

The Source

News from around **Scottish Sea Farms** and the sector

December 2023



Images courtesy of David Lipcsey

Green light for growth at Lerwick

Scottish Sea Farms has successfully completed its £2.5M refit at Lerwick, doubling its processing capacity in Shetland from 25,000 tonnes annually to 50,000 tonnes ahead of anticipated higher volumes.

The company acquired the facility as part of its purchase of Grieg Seafood Shetland in December 2021, along with 16 active farms and a freshwater hatchery.

Within months, all fish processing activity in the region was switched to Scottish Sea Farms' long-standing Scalloway base – the hub for fish from both Shetland and Orkney – to enable a major refit at Lerwick.

The objective, says Head of Processing Operations Donald Buchanan, was to streamline processing into one centre, maximising efficiencies.

'We were looking to create a 'facility of the future' capable of receiving all fish from our expanded Northern Isles estate.

'With a larger footprint and proximity to the ferry network, Lerwick made the obvious choice.

'We stripped back the existing processing facility to its very core, right down to adding new floors, drains and internal fabrication.

'Then we reconfigured the layout to create self-contained areas for the key activities of harvesting, gutting and packing, each of which was fitted out with a mix of existing and all-new equipment.'

Animal welfare uppermost

Key to the new-look harvesting area, as with the company's processing facility at South Shian on the Scottish mainland, is an in-water stunner supplied by Ace Aquatec.

'This ensures fish are harvested in the most humane way by rendering them unconscious while still in their natural environment of water,' said Buchanan.

'There's also a second, smaller stunner to ensure that any bycatch or cleaner fish receive the same high welfare treatment.'

Improved efficiencies

After harvesting, fish are transferred to the gutting area where there are six high-speed BAADER machines capable of handling fish of 2kg-7kg, with a

dedicated handline to manually gut any fish outside of this specification.

The gutted fish are then kept chilled in new refrigerated containers ahead of grading and packing – another big advance, said Buchanan.

'Thanks to the addition of the new temperature-controlled containers, we can direct the gutted fish temporarily into these tanks and better manage the flow into packing.'

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Head of Processing Operations
Donald Buchanan

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Further automation has been introduced in the packing area with the addition of robotic palletisation, aimed at minimising handling.

'Throughout, we've engaged the team to ensure we get the detail exactly right, encouraging colleagues to come to us with ideas for further improvement big or small,' said Buchanan.

Fully certified

It's an approach that has paid off, with the new-look facility having now achieved all necessary audit, environmental and retail standards, including RSPCA Assured, Global GAP, Label Rouge, M&S and Waitrose.

Scottish Sea Farms Head of Technical Andy Gourlay said: 'Ensuring the facility complies with our many different certifications and standards has required a colossal amount of work from each of the teams involved: processing, engineering, IT and technical.

'However, by working together towards a shared goal, we've achieved it.'

Room for growth

Now fully operational, the facility can handle 200 tonnes a day, compared with 100 tonnes before.

There's also 40 per cent of the available floor space still available, allowing room for further growth.

'That's the real beauty of Lerwick,' said Buchanan. 'Not only have we doubled capacity in the here and now, but there's scope to increase that further to process up to 70,000 tonnes annually, over years to come, should we wish to.'

For the 80-strong processing team, Lerwick provides a more spacious working environment, complete with new changing rooms, a lounge and - the highlight - its own canteen serving home-cooked food, courtesy of Canteen Manager Trish Reid.

Secondary harvesting

As for the company's Scalloway base, this will remain a key facility providing a secondary harvesting hub during periods of peak volumes and supporting many of the company's other farming activities.



Upgraded Lerwick facility has been a cross-team effort

'None of these advances would be possible without our farm teams'

With gill health challenges ranking among the biggest threats to fish welfare, recent years have seen a multi-million pound investment in new research - but to what effect? We caught up with Head of Fish Health & Welfare Ralph Bickerdike on the advances being made.

'Gills are hugely important to the overall health and wellbeing of fish, regulating oxygen and carbon dioxide levels,' said Bickerdike.

'Yet, for many years, the factors affecting this vital organ have remained relatively unknown.

'Thanks to a wave of targeted research projects, we're starting to build up new knowledge and make real advances in terms of identifying how best to pre-empt the challenges.'

Advance #1: increasing understanding

In one such project involving Scottish Sea Farms, all other major producers, the Sustainable Aquaculture Innovation Centre (SAIC) and Scotland's Rural College (SRUC), fish from different farms were assessed for gill health and overall condition, every fortnight, over four years. The results were then analysed alongside historical data.

'This was a hugely ambitious study that has helped advance our understanding of the bacteria, fungi, viruses and other microbes that naturally live on and within fish gills,' said Bickerdike.

Advance #2: identifying the risk factors

In another recently completed collaboration between Scottish Sea Farms, Mowi and the University of Glasgow, new environmental DNA (eDNA) technology was developed to help detect the presence of phytoplankton and zooplankton considered harmful to fish.

'All organisms shed DNA - phytoplankton and zooplankton included. By analysing water samples from farms, we were able to detect some species which weren't previously considered harmful.'

Advance #3: early warning systems

In ongoing research, Scottish Sea Farms

is partnering the Scottish Association of Marine Science, SAIC and Mowi to trial 24-hour monitoring of phytoplankton - a first for aquaculture in Scotland - via a special submersible device.

'The device, now in place at one of our farms, provides a live feed, enabling scientists to analyse what plankton species are present at any given time; something manual monitoring isn't capable of achieving.

'If successful, it could pave the way for an early warning system, not just for the sector but other producers such as mussel farmers,' said Bickerdike.

Advance #4: mitigating measures

In some cases, the single best way of identifying cause and effect in ever-changing marine conditions is to replicate the challenge in a controlled environment, prompting a new partnership with SRUC, funded by the Seafood Innovation Fund.

'We know, from our own monitoring, that harmful zooplankton such as jellyfish can lead to gill disease.

'If, through this lab-based study, we can better understand the 'how and why', we'll be better placed to decide most appropriate measures to minimise impact on gill health.'

Applying the insights

'None of these advances would be possible without our farm teams who carry out the sampling, on top of their core role caring for the fish, so hopefully they'll see the benefits from the work being done,' concluded Bickerdike.

'Because while, scientifically, there's still much to do, we're already applying some of the initial insights out on farm - with positive results.'

2023 highlights

January

- Freshwater vessel with reverse osmosis capability, Inter Caledonia, comes into service

March

- Second freshwater vessel with reverse osmosis capability, Ronja Kvaløy, joins the fleet

April

- Scottish Sea Farms takes delivery of its biggest landing craft to date, the Hollie Rose

May

- Next generation thermo-delouser, Eloise Eslea, begins sea trials

Communication key to correct diagnosis

The first step in combating gill disease is correct diagnosis and to this end a new course is being developed to help farmers identify and describe the symptoms.

Scottish Sea Farms is working with SRUC and specialist vets within the sector to design the new online module, with funding from Defra.

‘Farmers, whether on land or at sea, quickly learn to recognise what’s normal and what’s not; that’s one of the basic principles of good animal husbandry,’ said Scottish Sea Farms Head of Veterinary Services Ronnie Soutar.

‘But we have to talk the same language so people on farms can better understand what they’re seeing when they look at gill health and can describe their observations to those of us who

give specialist support. Ideally, we will then standardise this language across the sector.’

The new module, which will be available via SRUC to farmers at every level and also to vets new to the sector, will include illustrations of gills and avoid medical jargon to aid gill health assessments, said Soutar.

‘I know, from having been a vet in general practice, that if you use a lot of scientific terminology there is room for confusion. With gill disease, which is relatively new, we are asking people to do something that is very important in the diagnostic stage and clear communication is critical so we can decide on the best treatment.’

It’s hoped the new module will be open for enrolment in early 2024.



Much loved Ethel leaves ‘lasting legacy’

Friends and colleagues have paid tribute to Scottish Sea Farms Learning & Development Coordinator Ethel Johnston, who died on September 5.

Ethel, who joined Scottish Sea Farms in 2019 and soon moved from being the smiling face at reception to the HR team, ‘really was one of a kind’, said Michael Keenan, Farm Manager, Mull.

‘She had such pride in her work and the kindest heart. She was honest, compassionate and empathetic, someone you could confide in, and have a laugh with, but she also had the respect of everyone, regardless of their position within the company. She was something special.’

Erin MacAulay, Reception and HR Administrator, said that without Ethel’s support she would not have completed her Modern Apprenticeship.

‘When I first started with Scottish Sea Farms, I was thrown in at the deep end but I knew there was no way of me ever sinking as I always had Ethel there.’

‘She pushed me to be the best version of myself, in and outside work.’

Ethel was ‘the go-to for advice about courses or development’, said Alasdair Thomson, Farm Manager, Orkney.

‘She became one of those whispered legends – the all-knowing Ethel – who would advise or reassure at the drop of a hat.’

Siobhan Murray, Kishorn Shore Base Support, found Ethel a great support, particularly when returning to work

after maternity leave.

‘She had plenty of patience and nothing was ever a problem, which gave me confidence in my own role.’

‘She generously gave her knowledge, expertise and skills.’

Ethel ‘has left a lasting legacy’, said Andrew MacDougall, Farm Manager, Mainland.

‘She was a joy to be around. Her attitude to life, work and her love for her family was truly inspirational.’

Ethel leaves behind husband Andrew and children Aimée, Harry, Charlie and Jack.



June	August	September	November	December
<ul style="list-style-type: none">• Head of Veterinary Services Ronnie Soutar recognised with the Aquaculture UK Outstanding Contribution Award• Scallastle seaweed project recognised by M&S Innovation Award	<ul style="list-style-type: none">• Work commences on new dedicated incubation unit adjacent to Barcaldine Hatchery	<ul style="list-style-type: none">• All four regions participate in the Great British Beach Clean	<ul style="list-style-type: none">• ‘Workplace wellbeing’ initiative launches company-wide	<ul style="list-style-type: none">• New campaign to raise awareness of Scottish Sea Farms’ public access defibrillators

Griggs update: Swifter consenting process trials get going



Trials for a streamlined consenting process for salmon farms are to be launched in two local authorities this month.

A blueprint for the new, swifter system has been drawn up by the Consenting Task Group (CTG), set up by the Scottish Aquaculture Council to deliver regulatory reforms recommended in an independent review by Professor Russel Griggs.

Shetland Islands Council and Highland Council, both of which have been involved in the CTG, will be the first to pilot the new rules, which aim to reduce duplication.

Scottish Sea Farms is submitting an application in Shetland as part of the trial, while other producers are expected to test the system with Highland Council.

Scottish Sea Farms Head of Sustainability and Development Anne Anderson, who sits on the CTG along with

representatives from Mowi, Bakkafrøst and other key stakeholders and government bodies, said there would be multilateral engagement from the start.

‘The trial involves a pre-application process where the two main consenting regimes, the local authority planners and SEPA (Scottish Environment Protection Agency), work together to examine the information we submit, rather than each body considering applications separately, as happens now.

‘We’re expecting a two to three-month period of pre-application, which will include all stakeholders, then a swift determination post-formal application submissions. All being well, we should be granted planning approval in late

autumn 2024, enabling us to open the farm in Q2 2025.

‘This has been a long process but we all recognised from day one that we weren’t just building a better consenting system, we were also trying to build better relationships.

‘The working relationship has been really positive and the regulators now better understand the level of expertise the sector puts into every application.’

An important part of the trial, said Anderson, would be the evaluation of its success and identification of any ‘glitches’, with the government commissioning feedback from all parties, including communities, ahead of rolling out the new system to other local authorities.

No link between salmon farms and algal blooms, study finds



A new study by SAMS (Scottish Association for Marine Science) has found no evidence to link salmon farming with harmful algal blooms (HABs) in Scottish waters.

In the first statistical analysis of its kind, scientists compared 15 years’ worth of data from a weekly HAB monitoring programme with farmed salmon biomass over the same period to assess whether fish farming had any significant effect on phytoplankton abundance and, ultimately, the development of HABs.

The subsequent paper, *The relationship between salmon (*Salmo salar*) farming*

and cell abundance of harmful algal taxa (Gianella et al., 2023), concluded:

‘The analyses indicated farmed salmon biomass in Scotland did not have a significant effect on cell abundance of HAB taxa *Dinophysis spp.*, *Alexandrium spp.*, *Pseudo-nitzschia spp.* and *Karenia mikimotoi*.

‘This contrasted with the role of location, month and seasons, which had a significant effect on cell abundance.’

The paper goes on to state: ‘The lack of a fish farm-HAB relationship may be explained by the dilution of nutrients since salmon cages

are typically located in areas of high flushing rates, but confirmation of this requires in situ evaluation of both nutrient concentrations/uptake and local hydrodynamic conditions.

‘This study clarifies a controversial relationship found in the literature, but caution is still needed when generalising the non-significant effect of fish biomass, to locations with localised dynamics.’

You can read the SAMS paper in full via www.sciencedirect.com/science/article/pii/S1568988323001385 via %3Dihub.

The Hollie Rose at Fishnish, Sound of Mull



Workboat Code 3: what you need to know

With recent changes to the Workboat Code affecting all small commercial vessels, including those in aquaculture, The Source caught up with The Workboat Association CEO Kerrie Forster to find out more.

What is the Workboat Code and how has it been changed?

'The Workboat Code exists to ensure the safe construction and operation of small commercial vessels.

'Recently, following a consultation between the Maritime and Coastguard Agency (MCA) and industry, a revised version – Workboat Code 3 – was introduced, with several key changes.'

Can you outline some of these key changes?

'Previously, the date at which vessels were built would determine the regulations they followed. Now, for the first time, one set of maritime regulations will apply to all domestic commercial vessels <24m operating in the UK or under the UK flag internationally.

'These regulations cover everything from the thickness of materials used, to the electronics, to emergency equipment, as well as to training practices and certification. All of which needs to be implemented over the coming three to five years.'

What was the thinking behind Workboat Code 3?

'The MCA began working on the concept for Workboat Code 3 soon after Workboat Code 2 (2019), following concerns over lack of cover for smaller vessels such as open boats in aquaculture.

'Around the same time, lessons were learned from a fatal accident involving a British registered yacht, prompting a review of the way the Codes and laws underpinning them were written.

'The MCA's aim, with Workboat Code 3, was to:

- Address the concerns and challenges presented by previous versions
- Reflect current practices and technologies while also future-proofing the Code as industry develops
- Bridge all previous versions, where practicable, to raise the safety benchmark within a single document, mirroring the original desire for Workboat Code 1.'

Originally formed to facilitate industry input into Workboat Code 1, how has the Association's remit grown?

'Originating in 1994, The Workboat Association is now the trade, skills and safety standards association for the workboat industry.

'It acts as a crucial point of liaison between members and key regulatory and industry bodies, such as the MCA and international Port States.

'It also drives the creation of safety, technical and best practice standards; provides a unifying platform for lobbying and debate; and delivers industry-recognised training and certification.

'Membership now stands at close to 200 UK and European workboat owners, operators and stakeholders – collectively representing around 1000 vessels and 6000 personnel – and the aim is to support each from their first day in the industry through to operating a global fleet.'

How can people find out more?

'They can talk to members of the team at exhibitions such as Aquaculture UK and Seawork or participate in some of the many training events held each year.

'If they work for a member company, they can also speak to their Association representative(s) – in the case of Scottish Sea Farms, Gerry McCormick and Chris Floyd. Or they can attend our activities and events, or access our members-only resources online.'

To read more, visit www.workboatassociation.org.



Workboat Association CEO
Kerrie Forster

News in brief

Antibiotic use down

The use of antibiotics on Scottish salmon farms last year dropped by almost two thirds compared to 2021, according to the latest Veterinary Antimicrobial Resistance and Sales Surveillance (VARSS) report, issued by the Veterinary Medicines Directorate. Usage in salmon was 18.6 mg/kg, down 24.5 mg/kg since 2021. In comparison, the level for pig farming was 71.8 mg/kg and 35.4 mg/kg in turkeys, while the sheep and cattle sectors do not publish full data.

HPMA plans dropped

Controversial proposals to introduce Highly Protected Marine Areas (HPMAs) in 10 per cent of Scottish seas by 2026 have been scrapped. The decision, announced by Net Zero Secretary Mairi McAllan last month, was a 'huge relief' to salmon farmers, said Tavish Scott, Chief Executive of Salmon Scotland, which campaigned with other marine users against the no-go zones.

Humane slaughter of fish

The Animal Welfare Committee has issued an updated expert opinion affirming the need for farmed fish to receive greater legal protection at slaughter. This includes the recommendations that UK Governments legislate to ensure fish are stunned before slaughter and killed before regaining consciousness; that they should be killed in water or shortly after being removed from it; and that a back-up stunning process must be available – all of which the Scottish salmon sector already meets.

Call for business rates freeze

Salmon farmers have joined other Scottish organisations to call for business rates – at a 24-year high – to be frozen in the coming financial year. The cross-sector request, led by the Scottish Retail Consortium, comes ahead of the Scottish Government's Budget on December 19.

People on the move

Our final round-up of internal promotions in 2023.

Starting with the mainland team, David Duffy – former long-serving Farm Manager at Dunstaffnage and most recently Feed Performance Manager – has returned to marine farming to take up the role of Senior Farm Manager for Loch Nevis.

David will manage both farm teams, following the recent consolidation and modernisation of Nevis A and B, and the resting of Nevis C.

Moving north, Orkney has seen several moves within its marine team.

Ross Stevenson, Farm Manager at Westerbister since it first went live in 2016, takes on the all-new role of regional Vessel and Infrastructure Manager, with Trainee Farm Manager Alasdair Thomson succeeding Ross as Farm Manager.

Meanwhile, long-serving Farm Manager Martyn Lennie hands over the day-to-day running of Shapinsay to his former Trainee Farm Manager Oliver Hart, as he takes on responsibility for Wyre while still retaining Puldrite.

Lober Rock Farm Manager Andrew Park takes on managerial responsibility for a second farm, Toyness, while Eday's Graham Clarke has been promoted from Husbandry to Senior Husbandry.

Completing this year's internal promotions, Shetland's Stephen Ferguson has been appointed Operations Supervisor of the engineering department, based at Gremista, having previously worked as a Processing Supervisor.



Alasdair Thomson



Andrew Park



David Duffy



Graham Clarke



Martyn Lennie



Stephen Ferguson



Oliver Hart



Ross Stevenson

'It's a way to make your voice heard'



Eline Blom, second from left, with her HR colleagues

Interested in representing the needs and wants of younger generations of colleagues? The Young People's Council is recruiting new members.

Established two years ago, the Council is open to those aged 16 to 24, or anyone aged 25 to 28 who joined the business before 24 years of age.

Given this age cap, the Council is regularly in need of new faces, said Scottish Sea Farms Head of HR Fiona McCann, who chairs the forum.

'We're keen to hear from younger colleagues, from across the business, on what they would like to see us do differently or additionally, what our focus should be and where we could change things for the better.'

To date, the Council has discussed a range of issues: from new employee benefits of appeal to younger employees, to the training available internally and externally.

Payroll and HR Administrator Eline Blom joined the Council to help bring these ideas to a wider audience and to network with other young colleagues.

'With someone from the senior leadership team at each meeting, being on the Council is a chance to have your voice heard, suggest new ideas and really make a difference,' she said.

'It's also a way of meeting colleagues

from other parts of the business. I'm usually tucked away in an office in front of my PC but through the Council I get to meet and chat with people from around the company.

'We've had some great brainstorming ideas so far, but we'd like to see even more diversity, with newer and younger colleagues coming on board and adding to the ideas being proposed.'

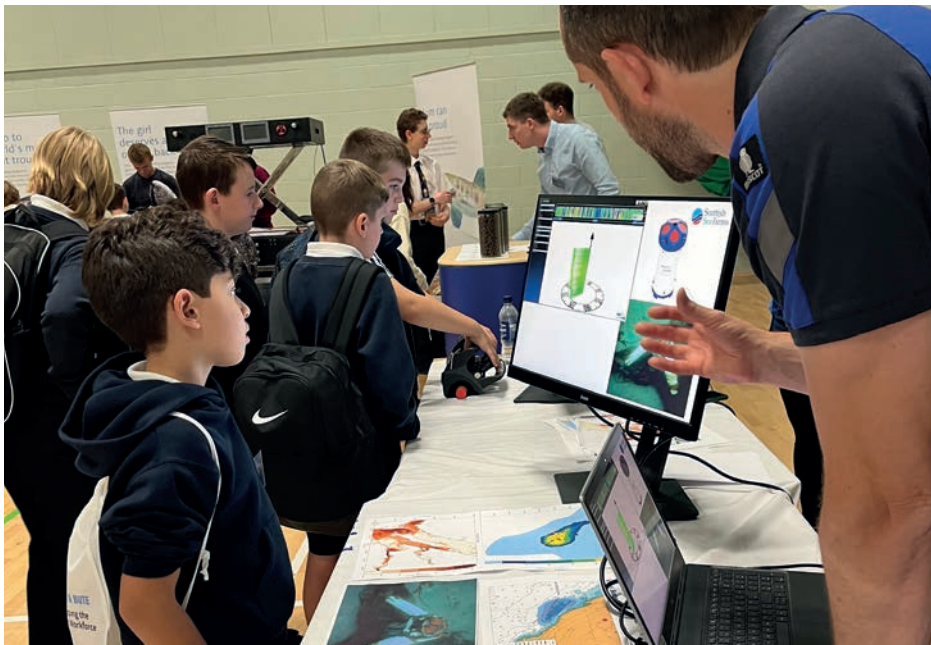
Young Person's Guarantee

Further underlining Scottish Sea Farms' commitment to supporting younger colleagues, the company has recently signed up to the Scottish Government's Young Person's Guarantee.

It aims to connect every 16 to 24-year-old to a job, apprenticeship, further or higher education, training or volunteering.

McCann said: 'Not only does the scheme create more opportunities for young people, but as an employer it provides another route to new talent and building our future workforce.'

Interested in joining the Young People's Council? Email fiona.mccann@scottishseafarms.com



Ambassadors sign up to promote salmon farming

More than 20 Scottish Sea Farms employees have now signed up to become STEM ambassadors for the sector in a drive to raise awareness of the many different roles on offer.

Ambassadors' tasks can range from giving talks in schools to hosting work experience and tours, with the goal being to inspire young people to pursue STEM (science, technology, engineering and mathematics) careers.

Scottish Sea Farms Learning and Development Co-ordinator Irene Pozo is spearheading the initiative, part of a nationwide scheme.

'We have had people volunteering as ambassadors from all regions, all

departments and all age groups, ranging from area manager level to farm managers, fish health specialists and environmentalists.

'Once they realised they didn't necessarily need to have a scientific background, they were keen to get involved.'

Throughout the year, the STEM ambassadors have taken part in job fairs, mentoring, and the first aquaculture careers day for under 12s, held at Oban High School.

'Not only do our ambassadors tap into local talent and help encourage people into the sector, but they also seem to enjoy engaging with youngsters and explaining what they do,' said Pozo.

Scottish Sea Farms Communications and Marketing Coordinator Jessica Taylor-McKaig, who has been a STEM ambassador since she was a student, said: 'The scheme is very flexible and you can do as much, or as little, as you want. It's a great way to challenge perceptions of the sector and show the variety of jobs available.

'When people think of STEM they often imagine white lab coats but a lot of Scottish Sea Farms staff work on farms, which is not a traditional STEM path but one of the options open to school or college leavers.'



STEM ambassadors at a recent Aquaculture Careers Day in Oban

Career spotlight



Shelley Donnelly,
Sales Administrator

What does your role involve?

I'm responsible for administration within the sales team. Day to day, I'll send documents to the hauliers, DFDS; send out customers' paperwork, such as certificates for export; do daily invoicing; and put orders on the system for customers, both in the UK and the EU.

What's your background?

I have been at Scottish Sea Farms for more than 18 years, after working in other administrative roles in different sectors. When I started, my work was half sales and half admin, but a few years ago I realised my strengths were more on the organisational side and since then I've focused on the admin, especially as the company has grown and the paperwork with it.

Why did you choose this job?

It was between this job and one other. At the time I didn't know anything about the companies, but decided to go for Scottish Sea Farms. And here I still am so I obviously made the right choice!

What are the biggest challenges?

Post-Brexit, the demands of the job have definitely increased. Until February last year, I had been working four days a week since starting my family but Celine (Head of Markets) asked me to come back full-time. If I hadn't, I don't think I'd manage my workload some weeks.

And the greatest rewards?

It's the people in the team, who I consider friends rather than just colleagues. I also really enjoy the company benefits and the chance to work flexibly, from home at times. And I've been able to see how the rest of the business operates with trips to Shetland and to Barcaldine and, most recently, to South Shian and the nearby farms.



Promoting community access to company defibs

Equipping remote farms and facilities with defibrillators has been a priority for Scottish Sea Farms over recent years, with community access given wherever possible. Now, the company is stepping up its promotion of the whereabouts of these devices to help raise awareness.

The company currently has 24 publicly available defibrillators across its estate.

For these devices to be a potentially life-saving asset, however, people need to know in advance where they can be located – sparking a new awareness-raising campaign.

In the local communities where there is a Scottish Sea Farms publicly accessible defibrillator, posters are now being displayed on noticeboards, in village halls, shops and other public places.

Meanwhile, via the company's social media channels, people are being encouraged to check the dedicated web page listing where publicly accessible defibrillators are located and during which hours.

The idea for the campaign started with Kishorn Shore Base Support Siobhan Murray.

'I was at a recent beach clean when members of the community said they wanted a defib in the village, not realising there was already one at our shore base.

'It's been there for a couple of years and was moved from inside the shore base to the car park where locals have access around the clock.

'I put a post on the local Facebook page to tell people where it is, but the posters

will help spread the message more widely.'

Meanwhile, Kishorn South Trainee Manager Iain Flack, who is also a trustee of Kishorn Community Trust, is leading a campaign to equip the south of the village with its own defib.

'Kishorn is made up of a number of communities and we felt a second device at the other end of the village would ensure the entire area is covered,' he said.

'Funding from Scottish Sea Farms has given the community a great start in purchasing another defib, which could possibly be located in the phone box in Sanachan.

'Having these units available within the community provides the comfort and reassurance that we might be able to help someone in their moment of need.'

Changes afoot for Heart of the Community Fund

Scottish Sea Farms' long-running Heart of the Community initiative is changing how it distributes its grant funding, in a move designed to ensure even more local causes receive a helping hand.

Starting 1 January 2024, the main Fund will now award grants of up to £500, with applications reviewed on a monthly instead of quarterly basis.

Bigger grants, which can run into thousands of pounds, will still be available but with fewer awarded and applications reviewed quarterly by the Fund's Trustees.

'The ongoing rise in the cost of living has, understandably, led to a rise in demand for support, both in terms of the number of applications and the amount being applied for,' explained Heart of the Community Coordinator Jessica Taylor-McKaig.

'Keen to make our support go as far as possible, we've trialled moving away from larger grants in favour of awarding smaller grants to help more causes.

'We've also encouraged applicants to fundraise some of the money, with the Fund providing the remainder.'

The feedback from those receiving support, said Taylor-McKaig, has been overwhelmingly positive, prompting the team to make the changes official.

'As previously, there will be no limit on how many applications a group or organisation can make in any one year,' said Taylor-McKaig. 'However, by giving

out a larger number of smaller grants, and by reviewing applications for those more frequently, we're hoping to get support to where it's needed most, when it's needed.'

The Farm Managers' £500 grants, awarded at the discretion of each individual Farm Manager, will remain unchanged.

You can read more about Heart of the Community at scottishseafarms.com > Community > Heart of the Community

Oban and District Riding Club received £273 towards the cost of medals. Photo courtesy of vivid-images.com



Heart of the Community at a glance



2023 so far
99 grants approved
£88,292 given

All time (2011-present)
821 grants approved
£1,837,106 given

Got a news item from your region or business area? Email thesource@scottishseafarms.com



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