



Item: 21

Policy and Resources Committee: 18 February 2025.

Orkney Community Plan, incorporating Local Outcomes Improvement Plan.

Report by Corporate Director for Strategy, Performance and Business Solutions.

1. Overview

- 1.1. Community planning is a statutory framework that facilitates collaboration among public bodies, local communities, and other stakeholders to address challenges which no single agency could meet by themselves. This includes designing and delivering services that enhance people's lives.
- 1.2. The Community Empowerment (Scotland) Act 2015 (the 'Act') places a duty on Orkney Islands Council and four other public authorities (NHS Orkney, Highlands and Islands Enterprise, Police Scotland and Scottish Fire and Rescue Service) to facilitate community planning. Other public authorities, specified in the Act, have a statutory duty to participate in community planning, and four additional partner bodies have been co-opted locally. These partners comprise the Orkney Partnership Board, which leads Orkney's community planning partnership.
- 1.3. The Community Empowerment (Scotland) Act 2015 also places a duty on community planning partnerships to prepare and publish a Local Outcomes Improvement Plan (LOIP) setting out the local outcomes that a partnership had prioritised for improvement.
- 1.4. The Orkney Partnership chose to publish a Community Plan which incorporated its statutory LOIP, with the latest version covering the period 2023 to 2030.
- 1.5. It was decided that the Plan would be reviewed by the Board every one to two years.
- 1.6. In 2024, the Orkney Community Planning Partnership Board reviewed the Orkney Community Plan/LOIP (the 'Plan') and made a series of changes.
- 1.7. The revised Plan has a greater emphasis on the importance of prevention and early intervention by all the partners. The Plan retains the priorities from the previous plan (Cost of Living, Sustainable Development and Local Equality) and adds a fourth priority of improving Population Health. Each strategic priority in the Plan is

assigned a delivery group to develop Delivery Plans. The Delivery Groups report to, and are held accountable by, the Board.

1.8. The revised Plan was adopted by the Partnership Board on 11 December 2024.

2. Recommendations

2.1. It is recommended that members of the Committee:

- i. Note the Orkney Community Plan/LOIP 2025-30, attached as Appendix 1 to this report, insofar as it applies to the Council.

For Further Information please contact:

George Vickers, Community Planning Business Manager, extension 2162, email george.vickers@orkney.gov.uk.

Implications of Report

1. **Financial** – there are no financial implications for the Council arising directly from the contents of this report. Subsequent actions would have to be met from existing approved budgets or successful external funding applications.
2. **Legal** – there are no legal implications for the Council arising directly from the recommendation in this report.
3. **Corporate Governance** – the facilitating partners of a community planning partnership in Scotland have a joint duty to publish a Local Outcomes Improvement Plan (LOIP).
4. **Human Resources** – there are no human resources implications for the Council arising directly from the contents of this report.
5. **Equalities** – An Equality Impact Assessment was completed for the first version of the LOIP, has been reviewed and updated and is attached as Appendix 2 to this report.
6. **Island Communities Impact** – An Island Communities Impact Assessment was produced for the first version of the LOIP, has been reviewed and updated and is attached as Appendix 3 to this report.
7. **Links to Council Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Council Plan strategic priorities:
 - Growing our economy.
 - Strengthening our communities.
 - Developing our Infrastructure.
 - Transforming our Council.

8. **Links to Local Outcomes Improvement Plan:** This report presents the revised Local Outcomes Improvement Plan for noting and adds a four priority: improving population health.
9. **Environmental and Climate Risk** – the revised LOIP sets out the aspirations of community planning partners to promote sustainable development and Orkney's just transition to a net zero economy.
10. **Risk** - there are no risk implications for the Council arising directly from the contents of this report.
11. **Procurement** - there are no procurement implications for the Council arising directly from the contents of this report.
12. **Health and Safety** - there are no health and safety implications for the Council arising directly from the contents of this report.
13. **Property and Assets** - there are no property and assets implications for the Council arising directly from the contents of this report.
14. **Information Technology** - there are no information technology implications for the Council arising directly from the contents of this report.
15. **Cost of Living** – the LOIP sets out the aspirations of community planning partners to address the cost of living crisis.

Background Paper

[Orkney Census 2022 Briefing](#), Orkney Community Planning Partnership, 9 January 2025.

Appendices

Appendix 1 – Orkney Community Plan 2025-30 - incorporating the Local Outcomes Improvement Plan (LOIP).

Appendix 2 – Equality Impact Assessment.

Appendix 3 – Island Communities Impact Assessment, to be signed off by the Orkney Community Planning Partnership Board.



Orkney Community Planning Partnership

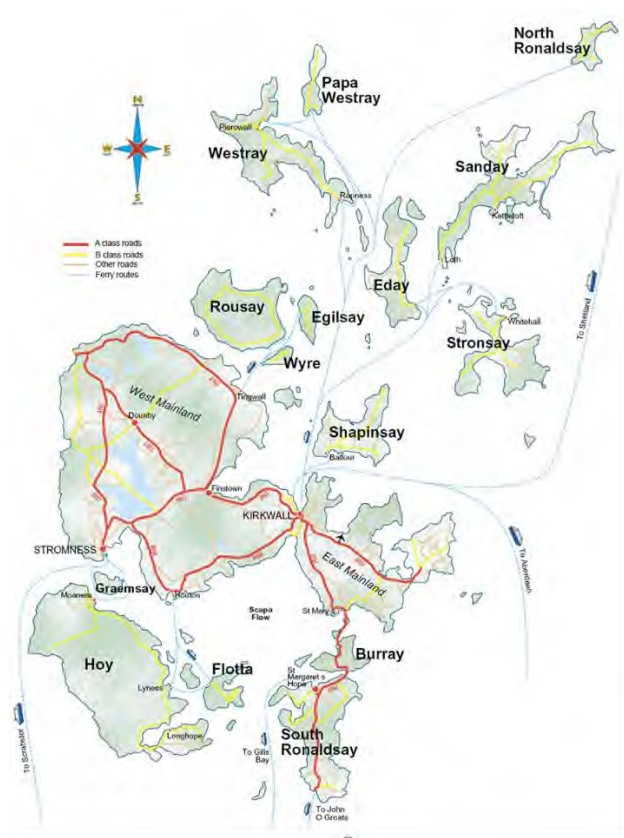
Working together for a better Orkney



Orkney Community Plan

Incorporating Orkney's
Local Outcomes Improvement Plan

2025 to 2030



If you would like this plan in a different language or format, please contact the Community Planning Business Manager, Orkney Islands Council, School Place, Kirkwall KW15 1NY.

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Foreword: ‘challenges and opportunities.’

Welcome to Orkney’s Community Plan for 2025-30.

Orkney faces both significant challenges and remarkable opportunities. Despite being one of the UK’s top-rated places to live, with low unemployment and a relatively narrow wealth gap, we face significant challenges:

- **Geography:** Because we are spread across over 20 inhabited islands it makes it difficult to have equality of access to services. It limits our ability to collaborate with our neighbours and prevents savings of scale. It can cost a lot more for everyone, public services, business and households, to do the same as those on the Scottish mainland.
- **Underemployment:** 45% of jobs in Orkney are part-time, far above the Scottish average of 33%, and many are seasonal. This leads to widespread underemployment, with many residents holding multiple jobs just to get by.
- **Gender Pay Gap:** Women earn significantly less than men, with a 20% gender pay gap, double the Scottish average of 10%.
- **High Cost of Living:** Orkney has significantly higher costs for housing, heating, and business operations compared to mainland Scotland, with delivery costs also an issue, especially for the ferry linked isles.
- **Housing Challenge:** It has become increasingly difficult for both residents and those who want to move to Orkney to find appropriate homes, leading to workforce challenges for public services and businesses, which hinders population growth and economic vitality.
- **Population Health:** an aging population profile means some illnesses will become more frequent. A high number of Orkney adults and children are overweight which increases the risk of illnesses like heart disease and Type 2 diabetes.
- **Child Poverty:** 19.3% of children in Orkney live in poverty after housing costs are taken into account¹.

¹ Local Government Benchmarking Framework figure for 2022/23:
<https://www.improvementservice.org.uk/benchmarking/explore-the-data>

- **Impact of Brexit and COVID-19:** The ongoing effects of Brexit, especially for businesses who export goods, and the economic stagnation following COVID-19, continue to impact on local economic growth.
- **Transport:** Living on an island means that many things take longer to arrive (if at all) and can cost a lot more and takes longer to travel elsewhere. This is doubly so for those who live on the ferry-linked isles, some of which receive only one ferry a week in winter and rely on flights for regular transport. It is also a barrier to economic growth. For example, the cost for visitors to come to Orkney limits the ability of the tourism sector to contribute to local wealth.
- **Financial constraints:** The money that previously came from the EU has not been matched by the replacement funds: all public authorities are facing financial constraints. The funding for voluntary sector organisations is under extreme pressure with many of their income streams only allocated annually. Creating job insecurity and affecting the sustainability of services to the local community. All organisations who receive public funding will have to make choices about what services they decide to stop providing and explain this to the public.
- **Workforce:** There are workforce recruitment challenges across all public service providers, the voluntary sector and businesses. This is partly because we are an island, do not have enough people looking for paid work and people cannot commute from neighbouring areas. Parents can struggle to get the childcare they need to look after their children when at work and we have many people who have care responsibilities who would otherwise take up paid employment. People who want to move here for jobs find it difficult to find homes they can afford.
- **Aging Population:** Orkney has a higher percentage of residents aged 50 and above compared to the Scottish average, with certain areas, like the ferry-linked and linked isles, seeing even greater demographic imbalance. Without efforts to attract younger residents, especially workers, these areas may face depopulation.
- **Population:** Population growth across the whole of Orkney has slowed (11% growth 2001-2011, 3% growth in 2011-2022 and 0.01% decline in 2022-2023²). Without significant inward migration, Orkney will see population decline.
- **Climate Change:** Orkney, like the rest of the world, faces the threat of climate change, which is already having a drastic impact on our weather, natural environment, and may mean large parts of our planet cannot support human life. As an island archipelago with a number of very low-lying coasts, we face some

² <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2023>

particular risks around island infrastructure and viability. We need to plan ahead, adapt and move towards a Net Zero economy that also protects the diversity of nature in Orkney.

However, Orkney also has unique opportunities:

- **Size:** Orkney’s small size provides a unique opportunity for us to work together, as a partnership, to achieve our shared vision.
- **Healthy older population:** we tend to be healthier for longer, and there is a great potential to contribute to the workforce for longer, either in paid work or as volunteers.
- **Climate Leadership:** Orkney has positioned itself as a leader in the transition to a climate-resilient and Net Zero future and can leverage its renewable energy potential to attract investment and create sustainable economic growth.
- **A remarkable place to live:** By focusing on housing, job creation, and excellent public services, Orkney can draw families and skilled workers to its shores, ensuring the sustainability of its economy and community.
- **A great place to visit:** Orkney is a popular tourism destination, with the potential to grow in value.
- **Collaboration:** As a community, we have strong collaboration across agencies, public services, and voluntary sector, to help those in need of support.

To take advantage of these opportunities and to meet the challenges, public service providers have to work closely with the voluntary sector, private businesses and all our communities. The Orkney Community Plan sets out how we intend to do this.

Orkney’s Community Planning Partnership’s shared mission is: Working together for a better Orkney. By working together, we can build a stronger, more sustainable, and inclusive future for all of Orkney.



Councillor Heather Woodbridge, Chair
Morven Brooks, Vice Chair
**Orkney Community Planning Partnership
Board**
January 2025

Orkney Community Planning Partnership: who we are

The [Community Empowerment \(Scotland\) Act 2015](#), sets the statutory framework for community planning in Scotland.

The Act names five partner agencies who share a statutory duty under the Act to facilitate community planning in Orkney:



Others have a statutory duty under the Act to participate in community planning:



The Partnership also includes key local partners who have been co-opted as members:



Each organisation nominates one member of the Partnership's Board, and all the key decisions regarding the Partnership are made by this Board. This includes agreeing the Orkney Community Plan, or Local Outcomes Improvement Plan (LOIP).

PART ONE: THE ORKNEY COMMUNITY PLAN

Introduction

Community planning brings together local providers of public services, with the voluntary sector and businesses, to improve outcomes for individuals, families, and communities, and especially to combat inequality and prevent disadvantage.

Many of the challenges that Orkney faces cannot be resolved by a single agency and a collective effort is needed. A good example is housing and the Housing Market Partnership, whose members include the Council, Orkney Housing Association Ltd., local builders, Scottish Government, key employers and other stakeholders. This partnership has developed Orkney's [Local Housing Strategy 2024-2029](#) and has a target of building 1035 new homes over ten years.

Orkney's Community Plan describes what the members of the Orkney Community Planning Partnership aim to achieve by working together, and how this adds value to what we can achieve as individual organisations. Our plan also serves as our statutory Local Outcomes Improvement Plan, or LOIP.

In 2023, The Orkney Community Planning Partnership agreed three key priorities for Orkney where it will take the lead. It established three delivery groups, each chaired by a member of the Partnership's Board, to develop detailed delivery plans to address these three priorities.

The three delivery priorities are:

1. **The cost-of-living crisis and the underlying causes of poverty.** The work to address this will be led by the Cost of Living Task Force, a multi-agency group that is one of the Partnership's delivery groups. This group is chaired by Orkney Health and Care.
2. **Sustainable development.** This will be delivered through community wealth building, moving towards Net Zero and a wellbeing economy. This is led by the Sustainable Development Delivery Group. A particular priority for sustainable development is to support the future growth of the renewable energy sector, and this is led by the Orkney Sustainable Energy Stakeholder Group. This stakeholder group reports to the delivery group, Orkney Islands Council and other stakeholders. The Sustainable Development Delivery Group is chaired by the Highlands and Islands Transport Partnership (HITRANS).

- 3. Addressing inequalities.** This includes reducing the inequalities between areas of Orkney that result in different life outcomes. This work is led by the Equality Delivery Group. It has already begun to address the specific challenges faced by those living on the ferry linked isles by developing a Locality Plan for 2024-26 and will address other inequities, including those that relate to population health and race. NHS Orkney chairs this group.

While the three delivery groups will lead on each of these three priorities, all three are interdependent and underpin the whole work of the Partnership:

- We cannot overcome poverty without sustainable development and a wellbeing economy.
- We cannot have sustainable development without addressing inequalities.
- We cannot remove inequalities without also addressing poverty.

For the 2025/30 Orkney Community Plan, the Partnership has adopted a new priority: to improve the health of Orkney's population and reduce health inequities. The main way The Partnership will do this is by addressing the biggest driver for population health: economic and social wellbeing. This will underpin all the work of the Partnership and its three delivery groups.

Orkney also faces other challenges, which need a collective effort to address but where the response is led by others, such as the Housing Market Partnership. The biggest challenge that the ferry linked isles face is the need to replace the current antiquated ferry fleet, alongside the need for a third plane. We will only achieve Net Zero in transport if we get the necessary investment to replace our ferries. The work to improve transport within Orkney is led by the Council who have developed the [Orkney Local Transport Strategy 2023-43](#). Community planning partners will support the delivery of this strategy, including by continuing to develop the business case for improvements.

New ways of working

The demands on public services cannot be met with the existing resources. The Scottish Government are:

.. undertaking a programme of public service reform to ensure our public services are inclusive, sustainable, and effective in improving people's outcomes.³

³ <https://www.gov.scot/policies/improving-public-services/>

One of the ways they will do this is by:

- supporting [community planning](#) so that public service providers can work with communities to meet specific local needs.

Community planning partners in Orkney have agreed that there must be a greater emphasis on preventative work and earlier interventions, which are more effective at addressing problems and lead to savings in the long term. Examples from this plan include:

- Providing proactive financial and benefits advice when people first need help.
- Using Community Wealth Building so that more people can lift themselves out of poverty and need less support from public services.
- Preventing people from getting ill and needing health interventions.

The Partnership will explore ways we can make the use of our existing resources more impactful by working together to better plan and deliver public services and reduce duplication of work. We already have a joint [Child Poverty Strategy](#), which helps underpin the work of our Cost of Living Task Force, and joint reporting through the [Local Child Poverty Action Report](#). In 2025, both NHS Orkney and the Council will need to write Good Food Plans, and the intention is that there will be a single Orkney plan for all the community planning partners.

Community planning partners are committed to:

- Sharing information and furthering our culture of openness.
- Working together to improve service delivery – removing duplication and making the best use of all our resources. For example, the ongoing work to ensure there is an adequate response to medical emergencies on the isles.
- Developing collective communications, public relations and community engagement, such as the 2021/22 and 2024 Orkney Matters consultations.
- Developing a collective response to shared challenges, such as the proposed National Care Service.
- Shared workforce and skills planning.
- Working together to secure the legacy of such events as the Island Games.
- Developing new relationships between the private, public and voluntary sectors to promote wealth building in Orkney and support communities.
- Learning together the most effective way we can make the changes we want for our communities, alongside learning what does not work and where we should change our approach.

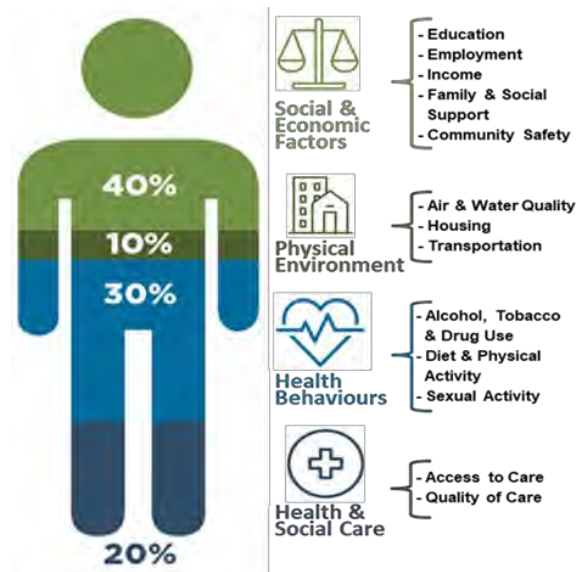
Plan on a page: Orkney Community Plan 2025-30

Plan on a page: Orkney Community Plan 2025-30			
Strategic priorities	Short term outcomes 2025-26	Medium 2025-28	Long term 2025-30
Cost of Living	The mitigation of immediate need.		
	The facilitation of partnership plans relating to child poverty, food dignity and fuel poverty.		
	A wider understanding of poverty and its prevention, together with a long-term reduction in persistent poverty in Orkney.		
Sustainable Development	A plan to promote Community Wealth Building in Orkney.		
	Energy Action Plan in place and the Orkney Sustainable Energy Strategy reviewed and renewed.		
	Measurable progress towards Orkney's target of net zero emissions by 2045.		
Population Health	Better understanding of the causes of health inequality and plans in place to reduce them.		
	Orkney Good Food Plan agreed.		
	Progress made in reducing inequalities in health outcomes.		
Local Equality	A plan in place to reduce and eliminate the gender pay gap.		
	Improved understanding and resolution of place-based equality and inclusion issues across Orkney.		
	Better early intervention and prevention of individual disadvantage and inequality of outcomes, including health inequalities.		
Inter-isles transport	Plan in place to fund and replace the inter-isles ferry fleet.		
Joint Service Delivery	Better service delivery achieved through shared workforce planning, innovation, and synergy.		

Strategic Priority: Population Health

For the 2025/30 Orkney Community Plan, the Partnership has adopted a new priority to improve the health of Orkney’s population and reduce health inequities.

There are four pillars of health as illustrated below:



The four pillars of health show the complex interaction of factors which affects a person’s health. If person lives in a more deprived area, they are more likely to suffer from poor mental health, diabetes, coronary heart disease, have an unhealthy weight or die from cancer. Consequently, improving population health requires a whole system approach; minimising the harm from a disease once it has already occurred, ensuring early detection of health issue and early intervention, to the prevention of health issues through addressing known risk factors. The Community Planning Partnership influence factors which will determine health outcomes. Improving employment and income will be achieved through developing a sustainable wellbeing economy for Orkney. Poverty, addressed through the cost of living work, is known to impact a range of factors which relate to health including housing, transportation, education, diet and physical activity.

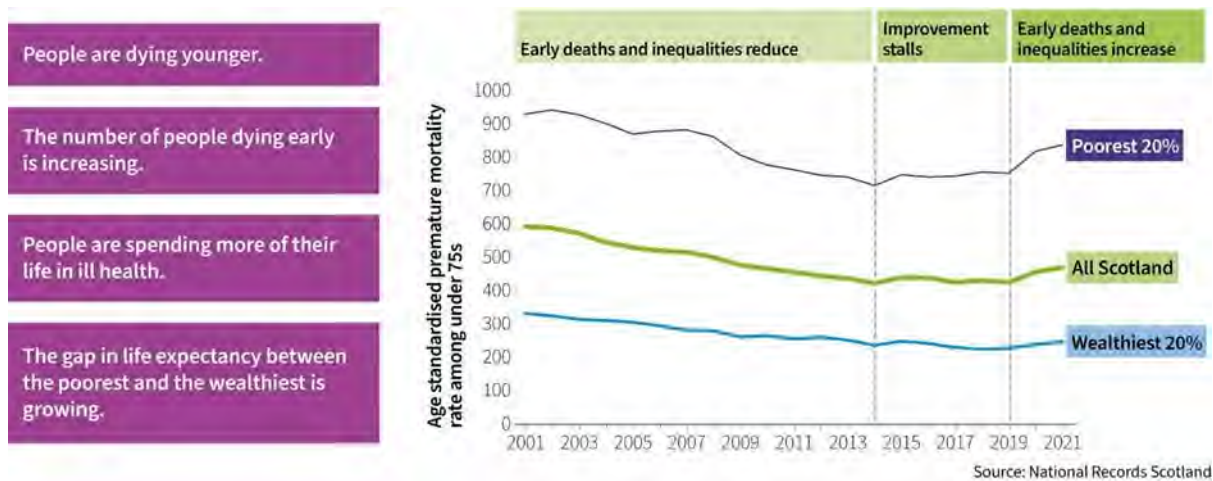
Preventative action must consider health inequalities, the unfair and avoidable difference in people’s health across different population groups. A programme of work which generally improves population health but does not consider the impact on health inequalities, may leave some groups of people in the same or a worse state of health. Sir Michael Marmot, Professor of Epidemiology at University College London, Director of the UCL Institute of Health Equity, developed a set of principles to support reduction in

health inequalities, which the Partnership has adopted (See: Marmot Places⁴). These principles are:

1. Give every child the best start in life.
2. Enable all children, young people and adults to maximise their capabilities and control their lives.
3. Create fair employment and good work for all.
4. Ensure a healthy standard of living for all.
5. Create and develop healthy and sustainable places and communities.
6. Strengthen the role and impact of ill health prevention.
7. Tackling discrimination, racism and their outcomes.
8. Pursuing environmental sustainability and health equity together.

The Partnership will build on its work in addressing social and economic inequities and identify additional actions that partners can take to prevent individuals becoming ill. NHS Orkney will provide system leadership with partners to raise the importance of prevention across the system and provide expertise from a health perspective to support the focussing of efforts to meet shared goals.

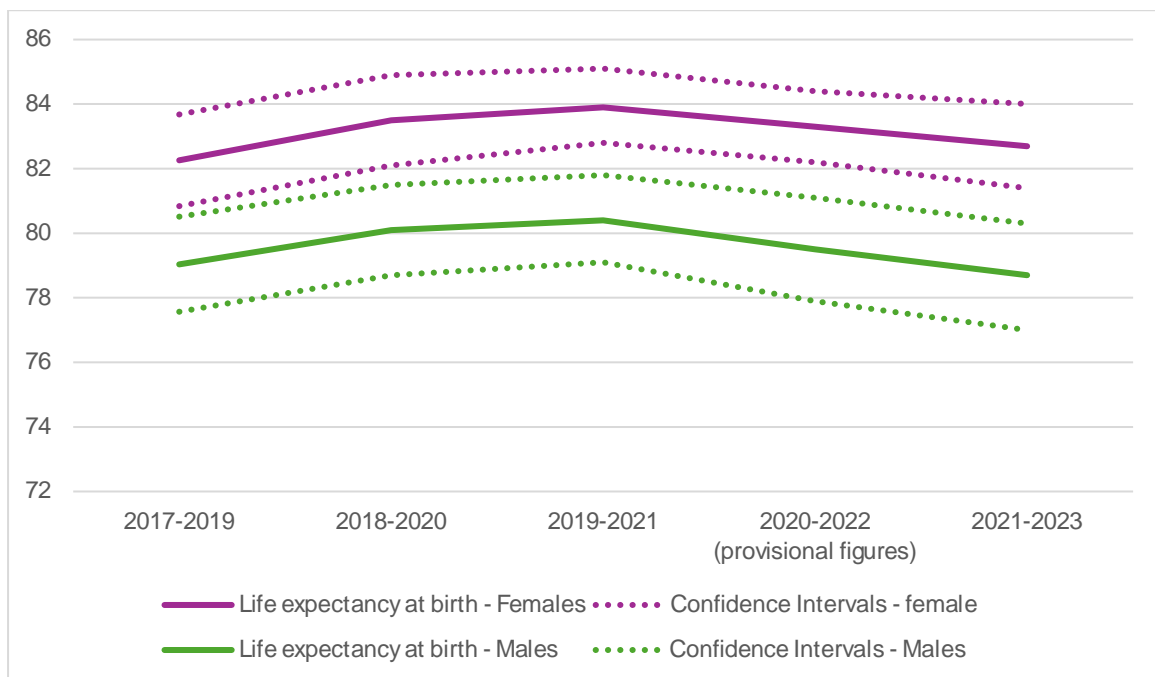
Over the past few decades, Scotland’s health outcomes had been improving with health inequities reducing, but this first stalled and is now going in the wrong direction, as the graph below demonstrates.



⁴ <https://www.instituteofhealthequity.org/taking-action/marmot-places>

Life expectancy at birth is used as an indicator of death rates across the population, as well as being useful for comparing trends in mortality over time⁵. The graph below demonstrates how Orkney’s life expectancy has changed over time. Whilst this is not as stark as the national data, there is a recent small downwards trend. Work to improve the health of the population and reduce inequalities in Orkney will support the maintenance of life expectancy in Orkney despite the external pressures of recent years including the COVID-19 pandemic and the Cost of Living Crisis.

Life expectancy at birth in Orkney Islands Council area⁶



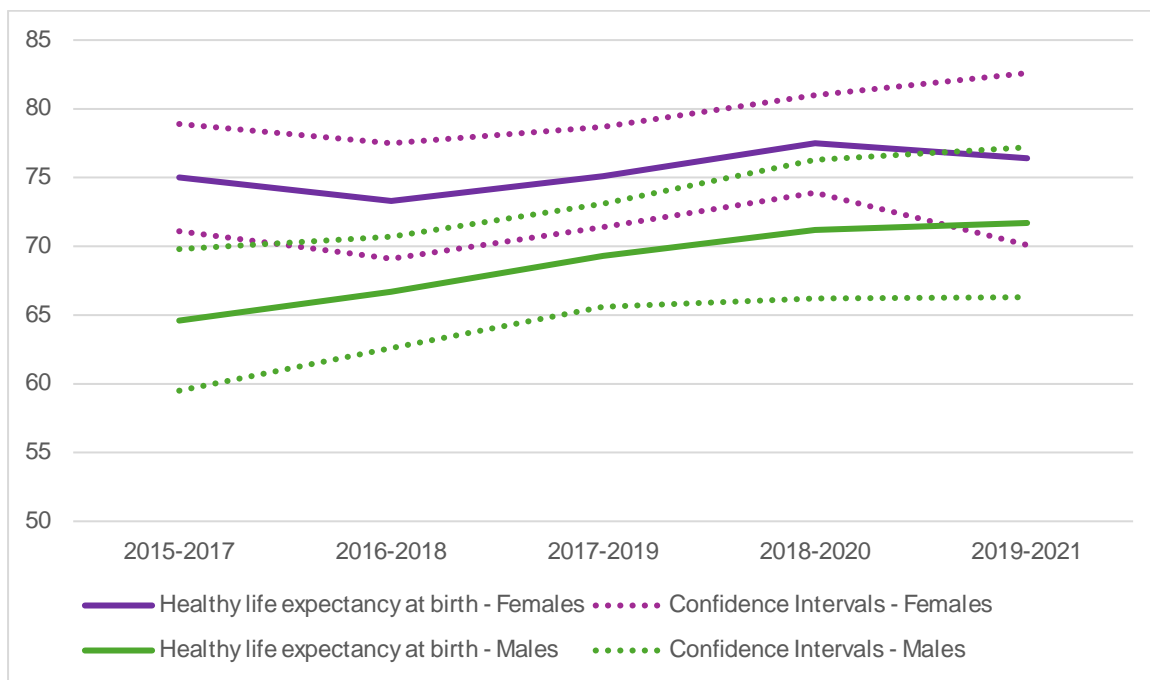
Healthy life expectancy, shown in the graph below for Orkney Islands Council area, is an estimate of the number of years lived in ‘very good’ or ‘good’ general health. This is based on how participants report their state of health at the time of completing the annual population survey⁷.

⁵ [Life Expectancy in Scotland, 2021-2023: Report](#)

⁶ [Life Expectancy in Scotland, 2021-2023 | National Records of Scotland](#)

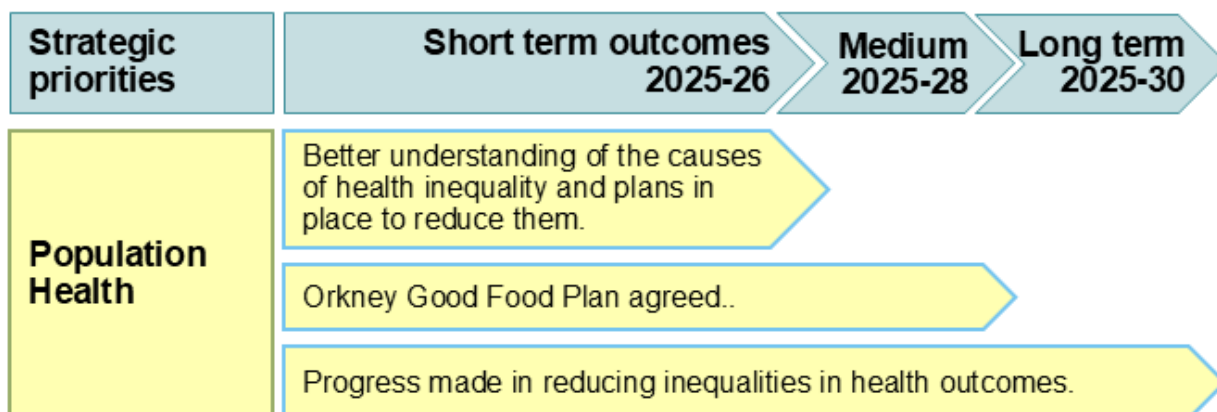
⁷ [Healthy Life Expectancy 2019-2021](#)

Healthy life expectancy at birth in Orkney Islands Council area⁸.



In the 2019-21 data, Orkney had the highest healthy life expectancy in Scotland for both males and females. Long term conditions such as diabetes, cancer, heart disease and mental ill health, impact the number of years lived in good health as well as being life limiting. It will be important that The Orkney Community Planning Partnership works across the system and all its delivery groups to reduce the factors in our communities which can negatively impact health to maintain the high level of healthy life expectancy within our community.

Our aim and target outcomes for Population Health



⁸ [Healthy Life Expectancy in Scotland, 2019-2021 | National Records of Scotland](#)

Strategic priority: Cost of Living

In June 2022, Orkney’s community planning partners agreed to adopt a Poverty Pledge:

“We believe that it is not acceptable that people in our community live in poverty. Over the coming years, we will commit our time, energy, and resources to do all we can, in partnership, to work towards the elimination of poverty throughout Orkney.”

The Cost of Living Task Force is a delivery group of the Partnership. It includes the main organisations working in Orkney to address the cost of living crisis and the underlying causes of poverty (see Appendix one).

The task force was created by the Partnership to draw together into a single co-ordinated action plan the different and overlapping workstreams arising from the [Orkney Child Poverty Strategy 2022-26](#)⁹, [Orkney Food Dignity Report \(2022\)](#)¹⁰, the actions needed to address fuel poverty in Orkney, and any other challenges that must be addressed to reduce poverty in Orkney, including the failure of the market to address Orkney’s childcare needs.

The Orkney Community Planning Partnership developed the Child Poverty Strategy, and includes a plan for action with five big ambitions to combat child poverty in Orkney:

Pockets Every family can make ends meet	Prospects Every child has a good start in life	Places Every family has a sustainable home	Prevention Future generations can escape from poverty	Priorities No child is left behind
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The Food Dignity Report was developed by the Orkney Food Dignity Project, led by Voluntary Action Orkney that brought together those with lived experiences with a range of agencies working with people in food poverty. The report includes the following recommendations:

- Increase access to advice and support for financial and wider wellbeing needs.
- Develop a cash-first approach to supporting those experiencing food insecurity.
- Support and extend the voluntary sector’s delivery of food, financial and in-kind support.
- Reduce the cost of living for people on low incomes in Orkney.

⁹ <https://s3-eu-west-1.amazonaws.com/s3.spanglefish.com/s/34034/documents/orkney-child-poverty-strategy-2022-2026.pdf>

¹⁰ <https://www.vaorkney.org.uk/food/>

- Reduce in-work poverty by defining and promoting an Orkney Living Wage.
- Contribute to changing public discussion, and the local and national policy response.

The Good Food Nation (Scotland) Act 2022 places an obligation on Orkney Islands Council and NHS Orkney to develop Good Food Plans in 2025 which will address all aspects of food production and consumption, including work to encourage diets that are healthy for people and the planet. The task force will contribute to the development of this Plan as it relates to the cost of living and poverty, using the opportunity to review the findings of the Orkney Food Dignity Report and the related actions.

For fuel poverty, the task force will work with the Council to develop a new Fuel Poverty Strategy and Action Plan to replace the multi-agency strategy which expired at the end of March 2022. This will build on the actions set out in Orkney's [Local Housing Strategy 2024-2029](#) (page 39) that was developed by the Orkney Housing Market Partnership.



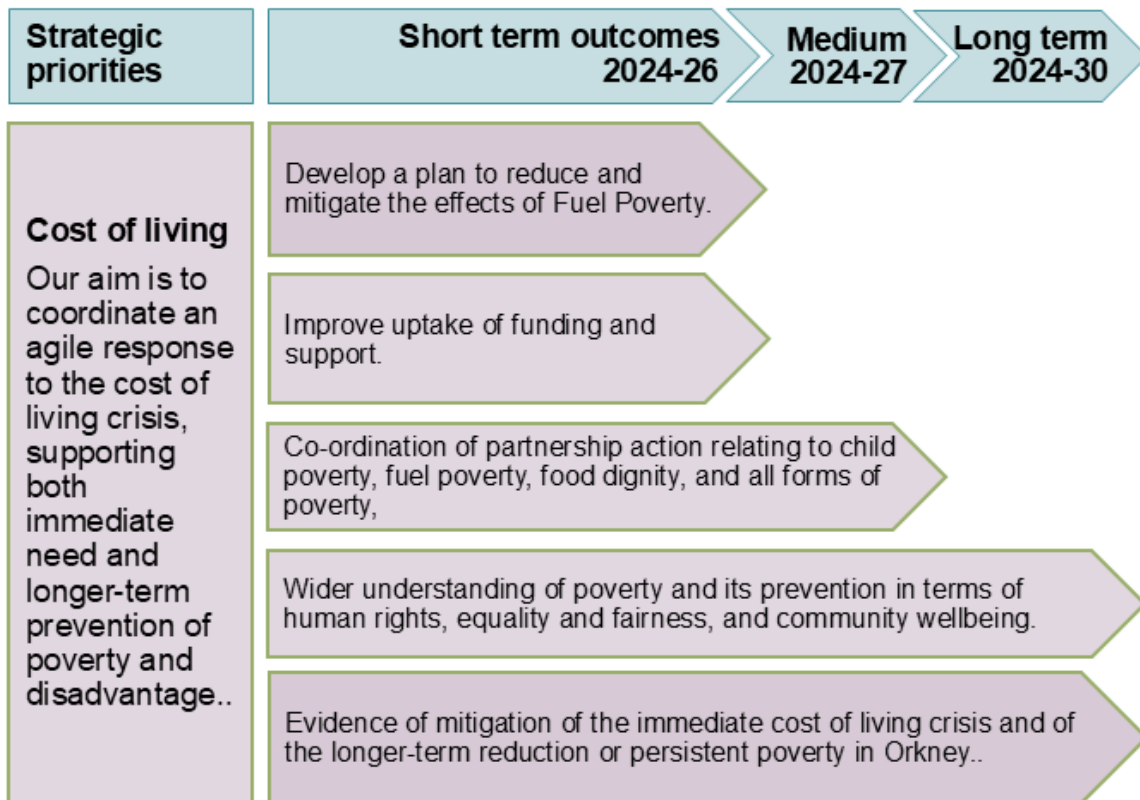
Key to the delivery of many of these actions has been the development of Orkney Money Matters, a partnership which has at its core THAW ('Tackling Household Affordable Warmth'), Orkney Citizens Advice Bureau and Voluntary Action Orkney, but extends wider to other agencies working with people in need, including the Orkney Foodbank, Blide Trust, NHS Orkney and the Scottish Welfare Fund.

This partnership has been successful in attracting additional funding (Local Authority Covid Economic Recovery Fund, Community Led Local Development Fund, Trussell Trust and Scottish Government) and delivering a project which has:

- Attracted additional external funding to improve the capacity of the advice sector and its ability to provide financial advice.
- Provided cash and vouchers as a dignified alternative to in-kind support.
- Developed a 'No Wrong Door' referral system.
- Provided the capacity for front line staff to work with clients to fully understand the reasons they have got into difficulties and better identify the help they need to improve clients' financial and general wellbeing.

Over the life of this Plan, the referral system will be extended to others working with people in financial crisis, whether it is teachers or social workers, to ensure that they have the skills and knowledge they need to help and make appropriate referrals. We want to ensure that everyone who needs help gets what they are entitled to in a supportive and proactive way.

Our aim and target outcomes for the Cost of Living



Strategic priority: Sustainable Development

The Sustainable Development Delivery Group will work for an economy that meets the needs of people and balances this with those of nature and the environment. The group taps into the synergy between measures to combat the climate emergency and the potential for Orkney's economy to benefit significantly from growth in the renewable energy sector.

The Sustainable Development Delivery Group includes key organisations supporting Orkney's transitions to a sustainable net zero economy (see Appendix one).

The Climate Emergency

Climate change is already having an impact globally and locally:

- In September 2024, the strongest storm for 70 years hit Vietnam, killing at least 350 people.
- In October 2024, hundreds of people were killed after torrential rains caused flash flooding in southern and eastern Spain.
- Closer to home, in September 2024, Chief Superintendent Rob Shepherd warned that the Police in the highlands were struggling to cope with some of the most extreme weather conditions in recent years, whether it is storms or wildfires.
- Scotland's seabirds have declined by 49% between 1986 and 2019, largely due to climate change, as well as pressures due to fishing.

The Orkney Community Planning Partnership has adopted a [Climate vision for a climate-resilient and net zero future](#)¹¹ which states:

Our Vision is a future which meets the challenge head on, where:

- *The world is transitioning to Net Zero through a radical cut in climate change emissions during the current decade and to achieve Net Zero for Scotland by 2045 and globally by 2050.*
- *We are doing everything we can to ensure that Orkney will be ahead of the curve, aiming for Net Zero Emissions in as many sectors of our economy as possible by 2030 and a fully decarbonised (zero carbon) island economy by 2045.*

¹¹ <https://www.orkneycommunities.co.uk/communityplanning/documents/orkney-climate-resilient-net-zero-vision-september-2024.pdf>

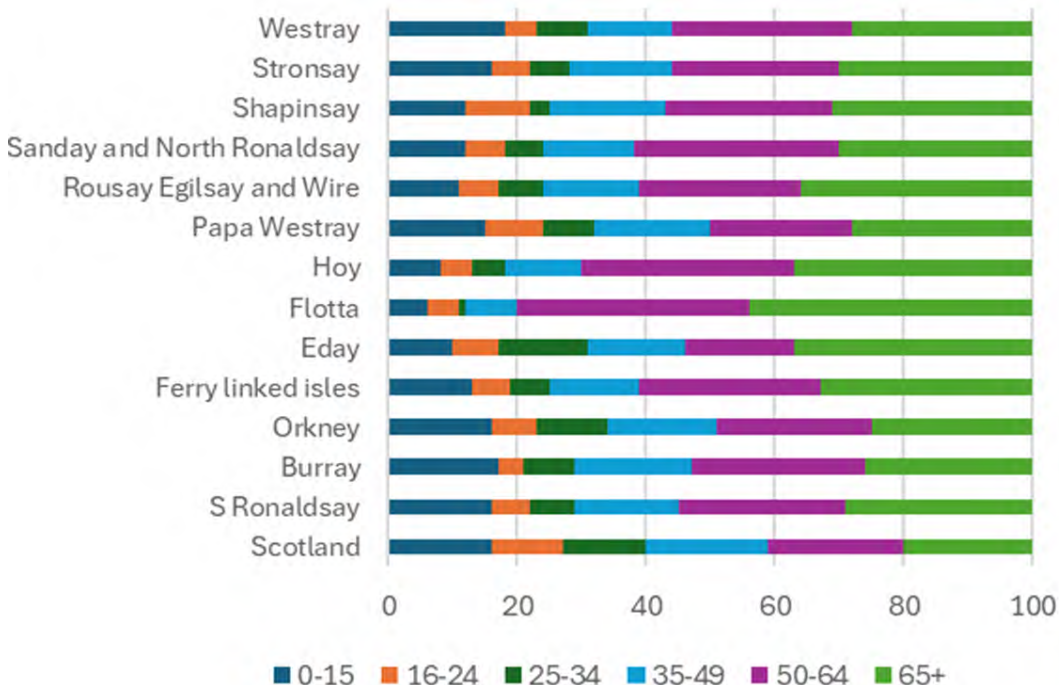
- *Orkney plays a leading part in achieving a Just Transition where our economy, communities and natural environment all prosper and benefit, building their resilience, and adapting to the changing climate.*

This vision sets out the actions partners have committed to take, including support for sustainable and active transport, the circular economy (i.e. reuse first), nature-based solution (e.g. peatland restoration), protecting nature including its diversity, reducing fuel poverty, and supporting each sector of Orkney’s economy in developing and delivering plans to decarbonise.

Demographic challenge¹²

Orkney has an aging population with very few people aged 16 to 24 compared to the Scottish average. The National Records of Scotland estimated that between 2018 and 2043, the number of people aged over 75 living in Orkney will increase by 1,656 or 88%, while the working age population (16-64) will decline by 2,021 or 17%. People living longer is something which should be welcomed, and it brings both challenges and opportunities. There will be more people living with diseases that affect older people, such as dementia, but while they are healthy, they have a great deal to contribute to our community: as paid workers, as volunteers, as carers etc.

Demographic balance - Age



¹² <https://www.orkneycommunities.co.uk/communityplanning/documents/briefing-population-growth-and-decline-in-orkney-updated-6-january-2025.pdf>.

While our population was growing much faster than the Scottish average from 2001 to 2011, in 2011 to 2022 this growth slowed to 3%, almost the same as the rest of Scotland. On the ferry linked isles, there has been a decline in the population for 2011-2022 (5%), and the population is older than the Orkney average. The National Records of Scotland's mid-year estimates¹³ now indicate that Orkney's current population growth may have plateaued. Without significant inward migration, Orkney's population will decline, and the demographic imbalance worsen.

This plan will encourage more working-age people, especially younger people and those with skills essential to the local economy, to remain or move to Orkney. This plan will look at how more of our existing population can be encouraged supported to take up paid employment, volunteer and become care workers. This includes:

- Orkney becoming a Real Living Wage Place, which will encourage more people to take up paid employment.
- Partners working through the Local Employability Partnership to support everyone in fulfilling their full potential, including to contribute through employment.
- Working with the Skills Group to support people getting the skills they need to take up the employment opportunities that arise.
- Supporting the work of Voluntary Action Orkney with their deployment of the supported volunteer model.
- Working with women to find out why the gender pay gap is so high in Orkney and exploring how we first reduce and then eliminate the gap. This includes looking at the high number of relief contracts in the public sector to discover the extent that this offers useful flexibility to employees or is a barrier to work.
- Support more flexible employment patterns which encourage people who otherwise could not take up employment opportunities, to do so, including carers and those who live in the ferry linked isles.
- Support the provision of childcare for parents who want to take up paid employment.

Wellbeing economy

The Scottish Government defines a “wellbeing economy” as one that is:

..inclusive and that promotes sustainability, prosperity and resilience, where businesses can thrive and innovate, and that supports all of our communities

¹³ <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2023>

across Scotland to access opportunities that deliver local growth and wellbeing.¹⁴

The central idea is that wellbeing is a better measure of the success of an economy than simple growth.

Community Wealth Building (CWB)

The wellbeing economy will be delivered by implementing a CWB approach that ensures that more wealth is retained in Orkney and shared more equitably. CWB uses the levers available to anchor institutions (public services, the voluntary sector and businesses that are committed to Orkney) to ensure that the local economy, whether this is tourism, farming or the renewables sector, deliver benefits for our community. A vibrant wellbeing economy will encourage more people with the skills we need, to remain in or move to Orkney and help address our demographic imbalance.

Synergy between the Climate Vision and Community Wealth Building

Orkney has abundant wind and tidal resources which can be harnessed to provide renewable energy, and significantly reduce the negative impact of UK energy consumption on the climate. Orkney also has a unique natural environment, and, with our support, it has the potential to help us reduce climate change emissions, protect the diversity of nature, adapt to climate change and improve our lives. Consequently, the Partnership has linked Orkney's aspirations for net zero with its ambition to achieve a wellbeing economy. This is a double opportunity for Orkney: to make a positive contribution to the climate emergency and to be a global leader in the development of the blue (marine) and green (low carbon) economies.

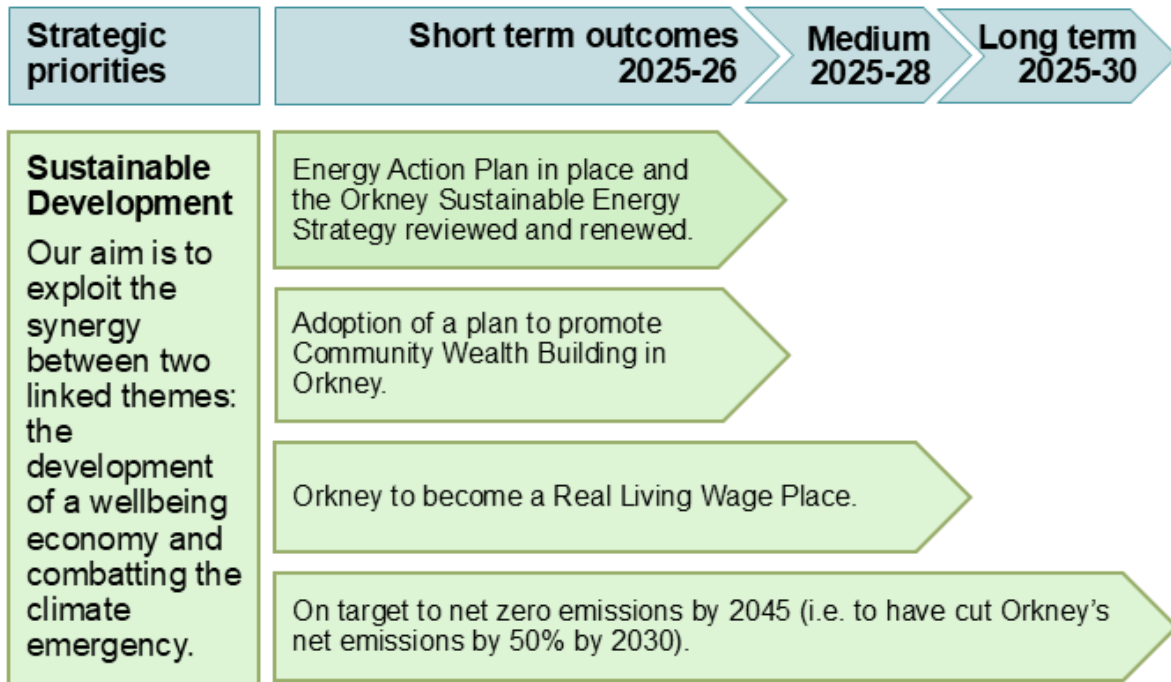
A priority for Orkney's sustainable development is to support the future growth of the renewable energy sector. This is led by the Orkney Sustainable Energy Stakeholder Group, which reports to this delivery group, Orkney Islands Council and other stakeholders.

Role of the Sustainable Development Delivery Group

The role of the group is to develop and monitor a delivery plan that exploits the synergy between the two linked themes of developing a wellbeing economy and combatting climate change.

¹⁴ <https://www.gov.scot/publications/wellbeing-economy-toolkit-supporting-place-based-economic-strategy-policy-development/>

Our aim and target outcomes for Sustainable Development



Strategic priority: Inequalities

A key objective of the Orkney Community Planning Partnership is to address the inequalities and inequities of outcome which persist in Orkney. The Equalities Delivery Group involves a range of organisations who are working to reduce inequalities in Orkney (see Appendix one).

The membership is currently focused on those working in the ferry linked isles and will be refreshed as the delivery group focuses on other areas and issues, including population health and racial discrimination, and other forms of discrimination, including those based on age, disability, gender reassignment, marriage or civil partnership, race, religion, belief, or sex. The group will explore what needs to be done to ensure Orkney is a fully inclusive society.

Inequalities between different areas in Orkney

The [Community Empowerment \(Scotland\) Act 2015](#)¹⁵ requires community planning partnerships to identify areas within their boundaries that experience disproportionate levels of socio-economic disadvantage and develop one or more locality plans to reduce inequality.

The [Scottish Index of Multiple Deprivation \(SIMD\)](#)¹⁶ measures socio-economic disadvantage using a basket of indicators across areas such as income, housing, crime, and geographical access to services. Within Orkney, the SIMD identifies the areas of greatest disadvantage as being certain parts of Kirkwall, plus the ferry-linked isles, but the underlying reasons for their disadvantage are not the same.

The challenges faced by Orkney's communities are different. Many of the challenges faced by those on the ferry-linked isles are because of place and geography: the problems of connectivity because they are isles. In Kirkwall, there are concentrations of people living in poverty. However, the cause of their poverty is not related to where they live, people with low incomes live where there is affordable accommodation, often provided by social landlords in specific areas.

The Orkney Community Planning Partnership have decided that a place-based approach is appropriate to address the challenges face by those living on the isles and the Delivery Group has developed a [Locality Plan 2024-2026 – for the Ferry Linked Isles](#). The Locality Plan is based on the priorities set out by residents in the different island development plans, what people told us in the Orkney Matters public consultation (2021/22), and what they have told us through ongoing public engagement.

¹⁵ <https://www.legislation.gov.uk/asp/2015/6/contents>

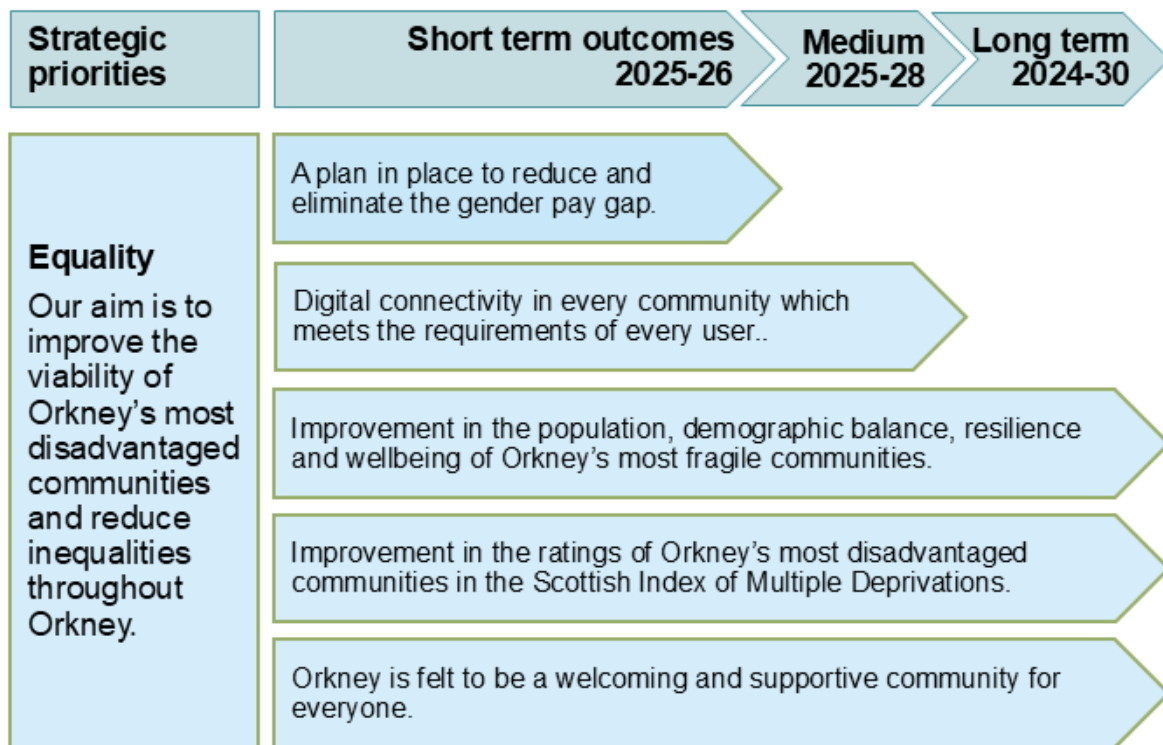
¹⁶ <https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/>

The Equalities Delivery Group will explore the best approach to address the disadvantages experienced by those who live on the Mainland, and linked isles.

Tackling discrimination, racism and their outcomes

Michael Marmot (See Population Health, above) has identified this as one of the eight key priorities for developing a preventative approach to tackling public health. It is also a priority if Orkney is to attract the skilled workers its economy and public services need, address the demographic imbalances and retain a healthy growth in population. The Delivery Group will develop an approach to tackle racism and ensure that Orkney provides a welcome to all who chose to make a home here.

Our aim and target outcomes for Local Equality



PART TWO: MEASURING PROGRESS

The indicators below have been selected to show how well we are progressing towards the outcomes we want for Orkney. They do not directly evaluate the actions of any particular partner or group, but they indicate whether collective local and national action is moving us in the right direction.

Measuring progress in Population Health

Life expectancy (Source: NRS Annual Release for Life Expectancy in Scotland ¹⁷)			
	Baseline (2021-23) YRS	Annual Milestone	2030 Target - YRS
Life expectancy at birth for Orkney Islands Council area - Females	82.7	Sustain	82.7
Life expectancy at birth for Orkney Islands Council area - Males	78.7	Improve	80

Healthy life expectancy (the average number of years that a person can expect to live in full health) Source: NRS Release for Healthy Life Expectancy in Scotland ¹⁸)			
	Baseline (2021-23) - YRS	Annual Milestone	2030 Target - YRS
Healthy life expectancy at birth for Orkney Islands Council area - Females	76.4	Sustain	76.4
Healthy life expectancy at birth for Orkney Islands Council area - Males	71.7	Improve	73

Death by suicide (Source: PHS Annual Release Suicide Statistics for Scotland ¹⁹)			
	Baseline (2017-21) Persons	Annual Milestone	2030 Target
Suicides registered for Orkney Islands Council area	20 over 5 years (Age-sex standardised rate per 100,000 – 19.3, crude rate – 18)	Reduce	15 over 5 years (in line with Scottish crude rate of 14.1 given current population mid-year estimates 2023 - 22,000)

¹⁷ [Life Expectancy in Scotland | National Records of Scotland](#)

¹⁸ [Healthy Life Expectancy in Scotland | National Records of Scotland](#)

¹⁹ [Suicide statistics for Scotland - Update of trends for the year 2021 - Suicide statistics for Scotland - Publications - Public Health Scotland](#)

Healthy weight (Source: PHS Annual Release for Primary 1 (P1) Body Mass Index (BMI) Statistics Scotland ²⁰)			
	Baseline (School year 2022/23) - %	Annual Milestone	2030 Target - %
P1's identified as within healthy weight category in Orkney (See: epidemiological threshold dashboard ²¹)	72.9	Improve	76.8 (the Scottish average for all participating boards in 2022/23)
P1's identified as at risk of obesity in Orkney (See: epidemiological threshold dashboard ²²)	9.6	Improve	7 (in line with Scottish Government's target to reach 7 % by 2030)

Incidence/prevalence of Health Condition (Source: Public Health Scotland Annual Release Cancer Incidence in Scotland ²³ , Diabetes in Scotland Annual Survey ²⁴ and Public Health Scotland Annual Release Scottish Health Disease Statistics ²⁵)			
	Baseline number	Annual Milestone	2030 Target - number
New Cancer diagnoses in NHS Orkney Board region (Registrations for all malignant neoplasms excluding NMSC (Non-Melanoma Skin Cancer))	(2021) 169 (age-adjusted rate per 100,000 – 629.8)	Reduce	149 (age-adjusted rate ²⁶ per 100,000 – 608)
Level of diabetes (all types) in NHS Orkney Board region by number on diabetes register at the end of the year	(2022) 1,328 (age adjusted prevalence – 5.2%)	Sustain	1,328 (age adjusted prevalence – 5.2%)
Number of new cases of Coronary Heart Disease in Orkney Health Board region	(2022/23 provisional) 71 (age-sex standardised rate per 100,000 – 259.1)	Sustain	71 (age-sex standardised rate per 100,000 – 259.1)

²⁰ [Dashboard - Primary 1 Body Mass Index \(BMI\) statistics Scotland - School year 2022 to 2023 - Primary 1 Body Mass Index \(BMI\) statistics Scotland - Publications - Public Health Scotland](#)

²¹ [Dashboard - Primary 1 Body Mass Index \(BMI\) statistics Scotland - School year 2022 to 2023 - Primary 1 Body Mass Index \(BMI\) statistics Scotland - Publications - Public Health Scotland](#)

²² [Dashboard - Primary 1 Body Mass Index \(BMI\) statistics Scotland - School year 2022 to 2023 - Primary 1 Body Mass Index \(BMI\) statistics Scotland - Publications - Public Health Scotland](#)

²³ [Cancer incidence data story - Cancer incidence in Scotland - to December 2021 - Cancer incidence in Scotland - Publications - Public Health Scotland](#)

²⁴ [Publications | diabetes in Scotland](#)

²⁵ [Scottish heart disease statistics - Year ending 31 March 2023 - Scottish heart disease statistics - Publications - Public Health Scotland](#)

²⁶ Age Standardised Rate takes account of ages of the population and Sex Standardised Rate takes into account the number of women and men. So, an older population will expect to have to have higher rate of diabetes, and a higher number of women will mean more instances of breast cancer.

Measuring progress in the Cost of Living

How households are managing financially in Orkney (Source: Scottish Household Survey 2019 ²⁷ and Data Explorer ²⁸)			
	Baseline (2020/21)	Annual Milestone	2030 Target
Managing very well or quite well	66%	Increase	70%
Get by all right	31%	Maintain	30%
Do not manage very well and have some financial difficulties	3%	Reduce	0%

Percentage of dwellings in Orkney in Fuel Poverty 2017-19 (Source: Scottish House Condition Survey Local Authority Analysis 2019 ²⁹)		
Baseline (2017-19)	Milestones each year	2030 Target
30.5% (Scottish average 24.4%)	Reduce	Same as Scottish average

Percentage of dwellings in Orkney in Extreme Fuel Poverty 2017-19 (Source: Scottish House Condition Survey Local Authority Analysis 2019 ³⁰)		
Baseline (2017-19)	Milestones each year	2030 Target
21.8% (Scottish average 11.9%)	Reduce	Same as Scottish average

The percentage of crisis payment applications to the Scottish Welfare Fund that are successful (Source: Scottish Welfare Fund)		
Baseline (2021-22)	Annual milestone	2025 target
40% (Scottish average is 66%)	Increase	Equal to the Scottish average

²⁷ <https://www.gov.scot/publications/scottish-household-survey-2019-annual-report/>

²⁸ <https://scotland.shinyapps.io/sg-scottish-household-survey-data-explorer/>

²⁹ <https://statistics.gov.scot/data/fuel-poverty-shcs>

³⁰ <https://statistics.gov.scot/data/fuel-poverty-shcs>

Value of financial gains achieved by those who access Orkney advice agencies (Source: the Orkney Money Matters project and Orkney CAB)			
Baseline (2021-22)	2023-24 target	2024-25 target	2025-26 target
N/A – Project in set up	£0.5m	£0.6m	£0.7m

The number of children in Orkney who are in Relative Poverty (Source: https://www.gov.scot/publications/local-child-poverty-statistics-january-2022/31)		
Baseline (2020-21)	Annual Target	2030 Target
13.1% (24.0% across Scotland overall)	Reduce	Less than 10% (Scottish Government target for 2030-31 is 10%)

³¹ <https://www.gov.scot/publications/local-child-poverty-statistics-january-2022/>

Measuring progress in Sustainable Development

% of 16-19 year olds participating in education, employment and other training and development activities (source: Skills Development Scotland, Annual Participation Measure August 2022³²)		
Baseline (2022)	Annual milestones	2030 Target
93.9%	Increase	Recover to previous high 95.4% (2018-19 figure)

House build completions in Orkney, all sectors (source: OIC Development and Marine Planning)		
Baseline (2020-21)	Annual milestones	2030 Target
92	103	103 per year

Local authority territorial area CO₂ emissions estimates 2019 and 2020 (kilo tonnes CO₂) (Sources – UK Government local authority and regional carbon dioxide emissions national statistics 2005-2020³³)			
	Baseline (2020)	Annual Milestone	2030 Target
Commercial	3.8 kt	Reduction commensurate with achieving Net Zero by 2045, and Net Zero in energy	Net Zero CO ₂ Emissions in energy and different sectors
Public Sector	2.5 kt		
Domestic	36.4 kt		
Transport	26.7 kt		
LULUCF*	123.9 kt		
Total for Orkney	277.2		

*Land Use, Land Use Change and Forestry

³² <https://www.skillsdevelopmentscotland.co.uk/media/49489/annual-participation-measure-2022-report.pdf>

³³

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1086980/UK-local-authority-ghg-emissions-2020.xlsx

Average wages in Orkney (Source: ONS website ³⁴)		
Baseline (2021)	Annual milestones	2030 target
£26,582 (Scottish average is £29,752)	Gap closing	Average wages for Orkney match those for Scotland

Closing the Gender pay gap* (source: ONS Website ³⁵)		
Baseline (2021)	Annual milestone	2030 target
20% (Scottish average is 10%)	Gap closing	The gap is no larger than the Scottish average
*Gender pay gap defined as the difference between men's and women's hourly earnings as a percentage of men's earnings		

³⁴

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofworkbylocalauthorityashtable7>

³⁵

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

Measuring progress in Local Equality

Population of the ferry-linked isles (Source: Scotland’s Census ³⁶ and calculations based on the NRS mid-year estimates ³⁷)		
Baseline (2020-21)	Annual milestones	2030 target
2,743 (2011 census, 2,862)	Maintain or increase	Maintain or increase

Percentage of adult residents (18-75) planning to stay on the ferry linked isles for the next 5 years (Source: National Islands Plan Survey Report 2020 ³⁸ and online results explorer tool ³⁹)				
		Baseline (2020)	Annual milestones	2030 Target
Orkney Outer Isles	Yes	79.0	Increase	Increase
	No	8.7	Decrease	Decrease
	Do not know	12.3	Decrease	Decrease
Orkney Mainland	Yes	87.2	Increase	Increase
	No	4.4	Decrease	Decrease
	Do not know	8.4	Decrease	Decrease

% Orkney residents whose internet connection at home is fast enough to do what they want online (Source: National Islands Plan Report 2020 ⁴⁰ and explorer tool ⁴¹)			
	Baseline (2020)	Annual milestones	2030 Target
Ferry-linked isles	45%	Increase	100%
Orkney Mainland	70%	Increase	100%

³⁶ <https://www.scotlandscensus.gov.uk/>

³⁷ <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/small-area-population-estimates-2011-data-zone-based/mid-2021>

³⁸ <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

³⁹ https://mappingrd342.shinyapps.io/online_tool/

⁴⁰ <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

⁴¹ https://mappingrd342.shinyapps.io/online_tool/

% Orkney residents who have a good mobile phone signal at home (Source: National Islands Plan Survey Report 2020 ⁴² and online results explorer tool ⁴³)			
	2020-21 Baseline	2022-23 Target	Five-year target 2026-27
Ferry-linked isles	27%	Increase	100%
Orkney Mainland	78%	Increase	100%

% of Orkney residents who agree “When I make journeys to or from my home, it is easy connecting between different forms of transport” (Source: National Islands Plan Survey Report 2020 ⁴⁴ and online results explorer tool ⁴⁵)			
	Baseline (2020)	Annual milestones	2030 Target
Ferry-linked isles	29%	Increase	50%
Orkney Mainland	46%	Increase	60%

% Orkney premises unable to access 30Mbps/s Broadband (Sources: Ofcom Connected Nations Report 2020 ⁴⁶ and Ofcom Connected Nations Update 2022 ⁴⁷)		
2020-21 Baseline (2022)	Annual milestone	2030 target
32.9%	20%	0%

⁴² <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

⁴³ https://mappingrd342.shinyapps.io/online_tool/

⁴⁴ <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

⁴⁵ https://mappingrd342.shinyapps.io/online_tool/

⁴⁶ <https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-2020>

⁴⁷ <https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-update-autumn-2022>

Fewer areas of Orkney suffer from higher levels of deprivation as determined by the Scottish Index of Multiple Deprivation (Source: [Scottish Index of Multiple Deprivation website](#)⁴⁸) (Note: lower scores measure higher deprivation)

Baseline (2020 figures)	Annual target	2030 target
1 in the lowest 25-30%	Improve	No areas in the lowest 0-35%
1 in the lowest 30-35%		Fewer areas in the lowest 40%
4 in the lowest 35-40%		

⁴⁸ https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/?utm_source=redirect&utm_medium=shorturl&utm_campaign=simd

PART THREE: APPENDICES

Appendix one: Membership of the Delivery Groups

Membership of The Community Planning Delivery Groups as of January 2025		
Cost of Living Task Force	Sustainable Development Delivery Group	Equalities Delivery Group
<ul style="list-style-type: none"> • Orkney Citizens Advice Bureau • THAW (Orkney’s fuel poverty charity) • Orkney Foodbank • Home Start Orkney • Orkney Housing Association (vice-chair) • Age Scotland (vice-chair), Voluntary Action Orkney • Sanday Development Trust • Orkney Charitable Trust • NHS Orkney Public Health • Integration Joint Board (chair) • OIC’s Schools Service, Housing Service, Leisure, and the Scottish Welfare Fund • Community Learning and Development Partnership • Social Security Scotland 	<ul style="list-style-type: none"> • Historic Environment Scotland • Highlands and Islands Enterprise • Island Centre for Net Zero • European Marine Energy Centre (vice-chair) • NatureScot • National Farmers’ Union • NHS Orkney • Orkney Islands Council: Economic Development, Planning and Climate Change • Local Employability Partnership • Sustrans • UHI Orkney • Skills Development Scotland • Voluntary Action Orkney • Visit Scotland • HITRANS (Chair) 	<ul style="list-style-type: none"> • NHS Orkney (chair) • NHS Orkney Public Health • SEPA • Highland and Islands Enterprise • Integration Joint Board • OIC Transport, Islands Deal, Equalities, Empowering Communities, and Leader • Orkney Ferries • Sanday Development Trust • Shapinsay Development Trust • Stronsay Development Trust • Voluntary Action Orkney (VAO) • VAO Community Development • VAO Island Wellbeing

Appendix two: How Orkney’s communities helped to form this plan

Consultation to inform the 2025/30 plan was carried out in two stages. The first stage took place between October 2021 and March 2022, when the Council, Voluntary Action Orkney and the LEADER Local Action Group jointly conducted an extensive consultation exercise under the banner “[Orkney Matters](#)”. This comprised a questionnaire, a series of online meetings, and dedicated sessions for schools and community groups which used art to engage with people less likely to respond through regular channels. The second stage was a [public consultation](#) on the draft Community Plan itself, which was conducted during December 2022 and January 2023, prior to the finalisation of the plan. The 2025/30 plan was reviewed by the Partnership Board, when the additional priority of population health was added.

Orkney Matters recorded the views of all of Orkney’s communities, including young people, and lesser heard voices. The survey found that the main priorities overall were:

- **Consultation fatigue and communication**
- **Volunteer fatigue**
- **Single community-led plan for each community**
- **Housing**
- **Digital connectivity**
- **Climate change**
- **Transportation**
- **Sense of community**
- **Enjoyment of Orkney’s outdoors and the environment**
- **Equality**
- **Health**
- **Economic opportunities**

Some of these issues require concerted action by multiple partner agencies and have been selected as strategic priorities by the Orkney Community Planning Partnership for this Community Plan. Other issues are matters primarily for specialised partnership groups or individual partner agencies to address, and these will be included in their own plans.

The second stage consultation generated 89 responses and some well-considered commentary. Some of the suggestions made have been worked into the plan while others will be passed on to the delivery groups to consider when drawing up their delivery plans. Most respondents were in broad agreement with some or all of the strategic priorities in the plan; some would have liked to see other priorities adopted,

notably health and wellbeing, transport, housing and education. As with Orkney Matters, comments on specific services will be passed to the relevant partner agencies for consideration.

There was less consensus with regard to the adoption of 2030 as Orkney's net zero target. Opinion was divided between 49% who were in favour, 39% who were against and 12% who were unsure. A few of those commenting felt that the Partnership should focus solely on more urgent priorities: "People are cold and hungry which is a far more immediate problem." Others felt that the climate emergency was itself urgent: "Ambitious is good, there is no time to be cautious." Most commentators were somewhere between the two: "Dependant on the cost of the new technologies it could be possible by 2030. But it could be expensive." And some saw beyond the target itself: "What is the benefit from being cautious? Even if we don't get all the way there, the learning created in Orkney develops skills and opportunities for export and, if the target isn't ambitious, we won't maximise the capability of our research and innovation organisations."

Orkney families with experience of poverty and hardship contributed a wealth of information in response to the Partnership's "Making Ends Meet" survey, conducted in autumn 2021 to inform the Child Poverty Strategy 2022-26. As described on page 10, this survey also influenced the selection of the Cost of Living as a strategic priority in this Community Plan.

National consultation also played a part in the development of this plan. A total of 790 Orkney residents participated in the first [National Islands Plan Survey](#)⁴⁹, conducted in October 2020, answering questions on their experience of employment and business opportunities, transport, housing, fuel poverty, digital connectivity, health, social care, the environment, climate change, culture, and education. The survey is due to be repeated in 2023 and every two years thereafter for the lifetime of the National Islands Plan. Results are published online with responses from Orkney Mainland and Isles respondents split out, making this a useful resource for measuring future progress. We have used some of the survey questions as indicators of progress in this plan.

⁴⁹ <https://www.gov.scot/publications/national-islands-plan-survey-final-report/>



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Orkney Community Plan 2025 to 2030, which is also Orkney's statutory Local Outcomes Improvement Plan (LOIP).
Service / service area responsible.	The Orkney Community Planning Partnership For Orkney Islands Council: Strategy, Performance and Business Solutions / Improvement and Performance / Strategy and Partnership.
Name of person carrying out the assessment and contact details.	The initial assessment for the 2023 to 2030 plan was carried out by the Service Manager (Strategy and Partnership), Orkney Islands Council, and reviewed by the Community Planning Business Manager, Orkney Islands Council, for the revised 2025 to 2030 plan.
Date of assessment.	Initial assessment 7 December 2022. Updated 7 February 2023. Reviewed in full and amended to incorporate changes to the plan, 29 January 2025.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	The plan is existing and was reviewed and amended in 2024 by the Orkney Community Planning Partnership Board.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	In accordance with the Community Empowerment (Scotland) Act 2015, a Local Outcomes Improvement Plan must prepare and publish a local outcomes improvement plan (LOIP) which

sets out the local outcomes which the community planning partnership (CPP) will prioritise for improvement. The strategic priorities aims and target outcomes in the 2023-30 LOIP have been carried over to the revised 2025-30 plan and are:

Cost of Living

The Partnership's aim for the Cost of Living is to co-ordinate an agile partnership response to the cost of living crisis, supporting both immediate need and the longer-term prevention of poverty and disadvantage. The Partnership's target outcomes for the Cost of Living are:

- Adoption of an advice-and-cash-first approach to address hardship.
- Improved uptake of locally administered funding and support.
- Co-ordination of partnership action plans relating to child poverty, food dignity and fuel poverty.
- Wider understanding of poverty and its prevention in terms of human rights, equality and fairness, and community wellbeing.
- Evidence of mitigation of the immediate cost of living crisis and of the longer-term reduction of persistent poverty in Orkney.

Sustainable Development

The Partnership's aim for Sustainable Development is to exploit the synergy between two linked themes: the development of a wellbeing economy and combatting the climate emergency. The Partnership's target outcomes for Sustainable Development are:

- An integrated route map for the well-being economy and climate action.
- Inclusive progress towards a wellbeing economy focusing on climate change, fair work, and diversity.
- Shared understanding, adoption and implementation of Community Wealth Building.
- Adaptation and mitigation strategy to protect our communities, habitats and wildlife from the effects of climate change.
- Measurable progress by 2030 towards Orkney's target of net zero emissions.

	<p>Equality</p> <p>The Partnership’s aim for Equality is to improve the viability of Orkney’s most disadvantaged communities by levelling up the availability of services, facilities and opportunities. The Partnership’s target outcomes for Local Equality are:</p> <ul style="list-style-type: none"> • A Locality Plan which supports local community-led development plans. • Digital connectivity in every community improved to the best standard achievable. • Transport connectivity in every community improved to the best standard achievable. • Improvement in the population, demographic balance, resilience and wellbeing of Orkney’s most fragile communities. • Improvement in the ratings of Orkney’s most disadvantaged communities in the Scottish Index of Multiple Deprivation. <p>In 2024, the Orkney CPP agreed an additional priority, which has been added to the revised 2025-30 LOIP:</p> <p>Population Health</p> <p>The biggest driver of both good and bad health outcomes are social and economic factors. Orkney CPP will contribute to improving health outcomes and reducing inequalities in those outcomes by:</p> <ul style="list-style-type: none"> • The implementation of Community Wealth Building. • Developing a better understanding of the causes of health inequalities to inform improvements in the delivery of services. • The writing and implementation of a Good Food Plan to ensure better access to and uptake of affordable nutritional food. • Reducing health inequalities, including life expectancy, health life expectancy and reduced obesity.
<p>Is the function / policy / plan strategically important?</p>	<p>Yes. The Local Outcomes Improvement Plan is the sovereign strategic plan for Orkney.</p>
<p>State who is, or may be affected by this function / policy / plan, and how.</p>	<p>All residents of Orkney.</p>

How have stakeholders been involved in the development of this function / policy / plan?

Consultation to inform this plan was carried out in two stages. The first stage took place between October 2021 and March 2022, when the Council, Voluntary Action Orkney and the LEADER Local Action Group jointly conducted an extensive consultation exercise under the banner "Orkney Matters". This comprised a questionnaire, a series of online meetings, and dedicated sessions for schools and community groups which used art to engage with people less likely to respond through regular channels.

The second stage was a public consultation on the draft Community Plan itself, which was conducted between 23 December 2022 and 20 January 2023, prior to the finalisation of the plan. The consultation was conducted jointly with the public consultation on the draft Council Plan 2023-2030. Consultees were asked to consider the effects of the plans on people with protected 4 characteristics or at relative socio-economic disadvantage. Questions asked were:

- Could the plans affect people in any of these groups differently to anyone else?

Responses were 12.5% yes, 37.5% no and 50% don't know.

- [free text] How might they do that? Which groups might be affected? And what could we do to prevent or mitigate against any such effects?

Two respondents suggested carers and single people respectively as groups which might be affected. In response to other question in the survey, several respondents suggested that the net zero target might impact more on lower income households due to higher energy costs. This is an important consideration, and fuel poverty mitigation and longer term prevention are already included in the plan.

Members of the Orkney Partnership Board, including statutory and local co-opted partners, took part in a workshop in September 2022 to consider what was on the horizon and propose new strategic priorities. The Board decided to give the new LOIP a longer timescale than usual to highlight its commitment to achieve net zero by 2030.

The proposed strategic priorities were considered during Nov-Dec 2022 by the delivery groups created to deliver the 2021-30 LOIP. Their feedback contributed to the drafting of the new

	<p>LOIP.</p> <p>In 2024, the Orkney CPP Board reviewed the LOIP. The Board drew on evidence from Public Health Scotland and NHS Orkney which demonstrated the link between economic and social factors and health outcomes. The Partners reflected on the need to prioritise preventative work and earlier interventions. The additional priority of Population was added to the revised 2025-30 Plan, along with a change of emphasis on prevention and early intervention.</p>
<p>Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise.</p> <p>E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).</p>	<p>There is a growing body of research on equalities issues on islands, much of which is concerned with socio-economic inequality, and unequal access to services, in addition to the protected characteristics in the Equality Act 2010.</p> <p>The Orkney Partnership has long considered peripherality to be an equality issue and this is reflected in the Scottish Index of Multiple Deprivation, last issued for 2020. Orkney's most deprived datazones overall are heavily skewed towards the ferry-linked isles and certain areas of Kirkwall. Looking at individual domains within the 5 SIMD, 14 of Orkney's 29 datazones are among the most deprived 10% in Scotland for 'Access' (to services) with a score of 698 or less, with Hoy, Walls & Flotta scoring only 12.</p> <p>The ferry-linked isles were selected as the area covered by Orkney's first Locality Plan 2018-21. A Place Standard consultation was conducted to inform this plan, the results of which can be found here.</p> <p>The Scottish Government's Islands Team commissioned a survey in 2020 from the James Hutton Institute to inform the implementation of the National Islands Plan. This survey covered all six local authorities with islands in Scotland and, in response to requests from the island LAs, divides respondents into "mainland" and "isles" so for Orkney, they are reported as Orkney Mainland (including the linked south isles) and Orkney Outer Isles. Fieldwork took place in October 2020 and it was planned to repeat the survey every two years, providing a resource for longitudinal analysis, but this was delayed. The first National Islands Plan Survey report was published in July 2021 and the base data can be interrogated in detail in a data explorer. The second National Island Plan Survey was published 17 September 2024, but the individual results have not been</p>

	<p>published in a data explorer.</p> <p>The most reliable source for data relating to the Equality Act's protected characteristics is Scotland's Census. The results of the 2022 census were considered by the CPP Board when reviewing the Plan, and a summary of some of the main findings is available here.</p> <p>A key equality issue has been the impact of Covid-19 on people with long-term illness or disability which placed them at higher risk. Scottish Government research on this group is available here.</p> <p>Orkney families with experience of poverty and hardship contributed a wealth of information in response to the Partnership's "Making Ends Meet" survey, conducted in autumn 2021 to inform the Child Poverty Strategy 2022-26. This survey, alongside the Food Dignity Report produced by Voluntary Action Orkney, influenced the selection of the Cost of Living as a strategic priority in this Community Plan.</p>
<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise.</p> <p>E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Guidance for Public Bodies for further information.</p>	<p>The LOIP is a high level strategic plan and its strategic priorities are selected with the specific purpose of addressing persistent inequality of opportunity and socio-economic disadvantage. A wide range of evidence is applicable to this purpose and has helped to inform the plan, the main sources being:</p> <p>Scottish Index of Multiple Deprivation National Islands Plan Survey report 2020 and the National Islands Plan Survey report 2023. Scottish Government Child Poverty Dashboard Scottish Household Survey Scottish House Condition Survey (includes data on fuel poverty and home energy efficiency)</p>
<p>Could the function / policy have a differential impact on any of the following equality areas?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality.</p>	<p>Yes, the plan includes a commitment to contributing to make Orkney a welcoming place for everyone.</p>
<p>2. Sex: a man or a woman.</p>	<p>Yes, this plan addresses the significant gender pay gap in Orkney.</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>	<p>No.</p>

4. Gender Reassignment: the process of transitioning from one gender to another.	No.
5. Pregnancy and maternity.	No.
6. Age: people of different ages.	Yes. A longstanding aim of the Orkney Partnership is to redress the demographic imbalance in the isles by encouraging young people, and families with children, to remain in or move to Orkney. This is also a key target for all of Scotland's islands in the National Islands Plan.
7. Religion or beliefs or none (atheists).	No.
8. Caring responsibilities.	No,
9. Care experienced.	No.
10. Marriage and Civil Partnerships.	No.
11. Disability: people with disabilities (whether registered or not).	No.
12. Socio-economic disadvantage.	Yes. Many people experienced hardship during the pandemic and continuing cost of living crisis, exacerbating underlying long term disadvantage. The Cost of Living and Local Equality priorities address immediate need, long term persistent poverty and locality-based socio-economic disadvantage.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	Yes.
How could you minimise or remove any potential negative impacts?	The plan is intended to impact positively on the groups highlighted above.
Do you have enough information to make a judgement? If no, what information do you require?	Yes.

4. Conclusions and Planned Action

Is further work required?	Yes.
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What action is to be taken?	The steps set out in the plan.
Who will undertake it?	Community planning partners, the delivery groups, the CPP board and the community planning business manager.
When will it be done?	Throughout the lifetime of the plan.
How will it be monitored? (e.g. through service plans).	Progress reports by all Delivery Groups are submitted regularly to the Orkney CPP Board by group Chairs and the partnership is required by the Community Empowerment (Scotland) Act 2015 to publish an annual report.

Signature:



Date: 29 January 2025

Name: George Vickers

(BLOCK CAPITALS).

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PRELIMINARY CONSIDERATIONS	Responses
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	<p>The publication of a Local Outcomes Improvement Plan (LOIP) is a statutory duty of the facilitating partners of a community planning partnership under Part 2 (Community Planning) of the Community Empowerment (Scotland) Act 2015.</p> <p>The purpose of Orkney Community Plan, which incorporates the statutory LOIP, is to articulate a coherent framework for long term partnership working in Orkney in accordance with the requirements of the Act.</p>
STEP 1 - Develop a clear understanding of your objectives	Responses
What are the objectives of the policy, strategy or service?	Orkney's Community Plan describes what the members of the Orkney Community Planning Partnership (CPP) aim to achieve by working together, and how this adds value to what we can achieve as individual organisations. The proposed planning period of 2025 to 2030 is intended to focus attention on the Orkney Partnership's ambition to make substantial progress by 2030 in meeting its objective of achieving net zero. The LOIP is a rolling plan and will be reviewed and updated as necessary, for example if the Orkney CPP Board changes its strategic priorities. As at 11 December 2024, the Board's strategic priorities are the Cost of Living, Sustainable Development, Equality and Population Health.
Do you need to consult?	Consultation has been undertaken and will continue to be undertaken whenever the LOIP is reviewed for updating. No further consultation is required at present prior to publication.
How are islands identified for the purpose of the policy, strategy or service?	The whole of Orkney is considered to be islands for the purpose of the LOIP. Comparisons are made with the UK or Scottish mainland where applicable, for example where national policy places islands in general, or Orkney in particular, at a disadvantage. In accordance with the requirements of ICIA, special consideration is given to individual islands, and to the ferry-linked isles as a group, where their circumstances and/or the effects of the LOIP may be different from those of Orkney as a whole.
What are the intended impacts/outcomes and how do these potentially differ in the islands?	<p>The aims and outcomes in the 2025-2030 LOIP are:</p> <p>Priority 1: Cost of Living.</p> <p>Our aim is to co-ordinate an agile response to the cost of living crisis, supporting both immediate need and longer-term prevention of poverty and disadvantage.</p> <p>Our target outcomes are:</p> <ul style="list-style-type: none"> • Adoption of advice-and-cash-first approach to address hardship.

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- Improved uptake of locally administered funding and support.
- Co-ordination of partnership action plans relating to child poverty, food dignity and fuel poverty.
- Wider understanding of poverty and its prevention in terms of human rights, equality and fairness, and community wellbeing.
- Evidence of mitigation of the immediate cost of living crisis and of the longer-term reduction of persistent poverty in Orkney.

Priority 2: Sustainable Development.

Our aim is to exploit the synergy between two linked themes: the development of a wellbeing economy and combatting the climate emergency.

Our target outcomes are:

- An integrated route map for the well-being economy and climate action.
- Inclusive progress towards a wellbeing economy focusing on climate change, fair work, and diversity.
- Shared understanding, adoption and implementation of Community Wealth Building.
- Adaptation and mitigation strategy to protect our communities, habitats and wildlife from the effects of climate change.
- Measurable progress towards Orkney's target of net zero emissions by 2030.

Priority 3: Local Equality.

Our aim is to improve the viability of Orkney's most disadvantaged communities by levelling up the availability of services, facilities and opportunities.

Our target outcomes are:

- A Locality Plan which supports local community-led development plans.
- Digital connectivity in every community improved to the best standard achievable.
- Transport connectivity in every community improved to the best standard achievable.
- Improvement in the population, demographic balance, resilience and wellbeing of Orkney's most fragile communities.
- Improvement in the ratings of Orkney's most disadvantaged communities in the Scottish Index of Multiple Deprivation.

Population Health

The biggest driver of both good and bad health outcomes are social and economic factors. Orkney CPP will contribute to improving health outcomes and reducing inequalities in those outcomes by:

- The implementation of Community Wealth Building.
- Developing a better understanding of the causes of health inequalities to inform improvements in the

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	<p>delivery of services.</p> <ul style="list-style-type: none"> • The writing and implementation of a Good Food Plan to ensure better access to and uptake of affordable nutritional food. • Reducing health inequalities, including life expectancy, health life expectancy and reduced obesity. <p>Differential effects on the ferry-linked isles.</p> <p>A key strategy driver behind the LOIP is the need to level up provision on the ferry-linked isles compared with the Orkney mainland / linked south isles. Access to many services is significantly restricted on most of the outer isles due in large part to outdated transport infrastructure and constraints on transport service provision, and sub-standard or non-existent broadband / mobile infrastructure. This inequality is contributing to the continuing depopulation of the ferry-linked isles.</p> <p>Many of the ferry-linked isles have a relatively older population than the Mainland, putting their sustainability at risk. The isles also proved particularly vulnerable to income and food insecurity early in the first lockdown.</p> <p>The Equality strategic priority specifically addresses the need to improve the resilience of Orkney's most disadvantaged communities, including the ferry-linked isles.</p>
Is the policy, strategy or service new?	No. The LOIP has been a statutory plan since the passing of the 2015 Act. In Orkney it is published as a rolling plan, typically of 3 years duration and updated every year. The previous plan, 2021-2023, was atypical as it covered a shorter period and focused specifically on Orkney's recovery from the Covid-19 pandemic. The new plan has a longer duration to focus attention on our ambition to make significant progress by 2030 in meeting our target for net zero.
STEP 2 - Gather your data and identify your stakeholders	Responses
What data is available about the current situation in the islands?	Most published data sources cover Orkney as a whole, which does not enable comparison between the Orkney Mainland / linked south isles and the ferry-linked isles. There are three main national sources of data which differentiate between the two: the Scottish Index of Multiple Deprivation (SIMD 2020) , which is reported at datazone level, Scotland's Census data , some of which is available at individual island level, and the recently published National Islands Plan Survey report . The results of the 2022 census were considered by the CPP Board when reviewing the Plan, and a summary of some of the main findings is available here .

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	<p>At present the 2020 National Islands Plan survey is the most useful national data available at isles level. Survey responses are split between Orkney Mainland (630) and Orkney Outer Isles (160), and all of the survey data can be interrogated online via the data explorer. Questions cover a wide range of topics including employment and business opportunities, transport, housing, fuel poverty, digital connectivity, health, social care, the environment, climate change, culture and education. A second survey result for 2023 was published September 2024, but the information has not yet been published in the data explorer.</p>
Do you need to consult?	<p>Consultation has been conducted and no further consultation is required prior to publication.</p>
How does any existing data differ between islands?	<p>All data sources which differentiate between the isles and the Orkney mainland show differences between the two. SIMD 2020 shows a higher degree of socio-economic deprivation in the ferry-linked isles, due to difficulty in accessing services and lower incomes. A table showing the correlation between SIMD and household incomes (derived from CACI Paycheck data) was included in the Orkney Child Poverty Strategy 2022-26.</p> <p>National Islands Plan survey results show poorer results for many services on the ferry-linked isles and some of the survey questions have been selected as indicators to measure progress against the outcomes in the LOIP.</p> <p>Population data estimated locally at January 2021, and the 2022 census results, showed that the long-term trend towards depopulation of the ferry-linked isles has continued since the last Census of 2011 (decrease of 5%). While Orkney's population has risen overall, there has been a drift away from the isles into Kirkwall and the age profile on the isles has risen.</p>
Are there any existing design features or mitigations in place?	<p>Previous editions of the LOIP have highlighted the isles and the Partnership's first Locality Plan 2018-21 specifically targeted the ferry-linked isles. To support the Locality Plan, two successful bids were made to the Scottish Government's Community Choices fund, and participatory budgeting exercises badged "Your Island, Your Choice" were carried out.</p> <p>Nevertheless, key elements of infrastructure remain to be solved, notably transport links and digital connectivity. As shown in the data above, there is a significant differential between service provision on the mainland and the isles. The new LOIP elevates Equality to a strategic priority and commits to tackling persistent inequality on the isles. The new delivery group for Equality will be tasked with addressing socio-economic disadvantage wherever it occurs in Orkney, with a particular focus on supporting local community-led development plans.</p> <p>The strategic priorities in the LOIP – Cost of Living, Sustainable Development and Population Health – are not so specifically focused on the isles but will contribute to their improved sustainability as these factors are critical to island communities where even one house or job can determine whether or not a</p>

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	family is able to stay.
STEP 3 - Consultation	Responses
Who do you need to consult with?	The facilitating partners have a statutory duty to consult with island residents, which in our case means all residents of Orkney. In addition we routinely consult with all community planning partners and other interested stakeholders, both within and without Orkney.
How will you carry out your consultation and in what timescales?	<p>Consultation was carried out in two stages. The first stage, prior to drafting, was the Orkney Matters consultation conducted by Orkney Islands Council between October 2021 and March 2022. This included information gathered via virtual meetings for representatives from small groups of islands so that their particular experiences could be captured.</p> <p>In September 2022, members of Orkney Partnership Board held a horizon scanning workshop to analyse the environmental, legal, social and economic factors acting on the Orkney community and the Partnership (taking account of Orkney Matters output) and to provisionally agree on the strategic priorities to be adopted in the new LOIP.</p> <p>The priorities were worked up into the draft LOIP and a public consultation exercise was conducted in parallel with the public consultation on the new draft Council Plan 2023-28. The two consultations were co-ordinated into a single survey both to avoid duplication and to emphasise the relationship and interaction between the two plans. The survey was open from 23 December 2022 to 20 January 2023.</p> <p>A range of options was offered for public response, with the primary channel being an online survey but with paper copies posted out and written responses accepted where that was the channel preferred by respondents. 84 responses were received via Smart Survey online and a further 5 were submitted on paper, most of which were in the form of free commentary rather than responding to the survey questions. The consultation analysis took all responses into account.</p> <p>One question asked respondents where they lived with three options, viz:-</p> <ul style="list-style-type: none"> • Orkney mainland and south linked isles • Orkney ferry-linked isles • Somewhere other than Orkney <p>This enabled answers to be mapped to location and also to correlate with answers to the National Islands Plan survey. 9 respondents said they were on the ferry linked isles, which is proportionate to the total survey responses. Respondents were not asked which island they were on to avoid identifying individuals who preferred to remain anonymous.</p>

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<p>What questions will you ask when considering how to address island realities?</p>	<p>Questions were a combination of quantitative (yes/no/don't know) answers and qualitative commentary on the following subjects:</p> <ul style="list-style-type: none"> • The strategic priorities • The net zero target of 2030 • The aims and target outcomes chosen for each priority • For ICIA: place of residence, any perceived unfair or unintended consequences of the plan on where they live and how these might be mitigated • For EqIA: any perceived differential effects of the plan on those with protected characteristics or experiencing socio-economic disadvantage, which groups might be affected, and what could we do to prevent or mitigate against any such effects.
<p>What information has already been gathered through consultations and what concerns have been raised previously by island communities?</p>	<p>The results of the National Islands Plan survey and Orkney Matters are noted above. Concerns raised at Orkney Matters meetings by island representatives included:</p> <ul style="list-style-type: none"> • Lifeline ferry services – sustainability, critical need for new fleet, timetabling to enable access to services and social events. • Limited capacity of inter-island air travel. • Community-led planning with a single plan for each island or community • The need for housing to attract new residents • Gaps in digital connectivity • The potential for community hubs for local/visiting workers • Mental health and access to healthy living/gym facilities <p>The National Islands Plan survey revealed significant disadvantages in access to services, facilities and employment opportunities for isles residents compared with Orkney Mainland residents.</p> <p>The consultation on the draft LOIP found that 62% of respondents overall (55% of those on the ferry-linked isles) were in agreement with the proposed set of strategic priorities. In commentary, some respondents suggested substituting one or more with different priorities. Those proposed by 3 or more respondents were:</p> <ul style="list-style-type: none"> • Health and wellbeing (6) • Transport and cost of travel (5) • Housing (4) • Education (4) • Economy (especially farming) (3) • Roads (3)

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	<p>Re. the more detailed aims and outcomes, 35% of all respondents felt they were about right, 24% disagreed and 41% were undecided. Several respondents added thoughtful and constructive commentary which will be passed on to the relevant agencies and groups.</p> <p>Re. the ICIA question, 19% felt the plan could have unfair or unintended consequences for where they lived, 30% disagreed and 51% didn't know. Figures for those on the ferry-linked isles were very similar. Little commentary was made, suggesting the draft LOIP does not contain enough detail (as a high level strategic plan) to enable respondents to form an opinion. Further consultation including ICIA will be conducted on specific projects at the appropriate stage.</p>
Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	Yes. We believe the two consultations taken together – Orkney Matters and the public consultation on the draft plan – comply with the Section 7 duty.
STEP 4 - Assessment	Responses
Does your assessment identify any unique impacts on island communities?	<p>The assessment and consultation have confirmed the impacts of issues which are already known and acknowledged in the LOIP. Challenges with transport, digital connectivity, access to services etc. are not unique to any one specific island community but are important across Orkney as a whole.</p> <p>The LOIP is a strategic document and while it identifies target outcomes under each of the strategic priorities, the actual activity to be undertaken will be worked up at a later stage in the delivery plans to be prepared and implemented by the delivery groups assigned to each priority. Policy decisions made in these areas will impact differently on different islands at different times, but the assessment has not identified any policy decisions in the draft LOIP itself which will have unfair or unintended consequences for any one island community compared with others.</p>
Does your assessment identify any potential barriers or wider impacts?	<p>As noted above under step 3, some respondents raised issues which are not currently Partnership strategic priorities in the draft LOIP. In general these are issues which are the statutory responsibility of one or more partners and not issues which would benefit from concerted Partnership action, e.g. health, housing, education or roads.</p> <p>Some of the issues raised are of active concern to many island communities across Scotland and are addressed at a higher level in the National Islands Plan e.g. demographic balance, transport and housing. But again, it is the issues which are creating differential impacts, rather than the measures proposed to mitigate against them, in both the National Islands Plan and the LOIP.</p> <p>There are significant cost barriers to the improvement of connectivity infrastructure. These are contributing to the depopulation problem on the isles.</p>

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<p>How will you address these?</p>	<p>A key aim of including the strategic priority of Equality in the LOIP is to embed the duty of locality planning within the Partnership's mainstream business. The Partnership's Equality Delivery Group will identify communities across Orkney which are experiencing disproportionate levels of socio-economic disadvantage compared with other areas and propose measures to address these issues. These communities may be individual island communities and/or multiple different communities within a single island (remembering that the Orkney Mainland is an island for the purposes of ICIA). Depending on the actions included in the locality plan, there may well be differential impacts on different islands as a result, but the delivery group will be tasked with ensuring that these impacts are wholly positive and do not have unfair nor unintended consequences on any other island communities. Further rounds of ICIA will be conducted as necessary to ensure this.</p> <p>Each island communities have their own specific local priorities and many have their own community-led local development plans. The Fery Linked Islands locality pan does not reinvent these but instead complements them and lends support to the priorities chosen by those communities. However, the group will bear in mind that most Mainland communities do not have their own development plans and will ensure that they are not disadvantaged as a result.</p> <p>With regard to the priorities proposed by consultees which are not included in the draft LOIP, these are in general being addressed already by the responsible partner agency. However, should the situation change, or partner agencies request help or support from the Partnership, the Board will take action as required and will take any such matters into account during its annual horizon scanning exercise to review its strategic priorities. This will also apply to new issues arising nationally which are expected to have differential impacts on different islands, such as the proposed National Care Service.</p>
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You must now determine whether in your opinion your policy, strategy or service is likely to have an effect on an island community, which is significantly different from its effect on other communities (including other island communities).

If your answer is **NO** to the above question, a full ICIA will NOT be required and **you can proceed to Step**

SIX. If the answer is **YES**, an ICIA must be prepared and **you should proceed to Step FIVE.**

To form your opinion, the following questions should be considered:

<ul style="list-style-type: none"> Does the evidence show different circumstances or different expectations or needs, or different experiences or outcomes (such as different levels of satisfaction, or different rates of participation)? 	Yes. The LOIP is intended to have a positive differential effect on island communities which are relatively disadvantaged.
<ul style="list-style-type: none"> Are these different effects likely? 	Yes.
<ul style="list-style-type: none"> Are these effects significantly different? 	Yes.
<ul style="list-style-type: none"> Could the effect amount to a disadvantage for an island community compared to the Scottish mainland or between island groups? 	No. The effect will not be to disadvantage any island communities but rather to level up those which are relatively disadvantaged.

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STEP 5 – Preparing your ICIA	Responses
In Step Five, you should describe the likely significantly different effect of the policy, strategy or service:	
Assess the extent to which you consider that the policy, strategy or service can be developed or delivered in such a manner as to improve or mitigate, for island communities, the outcomes resulting from it.	<p>The inclusion of Equality as a strategic priority in this plan focuses attention on the need to mitigate the disadvantages currently experienced by the ferry-linked isles.</p> <p>Escalating Local Equality to a strategic priority for the Partnership overall will ensure that socio-economic disadvantage in the isles remains at the top of the Partnership agenda. This will help to focus effort and resources.</p>
Consider alternative delivery mechanisms and whether further consultation is required.	<p>The Partnership has already tried an alternative mechanism (the Locality Plan 2018-21) and while this was successful at generating local action on the isles, it was not able to resolve barriers at national level.</p> <p>The previous LOIP had a strategic priority of Community Wellbeing which included an ambition to improve the resilience of Orkney’s most fragile communities, including the isles. This group was tasked mainly with social recovery from the pandemic and the subsequent fuel price crisis has taken it towards a new focus on poverty and the cost of living. While this is undoubtedly a vital concern for many isles residents, it means that the attention of this group has necessarily been focused on responding to the immediate crisis.</p> <p>The new delivery mechanism proposed in this plan highlights the strategic importance of Local Equality by assigning it to a dedicated delivery group reporting directly to the Board.</p>
Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	<p>Partnership attention can make a significant difference. For example, a current Partnership short life working group is addressing the issue of inequality in First Responder provision, and the terms and conditions for First Responders on different islands, both within Orkney and in comparison with other island authorities. The aim of this group is to achieve the levelling up of First Responder provision on every island to the best model currently in operation. Partner agencies are supporting those agencies with statutory duties to find a resolution.</p> <p>Ultimately, the long-term success of the LOIP will be measured in a reversal of depopulation on the ferry-linked isles and a more sustainable demographic balance in</p>

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	Orkney overall.
Identify resources required to improve or mitigate outcomes for island communities.	<p>The resources required to improve outcomes permanently for isles residents are substantial. Replacement of the existing inter-island ferry fleet will cost many millions. Extending superfast broadband provision to all island premises is both a financial and logistical challenge, although significant progress has already been made. These issues will take years to fully resolve but it is important to keep them on the agenda so that when an opportunity arises to make progress, we can move fast.</p> <p>Other issues may require less resource but more imagination and flexibility. For example, some inequalities in health provision can be addressed through remote access or through enabling health professionals to travel to patients rather than the other way about. Sometimes the most important resource is the commitment and goodwill of partner agencies towards partnership working, and their willingness to work together to find a collective solution.</p>
STEP 6 - Making adjustments to your work	Responses
Should delivery mechanisms/mitigations vary in different communities?	Yes, where necessary to achieve equality of outcomes.
Do you need to consult with island communities in respect of mechanisms or mitigations?	No further consultation is required on the LOIP prior to publication. Further consultation will take place as and when required with regard to specific projects.
Have island circumstances been factored into the evaluation process?	Yes.
Have any island-specific indicators/targets been identified that require monitoring?	Yes.
How will outcomes be measured on the islands?	The LOIP includes a selection of indicators to measure differential impacts on islands. The National Islands Plan repeat surveys will be especially welcome as they are conducted by Scottish Government and the results published nationally. Where necessary we will collect bespoke data although we generally avoid this where an alternative source is available due to the future resource implications.
How has the policy, strategy or service affected island communities?	The previous LOIP and Locality Plan did not resolve the long-term strategic issues impacting on the isles. The Locality Plan led to the piloting of participatory budgeting and

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	the facilitation of a range of community-led projects funded by Community Choices funding, but further progress was hampered by the pandemic.
How will lessons learned in this ICIA inform future policy making and service delivery?	Keeping Local Equality on the agenda as a strategic priority demonstrates that the Partnership remains firmly committed to the sustainability of all Orkney's island communities.

STEP 7 - Publishing your ICIA

Have you presented your ICIA in an Easy Read format?	Not specifically. We try to use plain language and avoid jargon at all times.
Does it need to be presented in Gaelic or any other language?	No, but like all Partnership documentation it can and will be made available in other languages or formats on request.
Where will you publish your ICIA and will relevant stakeholders be able to easily access it?	The ICIA will be published on the Orkney CPP's website and will be readily accessible. As with all our publications, hard copies and other languages / formats will be made available on request.
Who will sign-off your final ICIA and why?	The Orkney CPP Board, as the governing body of the CPP, will sign off the final ICIA.
ICIA completed by:	George Vickers
Position:	Community Planning business Manager
Signature:	
Date complete:	29 January 2025.