

	Action Area	Activity	Who	2024-25	Based on we will statements 2024-2030	Contributing toward long term outcomes 1.Reduce Emissions 2. Affordable Energy 3.Wealth Creation 4.Skills
	Introduction					
1	Leadership and Governance	In progress. Dedicated Energy Steering Group (working title) and sub groups being designed. Updated Shetland Partnership Delivery plan 2023/28	HIE and SIC (Future Energy and Economic Development)	1. Review and streamline the eco system of energy stakeholder working groups.	1. Continue to review the energy strategy Governance arrangements for Shetland as priorities change.	All
2	Data and Monitoring	Net Zero Route Map, Shetland Partnership annual report, Shetland in Statistics, Environmental baseline report. Previous studies and projects	Energy Steering Group	2. Establish a monitoring and review process based on the 4 long term outcomes.	2. Continue to monitor progress against the four long term outcomes.	All
	PLACE Sections 2,3					
3	Alignment with national etc. net zero targets	Ongoing.	Led by Energy Steering Group with input from various organisations	3. Engage with consultations which relate to energy transition and share	3. Ensure alignment with national and regional targets and best practice relating to energy.	All

			depending on the nature of the consultation.	<p>challenges and opportunities to highlight our legitimate interests and concerns.</p> <p>4. Lead and inspire collaborative action on energy transition across Shetland- providing social, economic and environmental benefits to local organisations, businesses and the community.</p>	<p>4. Highlight and share challenges and opportunities to meet these targets. Find best practice to guide our approach to the challenge or opportunity. Develop the future energy scenarios for Shetland as technology progresses and emerges to support strategy development and identify interdependencies.</p>	
5	Embedding a Just Transition and social justice	<p>Build on research on social justice undertaken by UHI Shetland. Improve the Energy Development Principles approved Dec 22</p> <p>Develop links with community planning process.</p>	Energy Steering Group and UHI Shetland	<p>5. We will develop, promote and implement the Energy Development Principles. With ongoing strategic direction and monitoring provided by the Energy Steering Group</p>	<p>5. We will encourage engagement from the community, as a Just Transition can only be achieved with an empowered community.</p>	
6	Energy Generation - Oil and gas	Engagement with energy developers	SIC,HIE, LPA, Supply Chain, Energy Steering Group	<p>6. Continue to engage with energy developers to encourage cooperation and collaboration</p>	<p>6. We will engage with oil and gas companies to contribute and encourage the progression of their general decarbonisation plans, within the whole energy system for Shetland, using the Energy Development Principles as the basis for discussion.</p>	

					7. We will emphasise that clean energy produced in and around Shetland should have priority use for achieving clean, secure and affordable energy for Shetland and for on-island wealth creation.	
7	Energy Generation – renewables	Engagement with energy developers	SIC, HIE, LPA, Supply Chain, Energy Steering Group	<p>7. Continue to make strong connections with renewable energy development projects.</p> <p>8. Prepare Full Business Case for Island Growth Funding.</p>	<p>8. We will support and encourage research and development of renewable energy generation in and around Shetland.</p> <p>9. We will support and encourage further research to understand the physical capacity and capability for future energy generation projects across all technologies both onshore and offshore.</p> <p>10. We will seek to prioritise and support onshore generation on and around existing and consented sites rather than very large new developments in other areas, however Shetland Energy Development Principles must apply to all.</p>	
8	Energy Generation – Future Fuels	Encourage projects that seek to produce clean fuels in Shetland	SIC Future Energy, HIE, Energy Steering Group	9. Investigate the technical and non-technical barriers associated with	11. We will support and encourage research and development of future fuel	

				<p>producing clean fuels in Shetland</p> <p>10. Continue to engage with the NZTC on Phase 2 of Energy Hubs and Hydrogen Backbone projects.</p> <p>11. Prepare Full Business Case for Island Growth Funding.</p>	<p>production and use in Shetland.</p> <p>12. We will promote the production of fuels and chemical feedstocks that may be used locally to increase island resilience and decrease dependency on imported fossil fuels</p>	
	Whole energy system – Electricity network	Promote the need for a future electricity network that meets Shetland’s requirements	SIC Future Energy SSEN Transmission	<p>12. Work with SSEN Transmission to establish the most beneficial holistic transmission and distribution network in Shetland.</p>	<p>13. We will support and encourage the development of a holistic whole energy system for Shetland which makes full use of existing and planned infrastructure.</p> <p>14. We will engage with the development and refinement of future energy scenarios for Shetland</p>	
	Whole energy system hydrogen economy	Establishing the production opportunities and demand for green hydrogen in Shetland	Energy Developers SIC Future Energy, HIE, Energy Steering Group	<p>13. Continue to engage with the NZTC on Phase 2 of Energy Hubs and Hydrogen Backbone projects.</p> <p>14. Prepare Full Business Case for Island Growth Funding.</p>	<p>15. We will continue our participation in research to determine the economics and impacts of the hydrogen economy in Shetland.</p> <p>16. We will develop a clearer roadmap on the current and future demand for hydrogen locally, and elsewhere, to accompany the pipeline of planned projects for hydrogen production.</p>	

					17. We will progress the hydrogen economy in Shetland when production and demand are aligned.	
	Carbon Capture and Storage (CCUS)	Understand the prospects for CCUS in Shetland	EnQuest, SIC Future Energy, HIE, Energy Steering Group	15. Work with EnQuest as and when required.	18. We will engage with EnQuest to understand their plans for CCUS and the opportunities which may arise. 19. We will continue research into the development of the carbon economy in relation to trading schemes, carbon pricing, and taxation.	
	Whole energy system – District heating	Understanding how the District Heating technology, successfully deployed in Lerwick for 25 years, can be developed in other places in Shetland.	SIC Future Energy and Climate Change Teams	16. Rural energy hubs project active to investigate district heating opportunities for Brae	20. We will support the continued operation and development of the Lerwick District Heating Scheme. 21. We will investigate opportunities for additional district heating schemes outside Lerwick. 22. We will promote the success of the Lerwick district heating scheme to other communities seeking to develop similar projects. 23. We will explore alternative sources of low carbon low cost heat suitable for integration into a district heating scheme.	
	Whole Energy System -	Understanding the developments required	LPA, SIC Ports and Harbours, Zetrans	17. Keep up to date with technology	24. We will engage with developers and port users to	

	Enabling Infrastructure	for essential ports and aviation infrastructure.	Energy Steering Group	developments and support projects that seek to improve transport infrastructure.	understand the investment required in our ports and harbours and the timescales (to deliver decarbonisation and renewables projects). 25. We will engage with the aviation industry to better understand future developments.	
	Planet					
	Environmental Protection	Build on the Energy Development Principles approved Dec 22	SIC Climate Change Energy Steering Group	18. We will develop the Energy Development Principle on Environmental Protection into a set of Guidelines to engage developers.	26. We will seek to steer projects towards sites that are the least environmentally disruptive. 27. We will encourage developers to follow and go beyond national guidance on EIAs and environmental monitoring. 28. We will encourage collaborative monitoring to the benefit of increasing biodiversity gains and ecosystem health. 29. We will advocate to the policy makers and national bodies to adopt a holistic approach to energy developments and licensing regionally as opposed to current piecemeal planning approach	1,3,4

	Use of energy	Changing energy use and reducing emissions	SIC Future energy, Energy Efficiency and Climate Change teams, Islands Centre for Net Zero	<p>19. Shetland Climate Change strategy to be drafted and will link to the Shetland Energy Strategy.</p>	<p>30. We will support the most appropriate use of energy following the energy hierarchy, matching supply and demand to maximise efficiencies. (encourage a diverse energy ecosystem)</p> <p>31. Implement and ensure alignment to the actions within the SIC and Shetland Climate Change strategies.</p> <p>32. Communicate the need for action across a range of fronts including: behaviour change, customer expectation and empowerment to maximise carbon saving opportunities.</p>	
	Decarbonisation	Identify methods to reduce energy consumption.	SIC Energy Efficiency Group ZetTrans	<p>20. Support the year 1 implementation and delivery of LHEES.</p> <p>21. We will develop a Local Area Energy Plan (LAEP) for Shetland.</p> <p>22. Continue to promote knowledge exchange around marine and ports decarbonisation</p> <p>23. We will support the full revision of the Shetland Transport Strategy 2022-2042, being undertaken by ZetTrans.</p>	<p>33. Continue to implement the LHEES delivery plan and develop the LAEP to support scenario planning on the electricity distribution grid.</p> <p>34. We will seek to find local solutions to the delivery of energy efficiency measures.</p> <p>35. We will prepare a local approach to the use of hydrogen in Shetland aligned to other local strategies such as for heat and transport.</p>	1,2,3,4

	Lifestyle	Improve communication with the Community as the route to net zero intensifies	SIC Future Energy Climate Change Teams and Community Development Teams, Community Planning Board	<p>24. Empowerment of individual action and responsibility through education, engagement and encouragement.</p> <p>25. Draw up a communications plan for the Rural Energy Hubs project.</p>	<p>36. We will work to ensure that the impact of energy transition on our lifestyles is positive and equitable.</p> <p>37. We will empower behaviour change within the community through raising awareness and understanding of climate change and its link to energy transition.</p> <p>38. Following completion of the Rural Energy hubs project in October 2025 share lessons learnt and continue to develop the concept.</p>	
	Prosperity					
	Energy Development Principles	Advance the Energy Development Principles approved Dec 2022 as guidelines for engaging with Energy Developers. Measure economic and social impacts.	SIC Economic Development, Climate Change and Future Energy Teams, HIE, Energy Steering Group	<p>26. Complete Community Wealth building research.</p> <p>27. Undertaking the maximising of economic opportunity research.</p> <p>28. Measure the socio-economic impacts of producing green hydrogen from onshore wind.</p>	<p>39. We will develop, promote and implement the Energy Development Principles. With ongoing strategic direction and monitoring provided by the Energy Steering Group.</p> <p>40. Updated Shetland Regional accounts</p> <p>41. We will investigate the technical and non technical barriers to local businesses developing and engaging in opportunities relating to energy transition.</p>	

	Enhanced powers	Restart the Our Islands Our Future campaign led by the three island local authorities, Aiming to work together to secure more decision making at a local level and greater economic prosperity for island communities.	SIC Corporate Services, MP, MSP	29. Prepare project to investigate enhanced powers.	42. We will investigate options for enhanced powers	
	External funding	Build capacity to seek the external funding that energy development projects will require.	SIC Future Energy, HIE, Energy Developers, Energy Steering Group, Islands Centre for Net Zero	30. Use the existing governance structures and stakeholder working groups as a mechanism to build a pipeline of projects and consortia required for external funding bids. 31. Promote Shetland Energy Hub credentials to main funding bodies.	43. Ongoing to continue to build the pipeline of projects and an updated list of potential consortia partners. 44. We will support and encourage applications for external funding which align with the four long term outcomes.	1,2,3,4
	Affordable energy	Continue work on the Affordable Energy project approved by Council November 2023	SIC Future Energy Team	32. Support the roll out of Smart meters and ensure it is equitable. 33. Develop a project to ensure households have access to support to transition to Smart Meters. 34. Engage with the UK Governments ongoing consultation on REMA	45. Continue to engage with REMA and the roll out of smart meters 46. We will have full access to clean, affordable and secure energy produced in Shetland. 47. We will engage with energy suppliers to understand the challenges to the roll out of smart meters in Shetland and engage with regulators to find options for Shetland	1,2,3,4

				<p>(Review of electricity market arrangements).</p> <p>35. Further investigation of affordable energy options build relationships with other Local Authorities and agencies with similar challenges to maximise the impact of engagement.</p>	<p>and other areas which face similar challenges.</p>	
	People					
	Workforce	Investigate the educational and skills services required for energy transition, equal opportunities and transferability.	Green Skills Group, UHI Shetland, Energy Steering Group, SIC Economic Development and Future Energy Services	<p>36. Project pipeline resource for different technologies to collate data on how technologies and projects may develop.</p> <p>37. Skills survey</p> <p>38. Shetland will need to create its own roadmap for transitioning jobs and skills based on the unique circumstances of a rural, remote island.</p> <p>39. Recruitment and retention of underrepresented groups in non-traditional employment sectors – to meet increased demand and move us closer to equity.</p>	<p>48. We will undertake further research to understand the pipeline of upcoming projects to ensure we have the skills and capacity to handle the predicted change in employment.</p> <p>49. We will encourage and support diversity within the workforce.</p>	4,1,2,3

	Participation and empowerment	Improve the opportunities for Community Empowerment	SIC Community Development, Economic Development and Future Energy Teams, HIE, Energy Steering Group, Community Planning Board	40. Raise awareness and understanding of energy transition along with facilitating and supporting community-led action, building capacity within the community.	50. We will empower the community through raising awareness and understanding of energy transition and facilitating and supporting community-led action, building capacity within the community. 51. We will empower the community by highlighting opportunities to influence decisions relating to energy transition. 52. Support engagement in energy throughout the community, including outreach projects and contextual learning.	
	Working together	Seeking strength and cohesion by developing shared working with	Energy Steering Group, Islands Centre for Net Zero (ICNZ), various working groups associated with specific topics across islands and rural communities	41. Complete the ICNZ Shetland clean energy business case. 42. Strengthen and embed the ICNZ shared approach into Shetland service plans and work programmes.	53. We will work within ICNZ to produce an action plan to prioritise actions. 54. We will learn from others and collaborate when there is opportunity to do so. 55. We will collate a resource to facilitate action planning and collaborative working.	
	Communications	Build on existing communications plans to advance a specific communications plan for the Energy Strategy.	SIC	43. Updated overarching communication plan based on the Shetland Energy Strategy with clear alignment to other strategies. With specific	56. Set clear communication objectives. 57. Use the governance structures as a mechanism to strengthen and streamline	

				<p>communication plans for any project progressed.</p> <p>44. Recognising that Clear and effective communication is essential to accelerate action on energy transition. It is required to raise understanding and awareness, to increase commitment and to manage expectations.</p>	<p>the network of stakeholder working groups.</p> <p>58. Engage with stakeholders to share the narrative.</p> <p>59. We will promote at a national level the scale of the challenge for Shetland in reducing our emissions and the need for a local approach.</p>	
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