

Council Delivery Plan 2018 to 2023

Performance Monitoring Report for Six Months Ending 31 March 2022





↑ Actions at BLUE.

Title	Description	Intended Outcome	BRAG		Target Date
1.2. Public Bus Services.	Continue to fund core provision of public bus services across Mainland Orkney, and, subject to budget provision, improve connections between services e.g. bus to air/ferry connections and ferry to ferry connections.	More integrated and better-connected communities; Improved access to services and business/tourism opportunities through better transport integration.	BLUE.	↑	31-Mar-2023.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September: GREEN. New contracts are in place, new buses have arrived, continuing to monitor connections. It is therefore recommended that this action is closed.				


Title	Description	Intended Outcome	BRAG		Target Date
1.7. Kirkwall Urban Design Framework.	Revised Kirkwall Urban Design Framework, incorporating the Your Kirkwall Action Plan.	Improvements to Kirkwall. Council, young people and partners better informed; YP connected to decision making processes.	BLUE.	↑	31-Mar-2023.
Lead	Comment				


Gareth Waterson.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.
------------------	---


Title	Description	Intended Outcome	BRAG		Target Date
1.8a. Superfast Broadband.	Lobby for Superfast Broadband – delivery of interim solutions to fibre-based broadband in parallel with R100 commitments.	Relatively immediate access for all households up to 30 megabytes. Improved IT connections. Improved business opportunities in isles. Increase in connectivity speeds.	BLUE.		31-Dec-2020.
Lead	Comment				
Gareth Waterson.	This action was reported as complete to the Policy and Resources Committee on 23 November 2021.				

Title	Description	Intended Outcome	BRAG		Target Date
2.1 Mental Wellbeing of Our Children and Young People.	We will support the mental wellbeing of our children and young people by co-producing preventative approaches in consultation with young people as well as supporting early intervention and recovery/restorative services.	Improved awareness of mental health and wellbeing issues in our children and young people and better mental wellbeing for children and young people; Council, young people and partners better informed; Improved and appropriate mental health services to meet the needs & requirements of young people; Young peoples' voices heard; Inclusiveness; Young people connected to decision making processes; Increased political literacy; Young people are respected, responsible and included.	BLUE.		30-Jun-2020.
Lead	Comment				


Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 22 June 2021.
----------------	---

Title	Description	Intended Outcome	BRAG		Target Date
2.3. Mental Health Officer Training.	We will address the known upcoming shortage of qualified Mental Health Officer in Orkney by training two more staff.	Sustaining our ability to meet statutory requirements relating to the care and welfare of people with mental disorder.	BLUE.		31-Dec-2021.
Lead	Comment				
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 3 December 2020.				


Title	Description	Intended Outcome	BRAG		Target Date
2.4. Review Commissioned Services.	We will review commissioned services and bring forward recommendations in relation to children's services priorities and long-term sustainability.	Realignment of resource and shared understanding of priority areas.	BLUE.		31-Mar-2019.
Lead	Comment				
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.				

Title	Description	Intended Outcome	BRAG		Target Date
2.5. 'Commissioned Provision' opportunities for education and care.	We will explore and establish 'commissioned provision' opportunities for education and care.	A service to meet the needs of those currently on the edge of care; A partnership framework identifying partnerships, approved providers and the services provided; Commissioning protocol for the above framework.	BLUE.		21-Mar-2020.

Lead	Comment
Jim Lyon.	This action was reported as complete to the Policy and Resources Committee on 23 November 2021.


Title	Description	Intended Outcome	BRAG	Target Date
2.6. Corporate Parenting.	We will develop our Corporate Parenting approach and establish a Corporate Parenting board.	Corporate Parents successfully fulfil this statutory role and the voice of care experienced young people and care leavers influence service development and policy.	BLUE. 	31-Mar-2020.


Lead	Comment
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 3 December 2020.


Title	Description	Intended Outcome	BRAG	Target Date
2.7. Residential Child Care Provision.	We will review residential childcare provision to reflect changes in legislation and bring forward recommendations to establish a residential estate fit for the medium-term to include young people potentially up to the age of 25.	Orkney has a range of placements available that promote stability for children and young people.	BLUE. 	31-Mar-2019.

Lead	Comment
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.


Title	Description	Intended Outcome	BRAG	Target Date
-------	-------------	------------------	------	-------------


2.8. Health and Social Care Workforce Plan.	We will work in partnership with NHS Orkney and the Integration Joint Board to develop a health and social care workforce plan that sets out the workforce and skills we need in Orkney to deliver required health and care services.	Clarity about what staff and skills we need in Orkney for effective service delivery.	BLUE.		01-Apr-2019.
Lead	Comment				
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 22 June 2021.				


Title	Description	Intended Outcome	BRAG		Target Date
2.9. Older people's Residential Care Home Workforce.	We will support our older people's residential care home workforce to provide high quality care to people with dementia by delivering specialist dementia care training to those staff.	A well-equipped and confident workforce in relation to the provision of residential care to people with dementia.	BLUE.		31-Mar-2023.
Lead	Comment				
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.				

Title	Description	Intended Outcome	BRAG		Target Date
2.10. New Build Residential Care Home - Stromness.	We will successfully complete the new build residential care home for older people in Stromness creating additional capacity and providing care for people with high levels of dependency.	Sufficient residential care capacity in Orkney.	BLUE.		30-Sep-2019.
Lead	Comment				


Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 3 December 2020.
----------------	--


Title	Description	Intended Outcome	BRAG	Target Date
2.12. Supported Accommodation Services.	We will redesign our supported accommodation services for people with learning disabilities and create a core and cluster model to support people in the community.	An improved service delivery model that creates additional capacity and is per care placement more cost effective; Staff and service users engaged in service redesign.	BLUE. 	31-Oct-2020.
Lead	Comment			
Lynda Bradford.	BRAG status at 30 September 2021: RED. The new Learning Disability Core and Cluster was operational from 13 December 2021, with all tenants having moved in by the end of January 2022.			

Title	Description	Intended Outcome	BRAG	Target Date
2.14. Encourage Increased Physical Activity.	We will work with partners to encourage increased physical activity. We will explore, with partners, an exercise referral scheme.	Access to physical activity opportunities for people affected by cancer and other long-term conditions; Improved physical health within the local community.	BLUE. 	31-Mar-2019.
Lead	Comment			
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 3 December 2020.			


Title	Description	Intended Outcome	BRAG	Target Date
2.15. Reablement-focussed Approach.	We will embed a reablement focussed approach in our home care service and work with service users to maximise their independence and ability to retain	People who receive the service will be enabled to maximise their independence and ability to retain their skills and abilities as far as possible; Efficient use	BLUE. 	31-Mar-2019.


	their skills and abilities as far as possible.	of home care staff resources through sustained reduction in time spent on tasks people could be able to undertake independently with the right reablement support.		
Lead	Comment			
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 18 June 2019.			


Title	Description	Intended Outcome	BRAG		Target Date
2.16. Supporting People With Disability.	We will support people with disability into purposeful activities such as education/training employment or volunteering.	Improvement of opportunity for people with disability to use existing resources.	BLUE.		31-Mar-2019.
Lead	Comment				
Stephen Brown.	This action was reported as complete to the Policy and Resources Committee on 18 June 2019.				

Title	Description	Intended Outcome	BRAG		Target Date
3.5. Community Learning Programme.	We will develop lifelong learning opportunities through the Community Learning programme which will include a family learning programme.	Successful learners; Confident individuals; Effective contributors; Responsible citizens; Increased numbers of youth accreditations; Increased learning, confidence and skills developed; Progression pathways developed; Increased opportunities to participate in the local community; Relevant and effective Family Learning	BLUE.		31-Dec-2020.


		opportunities available; Family bonds strengthened.		
Lead	Comment			
James Wylie.	This action was reported as complete to the Policy and Resources Committee on 22 June 2021.			

Title	Description	Intended Outcome	BRAG		Target Date
3.7. Trust Options for Sports, Leisure and Learning.	We will review trust options for sports, leisure and learning.	Sustainable and efficient range of services and opportunities as part of Orkney's human and social capital.	BLUE.		31-Dec-2021.
Lead	Comment				
James Wylie.	This action was reported as complete to the Policy and Resources Committee on 18 June 2019.				


Title	Description	Intended Outcome	BRAG		Target Date
3.8. Local Housing Strategy.	We will review the Local Housing Strategy.	Revised strategy covering housing priorities.	BLUE.		31-Dec-2019.
Lead	Comment				
James Wylie.	This action was reported as complete to the Policy and Resources Committee on 22 June 2021.				

Title	Description	Intended Outcome	BRAG		Target Date
3.10. Islands Bill and National Islands Plan.	We will continue to make representation to influence the Islands Bill and National Islands Plan to achieve the best possible outcome for our communities.	An Islands Bill which represents the needs of, and empowers, our community.	BLUE.		31-Dec-2018.
Lead	Comment				

John Mundell.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.
---------------	---


Title	Description	Intended Outcome	BRAG	Target Date
4.3. Reprioritise Economic Development Activity.	Reprioritise economic development activity and funding on inward investment and facilitating projects and programmes which will have the highest/transformational impact for job creation, inward migration/retention of working age population and community enablement.	To support local community and business growth to support population retention and growth.	BLUE. 	31-Aug-2019.


Lead	Comment
Gareth Waterson.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.


Title	Description	Intended Outcome	BRAG	Target Date
4.5. Establish Crown Estates Marine Management Pilot Status.	Establish Crown Estates marine management pilot status and Marine Planning Authority Functions – with focus on Island Authority governance and local expertise model.	Transfer of functions and income; Dedicated professional Marine Planning Service.	BLUE. 	31-Dec-2021.

Lead	Comment
John Mundell.	This action was reported as complete to the Policy and Resources Committee on 23 November 2021.


Title	Description	Intended Outcome	BRAG	Target Date
-------	-------------	------------------	------	-------------

4.6. Waste Management.	Review and establish fresh approach for waste management/recycling/handling including community-based models.	Principally to reduce the cost of waste disposal. Increase community participation and responsibility.	BLUE.		31-Dec-2022.
Lead	Comment				
Hayley Green.	BRAG status at 30 September: RED. The Stage 2 Capital Project Appraisal in respect of the proposed Integrated Waste Facility (IWF), identifying additional treatment options for waste/recycling in Orkney and with subsequent increases in recycling rates has been approved, subject to the availability of Scottish Government funding. It is therefore recommended that this action is closed.				


Title	Description	Intended Outcome	BRAG		Target Date
5.2. Youth Work Approaches.	We will take Youth work approaches to promote and encourage social responsibility in young people for example, through volunteering opportunities.	Increased social responsibility; Young people make informed choices; Positive quality of life; Active volunteering; Young people voices heard; Good citizenship; Young people participate positively within their communities; Increased skills and confidence.	BLUE.		31-Dec-2019.
Lead	Comment				
James Wylie.	This action was reported as complete to the Policy and Resources Committee on 22 June 2021.				

Title	Description	Intended Outcome	BRAG		Target Date
5.7. Strategy to Further Protect Orkney's Cultural Heritage.	Work in partnership to deliver the Strategy to Further Protect Orkney's Cultural Heritage.	To contribute to the further protection of Orkney's cultural heritage now and into the future.	BLUE.		31-Dec-2019.

Lead	Comment
James Wylie.	This action was reported as complete to the Policy and Resources Committee on 3 December 2020.


Title	Description	Intended Outcome	BRAG	Target Date
5.8. Culture Fund.	Further promote and administer Culture Fund through core funding and grant assistance scheme to support community cultural activity.	A diversity of arts, heritage and cultural activity is provided by organisations and groups for Orkney's community.	BLUE. 	31-Mar-2020.


Lead	Comment
James Wylie.	This action was reported as complete to the Policy and Resources Committee on 3 December 2020.


Title	Description	Intended Outcome	BRAG	Target Date
5.11. Recycling and Waste Reduction.	Increased education and awareness raising activity associated with recycling and waste reduction agenda. Supporting young people to take forward the plastic straw initiative.	Establish dedicated Member Officer Working Group. Identification of affordable initiatives to meet this objective Pupils speak to headteachers, parent councils and officers	BLUE. 	31-Mar-2023.

Lead	Comment
Hayley Green.	BRAG status at 30 September: GREEN. Education and awareness raising around single use plastics is now standard within the team and reflects proposed Scottish Government legislation banning the use of these items. The climate change officer has also taken on consideration of these issues as part of their day to day role. It is therefore recommended that this action is closed.


Title	Description	Intended Outcome	BRAG	Target Date
-------	-------------	------------------	------	-------------

6.1. Public Safety and Staff Wellbeing.	Continuous improvement in all measures associated with public safety and staff wellbeing and safety across Council assets and services. This will include delivery of a proactive Health and Safety policy and plan.	Continuous improvement to public and staff health and safety environment; High level of customer satisfaction for statutory services.	BLUE.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	This action was reported as complete to the Policy and Resources Committee on 3 December 2020.				


Title	Description	Intended Outcome	BRAG		Target Date
BV1a. Workforce Planning.	Develop detailed Council-wide and service workforce plans that consider future workforce needs, current capacity, supply and recruitment, skills, and financial constraints.	Council services delivered by the best possible Council staff resource that can be afforded within current financial constraints.	BLUE.		31-Mar-2019.
Lead	Comment				
Andrew Groundwater.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.				

Title	Description	Intended Outcome	BRAG		Target Date
BV1b. Capital Projects.	Implement the Project Management Module on Concerto. Raise awareness of the newly developed Capital Project Appraisal Guidance amongst the Corporate Management Team and others with a role in capital project applications.	Council buildings and other physical infrastructure, and physical assets including ferries, tugs and pilot launches, which better meet the needs of service users and the general public, through having been completed on time and within budget.	BLUE.		31-Mar-2019.

Lead	Comment
Lorna Richardson	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.


Title	Description	Intended Outcome	BRAG	Target Date
BV1c. Long-term Financial Plan.	Develop a long-term financial plan for the ten-year period 2018 to 2028.	A financially sustainable Council, that is able to deliver services, maintain assets, and achieve its strategic objectives.	BLUE. 	31-Dec-2018.


Lead	Comment
Gareth Waterson.	This action was reported as complete to the Policy and Resources Committee on 18 June 2019.


Title	Description	Intended Outcome	BRAG	Target Date
BV1d(i). Digital Strategy and IT Strategy.	Implement the Digital Strategy and IT Strategy, and associated work-plans.	More accessible information on the Council and its services, and the ability to carry out transactions, all on a 24/7 basis, whilst maintaining the option for non-digital alternatives; and, within the Council, more modern, more efficient, and more cost-effective Council administration.	BLUE. 	31-Mar-2020.

Lead	Comment
Hayley Green.	This action was reported as complete to the Policy and Resources Committee on 3 December 2020.


Title	Description	Intended Outcome	BRAG	Target Date
-------	-------------	------------------	------	-------------

BV1d(ii). Customer Services Platform.	Complete the introduction of the Customer Services Platform, and the Council Website redesign.	More accessible information on the Council and its services, and the ability to carry out transactions, all on a 24/7 basis, whilst maintaining the option for non-digital alternatives; and, within the Council, more modern, more efficient, and more cost-effective Council administration.	BLUE.		31-Dec-2020.
Lead	Comment				
Karen Greaves.	This action was reported as complete to the Policy and Resources Committee on 22 June 2021.				


Title	Description	Intended Outcome	BRAG		Target Date
BV2. Self-evaluation.	Review the Council's current self-evaluation arrangements and develop a revised How Good is Our Council? model encompassing corporate level, as well as service level, self-assessments.	Improvements and developments to Council services that have been informed by a greater understanding of the strengths and weaknesses of Council services.	BLUE.		28-Feb-2019.
Lead	Comment				
Andrew Groundwater.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.				

Title	Description	Intended Outcome	BRAG		Target Date
BV4a. Service Planning.	Within the new Council Plan 2018-2023, and the new 2019-2022 service plans, make explicit the intended impact of Council and service priorities and targets on Orkney's communities.	Service users and the general public with a better understanding of, and greater confidence in, the extent to which Council services and activities focus on Orkney and its communities.	BLUE.		30-Jun-2019.

Lead	Comment
James Wylie	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.


Title	Description	Intended Outcome	BRAG	Target Date
BV4b. Committee Recommendations.	Where appropriate, make explicit the link between Council committee recommendations and the Local Outcomes Improvement Plan.	Service users and the general public with a better understanding of, and greater confidence in, the extent to which Council services and activities focus on Orkney and its communities.	BLUE. 	30-Jun-2019.


Lead	Comment
Karen Greaves.	This action was reported as complete to the Policy and Resources Committee on 27 November 2018.

Title	Description	Intended Outcome	BRAG	Target Date
BV5a. Strategic Planning Framework.	Within the context of the Strategic Planning Framework, review the Council's performance management system, in order to ensure its ability to identify the impact of Council services and activities on Orkney's communities.	Service users and the general public with greater confidence in the extent to which Council services and activities, and those provided jointly with the Council's partners, are as good as they can be, within current financial constraints.	BLUE. 	31-Dec-2018.

Lead	Comment
James Wylie.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.

Title	Description	Intended Outcome	BRAG	Target Date
-------	-------------	------------------	------	-------------

BV5b. Local Government Benchmarking Framework Indicators.	Report Local Government Benchmarking Framework Indicators to Service Committees.	Service users and the general public with greater confidence in the extent to which Council services and activities, and those provided jointly with the Council's partners, are as good as they can be, within current financial constraints.	BLUE.		30-Jun-2019.
Lead	Comment				
Andrew Groundwater.	This action was reported as complete to the Policy and Resources Committee on 26 November 2019.				


Title	Description	Intended Outcome	BRAG		Target Date
BV5c. The Orkney Partnership - Performance Management and Reporting Procedure.	Review The Orkney Partnership's performance management and reporting procedure to ensure that it is focused on the Partnership's strategic priorities and outcomes.	Service users and the general public with greater confidence in the extent to which Council services and activities, and those provided jointly with the Council's partners, are as good as they can be, within current financial constraints.	BLUE.		31-Dec-2018.
Lead	Comment				
Karen Greaves.	This action was reported as complete to the Policy and Resources Committee on 18 June 2019.				


▶ Actions at GREEN

Title	Description	Intended Outcome	BRAG		Target Date
1.3. Coastal Flood Protection.	Retain and where possible enhance public road infrastructure and coastal flood protection of public road infrastructure.	Retention of existing levels of accessibility to Orkney's communities.	GREEN.	▶	31-Mar-2023.
Lead	Comment				
Hayley Green; Lorna Richardson.	BRAG status at 30 September 2021: GREEN. Future project opportunities will be highlighted in the Council's Capital Project Appraisal process for future consideration of funding. A Members' Seminar is planned for 2022 to progress establishment of the 2024 to 2029 Capital Programme. Work is to commence on a Shoreline Management Plan which will inform future policy regarding flood risk.				


Title	Description	Intended Outcome	BRAG		Target Date
1.4. Airfield Strategy and Investment Plan.	Refresh and deliver the Council's Airfield's Strategy and Investment Plan.	Fit for purpose Airfields in accordance with the OIC Airfields Safety Management System.	GREEN.	▶	31-Dec-2022.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: RED. The programme of runway resurfacing and the first phase of building replacement / upgrading has been completed. The Strategy and Investment Plan regarding remaining Airfield Terminal refurbishment / replacements and a long-term capital asset replacement programme was reported to Council in June 2019. Water rescue equipment has been delivered. Following an audit by the Civil Aviation Authority the need to complete the Terminal Programme has been highlighted and this will need to be progressed through the Capital Project Appraisal (CPA) process. Stage 1 CPA for the remaining waiting rooms was presented to the Development and Infrastructure Committee in February 2022. The Committee recommended that a Stage 2 Capital Project Appraisal in respect of proposed new terminal				


	buildings at Westray, Stronsay, Papa Westray and Eday, be submitted to the Policy and Resources Committee. There is a piece of work to create a Capital Maintenance Programme.
--	--


Title	Description	Intended Outcome	BRAG	Target Date
1.5. Orkney Electric Vehicle Energy Strategy.	Contribute to the delivery of the Orkney Electric Vehicle Energy Strategy.	Increased EV infrastructure and number of EV's in Orkney, whilst reducing cost to the Council.	GREEN. 	31-Mar-2023.
Lead	Comment			
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. Electric Vehicle infrastructure currently progressing with funded support from Scottish Government and the Low Carbon Travel and Transport Challenge Fund. Charging for use was introduced in April 2019. Packets of funding continue to be provided from the Scottish Government and are allocated to further Electric Vehicle Infrastructure projects as and when this funding becomes available. However, the income that has been achieved does not address the full cost of operation which will continue to be a challenge. Charges were not increased in 2021/22. The Council's Roads team is engaging with Orkney Renewable Energy Forum to seek an effective charging mechanism.			


Title	Description	Intended Outcome	BRAG	Target Date
1.6. Orkney Outdoor Access Strategy Action Plan.	Implement the Orkney Outdoor Access Strategy Action Plan and develop Active Travel Programme activity including sourcing external funding for improvements to core path and (where affordable) other path and cycle networks.	To retain and where affordable enhance existing core paths. Where affordable, to establish new path and cycle links. To establish Orkney as a recognised high-quality destination for walking and cycling and support healthier living/active travel objectives.	GREEN. 	31-Mar-2023.
Lead	Comment			
Gareth Waterson.	BRAG status at 30 September 2021: GREEN.			


The Core Path Plan was recommended for approval by the Development and Infrastructure Committee in September 2018. The Sustainable Transport Project Development Plan was presented to the Development and Infrastructure Committee in June 2018 with an update provided in April 2019. A list of projects has been approved as the basis for a three-year programme for potential applications to the Community Links Programme. Works on the Arcadia Park project in Kirkwall are complete. Various projects on the Mull Head access and interpretation project including a tour guide 'app' have been developed. The planning application for the open space and play area at Papdale East was approved by the Planning Committee on 7 July 2021. Construction works commenced in January 2022 and are due to be completed in May 2022. The Carness Path and Parkland Project is being progressed through the Capital Project Appraisal process. A post of Sustrans Embedded Project Officer has been established for a temporary period of 3 years to develop active travel projects. The Council agreed in December 2021 to allocate £0.5M towards core paths and cycle links.


Title	Description	Intended Outcome	BRAG		Target Date
3.1. Extend the Orkney Offer.	Extend the Orkney Offer to learners of all ages.	Orkney is recognised as a successful learning community and a 'destination' for learners of all types.	GREEN.		31-Dec-2022.
Lead	Comment				
James Wylie.	BRAG status at 30 September 2021: AMBER. The National Improvement Framework plan agreed by Council was suspended in March 2020 as a result of COVID-19 lockdown. As such, limited progress has been made. A summary report was submitted to the Education, Leisure and Housing Committee in November 2020. Rigorous monitoring of attainment continues to take place. The Scottish Government restarted data collection of attainment in P1, P4 and P7 in June 2021. The target is the 2019 national average plus 2% for every measure in the Broad General Education. The Association of Directors of Education for Scotland and Education Scotland, in collaboration with Orkney, Shetland and the Western Isles, are reviewing attainment in the Senior Phase over time and the Senior Phase (Orkney Offer) curriculum offer at present. The outcome will influence next steps. In June 2022, the Education Service and Education Scotland Officer will carry out a Service self-evaluation to establish a long-term improvement agenda for education in Orkney.				


Title	Description	Intended Outcome	BRAG		Target Date
3.2. Management of the School Estate.	Working with individual communities, explore the management of the school estate, promoting community participation and (where applicable) joint ownership.	Communities are enabled to be part of the management of this resource, maximising the benefits it can deliver for their specific needs; Communities empowered to tailor the school estate to meet their specific requirements; Greater community ownership and participation; Reduced revenue and running costs to OIC.	GREEN.		31-Dec-2022.
Lead		Comment			
James Wylie.	BRAG status at 30 September 2021: RED. Officers from both Education, Leisure and Housing and Neighbourhood Services and Infrastructure are working with the Northern Alliance Estate team to establish a robust, long-term Learning Estate Strategy for Orkney that will be evidence based, stakeholder informed and facilitate access to Scottish Government funding. A number of internal consultations have taken place in the first quarter of 2022 with the draft Learning Estate Strategy to be submitted to the Education, Leisure and Housing Committee in September 2022.				

Title	Description	Intended Outcome	BRAG		Target Date
3.4. School Estates - Quality and Condition.	We will maintain and improve the quality and condition of the school estates.	Orkney's school estates supporting lifelong learning in communities.	GREEN.		31-Mar-2023.
Lead		Comment			
James Wylie.	BRAG status at 30 September 2021: GREEN. Officers from both Education, Leisure and Housing and Neighbourhood Services and Infrastructure are working closely with the Northern Alliance Estate Team to work on the formal Conditional and Suitability assessments of all schools in the local authority area. This forms part of a wider learning estate strategy development and will provide a robust foundation for planning and development.				


Title	Description	Intended Outcome	BRAG		Target Date
3.11. Empowering Communities Project.	We will review and develop the Empowering Communities Project to create a sustainable model which will enable and empower communities in the delivery of services and projects in their community.	More efficient delivery of services at a local level, with associated local employment opportunities.	GREEN.		31-Mar-2023.
Lead	Comment				
John Mundell.	BRAG status at 30 September 2021: GREEN. The Empowering Communities Project was reviewed in 2020 with the Policy and Resources Committee in November 2020 recommending that the team be established on a permanent basis. The stabilisation of the project team has been implemented and the Link Officer for Orkney Mainland community council area is currently being recruited to.				


Title	Description	Intended Outcome	BRAG		Target Date
3.12. Enabling and Empowering Communities.	Pursue the aim of enabling and empowering communities to support the Council in delivery of services as an alternative to current systems and have more involvement in decision making about local services.	More efficient delivery of services at a local level, with associated local employment opportunities.	GREEN.		31-Mar-2023.
Lead	Comment				
John Mundell.	BRAG status at 30 September 2021: GREEN. The Empowering Communities Project was reviewed in 2020 with the Policy and Resources Committee in November 2020 recommending that the team be established on a permanent basis. The stabilisation of the project team has been implemented and the Link Officer for Orkney Mainland community council area is currently being recruited to.				

Title	Description	Intended Outcome	BRAG		Target Date
4.1. Low Carbon Energy Systems Innovation Hub.	Develop Orkney as a Low Carbon Energy Systems Innovation Hub, including LNG distribution, hydrogen production and usage across all modes of transport and Academic Innovation Centre projects.	To develop innovative low carbon energy projects; To position Orkney as the globally recognised innovation centre for low carbon transport.	GREEN.		31-Mar-2025.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. A wide range of project activity is underway including the Islands Centre for Net Zero (ICNZ) as part of the Islands Deal, development of the Orkney Research and Innovation Campus (ORIC), the Future Fuels Hub at Scapa Deep Water Quay, ongoing dialogue with universities, continued progress of hydrogen projects, including international networking and engagement. The Islands Deal achieved Heads of Terms stage in March 2021 and includes provision for extension to ORIC and ICNZ proposal. The ORIC and ICNZ projects have progressed to submission of OBC (Outline Business Case) stage with OBCs approved for submission by the Joint Committee to Scottish and UK Governments.				


Title	Description	Intended Outcome	BRAG		Target Date
4.2. Strategic Investment.	Strategic investment in projects to generate income and/or deliver significant community benefits.	Sustainable energy generation, use and export and thereby income for recirculation within Orkney.	GREEN.		31-Mar-2025.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. Community Wind Project, Private Wire, and the Port Master Plan projects are all making progress. All projects have had an element of delay due to COVID-19. For Community Wind / Private Wire, planning applications for Quanterness and Hoy were submitted in January and September 2020 respectively. Survey delays were experienced for Faray due to COVID-19 but a planning application was submitted in May 2021. The Quanterness				

	and Hoy applications were given approval by Ministers in December 2021. Determination of the Faray application is now critical to the OFGEM 135MW target.
--	---


Title	Description	Intended Outcome	BRAG		Target Date
4.4. Develop Scapa Flow and Harbours.	Develop Scapa Flow and other Orkney harbours for oil and gas activity and continue to diversify and grow all marine business activity – stimulate marine and non-marine employment.	Sustainable business levels in Orkney Harbours in order to sustain harbours revenues to maintain lifeline and commercial port services and employment across Orkney and to act as a catalyst for other economic growth.	GREEN.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. Growth is now showing consistently along with recovery of the COVID-19 issues. The Crown Estate made an announcement in January 2022 which increased the gigawatts to 25 with increasing opportunities around Orkney which we are capitalising on.				


Title	Description	Intended Outcome	BRAG		Target Date
4.7. Orkney Volume Tourism Study.	Implement and review the Orkney Volume Tourism Study Actions where applicable to the Council, including sourcing external funding for infrastructure, successful strategic management of Destination Orkney Partnership, and the improved integration of transport.	To manage the impacts and economic opportunities associated with increasing visitor numbers. To spread tourist activity around all of Orkney.	GREEN.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN.				

	<p>The finalised Orkney Tourism Strategy 2020 to 2025 was approved by the Partner Agencies in March 2020. The results of the latest visitor survey were published in May 2020. A review meeting on the Destination Orkney Strategy Partnership was held in November 2020. The Point of Ness camping site has been successful in attracting £260,000 from the Rural Tourism Infrastructure Fund. The draft Strategic Tourism Infrastructure Development Plan for Orkney was approved for public consultation at the Development and Infrastructure Committee in February 2022. Expressions of interest for development costs for 5 projects were submitted to the Rural Tourism Infrastructure Fund and project design funding of £98,400 was approved on 15 March 2022.</p>
--	---


Title	Description	Intended Outcome	BRAG		Target Date
4.8. World Heritage Site Strategic Masterplan.	Develop and Implement a World Heritage Site Strategic Masterplan including Gateway facility and core infrastructure projects.	To provide effective visitor management and address infrastructure constraints.	GREEN.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	<p>BRAG status at 30 September 2021: GREEN. World Heritage Site Masterplan recommended for approval by Development and Infrastructure Committee in April 2019. This covers five key elements - orientation centre, vehicle access and parking, footpath and active travel network, interpretation and other facilities, for example toilets, charging points and camper vans. A Memorandum of Understanding (MOU) between the Council, Historic Environment Scotland and Highlands and Islands Enterprise was signed in June 2019 committing all three bodies to work together to conserve the World Heritage Site and enhance the visitor experience by looking at ways to manage the increasing number of visitors to the site. The World Heritage Site Gateway project has secured £6.5M through the Islands Deal and consultants have been appointed to prepare an Outline Business Case. Public consultation on the proposals was undertaken during September and October 2021 to inform preparation of the Outline Business Case. The Outline Business Case was drafted at the end of March 2022.</p>				

Title	Description	Intended Outcome	BRAG	Target Date
--------------	--------------------	-------------------------	-------------	--------------------


4.9. Islands Deal.	Work in partnership with the two other Islands Councils to finalise the Islands Deal.	To prioritise and refine Orkney projects to be submitted for Islands Deal funding.	GREEN.		31-Dec-2022.
Lead	Comment				
John Mundell.	BRAG status at 30 September 2021: GREEN. Islands Deal Heads of Terms (HoT) were signed on 17 March 2021. The HoT lists the agreed projects with the Deal and the funding allocated to each. The majority of the project Outline Business Cases have now been submitted to UK and Scottish Governments. Current indications are that both governments are still content with a project date for finalising the Deal by the end of 2022.				


Title	Description	Intended Outcome	BRAG	Target Date	
4.10. "Islands Project" Funding Mechanisms.	Ensure appropriate "Islands Project" funding mechanisms (internal and external) are in place to support key industry sectors (pre and post BREXIT), targeting the Shared Prosperity Fund and other distribution mechanisms.	To ensure support for key business sectors and replacement for EU funds which will be lost.	GREEN.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. The Council continues to engage with the UK Government on the new Shared Prosperity Fund (SPF) which will replace EU economic regional aid after Brexit. The UK Government has confirmed that there will be 3 separate funds: (1) UK Community Renewal Fund, (2) UK Levelling Up Fund and (3) UK Community Ownership Fund. Discussions are ongoing with the UK Government and other Highlands and Islands local authorities regarding the implications/applicability of the new funds. There are also discussions in respect of future policy and funding opportunities post-Brexit for Agriculture and Fisheries. The Council invited applications to the Community Renewable Fund, four applications were received and assessed, with one meeting the criteria and has been passed to the UK Government for assessment for funding. The application was unsuccessful. In June 2021, the Policy and Resources Committee recommended approval of the establishment of a temporary post of Projects and Funding Officer to support the submission of funding bids for UK Government grant funds. Recruitment to the post was				


	unsuccessful and as an alternative Scottish Futures Trust/Hub North Scotland have been engaged to facilitate the submission of bids. Policy and Resources Committee in March 2022 agreed that a project for upgrading harbour infrastructure in North Ronaldsay, Papa Westray and Graemsay be developed for submission to round 2 of the Levelling Up Fund.
--	---


Title	Description	Intended Outcome	BRAG		Target Date
5.1. Car Parking Responsibilities, Speed Limits and Infrastructure.	Consider scope of car parking responsibilities, speed limits and infrastructure and the establishment of enhanced parking warden services including where practicable a new Environmental warden service (see Delivery Plan for further detail).	Increased enforcement, improved road safety and more considerate parking.	GREEN.		31-Mar-2023.
Lead	Comment				
Hayley Green.	BRAG status at 30 September 2021: GREEN. Initial report to the Roads and Environmental Services Consultative Group in December 2018 acknowledged concerns linked to decriminalised parking. A further Consultative Group meeting (joint between Roads and Environmental Services and Planning and Regulatory Services) was held on 15 March 2019. This highlighted mixed views on whether to proceed with a car parking / Environmental Health Officer enforcement model and equally to advance Decriminalised Parking Enforcement (DPE) noting the need to be self-financing. Staff resources and budget limitations continue to prevent this being progressed to conclusion at this stage however we continue to review the position and are engaging with Transport Scotland and other local authorities in a similar position to identify appropriate ways forward.				

Title	Description	Intended Outcome	BRAG	Target Date
-------	-------------	------------------	------	-------------


5.3. North Isles Landscape Partnership Project.	Implementation of North Isles Landscape Partnership Project.	Delivery of high level of attention to natural heritage implications arising from new development.	GREEN.		31-Mar-2024.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. Project Manager and all other project team members are in post and started working from the new office accommodation (Athol House, Kirkwall) on 7 January 2019. Delegation to permit Council officers to deliver the scheme on behalf of the Partnership, for example to determine project grant applications from community groups, was approved by Council, following consideration by the Development and Infrastructure Committee in June 2019. Project grant applications are being received and processed and projects are being developed. As a result of the project being delayed due to COVID-19, funders have agreed that the project be extended until March 2024.				


Title	Description	Intended Outcome	BRAG		Target Date
5.4. Orkney Local Biodiversity Action Plan.	Implementation of the Orkney Local Biodiversity Action Plan and participation in the Orkney Native Wildlife Project.	Up-to-date plan in place to promote improvements to biodiversity. Implementation of the Orkney Natural Wildlife Project.	GREEN.		31-Dec-2023.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. The finalised Orkney Local Bio-diversity Action Plan was presented to Development and Infrastructure Committee in September 2018. It includes an action plan for the period 2018 to 2022. OIC is the lead for several actions. The Council is participating in the Orkney Native Wildlife Project Steering Group and Partnership Board. A report went to Policy and Resources Committee in December 2020 detailing how the Council is complying with its biodiversity duties. A report was presented to the Policy and Resources Committee in April 2021 on the Council signing up to the Edinburgh Declaration on Biodiversity which is aimed at showing political support for global action on biodiversity. In August 2021 the Scottish Government awarded the Council £16,000 funding from the Nature Restoration Fund to be spent on local biodiversity projects by the end of March 2022 and this funding is to be used for the creation of a wildflower meadow at Papdale Park.				


Title	Description	Intended Outcome	BRAG		Target Date
5.5 Environmental Survey and Response Capability.	Continue to maintain and enhance environmental survey and response capability.	Maintain high standards of environmental monitoring and research activity.	GREEN.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. An Aquaculture Water Quality Impact Modelling Assessment for Scapa Flow was presented to the Special Meeting of the Development and Infrastructure Committee on 26 September 2018, indicating that nutrient release from current and planned fish farms is sufficient to maintain compliance with Water Framework Directive coastal water standards. This pioneering work was shortlisted for a Scottish Award for Quality and Planning. The Scottish Environment Protection Agency (SEPA) has indicated that they are no longer able to provide funding and technical support, and a report was presented to the Planning and Regulatory Services Consultative Group in November 2020. Elected Members advised to maintain contact with SEPA with a view to progressing this at some point in the future. As part of the regional marine plan making process, a State of the Environment Assessment of Orkney waters was published in November 2020.				


Title	Description	Intended Outcome	BRAG		Target Date
5.6. Community Associations and Community Schools.	Continue to support Community Associations and Community Schools.	Protecting and promoting the use of community schools and community halls for communities; Sustainable, empowered communities.	GREEN.		31-Mar-2023.
Lead	Comment				
James Wylie.	BRAG status at 30 September 2021: GREEN. Community Learning and Development (CLD) continues to provide support and guidance to community schools, village halls and the wider community by attending meetings on a regular basis; arranging planning meetings; running the annual halls event; organising various training and partnership events. A review of the community school handbook is scheduled. The majority of community halls are now open following lockdown so CLD is				


	providing continuous support and providing bespoke guidance updates in line with changes to national regulations and guidance.
--	--


Title	Description	Intended Outcome	BRAG	Target Date
5.9. Museums Service.	Maintain, promote and develop accessibility to collections held within the Museums Service, including development of Scapa Flow Museum.	Our museums and heritage sites provide high quality visitor experiences and opportunities for education and lifelong learning.	GREEN. 	31-Mar-2023.
Lead	Comment			
James Wylie.	BRAG status at 30 September 2021: GREEN. All appointments complete and fitout underway. Content development finished. Practical completion for fitout is 16 June 2022. Installation of collection is 16-27 June 2022. Soft opening scheduled for 2 July 2022. Operating budget shortfall met following approval at Corporate Leadership Team. Shop stock ordering underway. Staff recruitment underway. Appointment of case operator underway.			

Title	Description	Intended Outcome	BRAG	Target Date
5.10. Island Games.	Work with partners to support Orkney's hosting of the 2025 Island Games.	Increased number and quality of coaches and volunteers; Improved facilities; Enhancement of Orkney's profile across the UK and internationally; Increase the quality of Orkney sport.	GREEN. 	31-Mar-2023.
Lead	Comment			
James Wylie.	BRAG status at 30 September 2021: GREEN. Leisure and Culture Service Manager attends monthly 2025 Organising Committee meetings. A draft strategy and governance framework have been produced and will be finalised and progressed when the Games Director starts in post.			


Title	Description	Intended Outcome	BRAG		Target Date
5.12. Marketing Activity - International/Emerging Markets/Internal Investment.	Prioritise marketing activity with a focus on international/emerging markets/internal investment opportunities.	To raise awareness of Orkney as a producer of quality goods and services as well as an attractive place to do business. Enhanced profile across the UK and internationally.	GREEN.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. A review of the Economic Development resource priorities has been undertaken and was presented to Development and Infrastructure Committee on 10 September 2019 as part of the reprioritisation agenda identifying future budget / service priorities. A report on continuing marketing support through the Orkney Marketing Programme was presented to Council in June 2020. COVID-19 grant funding was provided by the Council to Orkney Food and Drink, Creative Orkney and Orkney Marketing in August 2021 to provide additional support for marketing as part of the economic recovery from COVID-19. STV delivered a promote Orkney advertising campaign in October 2021. Visit Scotland has provided grant funding of £60,000 for a Spring 2022 advertising campaign.				

Title	Description	Intended Outcome	BRAG		Target Date
5.14. Kirkwall BID.	Work with Kirkwall BID and other constituted business organisations to maintain and improve the vitality and viability of town and village centres.	To develop projects and services that will enhance the vitality and viability of Kirkwall Town Centre.	GREEN.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: GREEN. Kirkwall BID was allocated Residual Town Centre Fund for Victoria Street signage project. Dialogue with Town Centre site developer ongoing with pre-planning work being costed.				

Title	Description	Intended Outcome	BRAG		Target Date
5.15. Play Area Strategy.	Facilitate the development of Orkney's Play Areas through the implementation of the Play Area Strategy.	An improved playscape for Orkney creating opportunities for families (local and visiting) to be more active.	GREEN.		31-Mar-2023.
Lead	Comment				
James Wylie.	BRAG status at 30 September 2021: GREEN. Work ongoing on Phase 1 of the Papdale open space development with an estimated completion date of end of July 2022. Prior to the end of financial year 2021/22, improvement works were carried out on the skatepark using Scottish Government funding.				

Title	Description	Intended Outcome	BRAG		Target Date
5.18. Flooding Risk.	Engage with the Scottish Government and Scottish Water to seek to identify viable solutions to reduce risk of flooding to: a. St Margaret's Hope; b. St Marys; c. Stronsay – Whitehall; d. Kirkwall.	Reduce Flood Risk to the 1 in 200 year level; The plans will inform the capital project programme investment.	GREEN.		31-Mar-2023.
Lead	Comment				
Hayley Green.	BRAG status at 30 September 2021: GREEN. All flooding 'at risk' areas have now been incorporated into a Flood Risk Plan. Risks will be prioritised in order that applications can be made on a priority basis to Scottish Government for funding. Subject to funding, the aim is for each area to be dealt with in turn, noting that no current funding is available. Draft flood risk plan has been concluded. Currently there is no indication that funding for any of the schemes will be readily available. Work is commencing on the Shoreline Management Plan.				

Title	Description	Intended Outcome	BRAG	Target Date
-------	-------------	------------------	------	-------------


5.19. Terrestrial and Marine Planning Policy.	Establish and implement terrestrial and marine planning policy and environmental monitoring systems.	An appropriate balance of development and protection of land and marine environmental resource.	GREEN.		31-Mar-2023.
Lead	Comment				
Gareth Waterson.	<p>BRAG status at 30 September 2021: GREEN.</p> <p>A report was presented to the Policy and Resources Committee in September 2018 on the establishment of an Orkney Marine Planning Partnership to develop a regional marine plan. A draft direction was received in August 2019 to delegate regional marine planning functions to the Council as a single delegate implementing Section 27 provisions of the Islands (Scotland) Act 2018. The Scottish Government issued a direction to delegate regional marine planning functions to the Council in July 2020. Delegation of regional marine planning functions to the Council commenced on 27 November 2020, and the first meeting of the Orkney Marine Planning Advisory Group established to assist the Council with preparation of the Marine Plan was held in March 2021. A statement of public participation setting out the process and timetable for preparing the Regional Marine Plan was published in August 2021. A draft list of policies for the Regional Marine Plan was agreed by the Marine Planning Partnership in November 2021. The draft Regional Marine Plan will be presented to the Development and Infrastructure Committee in November 2022.</p>				


⚠ Actions at AMBER

Title	Description	Intended Outcome	BRAG		Target Date
1.1. Inter-Island Ferry Services.	Progress negotiation in relation to the transfer of responsibility for inter-island ferry services to Scottish Government.	Transfer of responsibility at no net detriment to the Council.	AMBER.	⚠	30-Apr-2022.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: RED. Dialogue between Transport Scotland, Scottish Government Ministers and Orkney Islands Council Members / Officers is ongoing. This has been reviewed in the context of the Scottish Government budget decisions in February 2020 and at present the Scottish Government appears to be going back on its commitment to seek a resolution to this matter. An open letter from Orkney Ferries was sent in an attempt to reinvigorate discussions and to seek clarity of inter-isles ferry services in Orkney compared to those services in other areas of Scotland. Discussions on alternative funding measures are taking place to determine how we move forward A report will be written to clarify where ferries will sit in the future. The Scottish Government and Transport Scotland have both made it clear that there is no funding unless we can do things in a different way. We need to ensure that any actions on the provision of Orkney ferry services in the future are within the Council's gift to deliver.				

Title	Description	Intended Outcome	BRAG		Target Date
3.9. Fuel Poverty Strategy.	We will continue to deliver the Fuel Poverty Strategy, to seek to secure appropriate funding and in turn to reduce fuel poverty.	Increasing number of energy efficiency measures installed in houses regardless of tenure; Continued delivery of projects related to the reduction of fuel poverty.	AMBER.	⚠	31-Mar-2023.
Lead	Comment				
James Wylie.	BRAG status at 30 September 2021: AMBER. Energy Efficient Scotland: Area Based Schemes (EES: ABS) 2021/22 is now closed to new applicants and we are working with our managing agents Warmworks to complete all installations by the deadline of 30 June 2022. For the				

	2021/22 programme we had 150 households participating with a committed spend of circa £1.2 million. We are anticipating the 2022/23 EES:ABS bid pack shortly from the Scottish Government to progress energy efficient measures in the private housing sector. Plans are being developed to meet the Council's obligations to comply with the revised Energy Efficiency Standard for Social Housing (EESH).
--	---

Title	Description	Intended Outcome	BRAG		Target Date
3.13. Delivering Public Services.	Explore new ways to deliver public services within Orkney.	Streamlined governance for our islands. Pooled shared support services leading to more resources at point of service delivery.	AMBER.		31-Mar-2023.
Lead	Comment				
Karen Greaves.	BRAG status at 30 September 2021: GREEN. Following consideration by Scottish Government (SG) of the Council's submission to the Local Governance Review in November 2020, a meeting was held in early April 2021 with Scottish Government officers to discuss the Single Authority Model proposal. Progress was suspended during the 2021 Scottish Parliamentary election and a response from Scottish Ministers is awaited before this workstream can move forward. Given the lack of response, it is looking increasingly unlikely that this action will be completed in accordance with the planned timetable.				

Title	Description	Intended Outcome	BRAG		Target Date
5.13. Maintenance Strategy.	Develop and implement an appropriately resourced Maintenance Strategy for all individual Council property assets.	To ensure all OIC-owned assets are well maintained.	AMBER.		31-Dec-2022.
Lead	Comment				
Hayley Green.	BRAG status at 30 September 2021: RED. Proactive and Preventative Maintenance Plans are currently being reviewed at an operational level. The size of the Council property estate is extensive and one essential link is to progress the disposal of properties not required by				


	<p>the Council to reduce the scope of this – in the form of the Asset Management Review. In the absence of new funding these pressures will have to be managed as prioritisation of urgent works within existing budget, which will mean an overall reduction in the condition of the estates, and potential future higher cost repair requirements. It is important to ensure this can be assessed and forecast to identify priority and any gaps. Capital funding is tied to approval of the Capital Programme which will not be completed until Elected Members have considered it. A new strategy will be presented to Council in 2022.</p>
--	---


● Actions at RED

Title	Description	Intended Outcome	BRAG		Target Date
1.8b. Digital Connectivity.	Input to the developing business case showing the impacts of not having affordable reliable full digital connectivity in the islands.	Relatively immediate access for all households up to 30 megabytes. Improved IT connections. Improved business opportunities in isles. Increase in connectivity speeds.	RED.	●	31-Dec-2020.
Lead	Comment				
Gareth Waterson.	BRAG status at 30 September 2021: RED. Details of the Scottish Government's Reaching 100 broadband scheme have been released. The project is running late and will not deliver superfast broadband to all premises in Orkney. The Council continues to lobby Government, is developing an Orkney Digital Strategy and will consider additional measures to support the roll out of gigabit capable broadband to all premises in Orkney. The Council is now working with a consultant to establish all options with a view to moving this forward. The consultant's report states that around 66% of premises are able to access superfast broadband. It is likely that this action will be carried forward to the next plan but it needs to include only what is within Council control. Consideration to be given to extending the target date for this action to 31 January 2023 for the Council to complete the elements of this action within its control.				


Title	Description	Intended Outcome	BRAG		Target Date
1.9. Inter isles STAG strategic business cases.	Work with Scottish Government and other partners to progress the outcomes of the inter isles STAG strategic business cases in order to develop and then deliver the outline and final business cases for improvements.	Replace all ferries with ones which have the capacity and speed to deliver the improved service need and where possible new low carbon technology solutions; Ferries to meet environmental targets and to be disability compliant; Air services to meet the improved services standards outline in STAG; Fares at a	RED.	●	31-Dec-2021.

		level comparable with the rest of Scotland; Revenue resources to deliver improved timetables.		
Lead	Comment			
Gareth Waterson.	BRAG status at 30 September 2021: RED. The Outline Business Case (OBC) work is progressing, a draft report was presented to the Senior Management Team in October 2021 who have raised some concern. A seminar with Elected Members took place on 17 January 2022 and a report was presented to the Development and Infrastructure Committee in February 2022, approval was granted to appoint a project officer. It is proposed that the target date for this action be extended to 31 March 2023.			


Title	Description	Intended Outcome	BRAG		Target Date
2.2 Child and Adolescent Mental Health Service Provision.	We will review our Child and Adolescent Mental Health service provision and bring forward recommendations that align investment to our local need.	Realignment of resource and shared understanding of priority areas.	RED.		01-Dec-2018.
Lead	Comment				
Stephen Brown.	BRAG status at 30 September 2021: RED. Due to significant Scottish Government funding, all island Boards are to have critical floor staffing of 14 people. The specific posts in relation to this was approved by the Integration Joint Board in late 2021. Plans are underway to recruit following successful recruitment to the post of Clinical Director - CAMHS.				

Title	Description	Intended Outcome	BRAG		Target Date
2.11. New Build Residential Care Home - Kirkwall.	We will successfully complete the new build residential care home for older people in Kirkwall creating additional capacity.	Sufficient residential care capacity in Orkney.	RED.		31-Dec-2024.


Lead	Comment
Stephen Brown.	BRAG status at 30 September 2021: GREEN. The tender has now been awarded and early work will begin on the ground in late spring/early summer 2022.

Title	Description	Intended Outcome	BRAG	Target Date
2.13. Day Care Services.	We will review and redesign our approach to day care services, recognising that one of our current locations will soon no longer be fit for purpose and recognising that we could make better use of our other community settings.	Realignment of resource; Good quality and better integrated day care services; Staff and service users engaged in service redesign; Improved use of building assets – reduction in overall number in use; Maximised use of building assets; More cost-efficient model of service provision.	RED. 	31-Mar-2023.

Lead	Comment
Lynda Bradford.	BRAG status at 30 September 2021: GREEN. Service redesign will continue in due course when capacity allows and in line with the replacement for St Rognvald House. This will of course now need to be considered further taking the pandemic into consideration.


Title	Description	Intended Outcome	BRAG	Target Date
3.3. Digital Culture.	Digital Culture – we will undertake the development and delivery of an e-School programme.	Increased curriculum and teaching opportunities; Greater access to support for pupils and staff; Reduced barriers to participation; Maintenance of services which are under pressure; Reduced need for travel and increased contact time; Improved access to learning for the wider community.	RED. 	31-Dec-2021.


Lead	Comment
James Wylie.	BRAG status at 30 September 2021: AMBER. A Digital Depute Head Teacher has now been appointed and since November has been working across the Council, e-Sgoil (Comhairle nan Eilean Siar) and the Northern Alliance Regional Improvement Collaborative. The review of digital infrastructure, strategy and improvement will take place between August and October 2022 and will involve all Education, Leisure and Housing establishments. An Orkney Digital Improvement Investment Plan will be drafted in November 2022. Since November 2021, six Orkney youngsters have enrolled with e-Sgoil (National e-Learning Offer service for interrupted learners) and there were 186 Orkney registrations for national Easter Study Support interactive webinars in 2022. The service is progressing towards a device for every child, with a trial of Google devices and Google Workspace for Education scheduled to begin with the P6 group in St Andrews Primary School in August 2022 and Windows laptops arriving in Stromness Academy in May 2022 for a parallel trial with S3 and S4 cohorts.


Title	Description	Intended Outcome	BRAG	Target Date
3.6. Policy and Provision for School Staffing, Curriculum and Financial Management.	Review the policy and provision for staffing, curriculum and financial management of our schools to ensure resources are most effectively targeted at 'raising the bar and closing the gap'.	Sustainability of a learning offer across our communities.	RED.	 30-Nov-2019.

Lead	Comment
James Wylie.	BRAG status at 30 September 2021: RED. Staffing policy to be linked to new Devolved School Management policy and guidance. Work to progress this delayed due to staff shortages; now anticipated to be complete for August 2022.

Title	Description	Intended Outcome	BRAG	Target Date
-------	-------------	------------------	------	-------------

5.16. Sports Strategy.	We will work towards implementing the recommendations of the Sports Strategy.	Increased participation in physical activity; increase in number of people who fall into the 'healthy weight' category.	RED.		31-Dec-2021.
Lead	Comment				
James Wylie	BRAG status at 30 September 2021: AMBER. Work is ongoing with sportscotland and other partners to develop the new strategy. Review meetings arranged with stakeholders, with the revised/updated Strategy due to be presented to Education, Leisure and Housing Committee in September 2022.				

Title	Description	Intended Outcome	BRAG		Target Date
5.17. Campsites.	Consider the redevelopment of the Point of Ness Campsite and develop the Birsay Campsite facilities.	Increased capacity of the site and improved visitor experience.	RED.		31-Dec-2020.
Lead	Comment				
James Wylie.	BRAG status at 30 September 2021: RED. Majority of works completed and the Ness campsite will open on 23 May 2022, which is later than planned due to material delays and contractor availability. There are still some elements of the project to be completed after the site is opened on 23 May 2022, which are completion of the store for electric bikes and completion of the location for the new recycling skip.				

Title	Description	Intended Outcome	BRAG		Target Date
5.20. Burial Grounds.	Continue investment programme for the care and expansion (where necessary) of burial grounds across Orkney.	Adequate lair provision for several decades to come across Orkney as a whole. Maintaining quality Burial Ground assets.	RED.		31-Dec-2020.

Lead	Comment
Hayley Green.	BRAG status at 30 September 2021: RED. The majority of cemetery extensions in the current programme are almost complete, with the final one due to start construction in April 2022. The identified list of major works is almost complete but will require spend in financial year 2022/23. This has been agreed with Finance colleagues. Therefore, consideration should be given to extending the completion date for this programme to 31 March 2023.

Personnel key

Interim Chief Executive – John W Mundell.

Chief Officer, Orkney Health and Social Care Partnership – Stephen Brown.

Corporate Director for Education, Leisure and Housing – James Wylie.

Corporate Director for Enterprise and Sustainable Regeneration – Gareth Waterson.

Corporate Director for Neighbourhood Services and Infrastructure – Hayley Green.

Corporate Director for Performance, Strategy and Business Solutions – Karen Greaves.

Head of Human Resources and Operational Development – Andrew Groundwater.

Interim Head of Neighbourhood Services – Lorna Richardson.

Interim Chief Social Work Officer – Jim Lyon.

Head of Health and Community Care – Lynda Bradford.

BRAG key

Blue - the agreed action has been progressed to completion.

Red - the agreed action is experiencing significant underperformance, with a medium to high risk of failure to meet its target.

Amber - the agreed action is experiencing minor underperformance, with a low risk of failure to meet its target.

Green - the agreed action is likely to meet or exceed its target.