital equipment, software systems and staffing with the aim that it would turn the TFU from a cost for SUHI into a net contributor to income.
- Once repairs have been completed, the TFU's first Innovation Voucher funded Knowledge Exchange project will be completed this summer.
- The team are actively exploring other Innovation Voucher opportunities to develop a new income stream for the TFU

#### Conferences and Project updates

##### **Malcolm Innes, Siún Carden, Edina Szeles, Sarah Dearlove, Jessica Turnbull**

- Steering Group meetings to develop 'Woolly Thinking', a new academic research conference series on textiles. The conference is being developed with Shetland Amenity Trust and the 2023 event to be hosted in Shetland Museum and Archive on the 18<sup>th</sup> and 19<sup>th</sup> of September.
- The call for papers has already received submissions from researchers in England, Scotland, Ireland and Poland.
- Allied to the conference, we are hosting two professional textiles workshops created by The Bernat Klein Foundation
- Siún is working with SAT to deliver a touring exhibition of fishermen's jumpers and knitting from Friesland. The exhibition at the museum will coincide with the conference and will run through Wool Week.

##### **Malcolm Innes**

- Brodie Castle project with National Trust for Scotland shortlisted finalist for Knowledge Exchange Powerful Partnerships Award
- NTS have requested a new three year MoU for Brodie Illuminated
- UHI Challenge Fund project completed with NTS Conservation Team, House of Dun

- Innovation Voucher project completed for Scottish Flag Trust, Athelstaneford, East Lothian
- RGU/UHI joint funding submission for ESRC funded Local Policy Innovation Partnership – funding bid unsuccessful but collaboration continues
- UHI Staff and Student Research Conference: Panel member for plenary session on interdisciplinary research
- Brodie Illuminated 2023 (Nov). Public audio visual trail event for National Trust for Scotland is being prepared
- Named researcher on ESRC Centre funding bid by Vicky Johnson, Director of Centre for Living Sustainability, UHI Inverness
- Malcolm delivered two in person workshops for staff at UHI Perth on Creative Practice Research and Knowledge Exchange. Another five online sessions were delivered for staff across UHI in June.

### Andrew Jennings

Attended the University of the Arctic Thematic Networks meeting in Rovaniemi, Finland.

On 26 May Andrew ran the fourth **Scottish Island Futures – 2050 and Beyond** online workshop. These workshops have been funded by the Royal Society of Edinburgh. This workshop entitled **Networking for the Future – islands doing it for themselves**, focused on inter-island discourse and the creation of island focussed networks. It explored how island communities can establish links with each other without involving the centre. <https://rse.org.uk/what-future-awaits-the-scottish-islands-in-2050/>

The four workshops are intended to have a direct impact on Scottish island communities, bolstering islander agency, supporting islanders to make informed decisions and to maximise their potential, while minimising the effects of future threats, and helping them to chart a course to a sustainable, vibrant future. They are also intended to have an impact on policy makers and informing local and National Government policies.

### Siún Carden

Can y bugail/Shepherd's Song are applying for Arts Council Wales funding for a touring exhibition which is set to come to Shetland in September 2023.

Named Co-investigator in AHRC Coastal Communities bid with Falmouth

### 7. Update on merger related topics (Brendan)

No update on previous position – **MOU and data sharing agreements with SIC remain outstanding**. Following the recent Board workshop a 'reset' will be sought with SIC.

### 8. Health, Safety and Wellbeing (Angela)

The Health, Safety & Wellness Committee has passed through the following documents of approval to other committees:

- Lone Working Policy, Lone Working Risk Assessment BLANK (and example) and Lone Working procedure
- A review of the Health, Safety and Wellness Policy

- Severe Anaphylaxis Plan and Risk Assessment
- Epileptic and Non-Epileptic Seizures Plan and Risk Assessment
- Risk Assessment and Safe Systems of work Policy
- Health & Safety Competences and Training Matrix

The committee is now working on the following documents:

- Harassment, Violence and Aggressive Behaviour Policy, Procedure and Risk Assessment (BLANK)
- Responsibilities chart following recent staff changes and the creation of the Peninsula staff Health & Safety Handbook.

CoSHH Assessment training for key staff in Lerwick has started to roll out following the retirement of Alasdair Stuart. Those staff who are purchasing chemicals within departments are now responsible for Safety Data Sheets and CoSHH assessments of those chemicals.

Recruitment of new Incident Coordinators is ongoing and training is planned for August after the Summer holidays.

There was 1 minor accident in Scalloway none reported in Lerwick.

## 9. Islands Deal

All projects are now working towards presenting Full Business Cases.

**Campus Redevelopment:** The timeline for producing designs by Malcolmson's has been further impacted by external factors, and we have recently received the architectural scheme with costings yet to be received. Recruitment work for a dedicated Project Manager was completed without successful appointment, we are considering the most effective timing for renewing this recruitment. 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 July.

## 10. General activities and achievements

### a. Student achievement

**Spikin in Colour exhibition at the Bod of Gremista:** Two UHI Shetland BA (Hons) Contemporary Textiles students exhibited their woven and knitted textiles from April-May.

[News - Spikin' in Colour Textiles Exhibition \(uhi.ac.uk\)](https://www.uhi.ac.uk/news/spikin-in-colour-textiles-exhibition)

The **Mareel Student Showcase** was held at Mareel on the 8<sup>th</sup> June, with a film screening in the cinema and a lively musical performance from students across the range of courses undertaken in Mareel.

The **UHI Shetland Fine Art Degree End of Year Art Show** is currently underway at the Lerwick Campus. This exhibition is running as part of the creative industries department end of year show and features work from various courses including contemporary textiles, national certificate portfolio, core and life skills and skills for work art.

[News - Vision '23 Exhibition \(uhi.ac.uk\)](https://www.uhi.ac.uk/news/vision-23-exhibition)

### b. Staff achievement

UHI Shetland have been successful in obtaining £13,500 towards aquaculture training equipment from the Coastal Communities Fund.

Congratulations are in order for UHI Shetland's **Dr Lesley McEvoy, who was awarded the *Unsung Hero award*** at the UK Aquaculture Awards 2023 ceremony which was held on 15th June in Inverness. The Aquaculture Awards celebrate projects, businesses or individuals making an exceptional contribution to the global aquaculture community. Dr McEvoy was recognised for her outstanding contribution to the industry over many decades. The judges of the Aquaculture Awards were unanimous in wanting to recognise Dr McEvoy. They stated: "Most of her professional life has been in this field and she has supported the industry tirelessly. As a quiet, understated champion of aquaculture this award is rightfully her time to shine."

Ten colleagues were nominated for **the HISA awards** this year. This annual activity by students recognises those staff who have excelled in various areas. Those highlighted in yellow below were highly commended and Andrew Jennings was the winner of the most engaging video conference lecturer category.

- Alison Kilgour - **Best Support Staff (Non-Teaching)**
- Andrew Anderson - Most Inspiring Lecturer
- Andrew Jennings - **Above and Beyond - Staff Award** / **Most Engaging Video Conference Lecturer**
- Bob Campbell - Most Inspiring Lecturer
- David Grant - Most Inspiring Lecturer
- Hazel Bairnson - Most Inspiring Lecturer
- John Hunter - Above and Beyond - Staff Award
- Jurij Sinicyn - Most Inspiring Lecturer
- Simon Clarke - Most Inspiring Lecturer
- Stephanie Tristam - Most Inspiring Lecturer

**Our Staff development conference** was held on the 5<sup>th</sup> June in Scalloway and online. The day included an update on our college, sessions on a variety of topics delivered in person and online and by our staff and external parties (e.g. SCQF, Education Scotland). This year part of the conference was shared with Orkney College with presentations on UHI2024 and mixing/sharing across similar sections. Time was also available for mandatory training.