



A Just Transition for Grangemouth



Just Transition
Commission

2024

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Introduction

This briefing is the first in what will be a series of such publications recording key insights and findings developed through the Commission's people- and place-based approach to engagement with those most likely to be impacted by the climate transition across Scotland. Last year the Commission published four pieces of advice on each of the critical economic sectors covered by forthcoming Scottish Government just transition plans as the first step in its just transition planning framework (Energy, Land Use and Agriculture, the Built Environment and Construction, Transport).

The place- and people-based approach encourages analysis of just transition challenges in the round, highlighting critical areas of overlap and interdependencies between systems and sectors, and examining these through experiences of people and communities across distinct local contexts.

The Commission has been designed to help build consensus on difficult and complex strategic questions, and tackling these at the local scale holds the further promise of the Commission playing a more active role, through meetings and roundtables convened across the country, in facilitating social dialogue on critical and urgent issues of common interest among groups that may not otherwise exchange perspectives directly.

This briefing also draws on a research project, carried out by a team at the University of Glasgow under the direction of the Commission and annexed to this report in full, to better understand the experience of workers at the industrial site and their aspirations for a fair future.

The industrial cluster at Grangemouth sits at the heart of our energy system and economy. The stakes for achieving a just transition for Grangemouth can hardly be overstated. This therefore represents a critical test for Scotland's pioneering approach to just transition planning and delivery. Success will require new commitments and new ways of working together among key players: national and local governments, industry, business, workers and community.

We hope the Commission's report will be useful for policymakers and stakeholders in the demanding, decisive months ahead for the future of Grangemouth.

A handwritten signature in black ink, appearing to be 'Dave Reay', with a stylized, flowing script.

Professor Dave Reay
Co-Chair
Just Transition Commission

A handwritten signature in black ink, appearing to be 'Satwat Rehman', with a stylized, flowing script.

Satwat Rehman,
Co-Chair
Just Transition Commission

The challenge

Following the announcement last November of plans to close the refinery at Grangemouth, the Commission expressed deep concern that we will see a repeat of previous unmanaged industrial transitions in coal and steel. Our annual report for 2023 identifies potential redundancies in our fossil fuel sector, including at Grangemouth, as an early litmus test for Scotland's approach to achieving a just transition.

Five years of policymaking on this agenda has not developed sufficiently to require high carbon emitters to deliver a just transition as standard practice. As we stated in our annual report: the current path will not deliver. The limitations of collective efforts to date are nowhere more clearly in evidence than at Grangemouth, which presents an acute challenge for applying a just transition approach, given the central role of a privately owned company and foreign state-owned enterprise, and the associated difficulties in setting conditions and implementing effective mechanisms for open dialogue about the site's future.

A key generic question is how a just transition can be achieved in places where economic activity and employment is heavily linked to a single private employer. It is the Commission's view that, provided efforts in this area are adequately resourced and approached as an urgent priority of national importance from now on, the Scottish Government and UK Government can each still play a positive role in reshaping Grangemouth's economy, using their capacity and leverage strategically to support workers and community to experience a measure of justice through the transition.

Data profile

Local population and community

- Grangemouth has an estimated population of 16,240. This has decreased by 5.6% in the last 10 years^[1].
- 63.0% of people are of working age and 20.8% of people are aged 65 and over¹.
- Grangemouth is estimated to have 9,822 households¹.
- The vacancy rate (2.8%) of dwellings is higher than the Falkirk rate of 2.3%. 1.5% of households are exempt from paying Council Tax and 46.1% have a single adult Council Tax discount¹.
- There are 5 areas within the most 20% deprived Scottish Index of Multiple Deprivation in 2020 (Town Centre, Kersiebank, Bowhouse)^[2]
- Examining the different types of benefits, there are a higher number of Carers per 1,000 population in Grangemouth (20.98) compared to the Falkirk rate of 17.67 per 1,000 population¹.
- Those claiming Disability Living Allowance is higher (34.42 per 1000) than the Falkirk rate of 9.45 per 1,000¹.

Income and employment

- Average Household Weekly Income in Grangemouth is £470.00, in Falkirk it's £691.47¹
- 26.7% of people are income deprived^[1]. (12.1% for Scotland^[3] This is a measure of the percentage of the population (adults and their dependents) in receipt of Income Support, Employment and Support Allowance, Job Seekers Allowance, Guaranteed Pension Credits, and Child and Working Tax Credits).
- Unemployment figures are higher in Grangemouth with 9.1% unemployed compared to the Falkirk rate of 8.2%¹.^[1]
- Female unemployment is lower (3.2%) than the Male rate (5.8%)¹.^[1]
- 23.7% of people are employment deprived¹ (9.3% for Scotland^[2]).

Education

- School attendance was 69.8% in 2020^[1]. (In 2022/2023 this was 90.2% at a national level^[4]. This means that of all the possible openings that all pupils could have attended school, this is the recorded percent for those openings).
- 16.3% of 16-19 year olds are not in full time education, employment or training^[1].
- 2.1% of 17-21 year olds have entered full time higher education^[1].
- 34.9% of the population have no qualifications^[1] (11.6% of the population in Scotland aged 16 to 64 have low or no qualifications^[5]).

^[1]Grangemouth settlement profile 2020 (falkirk.gov.uk)

^[2] SIMD (Scottish Index of Multiple Deprivation)

^[3] SIMD-2020v2-KnowFife-Quick-Brief.pdf

^[4] Attendance and absence - Summary statistics for schools in Scotland 2023 - gov.scot (www.gov.scot)

^[5] Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot (www.gov.scot)

Industrial cluster

- The refinery at Grangemouth plays a leading role in supplying Scotland's fuel demand, and is of strategic importance to Scotland's energy supply and regional economic development[6].
- The Grangemouth industrial cluster is home to a concentration of strategic infrastructure assets and high-value employment. There are estimated to be over 2,000 full-time equivalent (FTE) jobs present in the immediate industrial cluster, with thousands more individuals employed in operators' supply chains[7].
- Grangemouth, is one of six major refineries in the UK and accounts for c.14% of total UK refining capacity[7]
- The area was responsible for around 6% of Scotland's net greenhouse gas emissions in 2021[7].
- Responsible for 27% of all Scotland's industrial emissions[7]
- 65% of Scottish demand for refined oil products in Scotland is met by Grangemouth, Scotland's only refinery[7].
- Grangemouth's capacity could meet all of Scottish demand, but it has historically exported around 40% of its output due to external economic drivers in the wider global oil market.[8]
- Scotland also imports smaller volumes of refined oil products from the UK as the road fuel consumed in the North of Scotland is supplied by English refineries via exchange agreements[8].
- It can be more economically beneficial for Grangemouth to import to meet domestic demand while oil originally produced in the ScotNS is exported[8].

[6] [Developing Just Transition Plans – Just Transition for the Grangemouth industrial cluster: discussion paper – gov.scot \(www.gov.scot\)](#)

[7] [Project Project Ninian D2 MASTER DOC \(energy-system-and-just-transition-independent-analysis.co.uk\)](#)

[8] [1 \(energy-system-and-just-transition-independent-analysis.co.uk\)](#)

The industrial site at Grangemouth



Key messages

1. The just transition plan for Grangemouth must earn the trust of the workforce and the local community.

Clear, measurable and enforceable actions owned by each institution involved in the Grangemouth Future Industry Board should be expressly aimed at restoring the trust of the local community that a just transition approach will deliver where previous initiatives over recent years have fallen short. The strategy needs to be very clear in terms of the timescales associated with each action, so that the plan can provide specific reassurance for the short, medium and long term. To make the vision credible, the plan must set out how progress will be monitored and evaluated against specific metrics and indicators, supported by a robust critical path analysis that maps contingencies and takes seriously the possibility of failure or underperformance across key elements of the strategy proposed, including those associated with specific technologies, fuels and regulations (such as the cap on the use of Hydrotreated Esters and Fatty Acids (HEFA) for sustainable aviation fuel). By the end of Q3 2024, we expect to see a draft plan to be agreed through social dialogue with workers and meaningful participation of the community and other stakeholders. This will require a considerably more intensive sequence of meetings, including in-person, to support constructive dialogue, shared understanding and tangible new commitments. The value of the plan will depend on the level of assurance and security it provides to workers whose livelihoods are on the line, as well as to the local community in Grangemouth. The needs of workers and community around Finnart also needs to come into the scope of this plan, since the refinery's closure could have a particularly severe impact here. Trust will not be re-established without enforceable outcomes against which progress can be measured.

2. The Grangemouth plan must be the first in a series of rapidly developed just transition plans for Scotland's highest emitting sites

The Scottish Government should set out clear fair work and community involvement provisions for the closure of high carbon assets (clearly foreseeable given long term trends) and scale up of clean energy. A sign of the just transition is anticipating the inevitable phase out of fossil fuels in ways that involve workers and communities so that closure and greening is shaped in a socially positive way. The Scottish Government should now ensure that those with responsibility for each of the top 20 industrial emission sites in Scotland, including operations at Peterhead, Mossmorran, Dunbar, St Fergus, Markinch, Lockerbie, Shetland, Irvine, Alloa, Dalkeith, Stirling and Girvan, are required to consult, negotiate and publish a just transition plan to show how the social dimension of transition will be managed. This process should begin as a matter of urgency. We would underline the recommendation made by the first Just Transition Commission in its [March 2021 report](#) regarding planning for industrial emitters ([see excerpt](#) in Annex A).

3. A new intergenerational social contract is needed to safeguard local young people and their community's future

Concern for the prospects and livelihoods of young people and future generations was the major theme across our engagement activities at Grangemouth. The retention of jobs and the local skills base on an intergenerational basis must be the core strategic aim of Grangemouth's just transition plan, with concrete and measurable actions for delivery. As was clear from our discussions with educators and students at Forth Valley College, our colleges are of critical importance in achieving this, and their key strategic role needs to be reflected through greater levels of investment to truly maximise their value as a bulwark of just transition. Existing age restrictions on eligibility for modern apprenticeship funding should be widened as far as possible, given the obvious long-term strategic economic benefit of highly skilled people that we need across all sectors for this transition. Clear and measurable actions to guarantee access to high quality learning in STEM subjects will be crucial for Grangemouth's young people, and the approach to careers advisement should be reviewed to ensure learners are not taught to privilege university education over college by default. Clear training and employment pathways are needed for all (not only young people) through the transition as green industries take root, with strategic alignment across the various employability and training programmes. This new social contract must also apply to those living within "the shadow of the complex" (as one resident put it to us) in the hazard consultation zone, enduring heavy traffic, dealing with emergencies and environmental risk and the continued lack of official lorry parks.

More must be done by industrial owners and operators to mitigate the impact on residents and rebuild community relationships, by making significant investment in social, cultural and sporting infrastructure of the community to improve mental wellbeing and health outcomes.

4. Grangemouth needs a new economic model that goes well beyond the refinery, leveraged to deliver enduring community benefit

All public money/subsidy deployed to support the transition at Grangemouth must come with conditionalities linked to just transition, such as those ensuring fair work, community benefit, equity stakes, profit-sharing mechanisms, environmental needs (e.g. flood prevention). The refinery is an important industrial facility and source of livelihoods but it does not define the Grangemouth economy. Given the failure to date in avoiding a disorderly exit from oil refining, a strategic focus needs to be placed on the decarbonisation of the petrochemicals plant and the rest of the chemicals cluster both in terms of energy inputs and feedstocks. The social performance and potential of the Forth Greenport needs to be examined so that it delivers fair work, shares value with the community and achieves positive environmental impact. New businesses offering fair work should also be attracted, including social enterprises and community energy initiatives. The Just Transition Plan for Grangemouth needs to stress transformation and diversification, both in terms of sector and business model. It must show how the community living within the hazard consultation zone will meaningfully benefit. An investment plan for the Grangemouth ecosystem including public, private and social investment, ownership and stakes, and a smart use of public money tied to just transition outcomes and deploying equity, debt, guarantee and grant dimensions and attracting investment from Scotland's citizen investors through ISAs and pension funds. The Scottish Government needs to develop a compelling case with limited fiscal resources to secure the right type of investment that will deliver long-term economic, social and environmental benefit. It also needs to negotiate more strategically with the UK to secure all-UK deals for nationally significant clusters such as Grangemouth and make sure that labour rights and human rights are at the heart of the UK equivalent to the EU's CBAM for the import of all carbon intensive products (including oil, gas and petrochemicals). There must be no use of the Freeport initiative to undermine good job creation, local democracy, environmental standards and local tax raising powers.

5. The Commission will publish an assessment of progress towards a credible program of just transition planning and delivery for Grangemouth in our annual report in Q4 2024

Grangemouth and Skinflats Community Council
Vice-chair Adam Gilles addresses the
Commission's roundtable at Falkirk Stadium



Insights and findings

Context and background

- People at Grangemouth have become used to “warm words” via extensive consultative processes and engagement from government, however this has yet to translate into a long-term plan that rebuilds broken trust and provides workers and residents in the town with a high level of assurance and security regarding the future of Grangemouth.
- Work underway led by the Grangemouth Future Industry Board to agree a just transition plan presents a major opportunity to reset relations between industry, workers, community and the public sector so that the energy transition can bring major gains for Grangemouth. This will require an accelerated schedule of intensive work via regular in-person meetings.
- The likely closure of the refinery in 2025 and lack of effective just transition planning to date means the current path will deliver a disorderly and unjust transition.
- Industrial operations at Grangemouth have been a significant part of Scotland’s contribution to climate damage since 1924.
- Scotland’s largest industrial complex, Grangemouth can be considered an anchor for the economy and its industrial skills base. There has been steady contraction for 50 years, however unlike coal and steel Grangemouth has survived wholesale deindustrialisation.
- Historically, work at Grangemouth has driven massive wealth creation and significant local inequality, as wealth has been extracted from a community that is now in urgent need of greater investment. A just transition for Grangemouth must include a reset in terms of how wealth is generated and distributed to support equitable outcomes.

Young people, skills and education

- Apprenticeships at Grangemouth, including the substantial number (64) at INEOS, are of a very high quality. This is reflected in the pride apprentices typically take in their roles. Retention of the jobs and skills base on an intergenerational basis must be a core objective for the just transition plan.

- Colleges such as Forth Valley College play an indispensable strategic role in delivering the transition in a way that realises benefits for workers and communities, particularly young people, and have developed significant agility in adapting and delivering for the needs of a changing energy system. Greater levels of public investment are required to enable a sector that has shown itself to be highly innovative and imaginative in maximising the impact of its resources and collaborating with peer bodies as required to deliver maximum value and expand its capacity to meet the skills requirements and scale of workforce required for the transition. Underfunding of the further education sector is a major strategic risk to the delivery of both Net Zero and just transition.
- Instead of the greater investment required, colleges are enduring significant annual budget cuts and consistent underfunding relative to the university sector.
- Work is required to redress the lack of value and prestige accorded to the college sector, reflected both in the current pattern of structural underinvestment as well as in careers advisement of high school pupils who are typically encouraged to define success in terms of access to university by default rather than colleges. This no longer reflects the requirements or potential rewards of Scotland's labour market.
- Foundation apprenticeships focused on poorer and marginalised students play an important part in achieving equitable outcomes.
- Skills Development Scotland has extensive data that are accessible to all schools, allowing educators to consider labour market intelligence in their planning.
- The window for full funding of modern apprenticeship programmes (currently limited to learners under the age of 19) should be expanded as far as possible to support long-term economic and social value.
- Initiatives at high school and college level to encourage participation of women, BAME people and other underrepresented groups are important to achieving equitable outcomes in access to skills and career outcomes.
- Young people with highly valued and desirable skills, such as in welding, take a global view of their employment opportunities and there is a risk to the Scottish economy in terms of skills and capacity retention unless an effective strategy can be developed to keep early career technicians and engineers in Scotland through assurance on long-term job quality and security.

Community

- The local community at Grangemouth currently reports experiencing little benefit from the industrial activity it hosts, other than jobs for those local residents employed at the site. There is a strong view that significant further action is required to deliver economic and social benefits to the community within the hazard consultation zone on a consistent basis so as to meet the community's specific needs, remedy its structural challenges (such as economic deprivation, lack of investment in services and public facilities, and poor access to good quality, affordable housing) and resource the development of capacity within the community to represent the interests of residents.
- Community members characterise Grangemouth as “a town in decline”, having previously enjoyed “boom” periods, with a strong and consistent view that residents have been excluded from the benefits accruing from local industry and a risk this exclusion is sustained through the energy transition.
- A consistent model for delivering long-term, tangible benefits to the community in Grangemouth needs to be established and committed to as soon as possible, reflecting the negative environmental impacts and disruption to local life arising from hosting a major industrial site.
- Initiatives such as the Falkirk Growth Deal and Falkirk's economic development plan, including plans for the regeneration of Falkirk town centre, are perceived as benefitting Falkirk and industry, to the exclusion of Grangemouth, which hosts the industrial site and remains the most deprived area in the district.
- The community needs to be supported to assess and articulate priority areas of economic and social need so that these can be addressed strategically in just transition planning work.
- Grangemouth's just transition plan should demonstrate how it has drawn on the insights and applied the recommendations of the guidance for stakeholders in Grangemouth from the UK Industrial Decarbonisation Research and Innovation Centre, published in March 2024, titled [“Enabling a place-based just transition to Net Zero”](#)

Worker voice

- Workers at the refinery are highly skilled and sought-after. Overseas markets such as Saudi Arabia and Australia are known to have sought to recruit Grangemouth workers following the refinery announcement. There is a clear risk Scotland will lose critical skilled workers required to deliver the energy transition.
- Workers posed the question of governments' apparent lack of interest in gaining a stake in the business rather than simply subsidising it with public funds.
- Workers are keen to use their skills, training and experience in future roles, however it is not clear what the specific pathways are to next roles and careers beyond oil refining. Credible pathways will help build trust that workers will have genuine support through the transition.
- There is concern that workers' next roles may effectively mean significant pay cuts and worsening of conditions. This would also represent a loss of tax revenue for the public purse.
- Workers fear an unjust transition for Grangemouth will “repeat the fate of the miners”. With the support of Unite they have recently launched the campaign Keep Grangemouth Working with core demands as follows:
 - “Extend the lifetime of the refinery so it can plan for new technology, keeping jobs and energy security in place.
 - Invest in new technology, the people / skills that are there, create new jobs.
 - Transition to cleaner energy. Make Grangemouth and Scotland leaders in renewable energy.”



Cliff Bowen, Unite

Industrial operations and economic model

- The shift to a net zero economy is a competitive race which is being led by China, the US and the EU; the UK and Scotland are poorly positioned, lacking industrial policy, core net zero manufacturing capabilities or fiscal regimes to channel investment.
- Companies with options to invest internationally will take advantage of this weak position to extract subsidies (usually without conditionality as happened with Tata Steel in Port Talbot) or simply walk away leaving the state to foot the bill and communities hollowed out.
- A key risk is that the UK will continue to export carbon intensive businesses and jobs, importing carbon intensive goods from weakly regulated countries and failing to build up the new green industries that can provide future livelihoods. Quote: “we’ll be exporting jobs and importing carbon.”
- The closure of the refinery and proposed establishment of an import terminal at Grangemouth may have acute repercussions for up to 100 workers and the community at Finnart, which must therefore be included within the scope of the just transition plan for Grangemouth.
- Employers committing to guarantee investment for the long-term would be a critical step in rebuilding trust.
- The Scottish Government’s strategy for ensuring industrial operators deliver on their commitments is unclear at present.
- The just transition plan for Grangemouth needs to assess and manage overall “footprint” of the risks associated with the transition of activities and business model at the industrial site by including both the downstream and upstream supply chains, and contractors who may be impacted from across a broad swathe of the country.
- The closure of the refinery was a clearly foreseeable event, particularly given the proposed ban on the sale of new petrol and diesel engine cars within the next decade. As one official put it: “Don’t complain about the end of the refinery when you’ve banned its products.”
- INEOS/Petroineos shared plans around sustainability and the route to Net Zero, however as far as the Commission could discern these are not yet supplemented by planning that takes account in meaningful detail of the social impact of changes to their techno-commercial operations, including for surrounding communities, or plans to manage such impacts through an inclusive process involving workers and community. Operators expect others, primarily the State, to make significant investment to make Grangemouth a profitable site once again.

- In cases where industrial operators seek public investment/subsidy to support work required to deliver the energy transition, this presents a clear opportunity to achieve long-term return on investment via conditionality, profit-sharing mechanisms and/or equity stakes linked to just transition needs, particularly for local communities. A step-change is required in this area, with greater ambition to develop innovative approaches to safeguard long-term social and economic return on public investment via the profits that will accrue to nascent technology.
- The Commission expects the UK Government to make available public support commensurate with resources invested in Port Talbot, reflecting Grangemouth's national strategic importance and with greater and more effective conditionality to ensure a long-term return on public investment.
- At present plans for the future operations of the industrial site are heavily dependent upon hydrogen fuel-switching and the production of sustainable aviation fuel (SAF). There are significant risks and uncertainties around each of these elements, including the UK cap on the use of HEFA for SAF production. There is an urgent strategic need for the Scottish Government to map and mitigate these risks and establish clarity on contingency planning in the event of failure or underperformance in relation to specific fuels, and technologies (including the Acorn project for carbon capture). The current "stalemate" around key elements of the proposed future model carries "the risk of losing industrial Scotland" as one Commissioner observed.
- Responsibility for anticipating the impact of planned changes to industrial operations on contractors, supply chains and communities sits with business as well as policymakers. However further work is required to embed this as a standard requirement for companies, particularly those responsible for significant emissions. Equally, industry will require active participation and support from government to attract and retain investment and effectively design a roadmap through the energy transition that brings maximum benefit to workers, community and up/downstream supply chains.
- There is a direct strategic connection between the future industrial model at Grangemouth and Scottish agricultural policy and production, e.g. feedstocks for biofuels, and the risks and opportunities within that.

- The just transition plan for Grangemouth will need to have full participation from other industrial operators in addition to INEOS and Petroineos, and should incorporate chemical science as well as oil and gas. A strategic focus needs to be placed on the decarbonisation of the petrochemicals plant and the rest of the chemicals cluster both in terms of energy inputs and feedstocks.
- Plans to close the oil refinery and import from abroad are based on many factors: the fundamental age of plant, overcapacity in Europe with structurally declining demand and a high cost base. It looks set to be a case study of an unjust transition, without adequate provisions to involve workers in the design of the transition, avoid compulsory redundancy, redeploy the existing workforce and ensure a strong future for the youth and future workers of the town. Proposals to switch to sustainable aviation fuels and turn the oil refinery into a bio-refinery will require the development of credible investment plans and assessment and mitigation of potential impacts on workforce and community ahead of time to avert a transition shock. The finalisation of the closure appears the most likely outcome.
- We have yet to see evidence of how the local community will benefit from the Forth Green Freeport beyond potential jobs numbers, or how the local community will have meaningful participation in this initiative.

Governance and accountability

- Grangemouth Future Industry Board will need to work in rapid response fashion, with an urgent schedule of in-person meetings and full participation of government, industry, community organisations and workers to build the required relationships and secure clear, actionable, measurable commitments from each party that go beyond “business as usual”, recognising the extent of the risk to Scotland’s economic and industrial base.
- The just transition plan for Grangemouth needs to include clear and measurable performance indicators and detail on how progress will be assessed and by whom, as well as mechanisms for ensuring appropriate accountability to the local community and those most impacted for those with specific ownership over agreed actions.
- The credibility of the just transition plan for Grangemouth will depend on the attribution of short-, medium- and long-term actions to specific institutions and a meaningful commitment to accountability in delivery.

Workshop overview - day one

Grangemouth case study findings

In advance of the Commission's visit to Grangemouth, it commissioned Doctor Ewan Gibbs and Riyoko Shibe, both researchers at the University of Glasgow to record and analyse worker perspectives on the Grangemouth refinery closure announcement. The research is published in standalone format and as an annex to this report. The Commission met with Doctor Ewan Gibbs at the beginning of the visit to review the report's findings.

Forth Valley College and education providers

The Commission held a roundtable at Forth Valley College to discuss jobs and skills pathways in the region and how skills, training and the curricula are being matched up to future roles. Participants included:

- Mhairi Hay, Director of Curriculum STEM & Construction, Forth Valley College
- Rebecca Pankhurst, Manager, Scotland's International Environment Centre (SIEC)
- Robert Simpson, Operations Manager, Forth Valley College
- William Forrest, Operations Manager STEM & Construction
- Pauline Jackson, Development & Fundraising Manager, Forth Valley College
- Julia Barclay, Education Team Manager, Falkirk Council
- Karen Wright, DYW Lead, Falkirk Council

Following this, the Commission met with students and apprentices to discuss their experience of the education system, plans and aspirations for the future.



Meeting educators and apprentices at Forth Valley College



Skinflats

The Commission visited the saline lagoons and saltmarsh at RSPB Skinflats Reserve to discuss the impact that climate change may have on the Firth of Forth and the possible solutions. Participants included:

- Toby Wilson and Zoe Clelland, RSPB
- Ian Bray, Nature Scot
- Alistair Dawson and Aaron Moison, Falkirk Council



Visit to Skinflats

Community town hall

The Commission held an open “town hall” event at Grangemouth High School for members of the local community to discuss the challenges ahead for achieving a just transition for the area. Discussions covered a range of issues relating to their hope and concerns for the future of Grangemouth, what changes they would like to see and how residents hope to participate in shaping the town’s future.



The Commission heard from local residents about their concerns and aspirations for the town's future

The Commission visited the INEOS office in Grangemouth and heard about the company's plans for the energy transition



Workshop overview - day two

Grangemouth refinery

The Commission visited INEOS to meet with representatives from INEOS, Petrochina and Petroineos to discuss respective plans for the energy transition and the future of the site. Discussion also touched on the refinery closure. Participants included:

- Andrew Gardner, CEO, INEOS
- Paul O'Dwyer, Head of Strategy, Development and Investment, Petrochina
- Colin Pritchard, Sustainability Director, INEOS Grangemouth
- Iain Hardie, Head of legal and external affairs, Petroineos

Grangemouth roundtable

The Commission convened a roundtable at Falkirk Stadium bringing together representatives and decision-makers from across public and private and the community sector to discuss the challenges, opportunities and next steps for the region. Participants considered how a just transition approach can be developed jointly between all parties, and identified key strategic risks

Attendees included the Scottish Government's Minister for Energy, Just Transition and Fair Work, Gillian Martin MSP, Scottish Government officials, Councillor Bryan Deakin, representatives from Unite, Grangemouth Community Council, INEOS, Petroineos, Petrochina, Syngenta, Forth Valley College, CVS Falkirk, Scottish Gas Network, Scottish Enterprise and SEPA.

Further engagement

The Commission later met with Derek Knox, Director of Operations, Scottish Ports, to hear about Forth Ports' plans for the energy transition and the potential role of the Green Freeport

Acknowledgements

The Commission would like to thank organisations and stakeholders for sharing their time and insights during our engagement, including Scottish Government officials, Falkirk Council, students and staff at Forth Valley College, Doctor Ewan Gibbs and Riyoko Shibe at the University of Glasgow, Scotland's International Environment Centre, RSPB, Nature Scot, Grangemouth High School, INEOS, Petrochina, Petroineos, Grangemouth Community Council, Unite, Forth Ports, Syngenta, CVS Falkirk, Scottish Gas Network, Scottish Enterprise, SEPA and the staff at Falkirk Stadium.

The Commission would like to thank the Secretariat for facilitating the programme of engagement and written outputs.

Annexes

Annex A - [The Grangemouth Refinery Closure - Workers' Perspectives](#)

Annex B - [Commission pre-visit briefing pack](#)



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Commission