SHETLAND'S LOCAL DEVELOPMENT PLAN

SOCIO-ECONOMIC IMPACT ASSESSMENT

FINAL REPORT

August 2012

CONTENTS

APPENDICIES

Socio-Economic Impact of Shetland's Local Development Plan

1.   INTRODUCTION

This report summarises the Socio-economic Impact Assessment of Shetland's Local Development Plan (LDP).   This assessment has been undertaken on the draft policies and supplementary guidance, and does not include the socio-economic appraisal of sites.

Shetland Islands Council's Planning Service has led the development of a new Local Development Plan (LDP) for Shetland. In recognition of statutory requirements and best practice, a socio-economic impact assessment of the policies and supplementary guidance has been undertaken. Part of the process of developing the LDP has included an assessment of each of the draft land use policies and supplementary guidance for their potential impact on the economy and on health, equalities, communities, culture and poverty. The assessment was undertaken based on relevant national and local policy frameworks, and in particular ensured that the legislative requirements associated with the Equality Act 2010 have been met.

By undertaking an assessment of this sort, there is the potential to ensure the LDP maximises positive benefits, whilst enabling negative impacts to be mitigated against. As always, with policy making, a balance needs to be struck between different priority areas, and an impact assessment is a tool to be able to achieve this.

The Planning etc. (Scotland) Act 2006 introduced a requirement that functions relating to the preparation of the National Planning Framework by Scottish Ministers and preparation of Development Plans by Planning Authorities must be exercised with the objective of contributing to sustainable development[1]. The Scottish Government supports the five guiding principles of sustainable development set out in the UK shared framework for sustainable development[2]. The five principles are:

- living within environmental limits,
- ensuring a strong, healthy and just society,
- achieving a sustainable economy,
- promoting good governance, and
- using sound science responsibly.

This assessment contributes to the LDP meeting the 2nd, 3rd and 4th of these areas, in particular.

A Strategic Environmental Assessment (SEA) has been undertaken in parallel to this assessment. Where possible, any overlap has been dovetailed.

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[1] Scottish Planning Policy (2010) http://www.scotland.gov.uk/Resource/Doc/300760/0093908.pdf
[2] One Future – Different Path: The UK's Shared Framework for Sustainable Development (2005)

This report includes:

- Development of the framework of socio-economic objectives (Section 2);
- The impact assessment process and conclusions (Section 3); and
- A proposed monitoring and evaluation framework (Section 4).

## 2.	DEVELOPMENT OF SOCIO-ECONOMIC OBJECTIVES

The first stage in the assessment process was to develop a set of socio-economic objectives appropriate for the context of the LDP and geographic area (Shetland). This framework could then be used to undertake the assessment of each policy area and supplementary guidance, and form the basis for developing a monitoring and evaluation framework for the LDP.

The framework of socio-economic objectives was developed using the following process:

- Assessing all relevant national and local policies in key areas and seeking input from local policy experts, as relevant[3] (see Appendix A);

- Reviewing relevant baseline information to tease out the key issues, that have the potential to be impacted upon by land use planning (see Appendix B). The key to this stage was to highlight the information of relevance to the Local Development Plan, whilst, at the same time ensuring the current baseline position for Shetland is adequately and rigorously demonstrated.

- Using this information to develop the objectives against which the Land Use Policies and Supplementary Guidance could be assessed against (see Box 1). This includes key social and economic local and national policy objectives, including Health Impact Assessment and Equalities Impact Assessments, and Shetland's Community Plan.

BOX 1: Socio-Economic Framework

Groups of the population likely to be affected by the policy[4]

- Minority ethnic people [*Consider different ethnic groups, nationalities, language, cultural barriers.*]
- Women and men
- People with mental health problems [*Consider low self-esteem and/or poor mental health, often due to situations which have developed as a result of negative experiences in the past – this is particularly acute if their situation is not understood by the*

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[3] Meetings were held with the Council's Equalities Officer and Shetland's Public Health Consultant

[4] This includes groups of the population to be considered that meets Equalities Legislation and are used for health and poverty impact assessments. Due to the scope of a Local Development Plan, it has been assessed that the following groups are covered elsewhere or are not impacted upon by spatial planning in Shetland: people involved in the criminal justice system; staff; lesbian, gay or bisexual; people who are proposing to undergo, are undergoing or have undergone a process to change sex; pregnant women and new mothers; carers; and people who are married or in a civil partnership.

community within which they live.]
- People in religious/faith groups [*Consider people with different religions, beliefs or no belief.*]
- Age related groups [*Consider children and young people, adults 18-64, older people. This can include*
  - *safeguarding, consent and child welfare;*
  - *young people whose parents / guardians are not able to ensure they are able to access opportunities and grow up feeling a part of the community within which they live; and*
  - *older people unable to access opportunities that would enable them to feel a part of the community and young families without access to their own transport.*]
- People of different economic circumstances [*Consider unemployed /economically inactive / unemployed / unable to work due to ill health.*]
- Geographical issues [*Consider people living in areas known to exhibit poor economic and/or health indicators/people living in isolated areas/people unable to access services and facilities*]
- Homeless people / those residing in temporary accommodation
- Disabled people [*Consider attitudinal, physical and social barriers. This includes those with a long-term illness.*]

Socio-Economic Objectives
For the following objectives, particular consideration will be given to the individuals, groups and communities identified above.

1. Ensure that equality, diversity and integration issues are considered and are embedded in all future spatial planning and/or development

- Assist in eliminating discrimination and harassment faced by particular communities or groups (including those not born in Shetland)
- Promote equality of opportunity between particular communities or groups
- Foster good relations between particular communities or groups (integration)
- Promote positive attitudes towards different communities or groups
- Support participation of particular communities or groups in public life
- Promote the human rights of particular communities or groups
- Have a particular emphasis on ensuring everyone can access essential services, facilities and open spaces

2. Improve health and well-being and reduce inequalities in health

- Supports the development of healthy lifestyles and active living, through spatial design (walking, cycling, sport, exercise, active recreation, equitable access to healthy foods, use of alcohol, drugs, cigarettes), with a particular emphasis on means to reduce obesity levels and promote positive social spaces
- Maintain access to essential healthcare and social services provision, such as medical and healthcare, other caring services, shops and commercials, public amenities, transport,

education and training, and ICT
- Enable the provision of access to safe and stimulating open spaces and the natural environment
- Encourage local food production and home grown food (for example, gardens and allotments)

This also includes[5]:
- Encourage strong and open local communities, social networks and neighbourliness
- Promote positive living and environmental conditions (build environment, neighbourhood design, noise / smell, attractiveness of areas and communities, waste disposal, road and injury hazards, play areas etc.)
- Assist positive economic conditions and sustainable food production

3. Promote strong and inclusive communities (including reducing poverty, disadvantage and social exclusion)

- Engage with all local communities to promote existing and develop future opportunities, through land use planning, with a particular emphasis on remoter communities and those facing disadvantage and social exclusion. For example:
    - Encourage community participation and dialogue in local decision making around spatial planning
    - Support involvement in voluntary and community activities
    - Maintain and develop community identity and the spirit of Shetland (i.e. inclusive and vibrant communities)
- Contribute to reducing poverty and social exclusion by:
    - Encourage the involvement of those not previously involved, as a means to reduce or remove social isolation
    - Enabling improvements in access to services, employment and other opportunities
- Support opportunities to decrease crime and fear of crime and promote a more positive attitude to alcohol, enabling individual, group and community pride, responsibility and connection to their surroundings
- Assist in ensuring everyone has the opportunity and choice of living in a decent and affordable home by:
    - Enabling the provision of a range of housing options, that are affordable and achievable for all, and therefore able to meet current and future housing needs, yet are in keeping with the Shetland environment
    - Enabling provision of housing to support vulnerable members of the community, through new builds and adaptations
    - Support the development of housing of high energy efficiency, through new build and improvements to existing stock to reducing levels of fuel poverty

4. Maintain high levels of educational achievement and skill levels

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[5] These are covered in Objectives 3 and 5, and through the SEA

- Assist in the creation of opportunities for and access to education, training and lifelong learning to retain educational achievement and assist the development and retention of a skilled workforce of relevance to Shetland's needs, e.g. through the use of community facilities and ICT

5. Strengthen our economy to achieve sustainable economic growth throughout Shetland and improve access to a stable and sustainable employment market

- Assist sustainable economic growth, improving opportunities and providing certainty for both new and existing businesses
- Enable enhancement of the infrastructure required for sustainable economic growth throughout Shetland, including telecommunications network in all areas of Shetland
- Ensure protection of Shetland's natural and built environment, recognising its importance for the further development of tourism, and assisting in the development of sustainable economic practices and quality products
- Assist Shetland's ability to attract and retain innovative and talented individuals (including its ability to promote Shetland's profile)
- Assist the development of appropriate employment opportunities that are accessible, diverse and plentiful

6. Ensure good accessibility to jobs, facilities, goods and services

- Assist in ensuring good access to opportunities (jobs, facilities, in particular childcare, goods and services, social opportunities and networks, and public transport) so everyone can meet their needs, with a particular emphasis on those without private transport options (e.g. school, work, shops)
- Assist in the delivery of sustainable and integrated transport solutions that encourage walking, cycling and the use of public transport and reduce dependency on the private car
- Encourage the development of community services and facilities and joined up services
- Encourage effective use of telecommunications, especially as an alternative to travel

7. Promote, enhance and respect our culture, heritage and diversity

- Ensures protection and enhancement of Shetland's diverse historic, cultural and natural assets
- Enables development of new and existing facilities to strengthen Shetland's cultural assets
- Support participation in Shetland's culture and heritage (those living and visiting Shetland)
- Assist in celebrating, interpreting and promoting Shetland's local distinctiveness and cultural heritage
- Contribute to Shetland's continued sense of place

3. SOCIO-ECONOMIC IMPACT ASSESSMENT

The framework was used to predict the potential effects of each Local Development Plan Policy and associated Supplementary Guidance. The objectives and criteria were used by turning them into appropriate questions using the prefix: 'Will the Policy / Guidance...'.

The purpose of the impact assessment was to:

- Assess the potential impacts against each of the appraisal criteria (from major positive to major negative, for the short, medium and long term);
- Any mitigation to strengthen positive impact or reduce negative impact; and
- Recommendations for change in policy.

A simple scoring system was used to assess the policies/guidance against the framework, as follows:

Clear and major positive effect	✓✓
Broadly supportive or minor positive effect	✓
Neutral effect	**0**
Minor negative effect	✗
Major negative effect	✗✗
Uncertain effect	**? (✓or ✗)**
Range of positive and negative effects	✓✗

The results of each assessment is set out in a matrix table (see Appendix C) and summarised in Table 1, below, for each of the policies within the Local Development Plan (LDP), together with comments.

Table 1: Summary of Socio-Economic Impact

Local Development Plan Policies	Summary of Assessment
1) Vision and Spatial Policy	Neutral to major positive impact for most equalities groups, particularly beneficial to those groups who would seek opportunities for improved access to services, jobs etc. Positive to major positive impact into the long-term for health, access, and culture, but also sustainable economic growth and culture.
2) General	Neutral impact for most equalities groups. Some positive impact on remote communities and homeless. Overall positive impact on general equalities issues, health, communities, access and culture. Neutral for other areas.
3) Transport, including SG Parking Standards (TRANS 3) and SG Residential Access (TRANS 3)	Positive to major positive impact for more remote communities. Uncertain impacts for most other equalities groups, because the role of land use planning for their accessibility is limited. Major positive impact on access and therefore positive impact for most other factors because of improvements to accessibility, in short to long-term.

4) Housing	Neutral impact for most equalities groups. Some positive (short to long term) on the more vulnerable as a result of provision of affordable housing for low income households, such as homeless. Positive and major positive (into long term) for equalities issues, in general, such as community cohesion, health, strong communities and sustainable economic growth. Areas of Best Fit have the potential to improve access for those living in new builds.
5) Economic Development, including SG Business and Industry (ED1)	No specific impact on equalities groups, but supports diverse communities. Positive impact on remote communities. Positive impact (medium to long term) on health and well-being, equalities and culture. Positive impact (short to long term) on strong communities and sustainable economic growth.
6) Renewable Energy	No impact on equalities and diversity and specific groups within the population. May contribute to strong communities. Recognises positive impact on diversification of economy.
7) Community Facilities	Policy facilitates better use of facilities, with potential for positive impacts on equalities groups. Promotes use of open space and outdoors, with positive impact on health, strong communities and promotion of Shetland's culture and heritage.
8) Natural Heritage, including SG Flooding and Drainage (NH6), SG Local Landscape Area (NH3), SG Local Nature Conservation Sites (NH3), SG Natural Heritage (NH1, NH2, NH4, NH5)	No impact on equality and diversity or specific groups. However, efforts need to be made to ensure improved access to open spaces for those who are physically disabled. Possible positive impact on health, skills development and culture. Positive to major positive impact on sustainable economic growth, particularly in the long-term.
9) Historic Environment, including SG Historic Environment (HE2, HE3, HE4)	No impact on equality and diversity or specific groups. Positive impact on cultural as policy aims to protect, conserve and enhance Shetland's historic environment. The policy also, therefore has the potential to act as a catalyst to have a positive impact on sustainable economic growth and community development.
10) Minerals	Neutral impact, but overall positive impact on sustainable economic growth.
11) Waste	Overall neutral impact, but positive contribution to protection public health.
12) Coastal, Water & Drainage, including SG Flooding and Drainage (WD1, WD2, WD3), SG Aquaculture Policy (CST1), SG Works Licence Policy (CST1)	No known impacts, however recognises potential of coastal areas for sustainable economic growth.

Policy development has been an iterative process, alongside this appraisal, ensuring the final policies are best able to contribute to the socio-economic objectives, as set out in Box 1.

4.   MONITORING AND EVALUTION FRAMEWORK

It is important that the implementation of the LDP is monitored, over time. To assist in the overall monitoring framework a set of indicators has been proposed (see Appendix D). These have been developed from the baseline information and the key areas for concern regarding impact and mitigation identified during the appraisal.

Most of the indicators already exist in Shetland, and are in place to monitor the impact of other strategies and plans. Where possible, the key Council Officer / Strategy has been identified, to ensure ease of access. Covalent, the Council's new Performance Management Information system should be able to provide all the relevant data, on an annual basis.

However, monitoring of one or two indicators will need to be put in place.

Appendix A: Relevant Plans and Programmes Influencing the Plan

It is necessary to identify and review briefly any other relevant plans and programmes that will have a bearing on the Local Development Plan (LDP). The relationships need to be explored to make sure that any synergies are identified and that inconsistencies and constraints can be addressed. This document review, together with the review of baseline information has been used to inform the identification of the key socio-economic issues of relevance to spatial planning.

Document	Scale	Purpose	Relevance to LDP
1. Equality, diversity and integration			
Equality Act 2010[6]	UK	States that Local Authorities must have due regard to the need to: • Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act; • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. This relates to the 'protected characteristics', protected under equality law: • Gender (and Pregnancy and Maternity); • Disability; • Race; • Age; • Sexual Orientation (and Gender Reassigned); and • Religion and Belief.	Effective community engagement is a key requirement for the development of and implementation of Local Development Plans. Therefore, this must include effective consideration of how to involve individuals and groups within the 'protected characteristics'. Any future spatial developments will need to ensure opportunities for fostering good relations. Requires explicit reference to provision of access to development and open space opportunities for all abilities of user.
Equality & Diversity Framework[7] **2011/13**	Shet-land	Sets out Shetland Islands Council's approach to meeting the Equality Act (2010), and Best Value 2 requirements.	
2. Health, well-being and health inequalities			
Equally Well	Scot-land	Focuses on the underlying causes of health inequalities.	Provision of access to health services and healthy activities (e.g. physical activity, open space) for all, but particularly those with poor health.
Active Lives Strategy[8] **2009/14**	Shet-land	Built on Shetland's legacy of resources (built and community-led activities) to create a healthier and more active population, where everyone has the opportunity to reach their full potential.	Access to open space and development of facilities which can increase participation in physical

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[6] The Equality Act (2010) http://www.opsi.gov.uk/acts/acts2010/pdf/ukpga_20100015_en.pdf
[7] See http://www.shetland.gov.uk/equalopportunities/documents/EqualitiesFramework2011.pdf
[8] Shetland's Active Lives Strategy (www.shetland.gov.uk)

			activity and thereby contribute to a mentally and physically fit population.
Healthy Weight Strategy[9] **2008/11**	Shet-land	Setting out actions to promote healthy eating to different age groups, using schools and workplaces, for example.	Access to food outlets providing affordable food for a healthy diet.
Mental Health Strategy[10] **2007**	Shet-land	Single plan for local comprehensive Mental Health Services.	Link between people's experience of their built and natural environment, their mental health and substance misuse.
Annual Drug and Alcohol Action Plan[11] **2011/12**	Shet-land	Strategic planning and monitoring of all alcohol and drug services across Shetland.	
3. Strong and inclusive communities (including disadvantage and social exclusion)			
Homes Fit for the 21st Century[12] **2011**	Scot-land	Sets out the Scottish Government's housing vision and strategic approach and action for 2011-2020. This includes, ensuring all unintentionally homeless households are entitled to settled accommodation; all social housing meets all elements of the SHQS; tackling fuel poverty; and improving design and energy efficiency to reduce energy consumption.	The development of Local Housing Strategies and Local Development Plans are now dovetailed. Key areas of this are around the planning regime facilitating house building and providing certainty to assist in providing affordable homes; ensuring design and energy efficiency standards are met; and the creation of Sustainable Housing and communities.
Local Housing Strategy[13] **2011**	Shet-land	The Vision is to work in partnership to enable everyone in Shetland to have access to: a choice of affordable housing options across all tenures that are warm and safe, energy efficient and in keeping with the Shetland environment, of good quality and in good repair, able to meet demand and the particular needs of households in inclusive and vibrant communities. The aim is to increase the housing supply to meet high levels of demand, as well as improving the condition and sustainability of housing. In doing this, the strategy will support Shetland's wider economic, social, health and equality aims, and improve communities in to the future. The priority areas are:	The Local Development Plan will assist the delivery of the Local Housing Strategy, in particular by assisting in meeting future housing needs, through the supply of land; improving energy efficiency; and preparing for an ageing population by putting in place appropriate design standards.

[9] See www.shb.nhs.uk
[10] See www.shb.nhs.uk/healthcare/shetlandwide/publichealth/phar08-MentalHealthInShetland.asp
[12] See www.scotland.gov.uk/Publications/2011/02/03132933/0
[13] See www.shetland.gov.uk/lhs

		- Future Supply of Housing: Shetland has a housing supply that can meet current and future housing needs, and offer a range of options that are affordable and achievable for all; - Fuel Poverty: assist householders to improve energy efficiency; - Housing for an Ageing Population: to provide vulnerable people with support at home to maintain residency in the community; - Homelessness: preventing, through improved housing options, early intervention and advice and assistance; and - Private Sector Housing: improve quality and supply of owner occupied and privately rented.	
Shetland Community Partnership Strategic Assessment 2010-12	Shet-land	Uses evidence to highlight areas of concern, and develop priorities in order to take action to improve community safety and tackle antisocial behaviour in Shetland. The high risk areas for action are domestic abuse, controlled drugs and underage drinking.	The way in which a community uses its built environment has an impact on the way in which a community views alcohol. Spatial planning is able to influence this, and therefore can potentially contribute to the priority area of underage drinking.
Child Poverty Act 2010[14]	UK	Sets out ambitious targets to be met by 2020 around Child Poverty.	Recognising the links between spatial planning and access (through location, transport links and telecommunications). These are key to reducing levels of poverty and exclusion in Shetland, by enabling people to access employment, learning, services and social opportunities.
Child Poverty Strategy[15] **2011**	Scot-land	Sets out how Scotland will meet the targets set out in the Child Poverty Act (2010), in collaboration with local areas. It highlights the need for a collaborative approach across services – genuinely integrated services, through partnership working and shared resources.	
Achieving Our Potential[16]	Scot-land	A framework to tackle poverty and income inequality in Scotland.	
Fairer Shetland Framework[17] **2011/12**	Shet-land	Sets out Shetland's approach to tackling poverty, disadvantage and social exclusion, by developing understanding, changing ways of working and delivering on the Child Poverty Act 2010.	
Achieving a Sustainable Future[18] **2011**	Scot-land	Sets out how the Scottish Government, with partners, will respond to the challenges faced by Scotland's most disadvantaged communities, alongside other policy frameworks. This includes support for rural communities.	Recognises the importance of infrastructure development, placemaking and connectivity (transport and ICT), alongside social policy and community capacity building.
Shetland's	Shet-	Building on the Strengthening Communities and	The role of spatial planning in

[14] The Child Poverty Act can be found at: http://www.legislation.gov.uk/ukpga/2010/9/contents
[15] See http://www.scotland.gov.uk/Publications/2011/03/14094421/0
[16] See http://www.scotland.gov.uk/Publications/2008/11/20103815/0
[17] See http://www.shetland.gov.uk/policy/Poverty.asp
[18] See http://www.scotland.gov.uk/Publications/2011/12/09110320/6

Regener-ation Policy[19] 2009	land	Wealthier part of Shetland's Single Outcome Agreement (Strengthening the Economy: peripheral communities will be assisted to build capacity that strengthens community sustainability), it puts in place a co-ordinated support structure for assisting communities in their development, aiming to stimulate economic growth and improve social cohesion in communities that are facing decline	creating a sense of place and strong communities, throughout Shetland.
4. Educational achievement and skill levels			
The Government Economic Strategy[20] 2007 and 2011	Scot-land	To focus the Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, by increasing sustainable growth. This includes a focus on learning, skills and well-being.	Enabling provision of access to life-long learning, and skills development.
Skills for Scotland, a Lifelong Skills Strategy[21] 2007	Scot-land	Sets out Scottish Government's vision for a 'Smarter Scotland', which is globally competitive, based on high value jobs and innovative business leadership. This includes promoting equality of opportunity.	
Skills and Learning Strategy[22] 2009	Shet-land	A framework document to support schools, children's services, community development and Shetland College in providing better and better connected education and learning services, and reflect individual, employer and community needs. Draws on key issues and focuses on what the organisations intend to do differently, together, to improve service delivery. Proposals include to focus on some key target groups (long term unemployed, migrant workers and the More Choices, More Chances group of young people).	
5. Strong economy and access to a stable and sustainable employment market			
The Government Economic Strategy[23] 2007 and 2011	Scot-land	To focus the Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable growth. This growth is defined as a dynamic and growing economy that provides prosperity and opportunities for all, while ensuring that future generations can enjoy a better quality of life. This includes providing a supportive business environment and pursuing infrastructure development. It recognises the importance of human capital in enabling sustainable growth in Scotland.	Increasing sustainable growth requires the planning and development regime to provide greater certainty and speed of decision making, within a framework geared towards achieving good quality sustainable places. It also requires investment in connectivity infrastructure (transport and telecommunications), to

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[19] See http://www.shetland.gov.uk/coins/submissiondocuments.asp?submissionid=8545
[20] See http://www.scotland.gov.uk/Publications/2007/11/12115041/0
[21] See http://www.scotland.gov.uk/Publications/2007/09/06091114/0
[22] See www.shetland.gov.uk/communityplanning/documents/ThePurposeofTheSkillsandLearningPartnership.pdf
[23] See http://www.scotland.gov.uk/Publications/2007/11/12115041/0

Shetland's Single Outcome Agreement[24] 2011/12	Shet-land	In the context of 'Wealthier' and supporting a competitive business environment, sets out Shetland's shared outcomes and actions to deliver in the three priority areas (renewable, telecommunications and developing Shetland's reputation) and strengthening the economy through business development and community regeneration, providing varied and high value employment opportunities.	ensure improved reliability and speed.\n\nEnabling the development of varied and high value employment opportunities and provision of access for individuals and communities to these jobs.
6. Good accessibility to jobs, facilities, goods and services			
National Transport Strategy[25] 2006	Scot-land	Following the Transport (Scotland) Act, 2005. Three Strategic Outcomes: • Improved Journey Times and Connections • Reduced Emissions • Improved Quality, Affordability and Accessibility	The Transport (Scotland) Act 2005 requires a transport strategy to make provision for transport in the region to be provided, developed or improved having regard to (amongst other things) "future needs including those occasioned by demographic and land use changes"[26].
Regional Transport Strategy 2008 (10-15 years)	Shet-land	Zetland Transport Partnership (ZetTrans), as a Regional Transport Partnership, has a statutory responsibility to prepare a Regional Transport Strategy and have direct responsibility to deliver the Strategy. It encompasses the Local Transport Strategy. It is a long-term working document that outlines ZetTrans objectives for the short, medium and long term and provides a framework for the wider transport related activities of Shetland Islands Council, and other stakeholders. It covers all links related to Shetland's Transport System; external links, inter-island links, and internal links. It is to: a) accurately represent the vision for Shetland's Transport System; b) provide an assessment of the existing situation; c) guide and co-ordinate transport-related activities in Shetland; d) set out, in an accompanying Delivery Plan, a programme of activities, projects and interventions, making the case for investment in services and infrastructure; and e) make the case for specific projects that meet funding criteria from the Scottish Government through specific revenue and capital grants.	National Planning Framework 2 (NPF2) articulates the spatial consequences of policies for transport, promoting the strategic outcomes set out in the NTS. Transport issues are required to be addressed from the outset in planning for future development. For example, development plan land allocations must take account of the availability of existing public transport infrastructure and the capacity of transport networks[27].
7. Culture, heritage and diversity			
Culture Delivers[28]	Scot-land	Resource to assist Community Planning Partnerships (CPP) utilise culture and cultural activity to advance local well-being and prosperity.	Culture includes visual arts, music, song, theatre, dance, film, digital media, prose,

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[24] See http://www.shetland.gov.uk/communityplanning/default.asp
[25] See http://www.scotland.gov.uk/Publications/2006/12/04104414/0
[26] Transport (Scotland) Act 2005: http://www.legislation.gov.uk/asp/2005/12/contents
[27] National Planning Framework for Scotland 2: www.scotland.gov/Resources/Doc/278232/0083591.pdf
[28] See http://www.scotland.gov.uk/Publications/2008/12/22094149/0

| Action Plan 2010 onwards | Scotland | Sets out commitments for promoting the value of culture. | poetry, food and the built and natural heritage. |
| On the Cusp 2009/13[30] | Shetland | Sets out Shetland's vision for cultural life in Shetland, including aims and methods under a number of key themes: access, participation and potential; creativity and heritage; learning; culture and the economy; and health and wellbeing. | A Council must discharge its statutory duty to 'ensure that there is adequate provision of facilities for the inhabitants of their area for recreational, sporting, cultural and social activities'[29]

In addition, there is a contribution to preserving existing cultural assets (including built and natural environment) and the involvement of all individuals and communities in cultural activities. |

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[29] Local Government and Planning (Scotland) Act 1982, Section 14:
http://www.legislation.gov.uk/ukpga/1982/43/contents
[30] On the Cusp (2009/13): www.shetland.gov.uk

Appendix B: Review of Socio-Economic Baseline Conditions

There is a need to provide relevant information on the current state of the social and economic characteristics of Shetland that are of relevance to the LDP.

This baseline provides an overview of the Shetland area, using information gathered from national and local statistics and highlights issues of relevance to the Local Development Plan.

1.   Equality, diversity and integration

Background and Current Baseline: below is a summary of what is known about the population structure of the Shetland community, under each protected characteristic, as of December 2010. It also highlights known issues faced by individuals in Shetland relating to equality, diversity and integration[31]. Shetland has an estimated total population of 22,210.

1.1   Gender

There are more men than women in Shetland (50.5% are men and 49.5% are women)[32], with this trend of an increasing skew in the male to female ratio is projected to continue. This skew, which is unusual compared to Scotland as whole, is partly due to the out migration of women of childbearing age.

There has been an overall increase in the number of births per year between 2002 and 2009 (209 and 273 respectively). The birth rate in Shetland (12.3 births per 1000 population) exceeds the birth rate in both Orkney and the Western Isles (10.0 and 8.7 respectively) and the Scotland average at 11.4[33].

1.2   Disability

The number of individuals with disabilities living in Shetland is increasing year on year. For example, those known to have a learning disability, those known to have a physical disability through the Blue Badge for Parking Scheme, and those who are visually impaired[34].

The percentage of the population with a limiting long-term illness[35] is lower that the Scottish average (Shetland - 15.7%, Scotland - 20.3%)[36].

A large number of households with a person with a limiting long-term illness have no carers living within the household (82.7%). 88.3% of all households with a resident above the age of 75 with a limiting long-term illness have no carer in the household (515 households)[37].

There is believed to be a lack of support for disabled people living outwith Lerwick, to access employment opportunities and transport to work or leisure and recreational opportunities. There is also a demand to improve access to open spaces.

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[31] Consultation Report to inform Shetland Islands Council's Equality and Diversity Framework [Online] http://www.shetland.gov.uk/equalopportunities/documents.asp

[32] GROS, 2010. *Mid-Year Population Estimates Scotland.* [Online] http://www.gro-scotland.gov.uk/statistics/publications-and-data/population-estimates/mid-year/index.html

[33] GROS, 2010. Population and birth statistics [Online]

[34] SIC, 2010. Education and Social Care. Transport

[35] This figure includes both disabilities and chronic medical conditions

[36] GROS, 2001. *Census, 2001.* [Online] http://www.gro-scotland.gov.uk/files1/stats/key_stats_chareas.pdf

[37] GROS, 2001. *Census, 2001.* [Online] http://www.gro-scotland.gov.uk/files1/stats/key_stats_chareas.pdf

1.3   Race

Shetland has a low black and ethnic minority population (1.1% of the population, compared to 1.3% for Scotland)[38], with 99% of White Ethnicity. Despite low numbers, Shetland has seen an increase in both the number of minority ethnic people, and the diversity of races[39]. There are an increasing number of immigrants described as European or 'Other White'[40].

The ethnic minority population tends to be widely spatially distributed[41].

There can be a negative local attitude towards 'people from elsewhere' (including those from elsewhere in the UK). For example, there is a strong attitude, particularly among the younger generation, that incomers 'use up' opportunities for employment and accommodation. However, conversely some incomers believe locals are favoured and get preferential treatment over anyone that's 'not from here'. This seems to be particularly significant in terms of employment.

1.4   Age

The breakdown of age as percentage of the total population is as follows[42]:

- o Children (aged 0-15) – 19.2% (compared to 17.6% for Scotland)
- o Working age (aged 16-64 (M), 16-59 (F)) – 61.0%
- o Pensionable age (aged 65+ (M), 60+ (F)) – 19.8%

By 2033, there is expected to be:
- o A 33% decrease in 0-15 year olds;
- o A 18% decline in the number of working age; and
- o A rapid and continuing increase in the elderly of more than 50%[43].
- o Projected population figures do not take into account the increase in working age population expected following recent developments in the oil and gas sector[44].

The ageing population is of concern due to the resulting increased demand on support services. Whilst there is believed to be a lack of support for young people to return and thrive in Shetland.

1.5   Sexual Orientation

There is currently no statistical information available on sexual orientation in Shetland. However, anecdotal evidence of people moving away rather than moving to Shetland suggest that numbers could be lower than the national average.

There is no accurate data on Shetland's transgender population, or knowledge of the issues that they face. Demographics may be of little use in progressing towards transgender equality; instead the focus should be on people's attitudes and openness to difference.

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[38] GROS, 2001. *Census, 2001.* [Online] http://www.gro-scotland.gov.uk/files1/stats/key_stats_chareas.pdf
[39] NHS Shetland, 2009. *Mapping Minority Ethnic Communities in Shetland*
[40] Jobcentre Plus, 2010
[41] NHS Shetland, 2010. Shetland GP Practice Registrations.
[42] SNS, 2010. Area Profile report for Local Authority Shetland Islands. [Online]
http://www.sns.gov.uk/Reports/Report.aspx?ReportId=2&MetaIndicatorCode=GR-sapepensperc#Meta
[43] GROS, 2009. *Population Projections Scotland (2008-based).* [Online]
[44] TOTAL Laggan-Tormore Project: http://www.laggan-tormore.com/

1.6   Religion and Belief

39% of the Shetland population state that they have no religion. The Church of Scotland is the most prominent religion in Shetland, followed by 'other Christian'[45]. There have been enquiries to the Council for places to worship for some religions.

Summary of Key Issues of Relevance to Local Development Plan:

- There will continue to be an increase in the number of vulnerable people in Shetland (for example older people, and those with disabilities), many without a carer in the home, putting an increased demand on services (particularly health and care);
- Access to services for people out with Lerwick, particularly those who are vulnerable, is difficult;
- Although the number of ethnic minorities in Shetland is small, the number is increasing, and they are distributed throughout Shetland;
- There can be a negative attitude towards people from elsewhere, with a need for improved integration of people new to a community;
- The predominant religion in Shetland is Christianity, including a number of different denominations. However, there are a large number of world religions in Shetland, each requiring a place or places to worship.

2.   Health, well-being and health inequalities

Background and Current Baseline: the information below provides a profile of the health and wellbeing of Shetland, as of 2010[46].

2.1   Life Expectancy & Mortality

Male and female life expectancies at birth are better than the Scotland average, but only significantly better in the case of females. All-cause mortality (all ages), and the mortality rates from coronary heart disease and cancer (under-75s), are significantly better (lower) than the Scotland average. For the years 2007/09 it was 78.9 for males and females.

Due to the remote and rural characteristics of Shetland, access to health care services, are always a cause for concern.

2.2   Behaviours

An estimated 17.0% of adults smoke, which is significantly better than Scotland as a whole (25.0%). There have been 56 deaths from alcohol conditions in the last five years, and the proportions of the population hospitalised for alcohol conditions, and for drug related conditions, are not significantly different from the Scotland average.

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[45] GROS, 2001. *Census, 2001.* [Online] http://www.gro-scotland.gov.uk/files1/stats/key_stats_chareas.pdf
[46] From ScotPHO Health and Wellbeing Profile for Shetland Community Health and Care Partnership 2010 (www.scotpho.org.uk/profiles) and Shetland's SOA (http://www.shetland.gov.uk/communityplanning/)

In 2008/09, there were 147 alcohol related acute hospital discharges for Shetland residents. As small numbers influence the overall picture for alcohol related discharges it is perhaps important to note that since 2004/05 the highest number has been 172, whilst the lowest was 133[47].

During January to December 2010 Shetland Police reported the following incidents:

	Apr - June 10	Jul - Sep 10	Oct - Dec 10
Alcohol Seizures from Young People	8	7	11
Drink Driving Offences	5	10	12
Drunk & Incapables	2	6	4
Generic Alcohol Related Incidents	128	101	118
Licensed Premises Checks	235	251	258

Reported levels of active travel to work and sporting participation are also broadly in line with Scotland as a whole. In 2008, 10% of journeys to work were made by walking and 2% by cycling and in 2010 25% of primary pupils walked to school and 2% cycled, whilst 21% of secondary pupils walked and 2% cycled.

The percentage of children out with the healthy BMI range is increasing, for example from 14% to 19% between 2008/09 and 2009/10.

2.3   Ill Health, Injury and Mental Health

Hospital patient rates for chronic obstructive pulmonary disease (COPD), coronary heart disease, cerebrovascular disease, emergency admissions and older patients with multiple admissions are all significantly better (lower) than the Scotland average. However, the number of deaths from coronary heart disease remains a concern, locally.

Similarly, the prevalence of diabetes is significantly low. However, the rate of patients hospitalised with asthma is significantly worse than the Scotland average (644.0 compared to 472.9 per 100,000 population). Also, the road traffic accident casualty rate is significantly worse than average. The rate of psychiatric hospital patients is less than half the Scotland average (122.0 compared to 303.0 per 100,000 population). It is important to note that small numbers mean that rates can vary significantly from year to year.

2.4   Social Care and Housing

In Shetland, only 3.4% of adults claim incapacity benefit or severe disability allowance (Scotland 5.6%). Of all council areas, Shetland has the second highest percentage of older people with intensive care needs cared for at home, rather than in care homes or geriatric long-stay hospital beds (44.9%). Rates of looked after children and percentages of single adult dwellings are both significantly lower than in Scotland as a whole.

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[47] Shetland Alcohol and Drugs Plan

Summary of Key Issues of Relevance to Local Development Plan:

- Shetland's life expectancy needs to be maintained and improved on, requiring good physical and mental health of the general population;
- Access to health care services;
- Levels of obesity, particularly amongst Shetland's children, are growing and are of increasing concern;
- Levels of substance misuse, in particular binge drinking, and drink driving leading to traffic accidents are also of concern.

3.   Strong and inclusive communities (including disadvantage and social exclusion)

Background and Current Baseline: this section is divided into Community Safety Issues, Housing, Community Regeneration and Poverty, Disadvantage and Social Exclusion.

3.1   Community Safety

All crime indicators are low in Shetland, and the crime rate is less than half the Scotland average (23.9 compared to 49.5 crimes per 100,000 population). Of all Council areas, Shetland has the second highest percentage of adults rating their neighbourhood a very good place to live[48].

Fear of crime is something that can affect anyone at any time. There is a real and distinctive gap between perception of crime and the reality and this is a difficult issue to tackle in terms of community reassurance around actual levels.

The priority areas for Shetland, identified through a Strategic Assessment, are Domestic Abuse, Controlled Drugs and Underage Drinking. It is the latter which is relevant to the Local Development Plan.

Underage drinking in Shetland is a long -term problem. Sheriff Graeme Napier has openly expressed "significant concern" as to how easy it was for youngsters in Shetland to get access to alcohol. However this issue features predominantly in a national context. Underage drinking plays a contributing factor other associated crimes and youth disorder.

During the period April 2010 and March 2011 Police dealt with 155 calls in relation to underage drinking. These occurred predominantly in the vicinity of community events both within Lerwick and outlying areas.

The underlying causes in relation to ease of access to alcohol are:
· Licensed premises not complying with legislation
· Of age persons purchasing alcohol for under 18's from off -sales
· Children sourcing alcohol from home
· Peer pressure
· Underlying culture in Shetland and some apathy with children that they are only drinking
· Areas where they can hide while drinking[49].

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[48] ScotPHO Health and Wellbeing Profile for Shetland Community Health and Care Partnership 2010 (http://www.scotpho.org.uk/profiles/)
[49] Community Safety Partnership Strategic Assessment

3.2   Housing

Shetland's Housing Need and Demand Assessment (HNDA) provides evidence of housing need and demand, approved by the Scottish Government in September 2010 as 'robust and credible' and fit for the purpose of informing the Local Housing Strategy and the Local Development Plan for Shetland. Due to the strong links between Housing Strategy and Land Use Planning, a short summary of the baseline is provided here, sufficient to tease out key issues.

Housing Stock:
- The number of homes in Shetland has increased by 41% since 1976;
- Eighty four percent of homes in Shetland are detached or semi-detached;
- Shetland has a higher percentage of homes in the private sector – 71% in 1976 increasing to 79% by 2007;
- One in five homes in Shetland are one or two bed-roomed compared to one in three in Scotland;
- Fifty nine percent of homes in Shetland were built since 1964, compared to 44% in Scotland;
- An average of 117 homes per year were built between 2000-2008;
- Seventy two percent of new homes built were individual projects; 22% forming part of a larger development;
- The SIC social rented stock decreased by 13% during 2002-2009. The HHA stock increased by 47%.

Housing Market:
- The number of sales in the private sector has increased by 89% between 1999 and 2008 (209 to 396);
- Median house prices are highest in Scalloway, Gulberwick, Quarff and Cunningsburgh and Tingwall, Whiteness and Weisdale;
- Average private sector house prices increased 133% from 1999;
- Given the pressure on entry-level private sector housing described within this section, the need for affordable, accessible and achievable entry-level private sector housing is a key policy consideration for the Local Housing Strategy and Development plans.

Housing Need:
- The total number of applicants on the housing register continues to rise and is around 1,000;
- The majority of applicants on the Housing Registers are living in unsuitable circumstances including overcrowding, sharing amenities, lacking amenities or have a medical or social need for a house move;
- Homeless applications increased 57% between 2002/03 and 2008/09;
- The number of homeless applicants living in temporary accommodation has decreased by 40% since December 2006, largely due to the successful transfer of homeless households living in hostel accommodation to permanent lets;
- In 2008/09, the Council had no legal duty to assist almost 40% of homeless applicants. This number may be interpreted as an indicator of overall housing need and shortage of affordable housing.

Population and Housing Projections:
- Shetland's population is estimated to decline by around 6% in 2031;
- By 2031, a decrease of -31% is predicted for Shetland's 0-15 aged population;
- By 2031, a decrease of -20% is predicted for Shetland's working age (16-64) aged population;
- By 2031, an increase of 50% is predicted for Shetland's pensionable (65+) aged population;
- The population group predicted to decrease by the greatest amount by 2031 is females aged 30-49, raising concerns about longer term population and future birth rates;
- Average household size predicted to decrease from 2.33 in 2004 to 1.84 in 2031;
- The number of households is predicted to increase by 12% in 2031;

- By 2031, the heads of households aged 60-74 is predicted to increase by 36% and the heads of households aged 75+ is predicted to increase by 65%;
- By 2031, an estimated 86% of homes in Shetland will be occupied by one or two adults and no children, and is an increase of 22% since 2004.

It is estimated that Shetland requires a net increase in 721 houses over the next 10 years.

3.3   Community Regeneration

Shetland's Community Regeneration Policy states that there is expressed and measured need from a number of Shetland's communities, whose economic and social circumstances are in serious decline. It is thought that their situation will probably be deteriorating despite the internal efforts of these communities and external public services to stem decline through more routine work and activities.

The communities in Shetland identified as being fragile, in 2009 were:
- Skerries
- Skeld and Reawick (including Sand and Semblister)
- Walls and Sandness (including Papa Stour and Foula)
- Firth and Mossbank
- Feltar
- Northmavine
- Yell and Unst (North Isles).

3.4   Poverty, Disadvantage and Social Exclusion

The primary source of evidence comes from work undertaken in 2005-06, with the intention of developing understanding of social exclusion and deprivation in Shetland[50].

The research was based on the Scottish Index of Multiple Deprivation (SIMD2004)[51]:
- This showed that Shetland was not highly deprived at local authority level. At that time, it was the 5th least deprived local authority in Scotland and was the least deprived in comparison to similar remote and/or island authorities. However, 6.79% of the Shetland population was income deprived, 1492 individuals[52]. The complexity of the national benefits system contributes to the low uptake of benefits in rural areas and means that figures are likely to underestimate the true number of deprived people living in Shetland.
- The SIMD of 2006 showed deterioration in some areas and domains relative to the rest of Scotland, and across Shetland. The number of income-deprived individuals in Shetland was shown to have increased from 1492 (6.8% of the Shetland population) to 1934 (8.8%).
- The SIMD published in October 2009 showed a further deterioration, with a further shift in distribution towards more deprived areas on a national scale, with a Lerwick area now one of the 20-30% most deprived areas in Scotland. The number of income-deprived individuals stabilised at 1860

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[50] Research into Deprivation and Social Exclusion in Shetland (2006). A full understanding of the findings can be found at http://www.neser.org.uk/pdf/Deprivation_2.pdf . The research showed the experiences of deprived and socially excluded people living in Shetland.
[51]   The Scottish Index of Multiple Deprivation (SIMD) 2009 identifies small area concentrations of multiple deprivation across all of Scotland. It combines 38 indicators across 7 domains, namely: income, employment, health, education, skills and training, housing, geographic access and crime.
[52] 2001 and 2002 figures.

(8.5% of population)[53]. In addition, there was a worsening situation across housing, education, health and employment.

Shetland is characterised by a different geography and way of life than most of the UK. Therefore deprivation and social exclusion manifest in different ways.

Living in these circumstances is no better in Shetland than in any other part of the country. But the culture of self-reliance and high standard of living enjoyed by many, forces less fortunate people to keep these circumstances hidden. It can be particularly isolating and demoralising when people can see others around them enjoying these living standards and high quality infrastructure. There is little opportunity for social contact and support from others experiencing a similar situation.

There are higher numbers of deprived individuals dispersed in more remote areas of Shetland, and spatial pockets within concentrations of local authority housing. Nevertheless deprived individuals and households are fairly evenly distributed throughout Shetland.

Individuals in Shetland particularly prone and vulnerable to deprivation and social exclusion are:
- young people whose parents are not able to ensure they are able to access opportunities and grow up feeling a part of the community within which they live;
- adults of any age who have low self-esteem and/or poor mental health, often due to situations which have developed as a result of negative experiences in the past and can result in homelessness and substance misuse. This is particularly acute if their situation is not understood by the community within which they live;
- those who are physically disabled or with a long-term illness and their carers, when they do not receive adequate support and understanding;
- those looking after a young family without access to their own transport, particularly those living in remote areas of Shetland;
- older people unable to access opportunities that would enable them to feel a part of the community.

Summary of Key Issues of Relevance to Local Development Plan:
- Tackling the culture in Shetland around alcohol requires many different approaches; Shetland's built environment has a role to play, by contributing to people's sense of place;
- The number of houses in Shetland has increased rapidly over the last 35 years or so – many of these have been privately built, as single projects, resulting in a mixed housing stock, of which a high proportion have poor levels of energy efficiency. This is a contributory factor to the islands' high rates of fuel poverty;
- House prices have increased rapidly over the last 12 years or so, particularly in central areas. This has contributed to a lack of affordable housing for certain households;
- The total number of applicants on the housing register continues to rise, and is at around 1,000;
- Shetland's population is predicted to age very quickly over the next 20 years, requiring adaptations to existing houses and new builds designed to meet this need;
- It is estimated that Shetland requires a net increase in 721 houses over the next 10 years;
- Some of Shetland's more remote communities are very fragile and require support beyond that provided through services;
- There are people living in Shetland in poverty, disadvantage and exclusion, but are often hidden as individuals and families attempt to fit in. Enabling ease of access (through transport and land use planning) has a positive contribution to make.

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[53] 2010 Scottish Government, SIMD

4. <u>Educational achievement and skill levels</u>

Background and Current Baseline: the information below provides an up to date picture of educational attainment and skill levels in Shetland, as of December 2011[54].

4.1   School Attainment and Positive Destinations

The exam results for Shetland pupils are generally good, but a small number of people leave school each year with no employment or training plans. 91% of S4 pupils in Shetland attain five or more Standard Grades of equivalent at General Level of better. Whilst 12% of S5s attain five or more Highers or equivalent. For school leavers in the school year 2010/11, 9% did not end up in positive destinations (employment, school, further education, training and volunteering)[55].

As well as challenges to ensure positive destinations for young people in Shetland, there are recognised adult groups who require targeted support to enable them to find work, including the long-term unemployed and those misusing substances.

4.2   Skills Gaps

A skill gap exists when someone who is in a job is judged by his or her employer to be not fully proficient. In 2004 7% of all employees in Shetland were not regarded as being fully proficient. The most up to date information on the nature of the skill gaps in Shetland are from 2002 (Futureskills Scotland, 2004). Among those experiencing skills gaps, the types of skills mentioned by employers as lacking included organisational skills, communication and customer care skills, as well as technical and practical skills.

4.3   Service Delivery

There are a wide range of organisations and services which exist to provide education, learning and skills for individuals, groups and organisations. These include Schools, Adult learning, Skills Development Scotland, Voluntary Sector projects and services, LifeSkills and Train Shetland. However, the gaps in provision exist, including access to the right support at the right time, throughout Shetland.

The general perception is that there is a lack of understanding of what is required to meet the needs of the economy in the future, but that there is the potential to achieve more, locally.

Student rolls in both primary and secondary schools continue to decline. Whilst enrolments at Shetland College are increasing, in part due to the lack of vocational training and employment opportunities available for young people, at this time.

Summary of Key Issues of Relevance to Local Development Plan:

- There is a lack of vocational opportunities available in Shetland, at this time. This makes it particularly difficult to retain and attract young people, as well as leading to increased unemployment amongst this age group;
- There is a need for improved access to learning opportunities and for better use to be made of community facilities, including schools and ICT provision, to provide a range of individual, family and

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[54] Shetland's Skills and Learning Strategy, Shetland's Single Outcome Agreement (http://www.shetland.gov.uk/communityplanning/)
[55] Skills Development Scotland

community learning opportunities;

- There is a desire to foster and develop Shetland's own capacity to train, teach, lecture or assess competencies in key sectors to maintain or enhance existing industry as well as support the development of new industry. This desire is not currently being met.

5.   Strong economy and access to a stable and sustainable employment market

Background and Current Baseline: the Shetland economy has been traditionally reliant on fisheries and agriculture. Although these are still important, aquaculture and the oil industry are now the largest private sectors. In addition there are developments in tourism, food and drink, and renewables. This is a summary of the Shetland profile, by Highlands and Islands Enterprise, from January 2011[56].

5.1   The Economy

Shetland is currently one of the most prosperous parts of the Highlands and Islands. In 2009 the Gross Value Added (GVA) per head for Shetland was £18,977, significantly higher than the figure for the Highlands and Islands (£14,837) and close to the figure for Scotland, of £19,267.

The economic activity rate was 89.2% between January and December 2008, which compares to 84.3% across Highlands and Islands and 79.6% in Scotland. This is due to Shetland's strong economy, in part due to Sullom Voe Oil Terminal and oil and gas revenues.

Average earnings are likely to be above the Scottish and Highlands and Islands average due to Shetland's high share of employment in relatively high paying sectors. A secondary benefit could be that these wages tend to be spent and put back into the local economy.

Shetland has been experiencing a steady migration towards central areas, around Lerwick, which makes it challenging to maintain vibrant communities throughout Shetland.

5.2   Employment

25% of employment in Shetland is currently in public administration, education and health. This makes the planned reduction in Council spend particularly concerning for Shetland. Other sectors providing the bulk of employment opportunities are: distribution, hotels and restaurants; transport and communications; and other services. The contraction in the public sector is likely to shift the patterns of employment in the future.

Self-employment is high, at 12% of the working population, compared to 10% in Highlands and Islands and 8% in Scotland, particularly amongst males.

Data on job density indicates that a substantial number of jobs in Shetland are held by people who are not resident in Shetland (i.e. in oil and gas-related employment).

A majority of workers are employed by companies with fewer than 50 employees in 2007, demonstrating the dominance of small businesses. And, although business start ups are at 3.8 per 1,000 of the population, this is lower than the 4% across the Highlands and Islands.

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[56] See http://www.hie.co.uk/highlands-and-islands/area-information/shetland/

5.3   Unemployment

The unemployment rate for Shetland area has been consistently lower than for Highlands and Islands over the past 5 years, or so. This peaked at 2.2% in April 2004 and, in October 2011, stood at 1.2%[57]. Unemployment in Shetland is cyclical, with rates rising in the winter months and falling in the summer season. This seasonality reflects the relative dominance of tourism and primary industries in the local economy. There is current concern about the high rate of unemployment amongst the 18-24 year age group.

5.4   Private Sector and Future Prospects

Shetland's economy relies heavily on fisheries, aquaculture and oil and gas. Together, these account for the majority of exports and over half of private sector employment. However, primarily due to external ownership, regulation and legislation, Shetland has limited direct control over the future direction of these industries.

Other sectors important to Shetland are tourism and the creative industries, particularly for the more remote areas of Shetland. The unspoilt landscape and wildlife are a key resource for the tourism industry. Textile and music are important for the growth of creative industries. These industries are often characterised by small organisations and part-time working.

The energy sector is believed to have significant potential. This includes oil and gas decommissioning and renewable energy. Shetland's natural wind, wave and tide resources are important assets, but Shetland's location makes the exploitation of these reliant on good transport links, connectivity and grid / pipeline infrastructure. The Council has recently invested in a fibre optic link which will significantly increase the resilience and bandwidth of Shetland's broadband connections.

To date, there has been less research and development activity in Shetland, but its location and expertise in certain industries would make this sector a potential area for sustainable growth. This may help make up for the loss of high value jobs from the public sector and to attract and retain talented individuals.

Summary of Key Issues of Relevance to Local Development Plan:

-   The planned contraction of the public sector in Shetland will lead to a reduction in the number of jobs available in this sector, and a reduction in the quality of employment opportunities. This is at the same time as the UK is heading for another recession and there is a high proportion of the 18-24 year age group who are unemployed;
-   However, there are known opportunities for sustainable growth in the private sector, which could be capitalised on;
-   Private sector development requires improvements in connectivity and infrastructure, and could lead to growth in R and D;
-   Protecting Shetland's natural and built environment will be critical to sustaining Shetland's developing tourism sector and assisting Shetland to develop sustainable practices and quality products;
-   Geographic areas and sectors of Shetland are still held back by a lack of physical and electronic connectivity.

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[57] Skills Development Scotland (2012)

6.   Good accessibility to jobs, facilities, goods and services

Background and Current Baseline: Over the last three decades, with the support of oil-generated revenue, the Council has been able to develop and deliver an extensive network of transport services and supporting infrastructure to a relatively high standard, for the people of Shetland. The summary below is extracted from Shetland's Regional Transport Strategy of 2008[58].

6.1   External links to and from Shetland

These are essential for the local population and businesses, including access for visitors and trade. The links are lifeline services, bringing in the majority of food, consumables and materials, and exporting produce to external markets. The links facilitate access to health services based on the Scottish Mainland, retail, leisure and sporting opportunities, as well as for visiting friends and relations. The main challenge is to maintain (and develop further where possible) the existing levels of connectivity and identify ways in which services and linkages can be improved in terms of efficiency and affordability. The majority of links are not directly controlled by either ZetTrans or SIC.

Air Services: Shetland is served by frequent flights between Sumburgh and the Scottish Mainland, with the main hub being Aberdeen. Additional destinations include Edinburgh, Inverness and Glasgow. These services are operated by Loganair (franchised to British Airways until September 2008 and then to Flybe).

External Ferry Services: There are two scheduled ferry services currently operating to and from Shetland. The main service is a lifeline ferry service and is subsidised by the Scottish Government. The subsidy is periodically tendered and the current operator is NorthLink Ferries Ltd who are contracted to operate the service until June 2012. Four vessels are operated on the route carrying passengers, cars, freight and livestock. Services operate seven days a week and are based on an overnight passage to Aberdeen with some calls at Kirkwall.

Ports and Harbours: Shetland has three principal ports; Lerwick is operated by Lerwick Port Authority, whilst the Port of Sullom Voe and Scalloway Harbour are operated by the Council. The Council operates a number of smaller harbours across Shetland – principally at Walls, Mid Yell (Yell), Symbister (Whalsay), and Cullivoe (Yell).

6.2   Inter-Island Links

There are key challenges to consider, such as the limited amount of available capital and the pressures to reduce current levels of spending. There is also the requirement to secure the availability of existing links, at a time of ageing vessels and terminals .

Fixed Links: Work on appraising strategic alternatives has confirmed the desirability of developing a fixed links strategy for Shetland – principally for the benefits accruing from reduced revenue burdens, but also facilitating improved accessibility and wider opportunities for service delivery efficiencies. The principal links considered are: Lerwick and Bressay, Mainland Shetland and Yell, Yell and Unst, and Mainland Shetland and Whalsay.

Inter-Island Ferry Links: the Council currently operates a fleet of ferries to provide services to 8 islands with a total population of approximately 3,400 people. The services operate from a total of 15 terminals. Seven Ro-Ro vessels operate the services to the islands of Yell (2), Unst and Fetlar (2), Whalsay (2) and

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[58] See http://www.shetland.gov.uk/transport/stp/transportstrategy/documents/RTSAPPROVEDDRAFT070330.pdf

Bressay (1). Two Ro-Ro ferries are kept as relief vessels deployed to cover overhauls and breakdowns. Two Ro-Ro/Freight ferries operate the services to Out Skerries and Papa Stour, whilst one freight vessel carries loose cargo and up to 12 passengers to Fair Isle. In addition, the Council has recently procured the services of BK Marine to operate the specified ferry service between Foula and Walls / Scalloway. This utilises a SIC owned vessel (MV New Advance) under a bare-boat charter to carry loose cargo and up to 12 passengers.

Inter-Island Air Services: The inter-islands air services are operated by Directflight Ltd, from Tingwall, with scheduled flights operating to Foula, Fair Isle, Skerries and Papa Stour. The service is provided by two eight-seater "Islander" aircraft.

6.3   Internal Links

Internal links include walking, cycling, and road links and the provision of public transport services. Important complementary themes include the promotion of road safety, promoting sustainable travel patterns, reducing emissions, and supporting community / demand responsive transport provision.

Walking: Recognising the importance and value of walking, seeing the Core Paths Plan as key to delivery and the provision of new footways as important.

Cycling: Cycling levels in Shetland are currently perceived to be low, with the topography, weather, and relatively long distances between destinations suppressing this activity.

Local Road Network: the Council currently manages, maintains and develops 1,045 kilometres of public road, with the majority unclassified road. There are no trunk roads in Shetland. In the rural areas, the main physical constraints to the ongoing development of the road system are land ownership issues, managing environmental impacts, suitability of the underlying ground, and topography. There is a considerable length of un-adopted private road, providing vehicular access to numerous crofts and houses. Local Community Councils manage the provision of annual grants for the maintenance of these roads and tracks.

Public Transport Services: ZetTrans supports the provision of existing mainline bus and associated feeder services, aimed at ensuring that each Shetland Mainland Community has access to services, employment and education opportunities within Lerwick, as well as access to social and leisure opportunities. Efforts are also made to support the provision of integrated public transport opportunities for residents of Shetland's islands, including public transport services which are integrated with inter-island ferry and air services.

The Vision and Objectives of the Regional Transport Strategy are:
*"To develop an **effective, efficient, safe** and **reliable** transport system for Shetland. The transport system will comprise an **integrated** network of **accessible,** and **affordable** internal, inter-island and external links, which will contribute to the development of a **safe, healthy, vibrant** and **inclusive**
society; a **diverse, successful** and **self-sufficient** economy, and enhanced **environmental quality**."*

To achieve this vision a set of objectives exist:
1. Economy Objectives
National Objective - To promote economic growth by building, enhancing, managing and maintaining transport services, infrastructure and networks to maximise their efficiency.
Shetland Context - A responsibility to ensure the ongoing reliability, affordability and effectiveness of services and networks which are uniquely vulnerable to weather and natural forces and often costly to provide. And includes improved transport systems and infrastructure that will help grow Shetland's economy.

2. Social Inclusion and Accessibility
National Objective - To promote social inclusion by connecting remote and disadvantaged communities and increasing the accessibility of the transport network.
Shetland Context - The provision of reasonably convenient and economical services to small and scattered communities is particularly difficult and costly. The maintenance of transport services is essential to all but is unavoidably more expensive to provide because of remoteness, dispersion and need for air and ferry routes.
3. Environmental Protection Objectives
National Objective - To protect our environment and improve health by building and investing in public transport and other types of efficient and sustainable transport which minimise emissions and consumption of resources and energy.
Shetland Context - Environmental quality is a particular concern. Any strategy must also address the contribution that local action can make in addressing the global impact of transport.
4. Safety Objectives
National Objective and Shetland Context - To improve safety of journeys by reducing accidents and enhancing the personal safety of pedestrians, drivers, passengers and staff.
5. Integration Objectives
National Objective - To improve integration by making journey planning and ticketing easier and working to ensure smooth connection between different forms of transport.
Shetland Context - Transport integration by the alignment of timetables, ready provision of passenger information and through-ticketing is of particular importance to Shetland where transitions between road transport, air and ferry services and longer travel distances are, by the nature of the islands, much more frequent than is typically the case throughout Scotland.

Summary of Key Issues of Relevance to Local Development Plan[59]:

- Land Use Planning, Transport Planning and Economic Sustainability are inextricably linked: the RTS was developed to take account of the Local and Structure plans, as well as the wider context provided by the National Planning Framework, at the time. The distinct and historic development pattern of individual building can be difficult to link into public transport routes and as such can reduce opportunities to improve accessibility and encourages reliance on the private car. Whilst there is a challenge to ensuring that Shetland's economic value is not diminished by virtue of its transport links.
- Shetland's unspoilt and unique environment (natural and built environment),must not be negatively impacted upon by transport developments; the reduction of carbon dioxide emissions and other greenhouse gases must be addressed and fuel prices continue to rise (affecting private car use as well as the provision of ferry services and air services - the knock on impacts are higher freight costs and higher costs of personal travel, which impacts on the overall cost of living in Shetland, reduces disposable incomes and reduces the competitiveness and viability of businesses). This issue can be mitigated by ensuring sustainable travel modes are encouraged. This also recognises the health benefits.
- Shetland's transport links (internal and external) are vital for enabling access to services, labour markets and social activities, highlighting the links between spatial planning and transport planning. As the cost of private transport increases, at the same time as financial pressures may impact on levels of publically provided transport, the need for planning to maximise accessibility will be key.

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[59] These were developed from consultation and analysis undertaken for the Regional Transport Strategy

7.   Culture, heritage and diversity

Background and Current Baseline: below is a summary of the cultural context within which the Shetland economy and society operates.

Shetland has a rich heritage, traditions and creativity and unspoilt natural environment. Culture is seen to be at the heart of Shetland and its communities and is a source of great pride and confidence.

Shetland's cultural strategy recognises the role culture can play in developing the economy; contributing to a vibrant, healthy and safe society in which everyone can take part; and the need to conserve and enhance the environment[60]. It is also recognised that Shetland's cultural life has significantly strengthened Shetland's worldwide reputation.

The strategy states that Shetland has a vibrant and distinctive culture with investments in physical infrastructure over the last 30 years. This includes new or improved community halls, the Bonhoga Gallery, improved interpretation, restoration of significant buildings, archaeological excavations, a library and a new Museum and Archives, and private investment in recording facilities and gallery space. A cinema and music venue is scheduled to open in late summer 2012.

Shetland, through the Cultural Strategy aspires to build on these strong foundations, setting out the following vision, and themes:

"We seek to ensure that Shetland's cultural assets are conserved, developed and supported in order to allow everyone to reach his or her potential, strengthen community identity, pride and confidence and secure prosperity for the benefit of present and future generations. We intend that Shetland's cultural assets will be recognised as among the richest and most diverse to be found anywhere. We want Shetland to be the most exciting creative and cultural island community in the world."

1. Access, participation and potential: Encourage active and participative lifestyles, equality of opportunity, personal growth and community development through increasing access to, and participation in, the broadest range of cultural activities throughout Shetland, particularly for people who may be excluded or marginalised at present.
2. Creativity and heritage: Celebrate and promote the islands' creativity, multinational culture, distinctive heritage, dialect and environment, and develop and promote them within Shetland and to the wider world and recognise the value of collaboration and partnership in and outwith Shetland.
3. Learning: Recognise the value of creative and cultural skills as a source of self-fulfillment and a foundation for community learning and identity, ensuring that the broadest practicable range of related educational opportunities are available both informal/formal for a range of ages (including cross generational) and backgrounds.
4. Culture and the Economy: Ensure that the connections between culture and economic development are explored and understood and that investment in cultural assets and creative activities is actively pursued as a means to increasing prosperity. Shetland has a chance to exploit its unique place in a connected digital world that makes us more accessible than ever before.
5. Health and Wellbeing: Recognise the impact that participation in cultural activities and cultural development has on the health and wellbeing of individuals and communities. Encourage and promote programmes that improve health and wellbeing through culture and cultural activities.

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[60] On the Cusp – Shetland's Cultural Strategy (2009/13) www.shetland.gov.uk

Summary of Key Issues of Relevance to Local Development Plan:

Shetland's cultural heritage is seen to be crucial for Shetland's future, economically, socially and environmentally. Spatial planning, throughout Shetland, therefore, has to assist with:
-   Conserving 'our inheritance', through the built and natural environment;
-   Enabling the development of facilities to strengthen what Shetland has to offer, and in particular the growth of Creative Industries;
-   Making more and better use of available facilities;
-   Supporting the involvement of all individuals and communities within Shetland to engage in cultural activity and therefore assist in strengthening confidence, pride and a sense of place and well-being;
-   Supporting and enabling the interpretation and promotion of Shetland's cultural assets.

Appendix C: Socio- Economic Appraisal

This appendix shows the appraisal tables for the Local Development Plan (LDP) Policies. In each table the potential impact is stated and where appropriate mitigation is included to offset possible negative impacts. Each appraisal is accompanied by a 'comments' column that provides an explanation of the rationale behind the assessment.

1) Policy: Vision and Spatial Policy							
Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓or ✗) uncertain effect (possible positive or possible negative)							
	Potential Impacts	**Mitigation**	**Nature of Residual Effect**	**Assessment of Residual Effect**			**Comments**
				Short Term	**Medium Term**	**Long Term**	
GROUPS							
Minority Ethnic	0			0	0	0	No specific issues relating to this group.
Women /Men	0			0	0	0	No specific issues relating to this group.
Mental Health Problems	0			0	0	0	No specific issues relating to this group.
Religious / Faith Groups	0			0	0	0	Likely to be neutral, however, may be issues around accessing places of worship.
Age Related	✓			✓	✓	✓✓	See under 6) Accessibility: would assist addressing issues around accessibility for the young and old.
Different Economic Circumstances	✓			✓	✓	✓✓	See under 6) Accessibility: would assist addressing issues around accessibility for those who cannot afford private transport.
Geographic Issues	✓			✓	✓	✓✓	Recognises accessibility to services, although issues around accessibility for those who are further away from AoBF.
Homeless	0						No specific issues relating to this group.
Disabled	? (✓or ✗)			? (✓or ✗)	? (✓or ✗)	? (✓or ✗)	See under 6) Accessibility: may assist addressing issues around accessibility for those who are disabled.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and	✓			0	✓	✓	No specific mention of different groups, or of relationship between individuals, groups and land use policy, and the

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Topic							Commentary
Integration							socio-economic objectives. However, supports development of inclusive society and mixed societies. See under 1) Equality and Diversity.
2) Health, Wellbeing and Health Inequalities	✓			0	✓	✓	Specific mention of healthy communities, ensuring that SLDP contributes to health improvement; in particular around active living.
3) Strong and Inclusive Communities	✓	Promoting strong and inclusive communities and improving access.		✓	✓	✓✓	Supports enhancement of existing communities throughout Shetland, encouraging strong, vibrant and inclusive communities. Housing is addressed in General and Housing Policies.
4) Skills and Educational Achievement	? (✓or ✗)			? (✓or ✗)	? (✓or ✗)	? (✓or ✗)	No specific mention to skills and education, although AoBF includes consideration of access to primary school.
5) Sustainable Economic Growth	✓			✓	✓	✓	Highlights importance of sustainable economic growth. Could be strengthened by explicit mention of role of cultural, natural and built assets, and value of ensuring Shetland communities are attractive places to live / re-locate.
6) Accessibility	✓			✓	✓	✓✓	Inclusion of benefits of access to more vulnerable groups, and the barriers for those who are disabled to access services, employment and other opportunities. Supports better access, in particular active travel modes and public transport.
7) Culture and Heritage	✓			✓	✓	✓✓	Conserving and promoting Shetland's historic and cultural assets. Recognises value of supporting development of new and existing facilities, to strengthen Shetland's cultural assets.

2) Policy: General

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗ overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓ or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	
GROUPS							
Minority Ethnic	0			0	0	0	No specific issues relating to this group.
Women /Men	0			0	0	0	No specific issues relating to this group.
Mental Health Problems	0			0	0	0	No specific issues relating to this group.
Religious / Faith Groups	0			0	0	0	No specific issues relating to this group.
Age Related	0			0	0	0	Mentions suitable access, car parking and turning in compliance with SPG 12 in IPP Sustainable Construction. Houses for Live is responsibility of Building Standards regulations.
Different Economic Circumstances	0 / ✓			0 / ✓	0 / ✓	0 / ✓	No direct impact, however, this policy promotes improved accessibility to opportunities, which would assist those unable to afford to run a private vehicle.
Geographic Issues	✓			✓	✓	✓	Supports the rural population and reduce rural depopulation.
Homeless	0 / ✓			0 / ✓	0 / ✓	0 / ✓	No direct impact, however, this policy encourages new housing.
Disabled	0			0	0	0	Mentions suitable access, car parking and turning in compliance with SPG 12 in IPP Sustainable Construction. Houses for Life is responsibility of Building Standards regulations.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	✓			✓	✓	✓	Potential to have positive impact by highlighting that everyone has the opportunity to participate in the safe and successful communities.

Objective							Commentary
2) Health, Wellbeing and Health Inequalities	✓				✓	✓	✓	States that development should not compromise acceptable health and safety standards or levels. AoBF promote accessibility to primary health services and bus services to secondary health care. Potential to have positive impact by highlighting ways to contribute to healthy lifestyles, including the promotion of active travel.
3) Strong and Inclusive Communities	✓				✓	✓	✓✓	To ensure that sustainable development is delivered in a fair, concise and consistent manner new housing, employment and community development is encouraged within areas of best fit, particularly on previously developed land. The general policy would build safe, pleasant and successful communities. The policy includes to: • maintain and enhance the vitality and viability of existing settlements; and • support the rural population and reduce rural depopulation. Other positive impacts specifically relating to housing include that a **development must include the use of low and zero carbon generating technology, which will assist reducing energy consumption; and developing a** diverse mix of uses and housing types. Community Safety is promoted as proposed developments should make a positive contribution to ensuring a safe and pleasant space.
4) Skills and Educational Achievement	0				0	0	0	No known impact.
5) Sustainable Economic Growth	0				0	0	0	Promotes development that safeguards and enhances the long-term needs of the economy, but probably neutral impact.
6) Accessibility	✓				✓	✓✓	✓✓	States that new residential, employment, cultural, educational and community developments should be in or adjacent to existing settlements that have basic services and

							infrastructure in order to enhance their viability and vitality and facilitate ease of access for all. Promotes active travel within settlements.
7) Culture and Heritage	0 / ✓				0	✓	✓	Development should not adversely affect areas, buildings or structures of archaeological, architectural or historic interest. New development should be designed to respect and/or respond to the character and local distinctiveness of the site and its surroundings, including maintaining identity and character; and a sense of welcome.

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	

3) Policy : Transport, including SG Parking Standards and SG Residential Access

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Short Term	Medium Term	Long Term	Comments
GROUPS							
Minority Ethnic	0			0	0	0	No specific issues relating to this group.
Women /Men	0			0	0	0	No specific issues relating to this group.
Mental Health Problems	? (✓or ✗)			? (✓or ✗)	? (✓or ✗)	? (✓or ✗)	Land use policy unlikely to impact.
Religious / Faith Groups	? (✓or ✗)			? (✓or ✗)	? (✓or ✗)	? (✓or ✗)	Land use policy unlikely to impact, however, any future transport improvements should look to address access to places of worship.
Age Related	? (✓or ✗)			? (✓or ✗)	? (✓or ✗)	? (✓or ✗)	Land use policy unlikely to impact, although the young and old tend to have a higher dependence on public transport networks.
Different Economic Circumstances	✓			✓	✓	✓✓	Regular and flexible public and community transport has the potential, in Shetland, to significantly increase the ability of people on a low income to access places to meet their needs and enjoy a good quality of life (dependent on cost).
Geographic Issues	✓			✓	✓	✓✓	Potential to benefit more remote communities, by promoting reduced need to travel through decentralisation of development opportunities, thereby reducing commuting.
Homeless	? (✓or ✗)			? (✓or ✗)	? (✓or ✗)	? (✓or ✗)	Land use policy unlikely to impact.
Disabled	? (✓or ✗)			? (✓or ✗)	? (✓or ✗)	? (✓or ✗)	Land use policy unlikely to impact. Enabling access for those who are disabled sits within Roads Policy.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and	✓			✓	✓	✓✓	Explicit mention of role of transport in reducing isolation, and enabling access to employment, services and other

Integration							opportunities. The role of public transport networks in a remote location such as Shetland, is particularly significant.
2) Health, Wellbeing and Health Inequalities	✓			✓	✓	✓✓	Recognises access to services, including health services, and active travel.
3) Strong and Inclusive Communities	✓			✓	✓	✓✓	Recognition of remote working, to assist the more fragile and remote communities across Shetland, and recognition of role of transport in promoting inclusion and participation.
4) Skills and Educational Achievement	✓			✓	✓	✓	Recognises access to training, with the potential to improve attainment and skill levels.
5) Sustainable Economic Growth	✓			✓	✓	✓	Recognises the link between transport networks and sustainable economic growth. Also recognition of enabling access to employment market.
6) Accessibility	✓✓			✓✓	✓✓	✓✓	Recognises access to employment and training, services and opportunities, and emphasis on sustainable and active modes of transport in achieving this.
7) Culture and Heritage	? ✓			? ✓	? ✓	? ✓	Potential to support participation in Shetland's culture and heritage.

4) Policy : Housing

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	
GROUPS							
Minority Ethnic	0			0	0	0	No specific issues relating to this group.
Women /Men	0			0	0	0	No specific issues relating to this group.
Mental Health Problems	0			0	0	0	No specific issues relating to this group, although larger communities may benefit some, and disadvantage others in this group.
Religious / Faith Groups	0			0	0	0	No known specific impact, although AoBF may have places of worship within close proximity.
Age Related	0			0	0	0	Land use planning has no direct impact; ensuring housing for live is covered in Housing Policy and is responsibility of Building Standards.
Different Economic Circumstances	✓			✓	✓	✓	Increased provision of affordable housing has the potential to enable those on lower incomes to purchase their own homes.
Geographic Issues	? (✓or ✗)			? (✓or ✗)	? (✓or ✗)	? (✓or ✗)	A variety of sites ensures that there is a range and choice of locations for residential development allocated throughout Shetland.
Homeless	✓			✓	✓	✓	Increased provision of affordable housing has the potential to reduce homelessness.
Disabled	0			0	0	0	Land use planning has no direct impact; future-proofing housing for those who are disabled is responsibility of Building Standards.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	✓			✓	✓	✓✓	AoBF have the potential to promote equality of opportunity, by ensuring everyone can access essential services, facilities and open spaces, and to reduce barriers to participation.

2) Health, Wellbeing and Health Inequalities	✓			✓	✓	✓✓	Requirement for provision of open space in all housing developments, in order to encourage active lifestyles and for residents to benefit from outdoor space, including home grown food. Areas of Best Fit (AoBF) promotes close access to services, including, in most instances, primary health services, and bus services for other areas and to secondary health care in Lerwick.
3) Strong and Inclusive Communities	✓			✓	✓	✓✓	Areas of Best Fit (AoBF) encourage vibrant communities and have the potential to support strong and sustainable communities in these areas. This holds the potential for more people to feel included and part of the community. Isolated residential development will be discouraged. Housing standards for energy efficiency is covered in Supplementary Guidance for Residential Design.
4) Skills and Educational Achievement	0			0	0	0	No known impact.
5) Sustainable Economic Growth	✓			✓	✓	✓✓	AoBF and affordable housing can reduce existing barriers to people accessing employment.
6) Accessibility	✓			✓	✓✓	✓✓	Areas of Best Fit (AoBF) ensure new housing to be in areas of within 800 m (walking distance) of two of the following; convenience store/post office (only one in any count), GP surgery, primary school, public hall, play park and no more than 400 metres from a public bus service (either feeder buses or primary routes). Isolated residential development in the open countryside will not be supported.
7) Culture and Heritage	0			0	0	0	Unlikely to impact as planning applications will be supported if they contribute to the protection and enhancement of the built and cultural heritage.

5) Policy: Economic Development

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗ overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓ or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	**Medium Term**	**Long Term**	
GROUPS							
Minority Ethnic	0			0	0	✓	No specific impacts relating to this group, but supports diverse communities.
Women /Men	0			0	0	✓	No specific impacts relating to this group, but supports diverse communities.
Mental Health Problems	0			0	0	✓	No specific impacts relating to this group, but supports diverse communities.
Religious / Faith Groups	0			0	0	✓	No specific impacts relating to this group, but supports diverse communities.
Age Related	0			0	0	✓	No specific impacts relating to this group, but supports diverse communities.
Different Economic Circumstances	✓			0	✓	✓	Supports sustainable economic growth in order to provide work opportunities for all the working-age population.
Geographic Issues	✓			✓	✓	✓✓	Supports sustainable economic development within settlements throughout Shetland.
Homeless	0			0	0	0	No specific impacts relating to this group, but supports diverse communities.
Disabled	0			0	0	0	No specific impacts relating to this group, but supports diverse communities.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	✓			0	✓	✓	Potential to have positive impact, due to role of plan in facilitating opportunities for sustainable economic growth in order to contribute to robust, thriving and diverse communities.
2) Health,	✓			0	✓	✓	Promote sustainable economic growth as contribution to

								Commentary
Wellbeing and Health Inequalities								the development of strong, healthy, vibrant and sustainable rural communities, and opportunity to provide work opportunities for all working-age. Highlights link between valuable work opportunities and healthy lifestyles.
3) Strong and Inclusive Communities	✓				✓	✓	✓✓	Policy encourages creation of sustainable economic development opportunities and business developments throughout Shetland, in tandem with residentially compatible development in order to contribute to the development of strong, healthy, vibrant and sustainable rural communities. Highlights and promotes role of community benefits, rural diversification, rural shops and post offices in maintaining existing settlements and facilitating them to thrive as viable communities, and therefore supports rural enterprises. The policy supports the regeneration and development of the Lerwick town centre to ensure the future vibrancy, vitality and sustainability of the area.
4) Skills and Educational Achievement	0				0	0	0	No direct impact, although the provision of skills and learning will impact on the success of any Economic Development Policy.
5) Sustainable Economic Growth	✓				✓	✓	✓✓	Policy encourages creation of sustainable economic development opportunities and business developments in accordance with General requirements policies. It also promotes employment opportunities, community benefits, rural diversification and tourism related ventures.
6) Accessibility	0				0	0	0	No direct impact, but recognises provision of accessible commercial services to all, will help to diversify and sustain the rural economy, and retain the rural population.
7) Culture and Heritage	✓				0	✓	✓✓	Protection and enhancement of Shetlands unique natural and historic environment, including support for tourism related ventures that promote employment opportunities.

6) Policy: Renewable Energy Policy

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗ overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓ or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	
GROUPS							
All Groups (in relation to all socio-economic objectives)	0			0	0	0	This policy is unlikely to have any specific impact according to different equalities groups in Shetland. Policy states that proposals for renewable energy developments will be supported where it can be demonstrated that there are no unacceptable impacts on *people*.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	0			0	0	0	No known impact.
2) Health, Wellbeing and Health Inequalities	0			0	0	0	No known impact.
3) Strong and Inclusive Communities	? ✓			0	? ✓	? ✓	Policy states that proposals for renewable energy developments will be supported where it can be demonstrated that there are no unacceptable impacts on people (benefits and disbenefits for communities). Policy recognises there is potential for communities to invest in ownership of renewable energy projects or develop their own projects for the benefit of local communities.
4) Skills and Educational Achievement	0			0	0	0	No direct impact as a result of the Local Development Plan.
5) Sustainable	✓			✓	✓	✓✓	Policy recognises that renewable energy developments can

Economic Growth							provide a sustainable opportunity for diversification within the Shetland economy.
6) Accessibility	0			0	0	0	No known impact.
7) Culture and Heritage	0			0	0	0	Policy states that proposals for renewable energy developments will be supported where it can be demonstrated that there are no unacceptable impacts on historic environment and the built and cultural heritage of Shetland.

7) Policy: Community Facilities

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	
GROUPS							
Minority Ethnic	0			0	0	0	No specific impacts relating to this group.
Women /Men	0			0	0	0	No specific impacts relating to this group.
Mental Health Problems	0			0	0	✓	No specific impacts relating to this group, however, by having in place a policy which protects open space and the delivery of community facilities and services, the Council will be ensuring those people with mental health issues are protected against negative impacts.
Religious / Faith Groups	0			0	0	0	No specific impacts relating to this group.
Age Related	✓			0	✓	✓	By having in place a policy which protects open space and encourages the delivery of community facilities and services, the Council will be ensuring those people of different ages in the community have ready access to services and facilities.
Different Economic Circumstances	0			0	0	0	No specific impacts relating to this group, although this policy has the potential to improve access to facilities and services, which may assist those who experience financial barriers due to lack of access.
Geographic Issues	✓			0	✓	✓	This policy encourages the delivery of community facilities and services in existing settlements, by providing the land use framework to maintain sufficient numbers of people, particularly in rural areas to sustain local facilities and services, and build strong communities.
Homeless	0			0	0	0	No specific impacts relating to this group.
Disabled	0			0	0	0	No specific impacts relating to this group.

SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	✓				✓	✓	✓	New residential, employment, cultural, educational and community developments should be in or adjacent to existing settlements that have basic services and infrastructure in order to enhance their viability and vitality and facilitate ease of access for all.
2) Health, Wellbeing and Health Inequalities	✓✓				✓	✓	✓✓	The value of open space and core paths for physical and mental health is recognised. For example, development that will improve or add to the current levels of open space will be supported. Development proposals that adversely impact on established recreation areas identified in the Open Space Audit and Strategy, and other important open spaces that contribute to the recreational amenity or environmental quality of an area will not be supported unless there is strong justification for development. Compensatory provision made elsewhere within the community area of at least equal size and quality that contributes positively to settlement character and sense of community will be considered.
3) Strong and Inclusive Communities	✓✓				✓	✓	✓✓	Promotes objective, by providing the land use framework to maintain sufficient numbers of people, particularly in rural areas to sustain local facilities and services, and build strong communities.
4) Skills and Educational Achievement	0				0	✓	✓	No direct impact on skills and learning. However, the encouragement of development of community facilities and services may result in improved access to skills and learning opportunities in existing settlements throughout Shetland. The policy recognizes that it is established Council policy that development of the new high school will be at Lower Staney Hill on land reserved for education in the 2004 Local Plan.
5) Sustainable Economic Growth	0				0	0	0	No direct impact on sustainable economic growth. However, encouragement of community facilities and services has the potential to promote social enterprise.
6) Accessibility	✓				✓	✓	✓	Promotes objective, by providing the land use framework to

							maintain sufficient numbers of people, particularly in rural areas to sustain local facilities and services, reducing the need for people to have in place alternative means of transport to access services, employment and opportunities.
7) Culture and Heritage	✓✓				✓	✓✓	✓✓	Policy encourages proposals for the provision of community facilities, services and infrastructure that respect Shetland's culture and natural and historic environment. And ensures that the unique and irreplaceable qualities of Shetland's landscape, settled areas and the amenities of local residents are protected from inappropriate development.

8) Policy: Natural Heritage, including SG Flooding and Drainage

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✖ overall impact likely to be negative, ✖✖ major negative, ✓✖ range of positive and negative effects, ? (✓ or ✖) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	
GROUPS							
All Groups (in relation to all socio-economic objectives)	0			0	0	0	This policy is unlikely to have any specific impact according to different equalities groups in Shetland. However, efforts should be made to improve access for the physically disabled to open spaces.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	0			0	0	0	No known impact.
2) Health, Wellbeing and Health Inequalities	? ✓			? ✓	? ✓	? ✓	Allows development, if necessary for preserving public health or public safety. Recognises the value of biodiversity for food, medicines and other materials; a clean and healthy environment and spiritual uplift and restorative therapy. Recognises the positive role of Shetland's natural heritage, geodiversity and landscape for providing outdoor recreation and activities, therefore promoting physical activity. This includes promotion of creation of Local Landscape Areas. However, capitalising on these assets to promote improved health and well-being will depend on the implementation of other strategies.
3) Strong and Inclusive Communities	0			0	0	0	Unlikely to impact, but acknowledges importance of preserving Shetland's natural environment, including its biodiversity, for future generations.
4) Skills and	? ✓			? ✓	? ✓	? ✓	Recognises Shetland's geodiversity as a resource for

Educational Achievement							education and research.
5) Sustainable Economic Growth	✓			✓	✓	✓✓	This policy recognises that Shetland's natural heritage is internationally renowned and its quality is a principle asset and therefore the cornerstone of many locally significant industries, such as tourism, agriculture and fisheries. It also contributes to making Shetland an attractive place to live, do business and invest and is therefore to positively contributing to sustainable economic growth. Promotes the creation of Local Landscape Areas can increase awareness of the distinctive character and special qualities of local landscapes and support outdoor recreation and local tourism. Policy ensures the protection of soils, in recognition that they provide the basis for food and other biomass production. This policy protects Shetland's natural assets, enabling sustainable economic growth in key areas, however, other strategies will be required in order to capitalise on these natural assets.
6) Accessibility	0			0	0	0	No known impact.
7) Culture and Heritage	? ✓			? ✓	? ✓	? ✓	Recognises importance of natural environment, landscape and biodiversity to Shetland's arts, cultures and traditions. Promotes the creation of Local Landscape Areas, with the potential to protect and enhance the character and quality of landscapes valued locally. They can increase awareness of the distinctive character and special qualities of local landscapes and support outdoor recreation and local tourism. Part of justification for protection of soils, is in recognition of their value to Shetland's archaeological heritage. Capitalising these assets to promote Shetland's culture and heritage will depend on the implementation of other strategies.

9) Policy: Historic Environment

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	
GROUPS							
All Groups (in relation to all socio-economic objectives)	0			0	0	0	This policy is unlikely to have any specific impact on different equalities groups in Shetland.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	0			0	0	0	No known impact.
2) Health, Wellbeing and Health Inequalities	0			0	0	0	No known direct impact. However, the local environment and sense of identity created by a historic environment can lead to positive wider health benefits.
3) Strong and Inclusive Communities	? ✓			0	? ✓	? ✓	The policy highlights that the historic environment can act as a catalyst for successful regeneration and community-building. The policy also highlights the contribution of the historic environment to provide a sense of identity and continuity for communities.
4) Skills and Educational Achievement	0			0	0	0	No known direct impact.
5) Sustainable Economic Growth	?✓			?✓	?✓	?✓✓	By protecting and enhancing Shetland's historic environment, this policy provides the potential for sustainable economic growth, due to the economic opportunities provided by promoting and celebrating

							Shetland's cultural heritage.
6) Accessibility	0			0	0	0	No known impact.
7) Culture and Heritage	✓			✓	✓	✓✓	This policy states that the Council should presume in favour of the protection, conservation and enhancement of all elements of Shetland's historic environment, which includes buildings, monuments, landscapes and areas. This includes a listed building or its setting, conservation areas, gardens, trees and scheduled monuments, designated wrecks or other archaeological resources of national importance. It therefore has a positive impact on Shetland's culture and heritage, in the long-term.

10) Policy: Minerals

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✖ overall impact likely to be negative, ✖✖ major negative, ✓✖ range of positive and negative effects, ? (✓or ✖) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	
GROUPS							
All Groups (in relation to all socio-economic objectives).	0			0	0	0	No impact on specific groups. Detail on mitigating impact on geographic communities is covered in Supplementary Guidance.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	0			0	0	0	No known impact.
2) Health, Wellbeing and Health Inequalities	0			0	0	0	No impact specific mention on health and well-being. Detail on mitigating impact on health is covered in Supplementary Guidance.
3) Strong and Inclusive Communities	0			0	0	0	No known impact.
4) Skills and Educational Achievement	0			0	0	0	No known impact.
5) Sustainable Economic Growth	✓			✓	✓	✓	Recognises that an adequate and steady supply of minerals is essential to support sustainable economic growth.
6) Accessibility	0			0	0	0	No known impact.
7) Culture and Heritage	0			0	0	0	No impact specific mention on cultural and historic assets. Detail on mitigating impacts is covered in SG.
11) Policy: Waste							

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗ overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓ or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Short Term	Medium Term	Long Term	Comments
GROUPS							
All Groups (in relation to all socio-economic objectives).	0			0	0	0	States that waste facilities would be in restricted geographic areas, allocated for industrial or storage and distribution uses. However, if there were any negative impacts as a result of waste disposal, these would have to be minimised for the geographic communities concerned.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	0			0	0	0	No known impact – see reference to geographic communities, above.
2) Health, Wellbeing and Health Inequalities	✓			✓	✓	✓	A policy which sets out land use planning around the safe management of waste and waste facilities and to address closed landfill sites and contaminated land will contribute to public health.
3) Strong and Inclusive Communities	0			0	0	0	No known impact.
4) Skills and Educational Achievement	0			0	0	0	No known impact.
5) Sustainable Economic Growth	?✓			0	?✓	?✓	Recognises value of decommissioning industry to Shetland's economy. However, it is transient, in nature, and may require mitigation to minimise environmental impact.
6) Accessibility	0			0	0	0	No known impact.
7) Culture and Heritage	0			0	0	0	No known impact. Detail on mitigating impact on culture and heritage covered in General Policies.

12) Policy: Coastal, Water and Drainage Policies, including SG Flooding and Drainage

Scale: ✓ overall impact likely to be positive, ✓✓ major positive, 0 neutral or no discernible effect, ✗ overall impact likely to be negative, ✗✗ major negative, ✓✗ range of positive and negative effects, ? (✓ or ✗) uncertain effect (possible positive or possible negative)

	Potential Impacts	Mitigation	Nature of Residual Effect	Assessment of Residual Effect			Comments
				Short Term	Medium Term	Long Term	
GROUPS							
All Groups (in relation to all socio-economic objectives)	0			0	0	0	This policy is unlikely to have any specific impact according to different communities (geographic and interest) in Shetland.
SOCIO-ECONOMIC OBJECTIVES							
1) Equality, Diversity and Integration	0			0	0	0	No known impact.
2) Health, Wellbeing and Health Inequalities	0			0	0	0	No direct impact on health and wellbeing. However, without this policy in place, the ongoing and increasing impacts of climate change on health and wellbeing would be higher.
3) Strong and Inclusive Communities	0			0	0	0	No direct impact on strong and inclusive communities. However, without this policy in place, the ongoing and increasing impacts of climate change on societal change in Shetland would be higher.
4) Skills and Educational Achievement	0			0	0	0	Unlikely to impact.
5) Sustainable Economic Growth	?			?	?	?	Policy states that any proposal for development in the coastal area has to consider a wide range of marine activity and resource use many of which have an economic, environmental and social impact. SPP requires planning authorities to support the sustainable economic development of new and modified farms in

							appropriate locations.
6) Accessibility	0			0	0	0	No known impact.
7) Culture and Heritage	0			0	0	0	This policy will ensure that proposals for developments and infrastructure in the coastal zone (Mean High Water Springs out to 12 nautical miles) will only be permitted where the proposal can demonstrate that it will not have a significant impact, either individually or cumulatively, on cultural heritage resources either in the sea or on land. The same policy applies for private wastewater system or septic tank development.

Appendix D: Monitoring and Evaluation Framework

The setting of appropriate indicators, on which the progress of contributing to the socio-economic objectives, and therefore the effects of the Local Development Plan can be measured.

Proposed indicators have been developed by using the issues /objectives outlined at xx and comparing them with the baseline information that is available (and therefore measurable).

Issue	Relevant Section of Baseline	Possible Indicator (and collection)
1. Equality, diversity and integration		
Increasing number of older people and disabled (vulnerable) requiring access to services.	1.1 Age Profile 1.2 Disabled Profile	See indictors under 6, below (Good accessibility to jobs, facilities, goods and services)
Scope to improve community integration	1.3 Race (and other equality strands to a lesser extent)	- VOiCE used for all Community Engagement exercises undertaken by the Council's Planning Service. - Percentage of young people who feel supported to remain, return and thrive in Shetland (biennial Equality and Diversity Consultation, P & I, SIC) - Percentage of respondents that have negative perceptions towards incomers to Shetland (biennial Equality and Diversity Consultation, P & I, SIC) - Number of settled migrants (particularly Eastern Europeans) in schools (2010 School Census)
Access to services for all people, particularly those out with Lerwick	1.1 to 1.6 Access to development and open space opportunities for all abilities of user, but particularly younger people, older people, vulnerable	- Percentage of respondents who feel transport is less of a barrier to opportunities (particularly for young people, older people and for those with disabilities) (biennial Equality and Diversity Consultation, P & I, SIC)
There are a large number of world religions in Shetland, each requiring a place or places to worship	1.6 Faith and Religion	- Number of religions / faiths in Shetland will places of worship (to be developed)
2. Health, well-being and health inequalities		
Shetland's life expectancy needs to be maintained and improved on, requiring good physical and mental health of the general population	2.1 Life Expectancy & Mortality	- Life Expectancy (annual, NHS Shetland) - Quality of Life in Shetland (to be developed)
Access to health services	Section 6.	See indictors under 6, below (Good accessibility to jobs, facilities, goods and services)
Levels of obesity, particularly	2.2 Behaviour	- Percentage of children outwith

		healthy BMI range % of obese children in Primary 1 (annual, NHS Shetland) - Deaths per 100,000 population from coronary heart disease (under 75s) (annual, NHS Shetland) - Number of active people within Shetland (annual, NHS Shetland) - Levels of active travel (see indicators under 6, below) - Area of land available for allotments (Planning Service)
amongst Shetland's children.		
Levels of substance misuse, in particular binge drinking, and drink driving leading to traffic accidents are also of concern.	2.2 Behaviour	- Substance Misuse Related Admissions to Hospital (annual, NHS Shetland) - Drink Driving Offences (Northern Constabulary, through Community Safety Officer)
3. Strong and inclusive communities (including disadvantage and social exclusion)		
Tackling the culture in Shetland around alcohol requires many different approaches; Shetland's built environment has a role to play, by contributing to people's sense of place.	3.1 Community Safety	- Fear of Crime (Northern Constabulary, through Community Safety Officer)
The number of houses in Shetland has increased rapidly over the last 35 years or so – many of these have been privately built, as single projects, resulting in a mixed housing stock, of which a high proportion have poor levels of energy efficiency. This is a contributory factor to the islands' high rates of fuel poverty.	3.2 Housing	- Fuel Poverty (annual, SHS)
House prices have increased rapidly over the last 12 years or so, particularly in central areas. This has contributed to a lack of affordable housing for certain households.	3.2 Housing	- Number of social house dwellings in Shetland (HNDA) - Net increase in social house dwellings / year (HNDA)
The total number of applicants on the housing register continues to rise, and is at around 1,000.	3.2 Housing	- Number of applicants on housing register (HNDA)
It is estimated that Shetland requires a net increase in 721 houses over the next 10 years.	3.2 Housing	- Number of dwellings in Shetland (HNDA) - Net increase in dwellings / year (HNDA)
Some remote communities are	3.3 Community	- Number of communities requiring support

very fragile and require support.	Regeneration	through the Community Regeneration Policy (annual, Economic Development) - Number of communities with development plans in place (annual, Economic Development)
There are people living in Shetland in poverty, disadvantage and exclusion, but are often hidden as individuals and families attempt to fit in. Enabling ease of access (through transport and land use planning) has a positive contribution to make.	3.4 Poverty, Disadvantage and Social Exclusion	- Number of Income Deprived People (NOMIS and Fairer Shetland Framework)
4. Educational achievement and skill levels		
Create opportunities for and access to education, training and lifelong learning to retain educational achievement and assist the development and retention of a skilled workforce.	4.1 Positive Destinations 4.2 Skills Gap	- The percentage of working age population with low or no qualifications (SCQF Level 4 or less) (Skills, Learning and Employability Strategy) - The percentage of school leavers in positive and sustained destinations (Skills, Learning and Employability Strategy)
Foster and develop Shetland's own capacity to train, teach, lecture or assess competencies in key sectors to maintain or enhance existing industry as well as support the development of new industry	4.3 Service Provision	- Increase research and development spending (Community Plan Indicator)
5. Strong economy and access to a stable and sustainable employment market		
The planned contraction of the public sector in Shetland will lead to a reduction in the number of jobs available in this sector, and a reduction in the quality of employment opportunities. This is at the same time as the UK is heading for another recession and there is a high proportion of the 18-24 year age group who are unemployed.	5.1 The Economy 5.3 Unemployment	- Unemployment Rate (annual, NOMIS and Fairer Shetland Framework) - Unemployment Rate, 16-24 year olds (annual, NOMIS and Fairer Shetland Framework)
Capitalise on known opportunities for sustainable growth in the private sector.	5.1 The Economy 5.2 Employment 5.4 Future Prospects	- Number of projects (and value) (Economic Development) supported to develop renewable energy solutions (Economic Development) - Number of businesses per 10,000 population (Economic Development)
Private sector development requires improvements in connectivity and infrastructure,	5.1 The Economy 5.4 Future Prospects	- Resilience and availability of bandwidth throughout Shetland (Economic Development)

and could lead to growth in R and D.		
Protecting Shetland's natural and built environment will be critical to sustaining Shetland's developing tourism sector and assisting Shetland to develop sustainable practices and quality products.	5.1 The Economy 5.4 Future Prospects	- Measurement of Local Outcome: we deliver sustainable services and make sustainable decisions, which reduce harmful impacts on the environment (Performance and Improvement)
Geographic areas and sectors of Shetland are still held back by a lack of physical and electronic connectivity.	5.1 The Economy 5.4 Future Prospects	- Resilience and availability of bandwidth throughout Shetland (Economic Development)
6. Good accessibility to jobs, facilities, goods and services		
Ensuring economic sustainability requires spatial and transport planning to be interlinked.	Section 6	- KPI 1 Reliability of Shetland's Transport Network (annual, RTS monitoring) - Spatial and temporal coverage of transport (to be developed as part of RTS refresh)
Links between transport and spatial planning to maximise opportunities for access to labour markets, services and social opportunities.		- KPI 5 Public Transport Accessibility (annual, RTS monitoring) - KPI 8 Transport Integration Opportunities (annual, RTS monitoring)
Sustainable and active travel options (to address climate change / protect built and natural heritage / rising cost of fuel / maximise health benefits).		- KPI 3 Fuel Consumption Levels (annual, RTS monitoring) - KPI 6 Sustainable Transport Use (annual, RTS monitoring)
7. Culture, heritage and diversity		
Conserving built and natural environment.	Section 7	Shetland Cultural Strategy is no longer monitored.
Interpretation and promotion of cultural assets.		
Development of new and existing facilities.		
Involvement of all individuals and communities, throughout Shetland.		