



The Orkney Partnership

Working together for a better Orkney

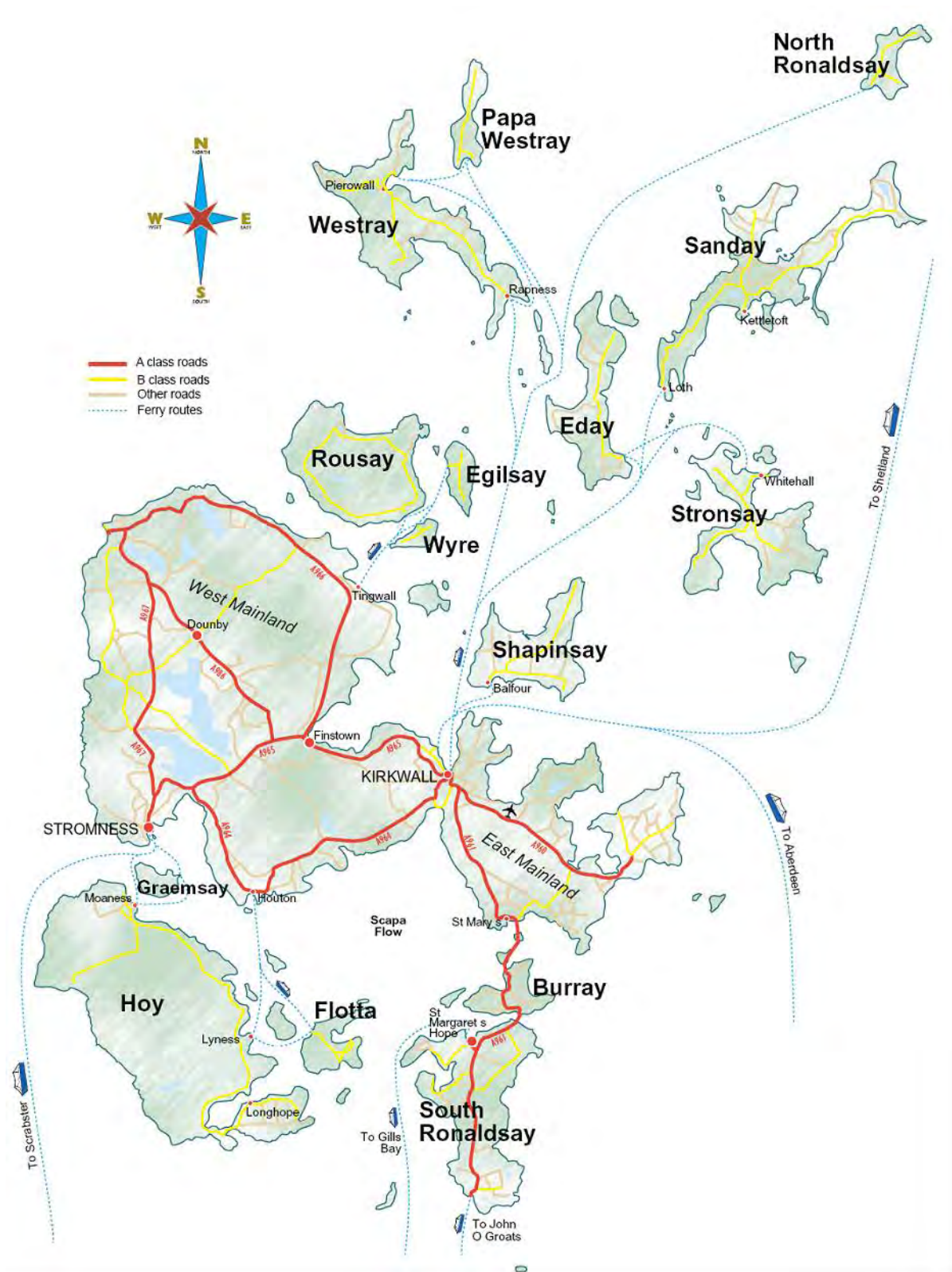
Orkney Community Plan

Incorporating Orkney's

Local Outcomes Improvement Plan

2018 to 2021

Version 1.1 (04.07.18)



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. Tel: 01856 873535 ext 2153. Email: corporateservices@orkney.gov.uk

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1. Introduction

Welcome to Orkney's Community Plan for 2018 to 2021.

The purpose of community planning is for providers of public services to work together with the community to plan and deliver services that will improve long term outcomes for individuals, families, and communities where inequality persists.

Orkney Community Plan shares the ambition of Orkney's Local Development Plan:

“To strengthen and support Orkney's communities by enabling those developments which will have a positive and sustainable socio-economic impact, and utilise locally-available resources, whilst striving to preserve and enhance the rich natural and cultural heritage assets upon which Orkney's economy and society depends.”

The principle of prevention is central to our plan. By focusing collaboratively on early intervention, we can reduce negative outcomes for families and individuals, and reduce future demand for costly crisis services.

Orkney's community planning partners want everybody in Orkney to have an equal opportunity to share in its success, in accordance with our mission and values. Our shared mission is:

Working together for a better Orkney

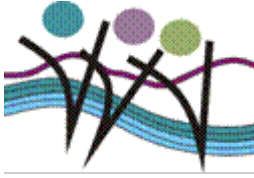
Our seven key values guide the way we work, together or independently, and influence everything we do:

Resilience
Enterprise
Equality
Fairness
Innovation
Leadership
Sustainability

Through this Plan, we commit to coordinating our resources to tackle the challenges that come our way and provide services that meet the needs of our communities as effectively and efficiently as possible.

The Orkney Partnership is designed to focus the collective resources of the Partnership on a small number of strategic priorities at any one time. For 2018-21, our strategic priorities will be:

- Strong Communities
- Living Well
- Vibrant Economy



Orkney Partnership Board

Partners with a duty to facilitate community planning



Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean



SCOTTISH
FIRE AND RESCUE SERVICE
Working together for a safer Scotland

Partners with a duty to participate in community planning



Scottish Natural Heritage
Dualchas Nàdair na h-Alba
All of nature for all of Scotland
Nàdar air fad airson Alba air fad

sportscotland



University of the
Highlands and Islands
Orkney College



Local and co-opted partners



Orkney
Community
Justice
Partnership

3. Executive summary

Every community planning partnership is required to publish a Local Outcomes Improvement Plan (LOIP). Orkney Community Plan incorporates Orkney's LOIP and is a three-year rolling plan which is refreshed, updated and reissued every year. It describes what we aim to achieve by working together in partnership, and how it adds value to what we can achieve as individual organisations.

Section 4 of this plan (starting on page 7), provides a statistical profile of Orkney. This evidence base, along with the views of a wide range of stakeholders, underpins the selection of the Orkney Partnership's updated strategic priorities for action:

- Strong Communities
- Living Well
- Vibrant Economy

Our priorities are based upon the principles that working together in partnership makes it easier to resolve the large and complex issues in our community, and this plan presents a concerted effort to tackle these challenges. In the LOIP we are not trying to describe everything that the partners do together. It does not record partnership working in areas where it is already working well, but focuses exclusively on problem areas which will take imagination and innovation to resolve.

The National Census of 2011 evidenced a welcome rise in Orkney's population to 21,349, an increase of nearly 11% since 2001. Although the population as a whole is increasing, the Census figures show a continuing trend of decreasing population in the isles. All of Orkney's smaller isles rank among the most deprived 10% of communities in Scotland with regard to access to services which is a key driver behind this. Our first priority is "strong communities". We want our communities to have growing, sustainable and inclusive populations, with access to services, facilities and resources.

Access to services is a perennial issue, particularly challenging in the outer isles, where it is difficult to maintain a sustainable health and care workforce. While it is welcome news that we are living longer, Orkney's demographic profile has aged significantly in recent years. Inequality and social isolation also impinge on individual and community well-being. Our second priority, "living well" takes a holistic view of how we can address these issues collectively for the benefit of all of Orkney's communities. We want people to have the support they need to adopt healthy lifestyles throughout their lives and take responsibility for their wellbeing. Not only will this improve individual lives, it will prevent increasing demand for support services in future years. We also want people to live in safe, warm, homely settings.

Despite our challenges we have a lot to offer. We want Orkney to be a location of choice for employment, tourism, living, leisure, learning and investment. Orkney has a unique opportunity to position itself as a location for innovation and the application of experimental thinking in sustainable development in an island context. We would like our economy to offer a broad range of employment opportunities in all localities. Maintaining a "vibrant economy" is key to this ambition and is our third priority.

These strategic priorities are being progressed by three Delivery Groups, and visions and outcomes are detailed in this plan. Progress towards our planned outcomes is regularly reviewed and regular updates are posted to the Partnership's website at <http://www.orkneycommunities.co.uk/COMMUNITYPLANNING/news.asp>

4. A profile of Orkney

Orkney comprises 70 or so islands and skerries, of which up to 19 may be inhabited depending on the time of year. The total land area of approximately 1,000 square kilometres raises some of the best livestock in Scotland, and Orkney enjoys an outstanding natural environment with clean air and water, fine scenery, diverse wildlife and a unique cultural heritage. But Orkney is not immune to the difficulties facing other remote and rural communities, including an ageing population, under-employment, low wages, a high cost of living, limited affordable housing, fuel poverty and access to essential services.

The National Records of Scotland Orkney Islands Council Area Profileⁱ gives a snapshot of Orkney's demographic profile:

- The estimated total population of Orkney as at 30 June 2017 was 22,000, an increase of 0.7% from 21,850 in 2016.
- Between 2016 and 2026, the population is projected to rise from 21,850 to 21,953. Over this 10 year period the age group that is projected to increase the most is the 75+ group. In terms of size, the 45 to 64 group is projected to remain the largest.
- 178 births were registered in Orkney in 2016, a decrease of 6.8% from 191 births in 2015.
- 223 deaths were registered in 2017.
- Female life expectancy at birth (82.7 years) is greater than male life expectancy (80.3 years), and both are greater than the Scottish average.
- From 2015-16 there was an average net inflow of 223 people into Orkney per year, the highest level being in the 40 – 44 age group. On average 711 arrived and 635 left per year.
- 112 marriages were registered in Orkney in 2016 and no civil partnerships.
- In 2016 Orkney had an estimated 10,256 households and 11,063 dwellings.

4.1 Resilience and sustainability

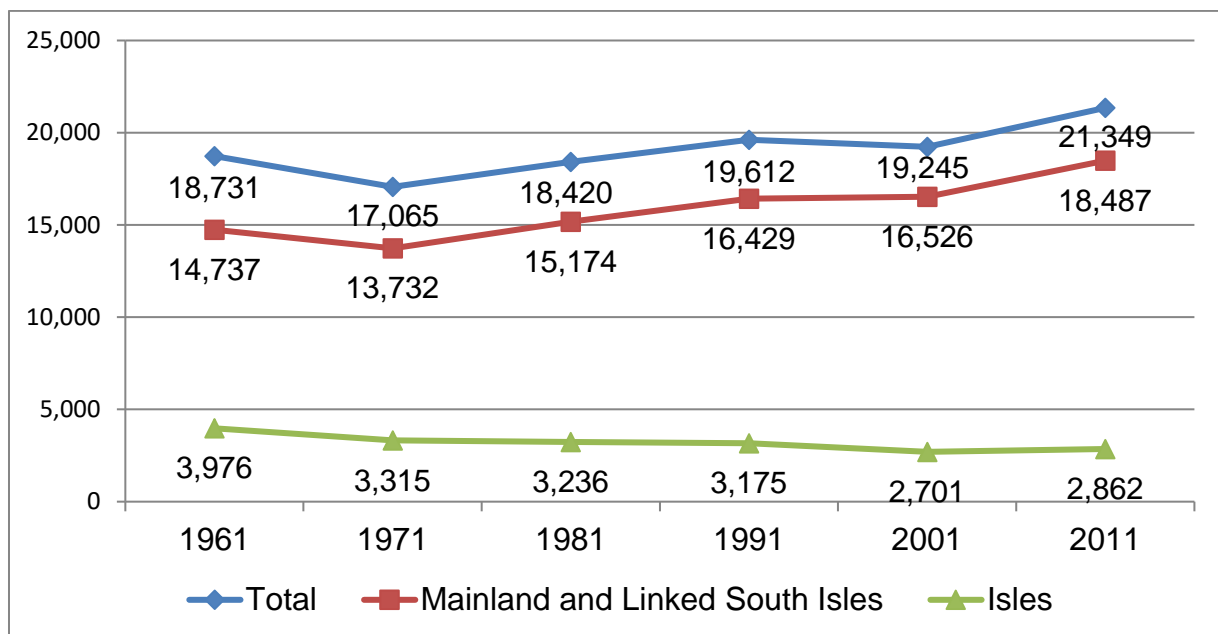
Orkney's natural and cultural heritage illustrates how natural processes and human activity together have shaped the islands as we see them today. The social and economic sustainability of the islands is heavily dependent on the continued health and diversity of the features which collectively make up 'the environment' of Orkney. In turn, the future of our natural environment is equally dependent upon being recognised and valued by the community, both for its contribution to our quality of life and as an economic and educational resource.

Maintaining a sustainable population is essential to the survival of any island community. From a peak of 32,339 in the 1861 censusⁱⁱ, Orkney's resident population declined to a low of 17,077 in 1971. Since then, the population has recovered steadily. The natural growth rate (births minus deaths) is still negative, but birth numbers have been increasing and inward migration has boosted the population. Figures released during 2013 from the 2011 census results^{iii iv} showed some dramatic changes since 2001^v.

	2001 Census	2011 Census	% change
Total population	19,245	21,349	10.9%
Population aged under 15	3,572	3,316	-7.2%
Population aged 15-64	12,453	13,814	10.9%
Population aged 65+	3,220	4,219	31.1%
Population aged 85+	405	479	18.3%
Number of households *	8,340	9,730	16.7%
Average household size (people)	2.28	2.05	-4.0%

* Household Data are rounded to the nearest ten

The increase in population aged over 65 was the largest such increase in Scotland and has been very significant in planning future services. Of equal concern is the drift in population from the smaller isles to the Orkney mainland:



Access to services is a key driver behind this trend, with all of Orkney's smaller isles ranking among the most deprived 10% of communities in Scotland in this regard^{vi}. Local development trusts in several of the isles have taken decisive action to improve their sustainability by investing in community wind turbines. This is generating income to invest in local enterprises, services and projects of benefit to the community. Wind and increasingly marine renewable energy have huge potential to revolutionise the sustainability of Orkney as a whole for generations to come.

A research report, "Our Next Generation: Young People in Orkney Attitudes and Aspirations", was published by Highlands & Islands Enterprise in 2015. This reported that 58% of young people in Orkney described themselves as "committed stayers", compared with the regional average of 42%. It is hugely encouraging that Orkney's younger generation are so well committed to Orkney's future.

Orkney's resilience is reinforced by its strong communities, represented by a network of community councils, development trusts, community associations, voluntary organisations and communities of interest. Orkney's community council network is the most active in Scotland, with all 20 areas normally contested. Eleven local

development trusts, each focused on one island or mainland locality, initiate and manage new community development, business ventures, social enterprises and other projects. The [Community Directory](#) maintained by Voluntary Action Orkney lists around 600 local organisations, of which more than 90 maintain active websites on the [Orkney Communities](#) platform^{vii}.

In 2015, the Council initiated an "Empowering Communities" pilot on Stronsay and Papa Westray. This scheme promotes resilience by facilitating the co-production of services between service providers and users on the smaller isles. Following the success of the pilot, the initiative is currently being rolled out to Hoy and Sanday.

4.2 Equality and fairness

The 2011 Census gave us an update on equalities data for Orkney. The table below shows some of the demographic changes which have occurred since the 2001 census:

Equalities census data for Orkney	2001	2011	% change
Total population	19,245	21,349	10.93
Population living on the Orkney mainland and linked South Isles	16,526	18,487	11.88
Population living on the non-linked isles	2,701	2,862	5.96
Total male population	9,497	10,566	11.26
Total female population	9,748	10,783	10.62
Children (under 16)	3,840	3,626	-5.57
Retirement age and over (65 and over)	3,804	4,219	10.91
Average (median) age of the total population	40	42.6	6.50
People with a limiting long-term illness	3,354	4,029	20.13
Carers (people who provide unpaid care)	1,706	1,978	15.94

Peripherality—being on the edge—is a significant equality issue in Orkney because access to goods and services can depend very much on where you live. We are disadvantaged in accessing national services due to the high travel costs of crossing the water: isles residents doubly so. The "Our Islands Our Future" campaign has succeeded in putting this issue on the national agenda and the Islands (Scotland) Bill, due to be enacted in 2018, will embed in legislation a requirement for new national policy to be "island-proofed" at the developmental stage.

Some of the effects of unequal life circumstances are apparent in the results of the 2016 release of the Scottish Index of Multiple Deprivation^{viii}. The SIMD measures relative deprivation against seven domains: income, employment, health, education, skills and training, geographic access to services, crime and housing. It divides Scotland into 6,976 small areas, or data zones, and ranks them for each domain, with 1 the most deprived and 10 the least deprived. Orkney has 29 datazones, each containing around 350 households, which vary in size from a few streets in central Kirkwall to several of the outer isles grouped together. Orkney's data zones range in position on the SIMD scale from 2,061 (Hoy, Walls, Flotta and Graemsay) to 6,380 (St

Ola – East). The non-linked isles score particularly badly on access to services and housing, and were chosen as the subject of the Partnership's first Locality Plan.

Orkney's communities are not inclined to describe themselves as deprived or disempowered, but focus instead on what they need to get on with their lives: better transport connections, housing and jobs. In choosing where to focus its resources, the Partnership engages closely with Orkney's communities so as to ensure that its interventions are fair, equitable and have the full backing of the communities concerned.

4.3 Leadership and enterprise

The Orkney Partnership was reconfigured in 2015 to bring a wider range of community planning partners onto the Orkney Partnership Board. Membership of the Partnership includes all the community planning partners listed in the Community Empowerment (Scotland) Act 2015 with a duty to facilitate or participate in community planning. Documentation relating to the Partnership, including terms of reference, minutes of meetings, joint plans and strategies, adopted policies and guidelines, reports and more, may be found on the Partnership's website hosted by the Orkney Communities platform.^{ix}

There are number of priority areas for the Partnership where the issues are too big for local action alone. Here, working together means working closely with the Scottish and UK Governments, and with European Union associations such as the Conference of Peripheral Maritime Regions. Innovative solutions are being pursued to break down barriers and enable Orkney to maximise its contribution to national progress. Board members are currently addressing the following priorities in partnership with government:

- a. Strengthening Orkney's grid capacity to support its renewable energy industry.
- b. Securing essential investment in Orkney's internal ferry fleet, and possibly a new management model.
- c. Establishing parity of funding for all Scottish islands authorities.
- d. Supporting remote and rural housing development
- e. Extending the National Concessionary Travel Scheme to include ferry travel.
- f. Finding a partnership solution to the provision of ambulance services on the smaller isles.
- g. Ensuring equality of access to fast, reliable and affordable broadband in remote, rural areas.
- h. Filling in the gaps – or "not-spots" – in mobile telephone networks.
- i. Restoring business travel to the Air Discount Scheme.
- j. Extending the Road Equivalent Tariff scheme to Orkney.
- k. Island-proofing new national policy at the development stage.
- l. Addressing fuel poverty.

4.4 Innovation

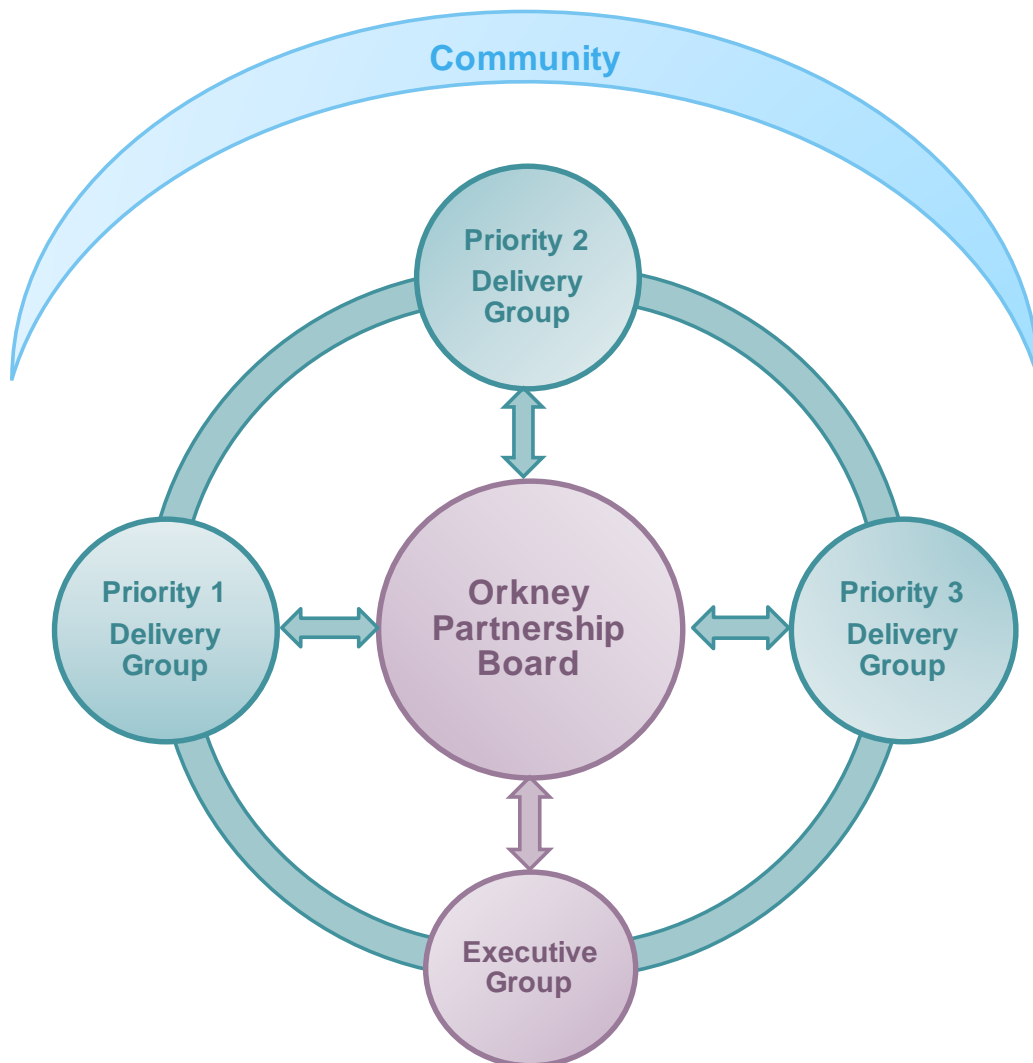
In line with the Scottish Government's challenge to community planning partnerships to move from incremental to transformational change, our emphasis for improvement has shifted over recent years from performance management to innovation.

Public services in Orkney cover a very wide scope. Few local authorities on the Scottish mainland are responsible for harbours, an oil port, airfields, an air service, a ferry fleet and a pilotage service, as well as putting in place the infrastructure required

to support a rapidly growing marine renewables industry. Even the regular range of public services in Orkney – health, schools, emptying the bins – present significant challenges when the public to whom they must be delivered are distributed across 18 islands.

Accepted practice elsewhere is that neighbouring public authorities should get together and pool services as the optimum approach to public sector reform but, in a remote island region, it makes much better sense to look to coterminous local partners for synergy and efficiency gains. In a partnership which bridges both approaches, the three islands councils – Orkney, Shetland and the Western Isles – have been working together to develop a new model for islands governance. "Our Islands, Our Future" calls for greater subsidiarity for each island group, with more devolved decision making. With the support of the Partnership, this campaign is expected to gain momentum over the life of this plan.

5. Our partnership structure



Membership of the Board comprises all of the partner agencies shown on page 5 of this plan. The Executive Group supports the Board and comprises the five partners shown on page 5 with a duty to facilitate community planning. Each of the Board's strategic priorities is assigned to a Delivery Group. At present there are three, but this number could change. The Delivery Groups are chaired by members of the Board.

The Orkney Partnership works in tandem with two other statutory partnerships: the Integration Joint Board for Health and Social Care (Orkney Health and Care) and the Orkney Community Justice Partnership. Each of these partnerships is represented on the Orkney Partnership Board.

The Partnership is supported by the Community Planning Business Manager, a jointly-funded post which is based at the Council Offices. Contact details for the Business Manager are on page 2 of this plan.

6. Shared challenges and the Islands Deal

Orkney's most difficult problems arise in areas where challenges exist for all partner agencies, both individually and collectively. The biggest cross-cutting challenges locally are **digital connectivity, transport, housing and fuel poverty**, which impact on everything we do. The Board has oversight of the shared challenges and ensures that relevant aspects are being addressed by relevant bodies, and where appropriate by any or all of the Delivery Groups.

Currently the principal initiative addressing the cross-cutting challenges is the Islands Deal, a joint proposal from the three islands councils (Orkney, Shetland and the Western Isles) to the Scottish and UK Governments, which is modelled on the lines of a City or Regional Deal but with elements unique to the islands. The Islands Deal is focused on improving socio-economic outcomes for people who live and work on the islands. By working together, the islands councils are able to maximise the impact of their collective resources in progressing the key issues which are of critical importance to all of our islands.

The Islands Deal, uniquely among current Deals, proposes a number of measures designed to increase the local autonomy of the islands, with the potential to achieve a higher degree of self-determination in future. This is seen as integral to the achievement of an innovative programme of strategically significant development projects in each island area, with a 10-year horizon to achieve the Deal's population and employment targets and a 20-year horizon to embed sustainability. The programme targets the major challenges common to all the islands, including digital connectivity, transport, housing and fuel poverty, along with opportunities in energy development, tourism, enterprise and workforce development.

During the 10 years to 2028, the Islands Deal aims to achieve the following outcomes:

- a) A long-term and supportive commitment to the provision of an equable standard of transport connectivity, internally and externally, at affordable cost for users.
- b) Bespoke digital and mobile infrastructure solutions which reliably meet the present and future needs of all businesses, services, residents and visitors throughout the islands.
- c) Infrastructure for energy export and storage that enables the islands' renewable energy resources, on and offshore, to galvanise research and development, stimulate commercially sustainable investment, and tackle fuel poverty.
- d) A significant rebalancing in the age structure of our island populations, by focusing on job creation for the younger working age population in the implementation of Deal projects and programmes, with associated skills development for all.

- e) A reputation, nationally and internationally, for progressive governance and management of development policies on islands that are increasingly attractive as places in which to live, work, visit, study and invest.
- f) Sustainable development across sectors that will provide an increasing proportion of relatively well paid employment, by adding value to primary production and creating new opportunities in such activities as research and development, energy and tourism.
- g) Sufficient affordable and smart housing provision throughout the islands to accommodate our target population increases and meet 21st century requirements for home working, smaller households and ageing populations.
- h) Greatly reduced fuel poverty through measures addressing the cost and availability of fuel, low incomes and energy efficient housing.
- i) Innovative practices and facilities to support the increasing number of elderly people in our communities with their care and medical needs.
- j) Increased local provision of further and higher education, research and development, and training programmes in key skills related to current and future high quality employment opportunities, giving people of all ages scope for career progression and a range of rewarding life experiences without needing to leave the islands.
- k) Vibrant and confident communities where innovation is supported and celebrated.

The Islands Deal has been developed in partnership with key community planning partners, notably Highlands and Islands Enterprise and Skills Development Scotland. It is anticipated that all partners will be involved to a greater or lesser degree as the Deal is agreed and implemented. Orkney Partnership Board is fully committed to the Islands Deal and its target outcomes, along with partner Boards in Shetland and the Western Isles. All three community planning partnerships will ensure that the Islands Deal is harmonised with their Local Outcomes Improvement Plans. All partners are supportive of the Islands Deal, and will participate in its implementation wherever they can be instrumental in helping to achieve its aims.



7. Our strategic priorities

In January 2018, the Orkney Partnership Board updated its strategic priorities:

- Strong Communities
- Living Well
- Vibrant Economy

Orkney Partnership Board selects its strategic priorities in the light of a number of criteria, including the evidence base set out in section 4, community consultation feedback, issues in need of joint action and/or joint resourcing, problems which no existing agency or partnership can solve on their own, the need for preventative action to limit future demand on services and our shared mission to tackle inequalities.

All public bodies support the Scottish Government's National Outcomes in the work they do, individually and in partnership. The following table shows how the Orkney Partnership is supporting the National Outcomes through its strategic priorities.

 Local strategic priorities	 National Outcomes
<p>Strong Communities</p> <p>Vibrant, sustainable and inclusive populations; trusting relationships with understanding of responsibilities, accountability and capacity; development and innovation; access to services, facilities and resources to allow innovation.</p>	<p>2. We realise our full economic potential with more and better employment opportunities for our people.</p> <p>10. We live in well-designed, sustainable places where we are able to access the amenities and services we need.</p> <p>11. We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.</p> <p>16. Our public services are high quality, continually improving, efficient and responsive to local people's needs.</p>
<p>Living Well</p> <p>Living in safe, warm, homely settings; support to adopt healthy lifestyles.</p>	<p>5. Our children have the best start in life and are ready to succeed.</p> <p>6. We live longer, healthier lives.</p> <p>7. We have tackled the significant inequalities in Scottish society.</p> <p>8. We have improved the life chances for children, young people and families at risk.</p> <p>9. We live our lives safe from crime, disorder and danger.</p> <p>15. Our people are able to maintain their independence as they get older, and are able to access appropriate support when they need it.</p>
<p>Vibrant Economy</p> <p>Location of choice; innovation and experimental thinking; broad range of employment opportunities in all localities.</p>	<p>1. We live in a Scotland that is the most attractive place for doing business in Europe</p> <p>2. We realise our full economic potential with more and better employment opportunities for our people.</p> <p>3. We are better educated, more skilled and more successful, renowned for our research and innovation.</p> <p>4. Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p> <p>12. We value and enjoy our built and natural environment and protect it and enhance it for future generations.</p> <p>13. We take pride in a strong, fair and inclusive national identity.</p> <p>14. We reduce the local and global environmental impact of our consumption and production.</p>

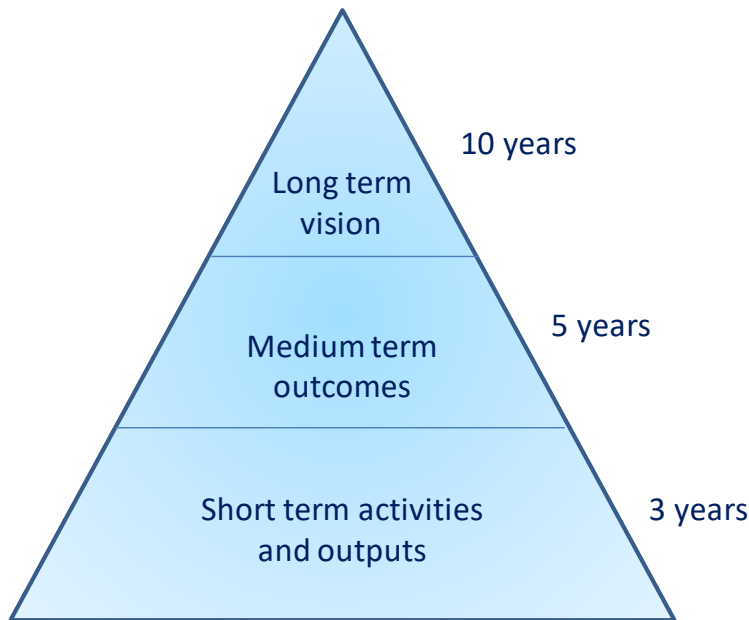
Each strategic priority is the responsibility of a Delivery Group to plan, progress and report back to the Board. The Delivery Groups may include representatives of any organisations in Orkney which can help to achieve their outcomes. Current chairs are:

Strong Communities
 Living Well
 Vibrant Economy

Gail Anderson, Chief Executive, VAO
 Gerry O'Brien, Chief Executive, NHS Orkney
 Graeme Harrison, Area Manager, HIE

The Chairs of the Delivery Groups, working with their stakeholders, compile plans comprising their planned outcomes and the actions needed to achieve them. Each Delivery Group selects a suite of high level performance indicators, aligned to their activities and outputs, which demonstrates how well they are progressing towards their planned outcomes. These are currently under review in light of changes to the strategic priorities, and will be included in the next edition of the LOIP. The resources, in cash and kind, which are needed to implement planned actions are documented collectively in a Joint Resourcing Plan.

Delivery Group plans use the planning triangle model:



7.1 Strong Communities

Long term vision

	Orkney's communities and individuals are fulfilling their potential.
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Medium term outcomes

A.	Our communities have vibrant, innovative, sustainable and inclusive populations.
B.	Our communities have access to the services, facilities and resources they require to enable them to lead, develop and innovate.

C.	Partners and communities share trusting relationships and understand their own and others' accountability, responsibility and capacity.
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7.2 Living Well

Long term vision

A.	Our people are resilient and live well.
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Medium term outcomes

A.	People live in safe, warm, homely settings.
B.	People have the support they need to adopt healthy lifestyles throughout their lives, and take responsibility for their wellbeing.

7.3 Vibrant Economy

Long term vision

A.	Orkney has a vibrant economic environment.
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Medium term outcomes

A.	Orkney is a location of choice for people to live, work, learn, visit and invest.
B.	Orkney is widely recognised as a location for innovation and the application of experimental thinking in an island context.
C.	Orkney's economy offers a broad range of employment opportunities in all localities.

8. Locality Planning

The Orkney Partnership has a statutory duty under the Community Empowerment (Scotland) Act 2015 to identify areas whose residents are relatively disadvantaged in terms of social and economic opportunities. We must then set out in our Locality Plan what we will do to improve socio-economic outcomes in the area. The Partnership must then prepare and publish one or more locality plans with the aim of improving these outcomes.

Orkney Partnership Board considered available evidence on socio-economic outcomes across Orkney, including the Scottish Index of Multiple Deprivation. All of the evidence pointed to the non-linked isles as being the area of Orkney which was most disadvantaged, and this area was therefore selected by the Board to be the subject of its first Locality Plan.

The Partnership used the Place Standard model to consult residents in the non-linked isles as to their local priorities for action, followed up by island visits. In parallel with the consultation, the Partnership conducted a Participatory Budgeting pilot exercise,

Your Island Your Choice, funded by the Scottish Government's Community Choices fund and topped up by partner agencies. This enabled the isles communities to select some of their own priorities to address immediately, within the resources available to the pilot.

The following themes and outcomes were identified by consultees as their top priorities for the non-linked isles; a conclusion supported by all the independent evidence. All of these priorities are linked and are key to achieving our overall target outcome of a sustainable demographic balance in the populations of each of the non-linked isles:



The Locality Plan has been adopted by the Orkney Partnership Board and the actions in it assigned to the Delivery Groups, with progress reported to, and scrutinised by, the Board. The Board will report regularly on progress against the plan, and these reports will be posted on the Partnership's website on Orkney Communities. We hope that isles residents will also be able to see progress on the ground before too long.

The Locality Plan can be viewed [here](#).

9. Endnotes

ⁱ <https://www.nrscotland.gov.uk/files//statistics/council-area-data-sheets/orkney-islands-council-profile.html#ncil-profile.html>

ⁱⁱ <http://www.orkneyfhs.co.uk> (Orkney Family History Society)

ⁱⁱⁱ [Scotland's 2011 Census Results](#)

^{iv} [2011 Census Reconciliation Report - Households GRO Scotland](#)

^v Scotland's 2001 Census Results

^{vi} Scottish Index Of Multiple Deprivation (SIMD) 2016: Geographical Access to Services

^{vii} <http://orkneycommunities.co.uk/>

^{viii} <http://www.gov.scot/Topics/Statistics/SIMD>

^{ix} <http://www.orkneycommunities.co.uk/COMMUNITYPLANNING/>