



CAITHNESS COMMUNITY PARTNERSHIP

ACTION NOTE – Focused Workshop

Location: North Highland UHI, Ormlie Road, Thurso, KW14 7EE

Date: 12th August 2025

Time: 14.00 - 16.00

Chair: Eann Sinclair

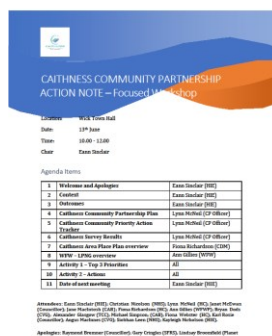
Agenda Items

1	Welcome and Apologies	Eann Sinclair (HIE)
2	Overview of last meeting	Eann Sinclair (HIE)
3	Purpose of Today • View from CVG • Caithness Experience Matters Advisory Panel	Eann Sinclair (HIE)
4	Priority Tracker	Lynn McNeil (CP Officer)
5	Moving Forward	Lynn McNeil (CP Officer)
6	Date of next meeting • 26th September 2025 10.30 – 12.30 Microsoft Teams	

Attendees: Eann Sinclair (HIE); Christian Nicolson (NHS); Lynn McNeil (HC); Anne Gillies (WFWP); Alexander Glasgow (TCC); Siobhan Leen (NHS); Kayleigh Nicholson (HIE); Lindsay Broomfield (Planet Youth); Catherine Sapalski (Befrienders Highland); Gillian Unger (SDS); Amanda Snashall (Listening Ear); David Snashall (CEX-MAP); Fiona MacDonald (H&I Climate Hub), Michael Simpson(CAB)

Apologies: Paul Castle (HLH); Jane MacIntosh (CAB); Elaine (Caithness Rural Transport); Cllr Jan McEwan (HC); Wendy Thain (KLICS);

Overview of Previous Meeting – Lynn gave a quick overview of the previous meeting regarding presentations that were given from Caithness Area Place Plan, District Plan and Whole Family Wellbeing Programme LPNG and the activities completed round priorities and actions for the Caithness Community Partnership Priority Action Tracker. A full overview can be found below:



Caithness Experience Matters Advisory Panel – CExMAP - David Snashall opened by thanking the CP for allowing him to speak and for the sharing of the CExMAP ‘One Pager’ and ‘Bridging the Gap’ report both of which have been linked below for information:



 **Bridging the Gap Report:** <https://simplebooklet.com/caithnessexmpbridgingthegap>

David is well known within the Caithness CP through his previous roles at Caithness Voluntary group (CVG), Caithness Mental Health Support Group and Listening Ear. His current role is at Spirit Advocacy which is a lived experience organisation. Strands of Spirit Advocacy are HUG (Action for Mental Health) and People First Highland. David’s current role is that of a Peer Panel C0-Ordinator /Worker, and it is through that role that he is involved with CExMAP.

CExMAP is a funded project via the Highland Third Sector Interface’s Communities Mental Health & Wellbeing Fund Year 4.

From the offset there has been a great uptake from the people and organisations across Caithness. The capacity building, information and community engagement events saw people galvanise into a cohesive panel of people, who shared and voiced their lived experiences here in Caithness. Their voices were duly heard by the members and beyond, as they came together to seek bringing about positive changes in the community.

They have worked collaboratively with:

VOX Scotland (Voices of Experience) / Headspace Highland/ Discovery College/ Listening Ear / Stepping Out / Castletown Connections / Community of Peer Support to name but a few.

They have also been honoured to work with the Care Inspectorate & Healthcare Improvement Scotland on their joint inspection of adult health and social care services.

They have a good working relationship with the NHS Highland, indeed, the new head of Highland NHS Mental Health and Learning Disability services, Barrie Muirhead supported our last event in Wick, giving a presentation to the panel about his vision for services moving forward. We have also had the privilege of having Marie Cuthbert the NHS District Manager for health & social care in Caithness attend several events.

As a result of CExMAP’s success it has been chosen for a Scottish Government case study and it will be rolled

out across other areas, the first being Lochaber.

Some statistics – Caithness ExMAP achieved the highest levels of inclusions to date for local disabled people (48%) in our recent project and programmes history, and those with lived experience of mental health (8 in 10), showing the models' ability to build trust and reach those often excluded from planning.

Equalities monitoring also revealed 0% of participants identified as from a minority ethnic background, 96% as heterosexual, none as transgender or non-binary, and the majority lived in rural Caithness.

At a rural level, the Panel identified strengthening outreach to underrepresented groups – minority ethnic communities, LGBTI people, and remote communities – as one of its top priorities, later adopted as a short-term outcome in its co-design logic model.

Ongoing outreach in Caithness, including with the Caithness Connections Project and Stepping Out, reaffirmed the appetite to meaningfully engage in a conversation about unmet mental health needs.

National evidence from lived experience-led organisations BEMIS and Stonewall Scotland shows these communities share some of the poorest mental health outcomes.

CVG Overview – CVG were asked to provide a view on where they felt there were gaps' in provision in Caithness were and they provided the following information

What they Did:

What they Did: HERE for Caithness

- Promoting mental health support
- Website, leaflets, events presence, weekly bulletin
- Bringing organisations together, promoting for common purpose

Discussions were had about how we restore the HERE for Caithness website and weekly bulletin. Did it need to be weekly? Who had capacity to take over the role? A suggestion from Ann Gillies about a 'Padlet' type model is to be looked at. Ann, Lynn and Lindsay to have an initial meeting to see how this would work and if it would be suitable. Please see link here for more information - [Padlet - Visual Collaboration for Creative Work and Education](#)

CPAG

- Food and Energy help for individuals and groups
- Training (community groups and individuals)
- Supporting 3rd sector and statutory organisations – bringing together for poverty relief
- Food & Clothing support for schools

Listening Ear

- Establishing peer-peer support groups and network
- Food help

What could be done:

- Work with active mental health support services in area to improve coverage and offerings – improve links between stat services and 3rd sector
- Restore support for the Here for Caithness website and weekly bulletin
- Re-establish an action-focused group to deal with poverty issues bringing stat & 3rd sector together – constitute it properly and support it!
- Set up a formal community training function to help build resilience
- Link with the Caithness Drug & Alcohol Forum – support it before it disappears
- Listening Ear is currently not aligned with any other organisations, as it had done previously (i.e.: CVG, CMHSG). It remains as a support giving service – how can it be supported and integrated into other services?

There was also a full list of actions which were given to the previous CPP Plan which can be viewed in the document below:



CPAG%20Actions%20Looking%20Forwai

Priority Action Tracker

Lynn provided an update on the Caithness Priority Action Tracker. It was acknowledged that there are a lot of good things already happening in Caithness by a number of statutory and third sector organisation and we need to be capturing that, so that we avoid duplication. The tracker has been updated with a number of priorities and actions that are being carried out. Going forward we need to identify the gaps and begin work on these.

A copy of the action tracker can be viewed here.



Caithness%20Priority%20Action%20Trac

Next Steps

Using the document supplied by CVG and the Priority Action Tracker, Eann and Lynn will meet to discuss, what within the list of suggested actions is already being achieved, where the gaps are and what can be done to achieve some of the suggestions and what organisation may be best to lead on those actions.

Actions

Lynn	To share the information supplied by Caithness ExMAP
Lynn	To make contact with Caithness Drug & Alcohol Forum – Carlene Rosie
Ann Gillies	To set up a meeting with Lynn and Lindsay to discuss the possible use of Padlet for HERE for Caithness
Eann & Lynn	Using the document supplied by CVG and the Priority Action Tracker, Eann and Lynn will meet to discuss, what within the list of suggested actions is already being achieved, where the gaps are and what can be done to achieve some of the suggestions and what organisation may be best to lead on those actions.

Next Meeting Date:

The next Caithness Community Partnership meeting is scheduled to take place on **Friday 26th^h September** – via Microsoft Teams from **10.30 – 12.30**.