

# The Source

December 2022

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



## 'In many ways we've only just started our journey'

**One year on from Scottish Sea Farms' acquisition of Grieg Seafood Shetland, Managing Director Jim Gallagher reflects on what's been achieved - and what's next.**



December 15 last year saw Scottish Sea Farms complete its most ambitious acquisition to date: the £173m purchase of Grieg Seafood Shetland.

The reality, however, is that closing such a deal is only the start of the journey.

'Our aim, from day one, has been to develop Shetland into a high-performing farming region capable of rivalling any other on biology, quality and cost efficiencies, not just here in Scotland but globally,' said Scottish Sea Farms Managing Director Jim Gallagher.

'That's not a vision you achieve in one or even a few years, it's a longer-term goal, but one we've made solid progress towards over the last 12 months.'

Aside from the immediate practicalities of onboarding new employees and integrating IT systems, priority number one has been to blend the best of both cultures.

'To become the best, we first need to be open and honest about where we can and must improve - and by that I'm referring to both companies.'

'Our 'First 100 days' approach proved instrumental in this, creating the time, focus, and, I hope, safe space for people

to discuss and debate the key issues.'

There have been some quick but key wins already. 'Scottish Sea Farms' philosophy has always been that responsibility of day-to-day farming, from fish health and feeding regimes to forecasting and budgeting, rests best with the farm teams themselves; a level of responsibility we've extended to our new farms, with clear targets and measures agreed.

'Equally, Grieg had a comprehensive environmental monitoring regime in place, which we've since adopted, along with more advanced farm infrastructure at some locations, the insights from which have helped inform our modernisation programme.'

### **Farming blueprint**

With each new way of working agreed, another piece of the roadmap falls into place, said Gallagher.

'We have secure, stable and supportive owners, we are in this for the long-term, and it's important that we get our farming blueprint for the future right rather than rush it.'

It must help that the new Shetland region ends year one in profit and

delivering good harvest volumes? 'Yes,' said Gallagher, 'but there are a growing number of challenges too. Not least biological performance, rising inflation on feed, utilities, fuel and other essentials, and the impacts of climate change.'

'So, there's more need than ever to focus on what more we can do to create the best growing conditions, achieve the best biology out on farm and improve our cost base.'

**Continued on page 2...**

## INSIDE

**Fishnish first for 160m pens**

**New treatment vessel to improve response times**

**Sector-wide diving standard in discussion**

**A year in headlines**

**Greater transparency in antibiotic reporting**

**Roadshow update**

**Farmers support local**



...Continued from page 1.

Back on dry land, the exchange of ideas has proven equally productive, with a £2m investment in freshwater farming underway, targeted at delivering a better quality of smolt and, in turn, enhancing fish welfare and survival once at sea.

Meanwhile, a further £2m investment to increase the region's processing capacity is close to completion in Q1 2023.



Shetland Processing Manager Niall O'Rourke

'We have a huge opportunity ahead of us and to help ensure we achieve it we've involved every area of the business: Shetland colleagues old and new, teams from around our other regions, trusted suppliers, parent companies,' said Gallagher.

'One year on, the vast majority of colleagues who joined Scottish Sea Farms via the acquisition have chosen to stay with Scottish Sea Farms. Hopefully, that's a sign everyone feels engaged and included in shaping the way forward.'

### A moment to reflect

As for unknowns and surprises along the way, there have been a few, admitted Gallagher. 'On the whole, though, they have been pleasant surprises: the condition factor of the fish; the high standard of farm infrastructure; and the ability, ambition and drive of the team all being uppermost.

'Everyone is hungry to do and be better, everyone is committed to playing their part, and that's going to be critical because there's a lot more work to be done as we build and fine-tune our roadmap for success.

'In many ways we've only just started our journey.

'For now, though, as we celebrate the one-year anniversary of the acquisition, it's important that we take a moment to recognise how far we have come as we transition to one team with one consistent way of working, shaped by the best of both.

'All of which will put us in a stronger position to deliver on our roadmap and goals, not just for Shetland but for the wider business.

'Watch this space, as they say.'

# Fishnish is first to switch to 160m pens



**Scottish Sea Farms has installed 160m pens, its biggest to date, at Fishnish off Mull, in a move towards improved fish health and welfare, better employee safety, and greater operational efficiency.**

Where previously Fishnish had ten 100m pens, there are now just four 160m pens capable of supporting the same biomass and delivering several key benefits in the process, said Farm Manager Alastair Fraser.

'The new £1.3m set up promises more room for the fish, better water flow, and better oxygen, all of which will help the salmon thrive.

'Dealing with four pens instead of 10 also gives us more time as a farm team to focus on fish health and biological control.

'We can carry out any treatments faster, as it's often the number of pens that takes time, as opposed to the number of fish.'

The advances in terms of employee health and safety look set to be every bit as significant.

Area Manager for Mull Andrew MacLeannan said: 'Fishnish is one of the highest energy sites on the mainland in terms of weather and current speed, so when we were looking to upgrade the farm infrastructure, it made sense to go for the larger pens because they're renowned for less movement in the weather.

'The bigger the pen, the heavier the mooring and the easier it's going to be to make it safe, both for the team and the fish.

'All the lifting will be done by winches, with 10 fitted to each walkway, which can be remotely controlled from a boat.



Fishnish Farm Manager Alastair Fraser

**'We can carry out any treatments faster, as it's often the number of pens that takes time, as opposed to the number of fish.'**

'It's an optional extra but further adds to the safety of the staff and fish, as it gives us more control over the netting systems.'

To familiarise themselves with the new 160m pens – supplied by Scale AQ complete with moorings and HDPE Midguard knotted nets designed to deter seals – MacLeannan and Fraser made two separate trips to Norway to observe operations at Leroy and SalMar, which both use the larger pens.

'The farm team were a wee bit apprehensive at first but excited too,' said Fraser. 'It's been a new challenge for us all, and a big learning curve, but with Scale AQ's help it's actually been quite straightforward.'



# New boat builds on success of sister ship



Photo courtesy of Inverlussa Marine Services

## As new vessel, the Eloise Eslea, arrives in Shetland for final fit-out, The Source caught up with project leads Keith Fraser and Ben Wilson to find out more.

Designed and built by Nauplius Workboats, and on contract from Inverlussa, the 27m Eloise Eslea is effectively the big sister to the 26m Kallista Helen and will be fitted with a next generation thermo-delousing system.

'Once again, fish health and welfare were first and foremost in the vessel's design, but thanks to the input of the Kallista Helen crew we've been able to make a number of adjustments and enhancements,' explained Scottish Sea Farms Shetland Engineering Manager Keith Fraser.

These include extending the vessel by 1m to accommodate another

12m of pipe and altering the layout of the delousing system to increase throughput from 120 tonnes per hour to 200 tonnes, which, in turn, will reduce treatment time and ensure a swifter, gentler experience for the fish.

'Every time you build a boat it's an opportunity to make it even better than the last one,' said Inverlussa Managing Director Ben Wilson. 'By sticking to the same project team - including Scale AQ on the delousing system and Ocean Kinetics on engineering works - we have achieved exactly that.'

'As with the Kallista Helen, the delousing system will be installed

under a shelterdeck, offering greater protection from the elements and providing a safer environment for crew.

'It also frees up deck space for three cranes as opposed to two, reducing dependency on other workboats.'

'All-new features, meanwhile, include dynamic positioning to increase usability out on farm during severe weather, along with diesel-electric propulsion and battery hybrid technology to lower fuel consumption, emissions and noise when in standby mode or overnight.'

The Eloise Eslea is due into service in Spring 2023.

## High tech training for IT team



Charlotte's Bay, Oban

**Scottish Sea Farms' IT team are on a mission to better support the company's digital network, aided by a recent in-depth training course.**

The intensive three-day programme, complete with an exam at the end, was aimed at increasing understanding of all the digital networks deployed in the business.

IT Operations and Infrastructure Leader Colin Kupris said: 'The purpose was to upskill the whole team in using equipment that supports the digital communications within Scottish Sea Farms.'

'There is a great reliance on technology, such as remote feeding, these days, so having the whole team capable of installing, troubleshooting, carrying out equipment maintenance - critical services the business relies on - is vital.'

'The course is all part of CPD (continued professional development) and for the team it's a gateway to doing even more advanced work, ensuring everyone has the experience needed to support all the equipment out there.'

The IT department not only handles day-to-day maintenance and repairs, installations, and site expansions, but has also pioneered in-house innovations, including processing apps, water metering initiatives, autonomous weather monitoring devices and rain gauges.

For the past year, though, much of the focus has been on integrating the Shetland farms and facilities, following the acquisition of Grieg Seafood Shetland.

'We have a huge remit and it's ever-changing and increasing,' said Kupris. 'We plan to do more advanced courses in the future, which will take all of us beyond what we know now.'

## Competition: win £100 vouchers of your choice



**For the chance to win, email your suggested caption for this photo of Scottish Sea Farms Regional Manager Richard Darbyshire in conversation with Shetland Area Manager Robbie Coutts to [thesource@scottishseafarms.com](mailto:thesource@scottishseafarms.com) before 12 noon Monday 19 December.**

None other than Richard and Robbie will choose the funniest caption, and the winner will be notified on Tuesday 20 December 2022.





Tiong Bahru market, Singapore

# Singapore visit drives business for Scottish salmon

**Scottish Sea Farms' sales team has been exploring the growing market for salmon in Indonesia, against the backdrop of a sector-wide drive to boost exports in the region.**

Georgie Mackenzie, UK and Export Sales for Scottish Sea Farms, saw the potential in South East Asia first-hand during a recent trip to Singapore.

The visit was part of a Scottish initiative to meet new contacts, get a better understanding of the retail and consumer base, and attend the Asian Seafood Show.

Also in the party were representatives from Seafood Scotland, Scottish Development International (SDI), and other salmon businesses.

'Indonesia is a new market for us but we had an influx of enquiries in the spring, following a shortage of supplies from Tasmania, which is their traditional supplier,' said Mackenzie.

'We have been developing the market ever since, and when Seafood Scotland and SDI organised a trip to Singapore for the aquaculture sector to investigate this market, it was a perfect opportunity to meet some of our new customers.

'We met retailers and visited processors, establishing contacts,



Joshua Chong, Global Live Seafood, with Georgie Mackenzie, Scottish Sea Farms

and found a lot of enthusiasm. New customers have now experienced the ease with which we're able to supply them.'

Seafood Scotland's Head of Trade Marketing Asia, Europe, Middle East, Natalie Bell, told The Source that the scope for Scottish salmon exports in the area was huge.

'Predominantly, it's been a region where the Norwegians have had the greatest market share, but Scotland is creeping up. It was doing well until Covid, but now it is building back up again.

'Seafood Scotland has two in-market specialists, Tony Gunnis, who is based in Singapore and covers South East Asia, and now Dhevi Yovita in Indonesia, and they have had very positive feedback.

'We're seeing demand not just from Singapore, which is the hub, but also from the wider South East Asian market. Tony has just been in Thailand because we had some Thai buyers looking to purchase Scottish salmon.

'The size of the prize is huge if salmon companies are able to supply regularly and are committed to investing in the market.'

Seafood Scotland will continue to work on improving Scottish brand recognition and will help facilitate visits from South East Asian customers to Scotland, said Bell.

Mackenzie said meeting customers face-to-face and forging relationships had been 'massively valuable'.

'It's hard to beat immersing yourself in an area where you're trying to expand, and having the opportunity to network with people so you know what they're looking for, and they understand and are interested in what you do.'

## Sector-wide standard seeks to make diving safer

**Scottish Sea Farms is behind a drive to create a diving standard for the sector, aimed at further improving safety procedures.**

While there is currently guidance from the Health and Safety Executive, and an approved code of practice for commercial inland and inshore diving, there is no standard specific to aquaculture.

Gerry McCormick, Scottish Sea Farms Health and Safety Manager, said there is sector-wide support for a bespoke standard.

'Although divers are assessed to high standards by individual companies,

no sector standard exists at present. What we are trying to push for collectively is an aquaculture diving standard that those working within the sector will have to adhere to and can be audited against.

'Diving is one of the most hazardous aspects of our sector and having standards to hold people accountable to will make it as safe as possible.

'Health and Safety managers in the salmon sector have had multiple conversations about this and we're all on the same page. We've also talked to the Professional Diving Academy to see what a standard could look like.'

The presence of divers is regularly required to help set up farm



infrastructure, and for inspection and maintenance.

Proposals for an aquaculture diving standard were further discussed at the Association of Diving Contractors (ADC) in November, said McCormick.

'All the dive companies that we use are members of the ADC so I'm hoping we can move forward and set up the standard within the next six months.'

# 'A sector that never stands still'



## Guest contributor Gareth Moore, Editor of Fish Farming Expert, looks back on a year in headlines.

To the casual observer, fish farming in 2022 may appear much the same as it was 10 or 20 years ago.

But as readers of The Source will be aware, change is happening all the time. The challenges and opportunities presented by salmon farming mean that the sector is always seeking to move forward, and 2022 has been no different.

This year has been one of evolution rather than revolution. There has been nothing to match the 'wow' factor of SalMar's Ocean Farm 1 in 2018. But while this year's advances are less dramatic, they may be equally or more significant.

In Scotland, much of the focus has been on producing more robust smolts and increasing resources to protect them from biological challenges at sea.

Bakkafrost Scotland has invested heavily in the first of three hatcheries that will produce 18 million smolts a year with an average weight of 500g, reducing the time the fish spend at sea.

To protect its fish from amoebic gill disease, Bakkafrost has also contracted Scotland's newest and largest capacity wellboat, the Ronja Star, which produces its own freshwater and can perform delousing and freshwater treatments in one operation.

Scottish Sea Farms and Mowi are also looking at using larger smolts, although neither company has yet committed to building post-smolt facilities.

Like Bakkafrost, Scottish Sea Farms is enhancing its treatment capacity. The Eloise Eslea, a 27m hybrid-power vessel contracted from Inverlussa Marine Services, will go into service next year after being fitted with a thermo-delousing system.

Further afield, Hiddenfjord in the Faroes is using floating fabric-walled enclosures to grow post-smolts from an average weight of 650g to 2kg, reducing the time at sea by between four and six months.

In Norway, Hauge Aqua has laid its first Egg, a floating closed containment facility made of a rigid composite used

for lifeboats. The so-called Mini Egg (it's 'only' 21m high) will be used to grow post-smolts, but future Eggs with 10 times the volume will be used for grow-out.

Another concept to make it off the drawing board is the Marine Donut, a torus-shaped floating closed flow-through plant with sludge collection being developed by thermoplastics specialist Bluegreen in conjunction with Scottish Sea Farms' co-owner SalMar.

On land, results from Salmon Evolution show that it may become the first credible competitor to sea-raised salmon. It harvested 30k Atlantic salmon at around 4kg in early November, just over seven months after stocking 100k fish at an average weight of 300g. Those still to be harvested had increased in size to 4.7kg by mid-November.

In British Columbia, Canada, Cermaq has started a second trial with the same system that Hiddenfjord is using in the Faroes. And Grieg Seafood BC is expanding the use of 15m drop-down lice skirts and cutting-edge oxygenation technology that have been seen to successfully prevent interaction with wild salmon during migration periods.

These examples are just the tip of the iceberg in a sector that never stands still.



Gareth Moore, Editor, Fish Farming Expert

*The fee from this article was donated to the Nathan Ritchie Fundraiser and My Name's Daddie Foundation*

## Greater transparency in antibiotic reporting



### The Scottish Environment Protection Agency has announced it is to publish monthly antibiotic use for each salmon farm.

Currently, antibiotic usage is collated at company level and reported annually.

Starting next year, month level data on a farm-by-farm basis will be recorded on Scotland's Aquaculture Database and updated quarterly.

This is in line with sector reporting of fish survival and sea lice, both of which are also reported on a farm-by-farm monthly basis.

Scottish Sea Farms Head of Veterinary Services Ronnie Soutar said: 'Across human and animal medicine alike, the drive is rightly on to reduce antibiotic usage – a key threat to global health.

'Not only will the move to monthly reporting further increase transparency, but it will also serve as a regular measure of performance in this area.'

Whilst Scottish Sea Farms has recorded zero antibiotic usage on all salmon sold for two consecutive years, sector usage increased from 29.3mg/kg in 2020 to 43.1mg/kg in 2021 – a record year for salmon production, with more fish in the water for longer following the Covid disruption.

'As with any farmer raising livestock, the conditions in which we operate continue to bring new challenges, and as such it's important that antibiotic use remains open to us when in the best interests of fish welfare,' said Soutar.

'That said, it's incumbent on all producers to keep applying the lessons learned to keep antibiotic usage to an absolute minimum.

'At Scottish Sea Farms, we will continue to follow the maxim 'as little as possible, as much as necessary'.'



# People on the move

Our regular round-up of the latest internal promotions



Jamie Weatherill



Grant Harrold



Lee Mainland



Andy Powell



Kenny MacDonald



Kelly Duligal

Starting in Shetland, Andrew Manson, who joined Scottish Sea Farms via Grieg Seafood, has been promoted to Senior Husbandry at South of Linga.

In Orkney, Jamie Weatherill has been appointed Farm Manager of Toyness, taking over the mantle from Jeff Taylor who will now focus exclusively on Bring Head.

Also in Orkney, Grant Harrold, formerly Husbandry at Puldrite, moves to a new role as Deckhand on the Fair Isle, and Lee Mainland takes on a Senior Husbandry role at Eday, having first started out at Lober Rock in 2020.

Lee replaces Andy Powell who has been made Health and Safety Coordinator for Orkney and our most northerly mainland marine farms: Eriboll, Summer Isles and Kishorn.

Speaking of Kishorn, Craig Swannie and Tom Charles-Edward have both been promoted to Senior Husbandry roles at Kishorn West, while Raymond Orr has been promoted to Senior Husbandry at Kishorn North.

Elsewhere on the Scottish mainland, Nevis B has seen Louis MacKinnon appointed Trainee Farm Manager and Leander De Wild promoted to Senior Husbandry.

Meanwhile, Andrew Ghazal, formerly Senior Husbandry at Nevis C, has taken on the new role of Net Technician for the Nevis Net Support team.

In Argyll, Kenny MacDonald has been appointed Trainee Farm Manager at Dunstaffnage, having started out at Lismore West in a Husbandry role.

At nearby Shuna, Simon Hutton has been promoted to Senior Husbandry, as has Kelly Duligal at Fiunary on Mull.



Steven Nicolson (right) being presented with his commendation by Assistant Chief Coastguard Matt Leat

## Cliff rescue 'just normal thing to do' says hatchery engineer

**Scottish Sea Farms Hatchery Engineering Manager Steven Nicolson has received a commendation for Meritorious Service from HM Coastguard for his role in rescuing a woman from a cliff edge in Lerwick last year.**

The award, the highest official recognition by the Coastguard, is for a remarkable team effort that brought a suicidal young mother to safety against what the citation recorded as 'incredible odds'.

Nicolson, who volunteers for the Coastguard and fire service on Shetland, was first on the scene and managed to build up a rapport with the woman, but she slipped and was left clinging on to the grass verge.

With a 90ft drop to the rocks and sea below, Nicolson threw her a rope and held her full body weight until his teammates set up their equipment and completed the rescue successfully.

Nicolson, who has been with HM Coastguard for nearly two years and the fire service for 14, tends to take such harrowing incidents in his stride. He wouldn't have mentioned his commendation had his wife, Tjasa, who also works at Girsta Hatchery, not alerted The Source to his bravery.

'He thinks this is just a normal thing to do,' said Tjasa. 'If he isn't keeping the hatchery running, he's either at fire or Coastguard training, or at emergency call outs.'

Nicolson agreed to talk about his volunteer work to raise awareness of all the other staff in Scottish Sea Farms

who also volunteer for the emergency services.

'There are many more people within the company who do what I do, whether it's the fire service, Coastguard, part time ambulance, or RNLI,' he said.

'Scottish Sea Farms is brilliant because they have a 'blue light' policy that allows you to attend emergency call-outs if work allows.

'But sometimes people struggle with the impact this has on them. I've been involved in lots of rescues, and may be more seasoned, but that doesn't make it any easier.

'People don't really understand how incidents affect emergency service workers. Over the years, I've learned I should talk more, and I will now talk to a colleague who has been through the same thing and would encourage others to do the same.'

Nicolson, who was approached to join the Coastguard by a long-term friend who is a divisional commander, said he is called out by one or other service almost every second day.

So why does he do it?

'I just enjoy helping people,' said Nicolson. 'If I can use my skill set to help others in a time of need then that's the most important thing.'

# 'No subject has been off the table'



Company-wide roadshow visits Mull

## Nearly 300 Scottish Sea Farms employees have so far participated in a company-wide roadshow launched last month.

Colleagues at marine farms on the mainland, Orkney and Shetland have had the opportunity to meet face to face with Managing Director Jim Gallagher and members of the senior leadership team in an initiative aimed at improving business practices and employee satisfaction.

The purpose of the roadshow has been to listen to staff at every level, from trainee husbandry to managers, and to gauge perceptions on the ground of how the company is performing.

'No subject has been off the table,' said Head of HR Fiona McCann, who has attended every stop on the roadshow so far. 'We've tried to create an environment where people feel safe to speak out, whether it's about pay, benefits and bonuses, or suggestions on how to do things differently.'

'The point is to understand what's important to people, what we could do a bit better and what we're doing well.'

### Site-specific themes

McCann said 'a good cross section' of staff had taken part to date, from people who have been with Scottish Sea Farms for two weeks to long-servers with more than 20 years' experience with the company.

Common themes to emerge have included career paths, training courses, the environment, operational matters and how best to spend the company's resources.

However, there have been site-specific issues too, including housing, staffing and potential shift patterns, reiterating the importance of visiting as many teams and locations as possible.

### Shaping future strategy

Feedback from the roadshow, which has visited shore bases and feed

barges, will help inform Scottish Sea Farms' business strategy in the short, medium and long term, said McCann.

'We've had some really productive discussions and heard some good ideas. The leadership team were warmly welcomed – spoilt, in fact, with people putting on great spreads for us – and everyone seemed to appreciate the opportunity to discuss and debate.'

'Crucially, there has been a good turnout at each stop, with some people even coming in off their holidays to join in.'

### Resuming Q1 2023

Taking a temporary break for Christmas and the New Year, the roadshow will resume in Q1 2023 with plans to visit freshwater, processing and all other departments, as well as any farms that missed out in the first stage.

'Our hope is that we'll see a similar reception on the next phase of the roadshow, meeting with as many people as possible,' said McCann.

'The more conversations we can have, the more accurate our understanding will be of what's currently working well and where there might be scope to do even more.'



Left to right: Scottish Sea Farms Head of Sustainability Anne Anderson with Managing Director Jim Gallagher and Head of Operations Ewan Mackintosh

## Career spotlight



**Rebecca Buchanan,**  
Food Laboratory Technician

### What does your role involve?

As part of the quality team, my role involves carrying out daily testing swabs on fish throughout processing and on the facility itself, checking everything is as it should be and that we haven't got any unexpected bacteria or pathogens. We also test colour, fat and pigment levels and send samples away to external labs for residue testing.

### What's your background?

Previously I worked as an optician but my degree is in Marine Science from SAMS (Scottish Association for Marine Science) in Oban so that was my first love.

### Why did you choose this job?

I like a job where I can learn a lot and take on new challenges and was at the stage in my previous career where it was time for a change. While some of this role is routine, the day-to-day changes keep you on your toes.

### What are the biggest challenges?

You think you've planned your week then, as with life, things change and you have to adapt quickly. We have also had to overcome equipment shortages, whether because of Brexit or Covid, or both, to keep the lab running as efficiently as possible.

### And the greatest rewards?

The role involves not just the lab staff but the whole quality team. Everybody has their part to play and we all work together to resolve any problems that arise. Coming up with a solution or a reason to a problem or task is the most satisfying part of the job.



# Farm local, support local



**Farm Managers at Scottish Sea Farms have been using their local knowledge to support a variety of good causes around the network: from early years, schools and youth groups to lifeline services and community meals.**

Each year, Farm Managers are allocated a £500 community allowance to give to a charity or organisation of their choice, in addition to the larger grants awarded by the company's Heart of the Community Fund.

And following the acquisition of Grieg Seafood Shetland in December 2021, this year has seen more Farm Managers get involved than ever before, with 38 grants awarded to 28 local causes amounting to £13,620.

## Shetland

In Shetland, Farm Manager David Bisset runs both Bellister and Swarta so had £1,000 to donate in total. He quickly found a deserving cause after dropping off his nine-year-old son at his school, Hamnavoe Primary, one morning.

'I noticed they were playing football in the field and were using plant pots, their jumpers or whatever came to hand for the goal posts.

'I suggested to my partner, who's a teacher there, that I could use my grant to get some goals and the money is now on its way to the school.

'Quite a lot of the Scottish Sea Farms Shetland team send their children to the school, too, so they will all benefit from the new goals.'

## Orkney

Callum Clavey, Farm Manager at Hunda, is a relative newcomer to Orkney, having

taken up his role in April this year, but colleague Kirsty Brown put him in touch with the charity Right There, which provides support to vulnerable groups, including the homeless and young people.

'When Kirsty told me what the charity did, I thought it sounded like a good cause and, from what I understand, quite a few folk on Orkney rely on the organisation. The £500 will go towards training youth counsellors in the area.'

## Mainland

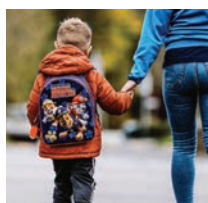
Meanwhile, in Oban, Lismore East Farm Manager David MacMillan decided to donate his grant to the Oban Camanachd club's youth programme.

The Under-14s, which MacMillan coaches, often need new helmets, balls and other equipment, including shinty sticks, which cost around £100.

'The money goes a long way,' said MacMillan, whose son plays in the team. 'We're still using Scottish Sea Farms sponsored strips donated a few years ago.

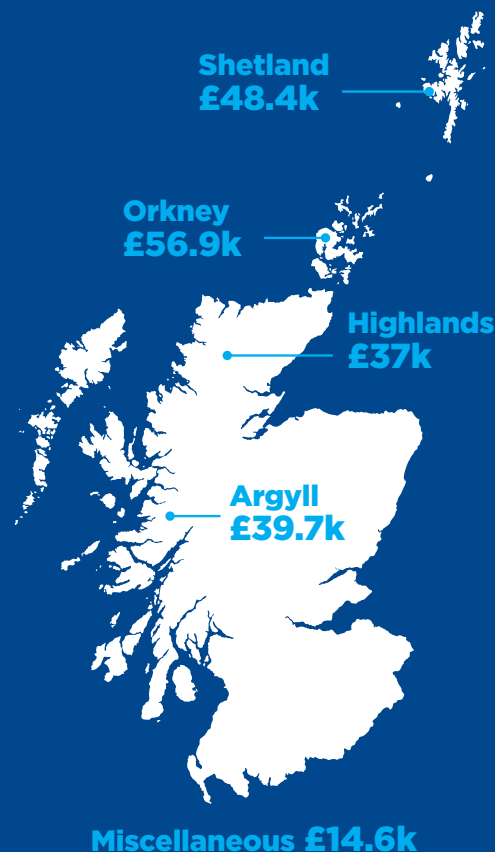
'Since we started playing again after Covid, there's been a lot of local interest in shinty. We train every Thursday and travel as far as Glasgow for games.'

The hard work – and, of course, the good coaching – has clearly paid off because the team, 13 boys and one girl, have just won the South Under-14s League Cup.



# Community support given 2022

Support given via  
Heart of the Community



## 2022



**100**  
grants approved



**£196.6k**  
given

## All time (2011-2022)



**687**  
grants approved



**£1.7m**  
given

