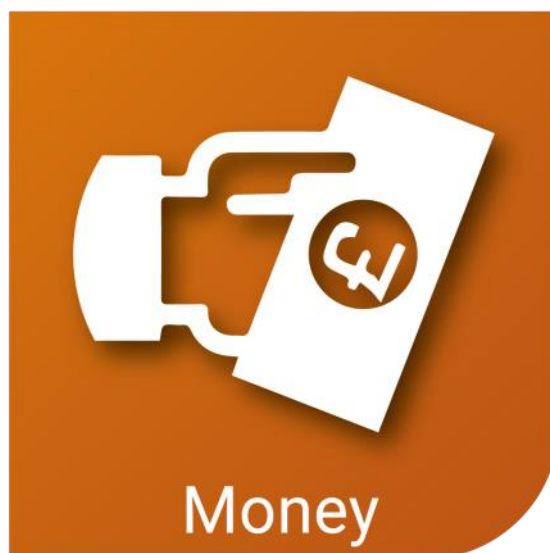
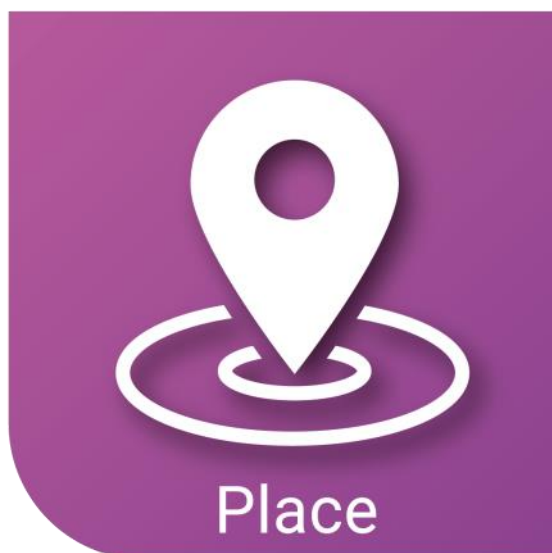


Shetland's Partnership Plan 2018-2028

*Working together to improve the lives of
everyone in Shetland*





University of the
Highlands and Islands
Oilthigh na Gàidhealtachd
agus nan Eilean



Skills
Development
Scotland



**POLICE
SCOTLAND**
Keeping people safe
POILEAS ALBA



Scottish Environment
Protection Agency
Buidheann Dion
Àrainneachd na h-Alba

Ze Trans
SHETLAND'S TRANSPORT PARTNERSHIP



**Shetland
Islands Council**



Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean



NHS
Shetland



Scottish Natural Heritage
Dualchas Nàdair na h-Alba
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Shetland Health and Social Care Partnership



Shetland
Islands Council

NHS
Shetland

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Supporting Documents available online or by contacting us directly:

- Integrated Impact Assessment
- Environmental Report

www.shetlandpartnership.org



Participation



People



Place



Money

Our shared vision

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

Our shared priorities



Participation

People participate and influence decisions on services and use of resources



People

Individuals and families thrive and reach their full potential



Place

Shetland is an attractive place to live, work, study and invest



Money

All households can afford to have a good standard of living



Participation



People



Place



Money

Shetland's Partnership Plan

Shetland's Partnership Plan is a plan for all partners and communities in Shetland. It identifies a shared vision and priorities for all of us to work towards, both individually and collectively, to improve the lives of everyone in Shetland.

The key focus of the Plan is to reduce inequality of outcome in Shetland – how we will tackle the issues that mean some people and groups have a poorer quality of life than others.

The Shetland Partnership

The Shetland Partnership is made up of a wide range of partners and community bodies who work together to deliver our collective ambitions for the future. It is the Community Planning Partnership for Shetland (see *Appendix 1 for more information*).

The Partnership and key partners within it have a statutory duty to both produce this plan and ensure it is delivered and resourced. This duty is laid out in Part 2 of the *Community Empowerment (Scotland) Act 2015*.

Effective community planning focuses on where partners' collective efforts can add most value for their local communities, with particular emphasis on reducing inequalities.

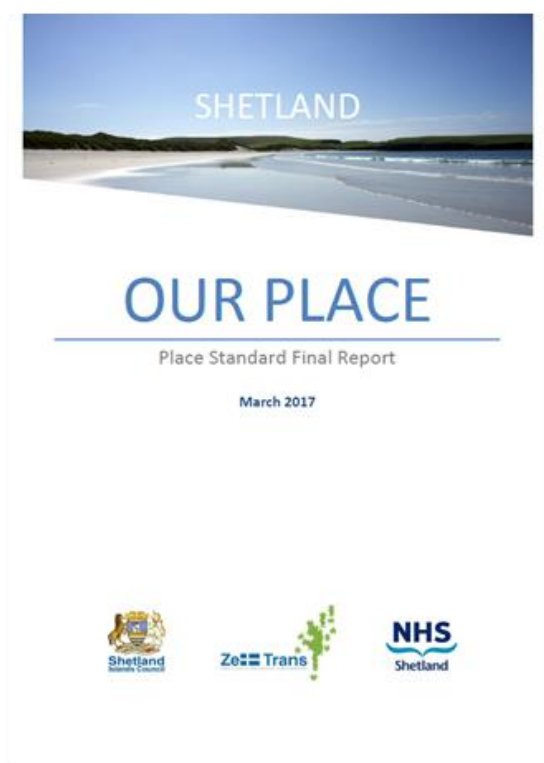
The Community Planning Partnership (CPP) should have a clear and ambitious vision for its local area.

This focuses community planning on a small number of local priorities where the CPP will add most value as a partnership – in particular by improving outcomes for its most vulnerable communities and moderating future demand for crisis services.

*Community Planning Guidance
Scottish Government, 2016*

Developing the Plan

The Shetland Partnership started with the evidence. We reviewed what the community said about Shetland in the 2016 Place Standard survey. We then looked at data and research about the population, health, crime rates, income, the cost of living, poverty, education, employment, the economy and much, much more.



We engaged a wide range of community planning partners - including community bodies - in conversations about the evidence and the priorities for Shetland. This helped us to identify and agree our shared priorities and what we hope to achieve together over the next ten years.

The Plan has been assessed to identify potential social, economic, environmental, equality and rurality impacts. The aim is to minimise any negative impacts and maximise the positive ones.



Participation



People



Place



Money

Priority: Participation

People participate and influence decisions on services and use of resources



Getting involved



92%

of Community Council seats in Shetland are filled, none of those seats were contested



56%

of people in Shetland are involved in volunteering, the national average is 27%

in 2016 volunteering in Shetland contributed

£19 million

to the local economy



we have a strong sense of community and a high level of volunteering



11 'Participatory Budgeting' events have been run in Shetland since 2010, enabling the community to influence how public money is spent in their area



939 people

responded to the Place Standard consultation telling us what they think is important for Shetland



101

there are social enterprises in Shetland, the highest rate per head of population in Scotland

79%

of people in Shetland strongly feel that they could turn to friends or relatives in their community for advice or support



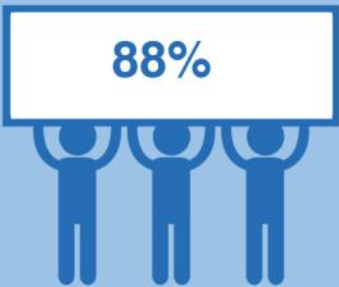
What the Community think



41%

of people in Shetland want to be more involved in decision making about their area, the national average is 34%

88%



of people in Shetland feel that they are a part of their community, the national average is 77%

people in Shetland want to be more involved and influence decisions that affect them



27%

of people in Shetland say they feel they can influence decisions affecting their local area



59%

of people in Shetland are satisfied with local services (health care, schools and public transport)

powered by
PIKTOCHART

SOURCES: Community Councils and Participatory Budgeting, Shetland Islands Council, 2018; Volunteering Economic Contribution, Scottish Household Survey, 2016; Social Enterprises, Census on Social Enterprise, 2017; Volunteering, Volunteer Scotland, 2016; Shetland Place Standard, 2016; 'What the community think' data, Scottish Household Survey, 2016.



Participation



People



Place



Money

Priority: Participation

People participate and influence decisions on services and use of resources



Our Shared Priority

The Shetland Partnership wants to help people in communities actively participate with public service providers to improve the lives of people in Shetland. We will do this by changing the way we work.

There is a need to change the way we work as a result of legislative change, reducing public sector resources, and because people in Shetland tell us they would like more involvement in the decisions that affect them (Scottish Household Survey, 2016).

The Shetland Partnership wants to help people to be more closely involved in shaping the future of their communities. This will include supporting people and communities to develop their skills and knowledge in order to participate fully and effectively in community planning. This support will aim to empower those who can most benefit.

What will be different for communities by 2028?	How will we know if we are making a difference?
 Outcomes	 Indicators of Change
<p>The Shetland Partnership will be a successful partnership – between public agencies and with communities – helping to deliver improved outcomes for people across the Isles</p>	<ul style="list-style-type: none"> ↑ Satisfaction with public services ↑ Community participation activity and impact ↑ People who feel they can influence decisions affecting their local area ↓ People who feel they want to be more involved in decision making ↑ Community Council seats contested – All other outcome indicators
<p>Communities will feel empowered and the majority of people in Shetland will feel more able to influence the decisions that affect them and have a strong understanding of how and why decisions are taken</p>	
<p>Staff from across the Shetland Partnership will be actively seeking to involve communities in decision making and service delivery, including identifying and involving those who do not often have their voices heard</p>	

Detailed information about the indicators, and what we hope to achieve can be found in Appendix 2



Participation



People



Place



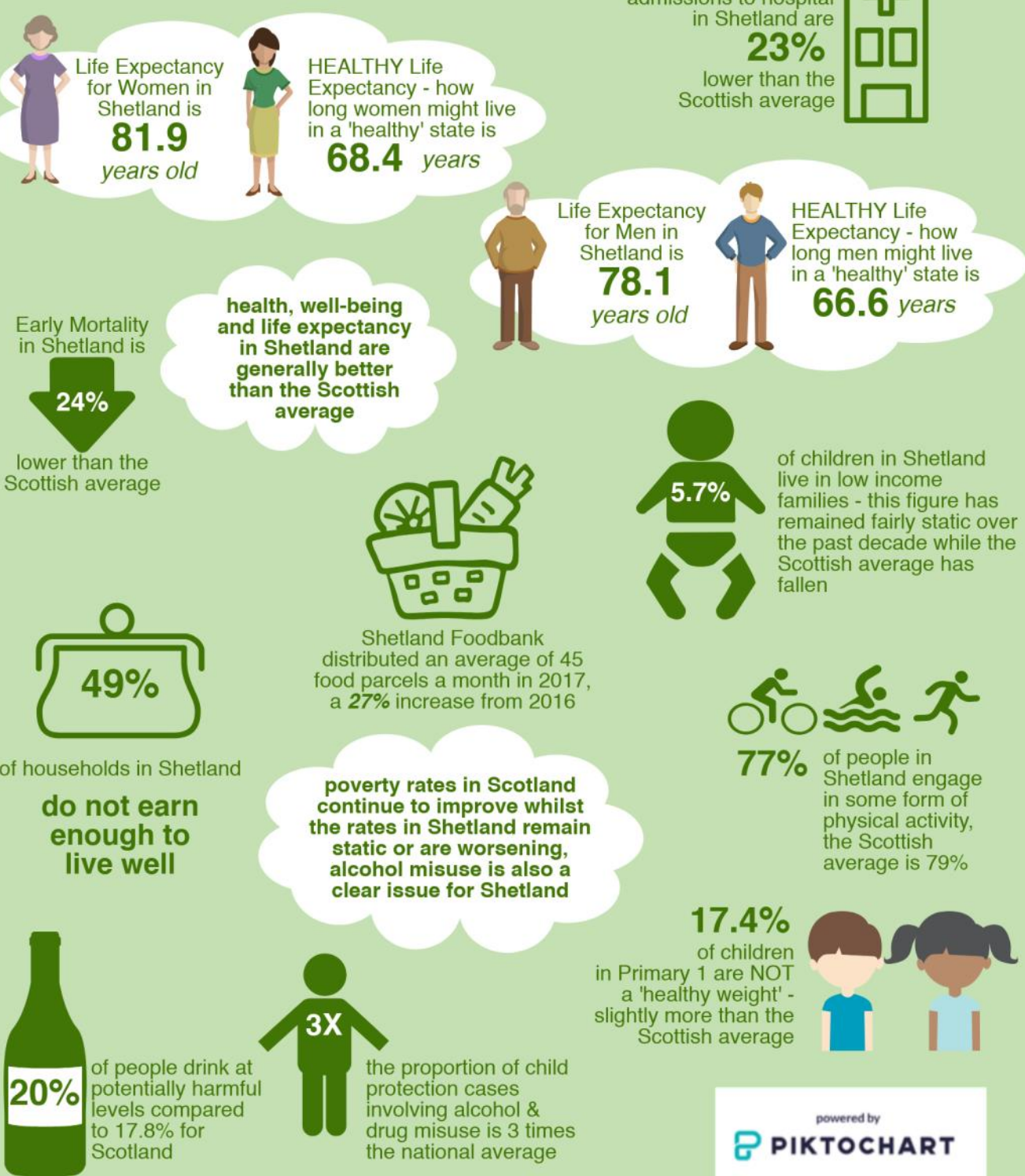
Money

Priority: People

Individuals and families thrive and reach their full potential



Health and Well-being



SOURCES: Alcohol Profile, Scottish Public Health Observatory, 2014; Death Rates, National Records of Scotland, 2017; Emergency Admissions, ISD Scotland, 2017; Healthy Weight, ISD Scotland, 2016; Living Well, Living Well in a High Cost Economy, Ipsos Mori, 2017; Shetland Foodbank, 2017; Physical Activity, Scottish Household Survey, 2016; Low Income Families, HM Revenue & Customs, 2015; Life Expectancy, Scottish Public Health Observatory, 2013.



Participation



People



Place



Money

Priority: People

Individuals and families thrive and reach their full potential



Our Shared Priority

This priority is aimed at helping everyone in Shetland to have as good an experience of life as possible – improving health, reducing poverty and making sure that people are connected to their communities.



Shetland overall is a safe, prosperous and happy community. We want to work to improve the lives of those few people who do not have such positive experiences.

We will do this by working with the individuals and households who can benefit most from a different approach to public service delivery.

This priority will involve finding permanent, sustainable solutions to the causes of poor outcomes. Working to improve the life chances and outcomes for those people who are born into more disadvantaged families.

The number of disadvantaged people in Shetland is relatively small, but there hasn't been much improvement in these numbers in recent years and we want to do better.

We also want to maintain the things that make Shetland a good place to live; to develop good places and keep people active.

What will be different for communities by 2028?	How will we know if we are making a difference?
 Outcomes	 Indicators of Change
<p>The number of disadvantaged people and households in Shetland will be considerably reduced as a result of people being enabled and empowered to address the issues they face and helping others to thrive in the same way</p>	<ul style="list-style-type: none"> ↓ Children living in low-income families ↓ Fuel poverty ↓ Foodbank usage ↓ Child protection cases involving alcohol and drug misuse ↓ People drinking at harmful levels (<i>potential 'problem drinkers'</i>) ↓ Children who are not a healthy weight in Primary 1 ↑ People engaging in physical activity ↓ Households in Shetland who do not earn enough to have an acceptable standard of living ↑ Positive destinations for school leavers ↑ People in Shetland who feel part of their community
<p>The Shetland Partnership will be prioritising prevention and working with households and communities to provide innovative solutions to the issues they face</p>	
<p>Shetland will continue to be a safe and happy place, with more people feeling connected to their communities and benefitting from living in good places and keeping active</p>	

Detailed information about the indicators, and what we hope to achieve can be found in Appendix 2



Participation



People



Place



Money

Priority: Place

Shetland is an attractive place to live, work, study and invest



Population & demographics



people live in Shetland



The population has been increasing steadily since 2001 but showing a slight fall in recent years - particularly in some rural areas



Priorities for improvement according to Shetland Communities:

1. Public Transport
2. Work & Local Economy
3. Housing & Community

19% of our population is aged 65 and over.....



more than a decade ago

our population is ageing at a faster rate than the rest of Scotland

18% of our population is aged 16 and under...



less than a decade ago

Economy & environment



96.1% of people aged 16-19 are registered as participating in education, employment, training and personal development



Carbon emissions in Shetland are 73% higher than the Scottish average



we have low unemployment, a labour and skills shortage, and we are heavily reliant on a few key sectors and locations

59% of people rate the quality of the natural spaces in Shetland highly, key areas identified for improvement include path and access infrastructure and the need to protect our environment and natural resources



20% of businesses struggle to fill vacancies due to a lack of local labour



there are 29% fewer Full Time Equivalent jobs in Public Administration in Shetland than in 2011



there are 13,500 employees in Shetland, this is slightly lower than in previous years but higher than in 2011

powered by **PIKTOCHART**

SOURCES: Mid-year Population estimates, National Record of Scotland, 2017; Participation Measure for 16-19 Year Olds, Skills Development Scotland, 2017; Regional Carbon Dioxide Emissions, Department for Energy & Climate Change (now Department for Business, Energy & Industrial Strategy), 2015; Shetland Employment Survey, Shetland Islands Council, 2017; Shetland Place Standard, 2016; Business Register and Employment Survey, Office for National Statistics, 2016.



Participation



People



Place



Money

Priority: Place

Shetland is an attractive place to live, work, study and invest



Our Shared Priority

This priority is aimed at ensuring Shetland can attract and retain the people it needs to sustain its economy and communities in the future.



Shetland's natural environment and rich culture and history are key elements of what makes Shetland a special place. We have a strong local economy which is reliant on a number of key sectors which in turn are reliant on our natural resources.

We have low unemployment and high educational attainment. The population grew steadily from 2001-2011 but has fallen slightly since then. We are now seeing evidence of some rural depopulation and our working age population is in decline.

Businesses in Shetland are struggling to recruit due to a shortage of skilled labour. Access to employment, services and opportunities can vary depending on where people live.

We need to ensure that distance and circumstance are not a barrier to opportunity and that all communities have sufficient people and resources to deliver the services they require.

We need to do what we can to attract and retain the working age population in Shetland and ensure we are creating positive and attractive places to live.

What will be different for communities by 2028?	How will we know if we are making a difference?
 Outcomes	 Indicators of Change
People will be accessing employment, education, training and services in innovative ways designed to minimise the barriers to involvement for all	<ul style="list-style-type: none"> ↓ Businesses struggling to recruit labour ↓ Under-employment ↑ 'Place Standard' - how people in Shetland rate 'Our Place' ↓ Households in Shetland who do not earn enough to have an acceptable standard of living ↑ Positive destinations for school leavers ↑ Population aged 16-29 ↓ Carbon emissions ↑ Number of employees in Shetland ↑ People who feel they can influence decisions affecting their local area ↓ Children living in low income families
Shetland will be attracting and retaining the people needed to sustain our economy, communities and services	
All areas of Shetland will be benefitting from a more resilient low carbon economy underpinned by a culture of innovation, inclusion and skills development	
Communities will be actively involved in shaping their own future resilience, creating positive places that are economically, socially and environmentally sustainable	

Detailed information about the indicators, and what we hope to achieve can be found in Appendix 2



Participation



People



Place



Money



Priority: Money

All households can afford to have a good standard of living

Income



of people aged 16-74 are registered as being in employment or full time education

Overall, the average annual (median) income in Shetland is **11%** higher than the Scottish average



The average income in Shetland varies by area



some areas earn, on average, up to **13% less** than the Scottish average and others up to **29% more**

we have high average incomes and low levels of registered unemployment, however, we have high levels of 'under-employment' and average incomes are lower in more remote areas



of households in Shetland are 'working households' where everyone between the ages of 16 and 64 are in employment, the highest proportion in Scotland



of people in Shetland are 'under-employed' (they would like to work more hours given the opportunity to do so), 13% higher than the Scottish average

Cost of living



the cost of living in Shetland is

20% - 60% higher

than the UK average



Shetland Foodbank distributed an average of 45 food parcels a month in 2017, a **27%** increase from 2016



of children in Shetland are living in low income families... the high cost of living in Shetland means that many more may be in financial hardship

the cost of living in Shetland is very high and despite our relatively high average incomes, many people do not earn enough to have an acceptable standard of living



of households in Shetland **do not earn enough** to live well



of households in Shetland spend over 10% of their household income on energy bills



11%

of households in Shetland receive support with housing costs



SOURCES: Employment, Census, 2011; Median Incomes, CACI, 2016; Working Households, Office for National Statistics, 2016; Under-employment, Annual Population Survey, Scottish Government, 2016; Cost of Living, Minimum Income Standard, Highlands & Islands Enterprise, 2016; Living Well, Living Well in a High Cost Economy, Ipsos Mori, 2017; Fuel Poverty, Scottish House Condition Survey, 2014 / Fuel Poverty Survey, Shetland Islands Council, 2016; Low Income Families, HM Revenue & Customs, 2015; Shetland Foodbank, 2017; Housing Costs, Shetland Islands Council, 2017. Map reproduced by permission of Ordnance Survey on behalf of HMSO. © Crown copyright and database right 2018. All rights reserved. Ordnance Survey Licence number 100024344.



Participation



People



Place



Money

Priority: Money



All households can afford to have a good standard of living

Our Shared Priority

This priority is aimed at reducing the number of people experiencing poverty and financial hardship in Shetland.



Shetland has a low unemployment rate and relatively high incomes compared to the rest of Scotland. The cost of living in Shetland is high, however, and as such even those people who are in work and earning a reasonable income can experience hardship.

We need to find innovative ways to help people reduce their outgoings. Energy bills in

Shetland are high and for many the cost of these bills - along with transport costs - take up a large proportion of their income.

The cost of living and amount you earn varies depending on where in Shetland you live.

We need to ensure that everyone in Shetland has the opportunity to maximise their income through positive employment, and - where necessary - welfare payments that take into account the higher cost of living in Shetland.

What will be different for communities by 2028?	How will we know if we are making a difference?
 Outcomes	 Indicators of Change
Everyone will be able to access the support they need to maximise their income potential; including innovative, flexible and entrepreneurial employment opportunities throughout Shetland	<ul style="list-style-type: none"> ↓ Households in Shetland who do not earn enough to have an acceptable standard of living ↓ Fuel poverty ↓ Children living in low income families ↓ Foodbank usage ↓ Under-employment
Everyone will be able to access the support they need to minimise their outgoings with low income households benefitting from reduced bills	
National governments will understand the additional costs for essential items for householders in Shetland reflecting this in welfare payments and other relevant schemes	
Communities will be empowered to provide innovative solutions and support to help people maximise their incomes and minimise their outgoings from the support available	

Detailed information about the indicators, and what we hope to achieve can be found in Appendix 2



Participation



People



Place



Money

Locality Planning

In some areas of Shetland, people experience different outcomes than others. For example, in some areas, the cost of living is higher and incomes are lower. In some areas there are more children living in low-income families or the population is ageing faster than elsewhere.

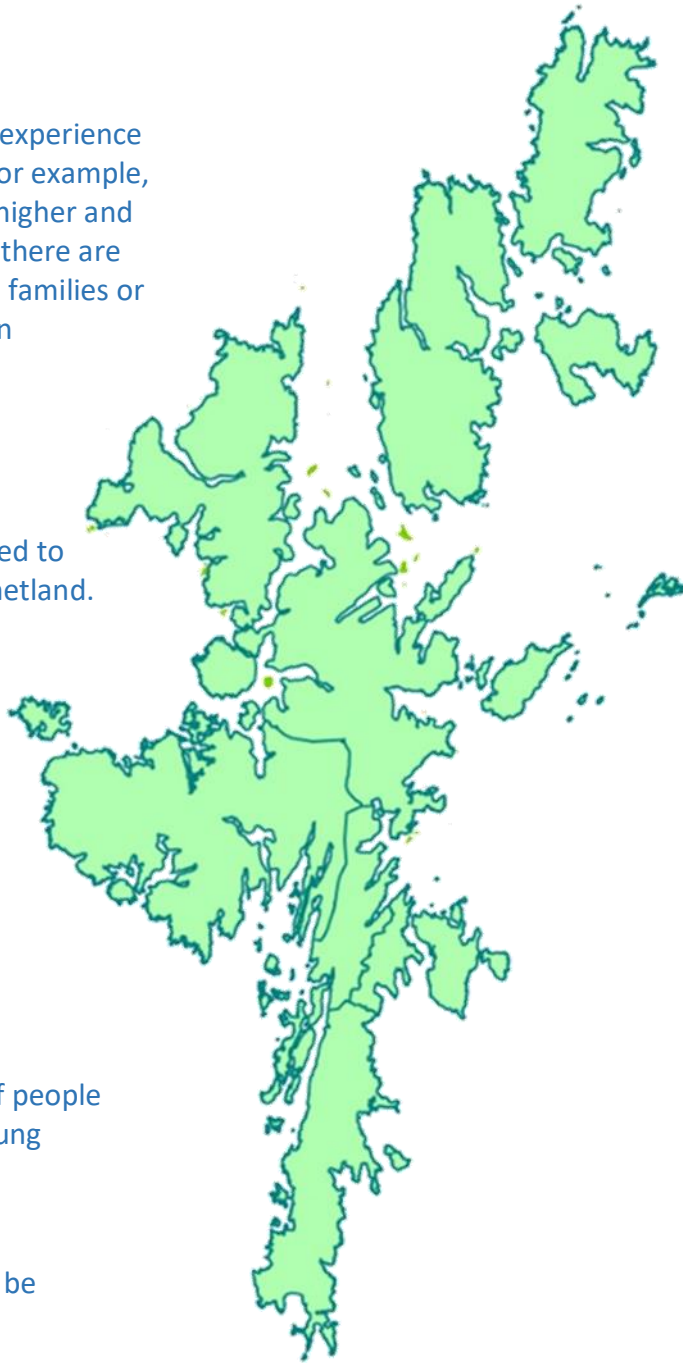
In addition to producing this Partnership Plan for Shetland, the Shetland Partnership is also required to plan at a more local level within Shetland. These 'Locality Plans' should enable communities and wider partners to find innovative solutions to key local challenges.

Locality Plans can be for an area within Shetland or for a particular community of interest – a group of people with shared characteristics e.g. young people.

The resulting Locality Plans should be documents that belong to the communities, are signed up to by partners, and delivered together.

Locality planning is all about new ways of working and has strong linkages to our shared priority 'Participation'. Locality planning will be taken forward by the Shetland Partnership with the community where there is clear evidence that an area or group would benefit from the approach.

Much of the data available about Shetland is gathered based on administrative boundaries. As such, locality plans for areas in Shetland will be based around existing administrative structures to enable effective evidence gathering and analysis.



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Participation



People



Place



Money

Delivering Shetland's Partnership Plan

Delivery Approach

Shetland's Partnership Plan is a ten-year plan for 2018-2028 and will be kept up to date as appropriate.

Priority Improvement Teams will be established to lead on development, delivery and monitoring of three-year delivery plans for each priority. These teams will include partner agencies, third sector and community bodies. The first step will be to work together to develop a further understanding of the key issues and agree our collective approach to addressing these.

The three-year delivery plans will identify individual and collective activity and the resource required to deliver our shared priorities. The plans will be reviewed and refreshed every three years throughout the lifetime of the Partnership Plan. Partners will be asked to sign up to and support delivery of these plans.

Monitoring and Assessing Impact

The Partnership will monitor delivery and evaluate performance on a regular basis. They will also monitor key indicators to ensure that delivery is actually resulting in improvement to the outcomes in this Partnership Plan. Reporting on this performance will be transparent, publicly available and will include community input.

The potential environmental, social and economic impacts of this Partnership Plan have been assessed to ensure negative impacts are minimised and positive impacts are maximised. The potential impacts of delivery plans will also be assessed. The Partnership will monitor and review these impacts on an ongoing basis.

Partners' Strategic Plans

In the first year, partner agencies will be working to align existing plans, strategies and partnerships with the priorities in this Plan. This will ensure that their activity is directed to achieving our shared local priorities.

Governance & Accountability

The Shetland Partnership must work to maximise the resources available both collectively and individually to achieve our shared vision. This will require strong leadership and effective management.

The Partnership is accountable to the community for delivering on our shared vision and priorities. There will be regular engagement between senior representatives of the Partnership, Community Councils and other community bodies.

Communities in Shetland will have the opportunity to influence what the Partnership does and how they hold it to account as well as being involved in delivery.



Participation



People



Place



Money

Appendices



Participation



People



Place



Money

Appendix 1—The Shetland Partnership

What is the Shetland Partnership?

The Shetland Partnership is the Community Planning Partnership for Shetland. A Community Planning Partnership (or CPP) is the name given to all those bodies, agencies and services that come together to take part in community planning.

What is community planning?

The Scottish Government defines community planning as being about how public bodies work together and with local communities to design and deliver better services that make a real difference to people's lives.

Community planning is a key driver of public service reform at local level. It provides a focus for partnership working driven by strong shared leadership, directed towards distinctive local circumstances. Partners work together to improve services, ensuring that they meet the needs of local people, especially those who need those services most.

Who are the community planning partners in Shetland?

There are a wide range of potential community planning partners in Shetland including community bodies, third sector bodies and public bodies.

A number of public bodies have a statutory duty to be involved in community planning as defined in Schedule 1 of the Community Empowerment (Scotland) Act 2015.

Some key public bodies also have a specific duty to facilitate community planning and to ensure the Community Planning Partnership delivers its functions effectively.

What is the role of the Shetland Partnership?

As a Community Planning Partnership (CPP), the Shetland Partnership is required by the Community Empowerment (Scotland) Act 2015 to:

- prepare and publish a local outcomes improvement plan ('*LOIP*' – Shetland's Partnership Plan) which sets out the local outcomes which the CPP will prioritise for improvement;
- identify smaller areas within the local authority area which experience the poorest outcomes, and prepare and publish locality plans to improve outcomes on agreed priorities for these communities (the outcomes prioritised for improvement in a locality plan may differ from those in the local outcomes improvement plan); and,
- review and report publicly on progress towards their LOIP (*Shetland's Partnership Plan*) and locality plans, and keep the continued suitability of these plans under review.

Statutory community planning partners in Shetland

*Public bodies with a duty to be **involved** in community planning:*

- Historic Environment Scotland
- Integration Joint Board
- Scottish Environment Protection Agency
- Scottish Natural Heritage
- Skills Development Scotland
- SportScotland
- University of the Highlands & Islands
- VisitScotland
- ZetTrans

*Public bodies with a duty to **facilitate** community planning:*

- Highlands & Islands Enterprise
- NHS Shetland
- Police Scotland
- Scottish Fire and Rescue Service
- Shetland Islands Council



Participation



People



Place



Money

Appendix 2—Data Targets and Sources

The table below provides information on the statistics and data used in Shetland's Partnership Plan. The indicators of change identified for each priority are listed in alphabetical order along with a definition, the baseline data, and targets for improvement over three and ten years. These targets will be continually monitored and kept under review to ensure we are focussing our collective efforts on what is most important for Shetland. Any updated targets will be made available on our website.

Indicator	Priority	2018 Baseline	2021 Target	2028 Target	Data Source
Businesses struggling to recruit labour (<i>businesses struggling to fill vacancies due to a lack of local labour</i>)	Place	20% of businesses struggle to fill vacancies due to a lack of local labour	No more than 15% of businesses struggle to fill vacancies due to a lack of local labour	No more than 5% of businesses struggle to fill vacancies due to a lack of local labour	Shetland Employment Survey, Shetland Islands Council, 2017
Carbon emissions (<i>regional estimates of carbon dioxide emissions</i>)	Place	Carbon emissions are 75% higher than the Scottish average	Carbon emissions are within at least 60% of the Scottish average	Carbon emissions are within at least 20% of the Scottish average	UK local authority and regional carbon dioxide emissions, 2005-2015, Dept. for Energy and Climate Change (<i>now Dept. for Business, Energy & Industrial Strategy</i>)
Children living in low income families (<i>children living in families in receipt of Child Tax Credit, income less than 60% of median income or in receipt of IS (Income-Based) or JSA, divided by total number of children in area (by Child Benefit data)</i>)	People Place Money	5.7% of children in Shetland live in low income families	No more than 5% of children in Shetland live in low income families	No more than 3% of children in Shetland live in low income families	HM Revenue & Customs, 2015
Child protection cases involving alcohol and drug misuse	People	The proportion of child protection cases involving parental alcohol and drugs misuse is 3 times the national average	The proportion of child protection cases involving parental alcohol and drugs misuse will have reduced by at least a third	The proportion of child protection cases involving parental alcohol and drugs misuse will be in line with the Scottish average or less	Public Health Information for Scotland 2016



Participation



People



Place



Money

Indicator	Priority	2018 Baseline	2021 Target	2028 Target	Data Source
Children who are not a healthy weight in Primary 1 (overweight, obese or severely obese)	People	17.4% of children in Primary 1 are not a healthy weight	The proportion of children in Primary 1 who are not a healthy weight will have reduced to no more than 12.5%	The proportion of children in Primary 1 who are not a healthy weight will have reduced to no more than 7.5%	Information Services Division Scotland, 2015/16
Community Council seats contested	Participation	None of the Community Council seats are contested	At least 10% of Community Council seats are contested	At least 50% of Community Council seats are contested	Shetland Islands Council, 2018
Community participation activity and impact	Participation	Baseline is not currently collected	By 2021 reporting by <i>specified governance partners</i> ¹ will demonstrate community participation in decision making and how that participation has improved the outcome	By 2028 reporting by all <i>statutory community planning partners</i> ² will demonstrate community participation in decision making and how that participation has improved the outcome	Shetland Partnership, 2018
Foodbank usage	People Money	45 food parcels on average distributed per month	No more than 34 food parcels on average distributed per month (25% reduction)	No more than 11 food parcels on average distributed per month (75% reduction)	Shetland Foodbank, 2017
Fuel poverty (households where in order to maintain a satisfactory heating regime, they would need to spend more than 10% of their household income - including Housing Benefit or Income Support for Mortgage Interest—on all household fuel use)	People Money	53% of households in Shetland are in fuel poverty	No more than 35% of households in Shetland are in fuel poverty	No more than 27% of households in Shetland are in fuel poverty	Scottish House Condition Survey, 2014 (Figures correlate with SIC survey of fuel poverty, 2016)

¹ Specified under paragraph 13(2) of Part 2 of the Community Empowerment (Scotland) Act 2015 as Highlands & Islands Enterprise, NHS Shetland, Police Scotland, Scottish Fire & Rescue Service and Shetland Islands Council

² Listed in Schedule 1 of Part 2 of the Community Empowerment (Scotland) Act 2015 (see Appendix 1 of this Plan)



Participation



People



Place



Money

Indicator	Priority	2018 Baseline	2021 Target	2028 Target	Data Source
Households in Shetland who do not earn enough to have an acceptable standard of living (<i>a minimum acceptable standard of living in Britain includes food, clothes, and shelter as well as having what you need in order to have the opportunities and choices necessary to participate in society</i>)	People Place Money	49% of households in Shetland do not earn enough to have an acceptable standard of living	No more than 35% of households in Shetland do not earn enough to have an acceptable standard of living	No more than 25% of households in Shetland do not earn enough to have an acceptable standard of living	Living Well in a High Cost Economy, Ipsos Mori, 2017 on behalf of Shetland Islands Council and Highlands and Islands Enterprise and; Minimum Income Standard for Remote & Rural Scotland, Highlands & Islands Enterprise, 2013/16
Number of employees in Shetland	Place	13,500 employees in Shetland	At least 13,700 employees in Shetland (increase of 80 per annum)	At least 14,300 employees in Shetland (an increase of 800 over 10 years)	Business Register and Employment Survey, Office for National Statistics, 2016
People drinking at harmful levels (<i>Potential 'Problem Drinkers' - people who are classified as using alcohol in a way that can negatively impact your health and your life, but the body is not physically dependent on the substance</i>)	People	20% of people are drinking at harmful levels	No more than 18% of people are drinking at harmful levels	No more than 15% of people are drinking at harmful levels (or in line with the National Average, whichever is lower)	Public Health Information for Scotland, 2016 (<i>'Problem Drinkers'</i>)
People engaging in physical activity (<i>% of people participating in sport and physical activity – including walking – in last 4 weeks</i>)	People	77% of people engage in some form of sport and physical activity	At least 80% of people engage in some form of sport and physical activity	At least 90% of people engage in some form of sport and physical activity	Scottish Household Survey, Scottish Government, 2016



Participation



People



Place



Money

Indicator	Priority	2018 Baseline	2021 Target	2028 Target	Data Source
People in Shetland who feel part of their community (% of people who feel 'very' or 'fairly' strongly that they are part of their community)	People	88% of people feel that they are part of their community	At least 90% of people will feel part of their community	At least 95% of people will feel part of their community	Scottish Household Survey, Scottish Government, 2016
People who feel they can influence decisions affecting their local area (% of people who agree with the statement 'I can influence decisions affecting my local area')	Participation Place	27% of people feel they can influence decisions affecting their local area	At least 35% of people feel they can influence decisions affecting their local area	At least 50% of people feel they can influence decisions affecting their local area	Scottish Household Survey, Scottish Government, 2016
People who feel they want to be more involved in decision making (% of people who feel they want greater involvement in decisions)	Participation	41% of people in Shetland want to be more involved in decision making about their area	No more than 35% of people in Shetland want to be more involved in decision making about their area	No more than 25% of people in Shetland want to be more involved in decision making about their area	Scottish Household Survey, Scottish Government, 2016
Place Standard - how people in Shetland rate 'Our Place' (a tool for assessing physical elements and social aspects of place)	Place	Place Standard Average Scores*: <ul style="list-style-type: none"> Public Transport 3.6 Work & Local Economy 4 Housing 4 Natural Spaces 5.6 *7 = less improvement needed 1 = more improvement needed	(survey will not be repeated in this time frame so no updated data will be available)	Place Standard Average Scores have improved to at least: <ul style="list-style-type: none"> 5 for 'Public Transport' 5 for 'Work & Local Economy' 5 for 'Housing & Community' Retain the score of 5.6 or higher for 'Natural Spaces' 	Shetland Place Standard, Shetland Islands Council, 2016



Participation



People



Place



Money

Indicator	Priority	2018 Baseline	2021 Target	2028 Target	Data Source
Population aged 16-29	Place	15.5% of the population is aged 16-29	At least 18% of the population is aged 16-29	At least 20% of the population is aged 16-29	Mid-year population estimates, Office for National Statistics, 2017
Positive destinations for school leavers <i>(Participation measure: 16-19 year olds are in education, employment, training and personal development)</i>	People Place	96.1% participation	At least 97% participation	At least 98% participation	Participation Measure, Skills Development, Scotland, 2017
Satisfaction with public services <i>(health care, schools, public transport)</i>	Participation	59% of people are satisfied with local services	At least 65% of people are satisfied with local services	At least 75% of people are satisfied with local services	Scottish Household Survey, Scottish Government, 2016
Under-employment <i>(people who would like to work longer hours given the opportunity)</i>	Place Money	21.3% under-employment	No more than 17% under-employment	No more than 11% under-employment	Annual Population Survey, Scottish Government, 2016



Participation



People



Place



Money

Appendix 3 — Fit with National Outcomes

Shetland's Partnership Plan is required to demonstrate how the outcomes for Shetland fit with National Outcomes within [Scotland's National Performance Framework](#).

National Outcome	Relevant <i>Shetland</i> Priorities
1. We grow up loved, safe and respected so that we realise our full potential	People
2. We live in communities that are inclusive, empowered, resilient and safe	Participation People Place
3. We are creative and our vibrant and diverse cultures are expressed and enjoyed widely	Place
4. We have a globally competitive, entrepreneurial, inclusive and sustainable economy	Place Money
5. We are well educated, skilled and able to contribute to society	All Priorities
6. We value, enjoy, protect and enhance our environment	All Priorities
7. We have thriving and innovative businesses, with quality jobs and fair work for everyone	Place Money
8. We are healthy and active	People Place
9. We respect, protect and fulfil human rights and live free from discrimination	All Priorities
10. We are open, connected and make a positive contribution internationally	Place Participation
11. We tackle poverty by sharing opportunities, wealth and power more equally	All Priorities



Participation



People



Place



Money

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