Scottish & Southern Electricity Networks

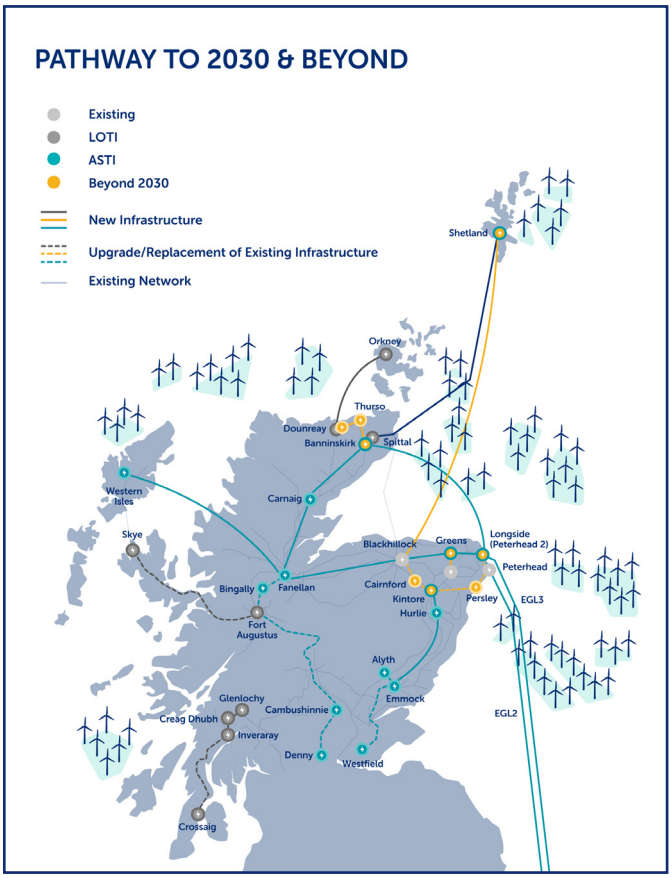
TRANSMISSION

Delivering legacy benefits through pathway to 2030 projects

Last updated: January 2026

Investing for clean power and energy security

We are planning to invest at least £22bn in the coming years in the electricity transmission network in the north of Scotland to unlock cleaner, more secure energy for homes and businesses for generations to come. Our investment will support an expected 50% increase in electricity demand by 2035 and contribute to the decarbonisation of the electricity network, helping meet Scotland and the UK's energy security and clean power targets. Our network will play a leading role in the clean energy transition, connecting and transporting renewable electricity from different forms of generation and supporting over 37,000 jobs in the UK with over 17,000 of those in Scotland. We understand that this work can have an impact on communities, and we are committed to minimising our impacts and maximising the long-term benefits that our developments can bring to your area.



Delivering benefits for the people of Scotland

One of the biggest investment programmes in the north of Scotland for over a century will ensure a reliable supply of electricity for communities, create thousands of jobs across the region, a programme of skills development ensuring a workforce fit for the future and place multi-million-pound contracts with the local supply chain, benefitting local communities.

It will also result in the development of at least 1,000 new homes to help alleviate regional housing challenges and we are doing all of this whilst ensuring the highest standards of environmental commitment including at least a 10% net gain in bio-diversity across our projects.

Supplying reliable electricity to our communities

Our first priority is to provide a safe and reliable supply of electricity to communities in Scotland and the wider UK. We do this by taking electricity from generators and transporting it at high voltages over long distances through our transmission network for onwards distribution to homes and businesses in villages, towns and cities. Electricity demand is expected to increase by 50% by 2035 and we are committed to ensuring our network can support this increase through one of the biggest investment programmes in the north of Scotland in over a century and enabling communities and businesses access to the vast renewable energy resources by harnessing wind, hydro and marine generation.

Job creation

With an unprecedented pipeline of work that extends beyond 2030, we are committed to creating good, green jobs that provide security and the potential for career progression. In the last year (2024/2025) we directly created 400 new jobs at our business, with a range of roles and entry routes available and a similar intake expected in 2026.

With the transition to homegrown, renewable energy underway, we are supporting people to move from high-carbon to low-carbon roles, with 128 employees joining us in the last two years from high-carbon jobs.

We will also look to place contracts for projects with the local supply chain partners wherever possible, with an aim of at least 25% of contracts supporting local business and local jobs.

Developing the future work force

We are committed to supporting the next generation of green energy workers and we continue to engage with partners to bring STEM learning to life and inspire pupils to consider a career in the energy sector – and we've committed to delivering 600 earn-as-you-learn roles between 2025 and 2030 too.

Spotlight

Investing in our future workforce

Powering Futures is a Scotlandwide programme bringing realworld industry challenges into classrooms. Working with over 125 secondary schools, S5/6 learners collaborate on businessset projects, build portfolios, and engage with industry professionals to develop essential metaskills and an understanding of sustainability. The course is accredited at SCQF Level 6, giving learners a recognised qualification.

Our partnership with Aberdeen Science Centre helps inspire future engineers, scientists and innovators across the north of Scotland. Through sponsorship of the Energy Zone and support for the Circuits & Electronics Workshop, pupils learn how electricity works in engaging, handson environments. This programme now extends across the region via partners such as Dundee Science Centre and the Science Skills Academy, benefiting hundreds of young people.

The Industrial Cadets pathway helps young people build workready skills, explore STEM careers, and learn from industry mentors. Hundreds of schools across the north of Scotland have been invited to take part in sessions introducing pupils to the challenges of the electricity network and the role it plays in enabling a net zero future.

Spotlight

Our Suppliers

The contractors for our projects will also deliver lasting benefits to communities and we will work with them to ensure a coordinated, positive social and economic impact is achieved. Examples of benefits our contractors can deliver include employing local people, delivering educational programmes and working with schools, creating apprenticeships, creating housing, sponsoring locally important events and maximising the opportunities for using the services of local businesses.

Working with our supply chain

We are working with our supply chain to ensure a coordinated approach to delivering our projects and positive impacts for communities. Our supply chain and contractors have signed up to a delivery charter which commits all those working on the 2030 programme to a series of key working principles, including a focus on leaving a legacy and positive impact in the communities where infrastructure will be hosted.

The 11 businesses named on the charter include Balfour Beatty, Burns & McDonnell, Hitachi Energy, IQA Elecnor, Linxon, OMSI, Morrison Energy Services, Murphy, NKT, Siemens Bam and Wood. They will be critical in delivering energy security and clean power targets and leaving a positive lasting legacy in communities.

Housing Legacy

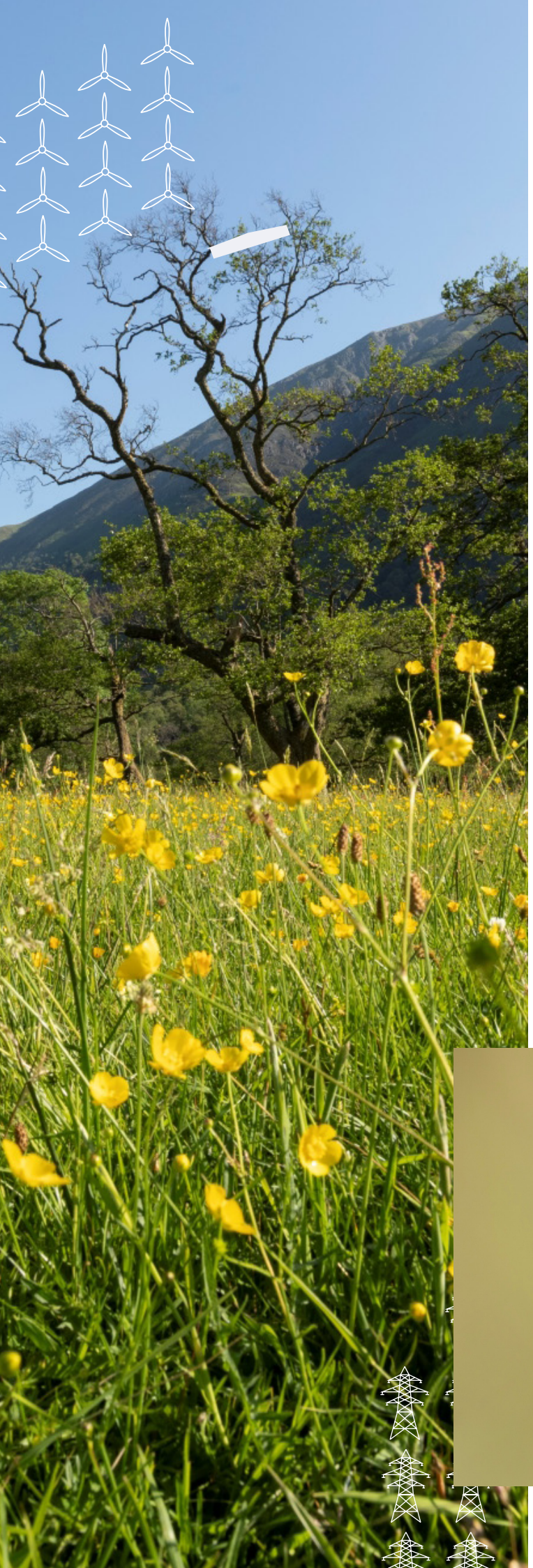
Almost a century ago the arrival of hydro power revolutionised the way of life in the north of Scotland, delivering electricity to many rural homes for the first time while also providing housing across the region for our workers.

Many of these homes still stand today, a reminder of the legacy of hydro power that holds resonance as we embark on another major project to deliver clean energy to households.

Workers' accommodation will be required to deliver our projects, and we are aiming to create a legacy in the communities that will host our workforce by delivering housing that will support local needs when the projects are completed.

Our Housing Strategy, developed in partnership with contractors, local authorities, registered social landlords, and other housing organisations, pledges to deliver more than 1,000 new homes across the north of Scotland, directly addressing regional housing challenges. As of the first quarter of 2026, we have secured initial agreements which will deliver over 40% of this commitment, with several innovative delivery models in place. This collaborative approach not only supports local communities but also offers a template for other infrastructure developers aiming to drive positive change.

Photo 1950 Laying the foundation stone, No1 Hydro House Cairndow



Positive environmental legacy

Scotland's transmission network has a strategic role to play in supporting the delivery of a clean power transition by connecting the renewable energy needed to deliver climate change targets and strengthen energy security. But we are conscious that this should not be the only driver.

We recognise that as we consult, develop and maintain the network, our work interacts with sensitive and precious habitats and we take seriously our responsibility to design, build and operate our assets in a way that protects and enhances the natural environment.

Bio-diversity net gain

As the first developer in Scotland to consult upon and implement an approach to deliver Biodiversity Net Gain (BNG) on all new sites, we're committed to delivering a "greener grid", focusing on habitat restoration and creating biodiversity growth as we invest in our network. Our commitment to deliver BNG ensures that we don't just restore our natural habitats but actively improve them for the benefit of local communities, wildlife, flora and fauna.

SCOTLAND: The Big Picture partnership

We have partnered with SCOTLAND: The Big Picture to support the Northwoods Rewilding Network, aiding nature restoration across northern Scotland. There are over 85 landholdings involved in Northwoods spread throughout Scotland, and the majority are considered small or medium sized – from working farms and crofts to community woodlands. Together, this network is creating ecological stepping stones throughout the country - places where wildlife and people thrive.

RSPB Scotland - Inversnaid Reserve

In Loch Lomond & The Trossachs National Park, SSENT have joined forces with RSPB Scotland to enhance biodiversity and restore habitats. The reserve spans over 800 hectares and is home to diverse habitats, including rare Scottish rainforest, open moorland, upland grasslands, and wetlands. It supports an abundance of native species and plays a vital role in providing crucial habitats in the National Park. SSENT is working with RSPB to deliver a variety of initiatives to enhance the area including habitat restoration, invasive species removal, and adopting advanced monitoring technologies.

SSEN Transmission community benefit fund

Following an extensive stakeholder consultation exercise in 2023, SSEN Transmission launched its first community benefit fund in 2024 to support a wide range of community projects across the north of Scotland. The fund is a key part of SSEN Transmission's commitment to delivering lasting social and economic benefits as the region transitions to clean energy.

Our community benefit fund plans involve two elements:

Regional fund

The regional fund is open to applications from projects anywhere in the north of Scotland region covered by SSEN Transmission. In the first round, nearly 330 proposals were submitted, requesting over £50 million in total. In February 2025, £2 million was awarded to 10 organisations, supporting initiatives in skills, heritage, energy efficiency, and community culture. Examples include funding for a Sustainable Construction Centre at UHI Inverness, an Energy Transition Skills Hub at North East Scotland College, and a mobile cinema for remote communities.

Local

Local funds are dedicated to communities situated close to new transmission infrastructure. These funds are co-designed with local communities to ensure local priorities are addressed, and decisions are made by independent panels. More information on the strategy for delivery and administration of local funds will be published as it is determined. Local communities are able to apply for both elements of the fund. The initial consultation showed strong support, with over 70% of respondents in favour and around 140 responses from local authorities, community members, and other stakeholders.

Further funding for communities

Following the UK Government's community benefit announcement in November 2023, SSEN Transmission expects over £100 million of wider community benefit funding to be available from the Pathway to 2030 programme for local communities across the north of Scotland. This significant pot of funding will enable lasting legacies to be delivered across the region, helping communities prosper. SSEN Transmission will continue to take learning from consultation, and guidance from UK Government and Ofgem, as it works up the details of the fund. The ambition is for the value of the community benefit fund to exceed £100 million, with ongoing collaboration to maximize its impact.

Looking ahead, future projects beyond 2030 are also expected to benefit from similar community funding mechanisms, ensuring that the positive legacy and support for local communities will continue as new infrastructure is developed.

Last Updated: Aug 2025

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