

Item: 8

Policy and Resources Committee: 21 February 2023.

Orkney Community Plan/Local Outcomes Improvement Plan.

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

1. Purpose of Report

To consider the final draft Orkney Community Plan/Local Outcomes Improvement Plan (LOIP) 2023-30 insofar as it applies to the Council.

2. Recommendations

The Committee is invited to note:

2.1.

That the Community Empowerment (Scotland) Act 2015 places a duty on community planning partnerships to prepare and publish a Local Outcomes Improvement Plan (LOIP) setting out the local outcomes that a partnership has prioritised for improvement.

2.2.

That the Orkney Partnership chooses to publish a Community Plan which incorporates its statutory LOIP.

2.3.

That the current Orkney Community Plan/LOIP 2021-23 is a two-year emergency Covid Recovery Plan that will expire at 31 March 2023.

2.4.

That the Orkney Partnership Board decided that the new Orkney Community Plan/LOIP should have three strategic priorities as follows:

- Cost of Living.
- Sustainable Development.
- Local Equality.

2.5.

That the Orkney Partnership Board agreed that the Plan should be for seven years, 2023 to 2030, so that the end of the Plan will match the target date it has set for the county to reach net-zero carbon emissions.

2.6.

That the draft Orkney Community Plan/LOIP 2023-30 was approved by the Orkney Partnership Board on 14 December 2022 and, alongside the draft Council Plan 2023-2028, was published for public consultation, which ended on 20 January 2023.

It is recommended:

2.7.

The final draft Orkney Community Plan/ Local Outcomes Improvement Plan (LOIP) 2023-30, attached as Appendix 1 to this report, be approved insofar as it applies to the Council.

3. Background

3.1.

Community planning is about how public bodies work together, and with local communities, to design and deliver better services that make a real difference to people's lives. The Community Empowerment (Scotland) Act 2015 (the 'Act') places a duty on Orkney Islands Council and four other public authorities (NHS Orkney, Highlands and Islands Enterprise, Police Scotland and Scottish Fire and Rescue Service) to facilitate community planning. Other public authorities, specified in the Act, have a statutory duty to participate in community planning, and four additional partner bodies have been co-opted locally. These partners comprise Orkney Partnership Board, which leads The Orkney Partnership, Orkney's community planning partnership.

3.2.

The Act places a duty on community planning partnerships to prepare and publish a Local Outcomes Improvement Plan (the 'LOIP') setting out the local outcomes that a partnership has prioritised for improvement. The Orkney Partnership chooses to publish a Community Plan, which incorporates its statutory LOIP. The current Orkney Community Plan/LOIP 2021-23 is a two-year emergency Covid Recovery Plan that will expire at 31 March 2023. This current plan can be accessed on the Orkney Partnership's website [here](#).

4. Orkney Community Plan 2023 to 2030

4.1.

The Orkney Partnership Board decided that the new Orkney Community Plan/LOIP should have three strategic priorities: Cost of Living, Sustainable Development and Local Equality. The Board agreed that the Plan should be for seven years, 2023 to 2030, so that the end of the Plan will match the target date it has set for the county to reach net-zero carbon emissions. Each strategic priority will be assigned by the Board to a delivery group to develop Delivery Plans. The Delivery Groups will report to, and be held accountable by, the Board.

4.2.

The draft Orkney Community Plan/LOIP 2023-30 was approved by the Orkney Partnership Board on 14 December 2022 and, alongside the draft Council Plan 2023-2028, was published for public consultation. The consultation period ended on 20 January 2023, the draft Plan was amended in response to feedback received, and a final draft Orkney Community Plan/LOIP 2023-30 drawn up. This final draft is attached as Appendix 1 to this report.

4.3.

Elected Members are asked to consider the final draft Plan for approval to the extent that it applies to the Council. This final draft Plan may still be subject to minor amendment following consideration by other partner organisations insofar as it applies to them.

5. Equalities Impact

An Equality Impact Assessment has been undertaken and is attached as Appendix 2 to this report.

6. Island Communities Impact

An Island Communities Impact Assessment has been undertaken and is attached as Appendix 3 to this report.

7. Environmental Implications

The Strategic Environmental Assessment screening report, attached as Appendix 4 to this report, has been prepared and submitted to the SEA Gateway for consideration by the consultation authorities.

8. Links to Council Plan

8.1.

The work in this report supports and contributes to improved outcomes for communities as outlined in all the current Council Plan strategic priority themes: Connected Communities, Caring Communities, Thriving Communities, Enterprising Communities and Quality of Life.

8.2.

The work in the report also supports and contributes to the following strategic priorities as outlined in the draft Council Plan 2023-2038: growing our economy, strengthening our communities, and developing our infrastructure.

9. Links to Local Outcomes Improvement Plan

The Orkney Community Plan/LOIP 2023-30 will replace the Community Plan/Local Outcomes Improvement Plan 2021-23.

10. Financial Implications

There are no financial implications for the Council contained in this report.

11. Legal Aspects

11.1.

There are no legal implications for the Council contained in this report.

11.2.

The facilitating partners of a community planning partnership in Scotland have a joint duty to publish a Local Outcomes Improvement Plan and to report annually on progress against the outcomes contained in that Plan.

12. Contact Officers

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13. Appendices

Appendix 1: Final draft Orkney Community Plan/LOIP 2023-30.

Appendix 1: Equality Impact Assessment.

Appendix 3: Island Communities Impact Assessment.

Appendix 4: SEA Screening Report.



The Orkney Partnership

Working together for a better Orkney

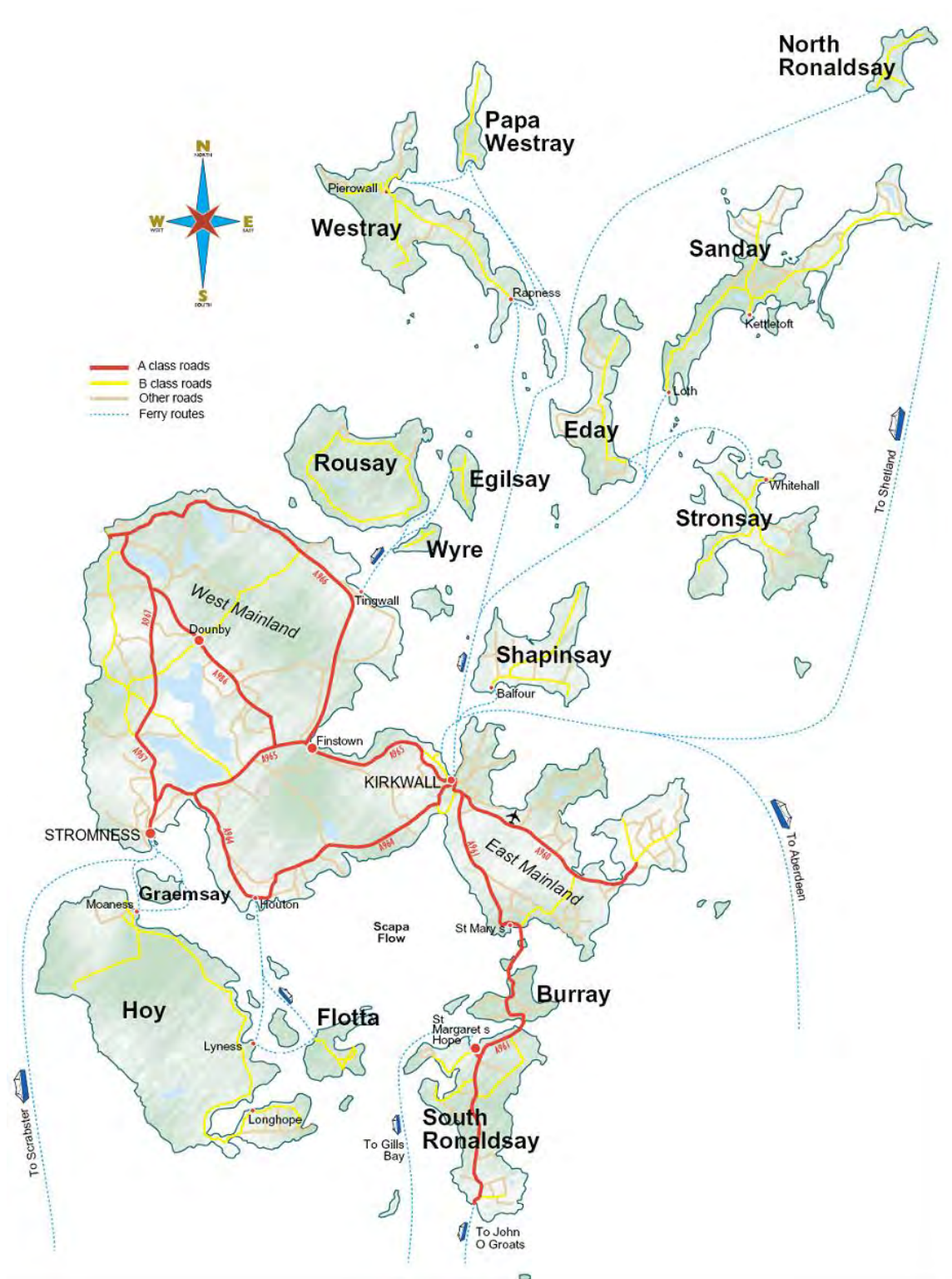
Draft v2.0
7 February 2023

Orkney Community Plan

Incorporating Orkney's

Local Outcomes Improvement Plan

2023 to 2030



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

Tel: 01856 873535 ext 2153.

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Introduction

Welcome to Orkney's Community Plan for 2023-30.

Community planning brings together local providers of public services to improve outcomes for individuals, families, and communities, and especially to combat inequality and prevent disadvantage. Orkney's Community Plan describes what the members of the Orkney Partnership aim to achieve by working together, and how this adds value to what we can achieve as individual organisations. Our plan also serves as our statutory Local Outcomes Improvement Plan, or LOIP.

Our last plan, for 2021-23, was shorter than usual, reflecting the need for immediate short term action to support Orkney's recovery from the Covid-19 pandemic. This time we are looking much further ahead, towards the Partnership's ambition to see Orkney reach net zero by 2030, fifteen years ahead of the national target for Scotland. Orkney has a unique opportunity to capitalise on the rapid expansion of the green and blue economies but to do so will require significant new infrastructure and especially more housing. We want our future economic development to benefit everybody in our communities, with nobody left behind. Our choice of Sustainable Development as a strategic priority will help us promote and achieve this ambition.

We are well aware that many Orkney's residents cannot afford to look so far ahead and are much more concerned about the very present threat of the cost of living crisis. It is essential to support all our people, children and families through this difficult time and we have chosen the Cost of Living as an urgent strategic priority. The Partnership adopted a Poverty Pledge in 2022, undertaking to commit time, energy, and resources to work towards the elimination of poverty throughout Orkney. A Cost of Living Task Force has been established and will continue to address both immediate need and longer-term initiatives to combat persistent poverty.

Our third strategic priority, Local Equality, addresses another persistent issue – the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities. Our ferry-linked isles have well-known, longstanding challenges but parts of Kirkwall also have high levels of socio-economic inequality and many localities on the Orkney Mainland and south linked isles have gaps in transport provision or digital connectivity. The adoption of this priority will lend support to local community-led development plans and help achieve the outcomes they want for their communities.

Our plan will evolve over the years as it adapts to Orkney's changing circumstances, but our sights will stay strongly focused on 2030 and our ambitions for Orkney's successful future, to be shared by all our communities and all our people.

Councillor James Stockan
Chair

Meghan McEwen
Vice Chair



Orkney Partnership Board

Orkney Community Plan 2023-30 : Outline summary

Strategic priorities	Short term outcomes 2023-25	Medium 2023-27	Long term 2023-30
<p>Cost of Living</p> <p>Our aim is to co-ordinate an agile response to the cost of living crisis, supporting both immediate need and longer-term prevention of poverty and disadvantage.</p>	Adoption of advice-and-cash-first approach to address hardship.	Improved uptake of locally administered funding and support.	Co-ordination of partnership action plans relating to child poverty, food dignity and fuel poverty.
<p>Sustainable Development</p> <p>Our aim is to exploit the synergy between two linked themes: the development of a wellbeing economy and combatting the climate emergency.</p>	Integrated route map for the wellbeing economy and climate action	Inclusive progress towards a wellbeing economy focusing on climate change, fair work, and diversity.	Shared understanding, adoption and implementation of Community Wealth Building.
<p>Local Equality</p> <p>Our aim is to improve the viability of Orkney's most disadvantaged communities by levelling up the availability of services, facilities and opportunities.</p>	A Locality Plan which supports local community-led development plans	Digital connectivity in every community improved to the best standard achievable	Transport connectivity in every community improved to the best standard achievable
			Improvement in the population, demographic balance, resilience and wellbeing of Orkney's most fragile communities.
			Improvement in the ratings of Orkney's most disadvantaged communities in the Scottish Index of Multiple Deprivation.

The Orkney Partnership: how it works

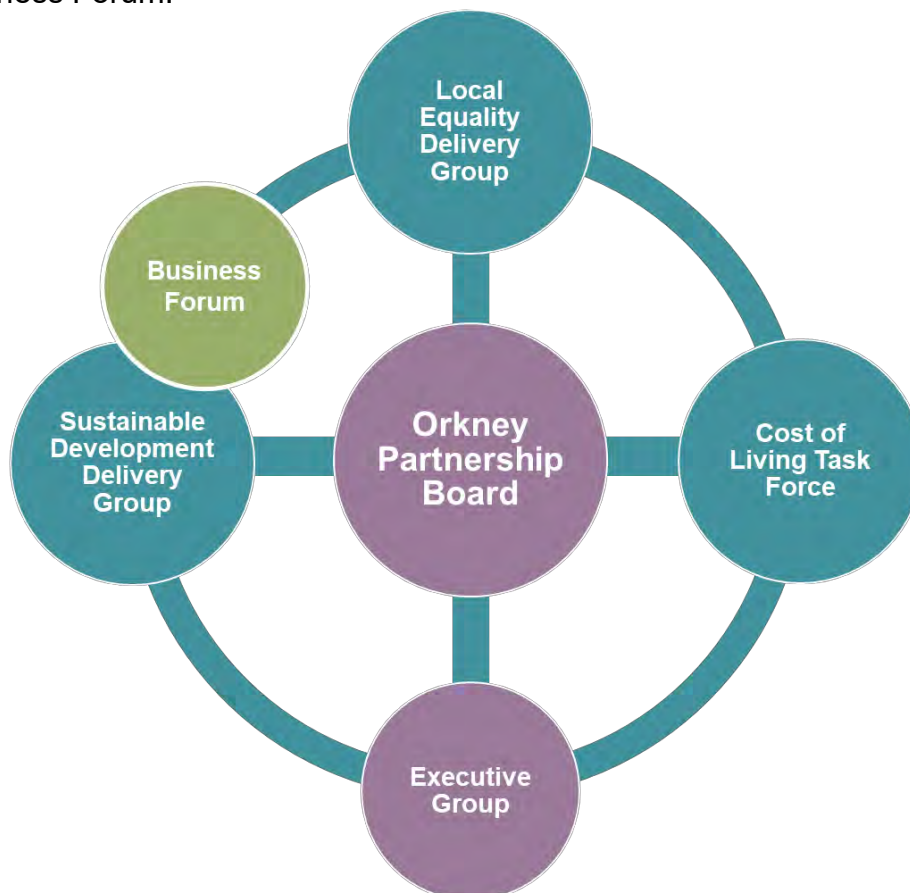
Orkney's community planning partnership has been in existence since 2000. Our shared mission is:

Working together for a better Orkney

The Partnership's seven values guide the way we work and influence everything we do:

Resilience
Enterprise
Equality
Fairness
Innovation
Leadership
Sustainability

The Orkney Partnership is led by the Orkney Partnership Board. An Executive Group supports the Board and comprises senior officers of the five partners with a duty to facilitate community planning in Orkney, plus Voluntary Action Orkney. The Board assigns each of its strategic priorities to a delivery group for action. As at 1 April 2023, the delivery groups are the Cost of Living Task Force, the Local Equality Delivery Group, and the Sustainable Development Delivery Group, which is advised by a Business Forum.



The Orkney Partnership: who we are

Membership of the Board is in part determined by the Community Empowerment (Scotland) Act 2015, which sets the statutory framework for community planning in Scotland. Five partner agencies share a statutory duty under the Act to **facilitate** community planning in Orkney:



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



The Board also includes key local and co-opted partners:



Orkney Partnership Board selects its Chair from among its membership: currently the Board is chaired by the Council Leader with the Vice Chair being the Chair of NHS Orkney. Delivery groups are chaired by members of the Board. As at 1 April 2023, the Cost of Living Task Force is chaired by Craig Spence of Orkney Housing Association, the Sustainable Development Delivery Group is chaired by XX of YYY and the Local Equality Delivery Group is chaired by YY of ZZZ.

An important role of the Executive Group is to manage the Partnership's resources. Facilitating partners jointly fund the role of Community Planning Business Manager to ensure the good governance and efficient operation of the Partnership.

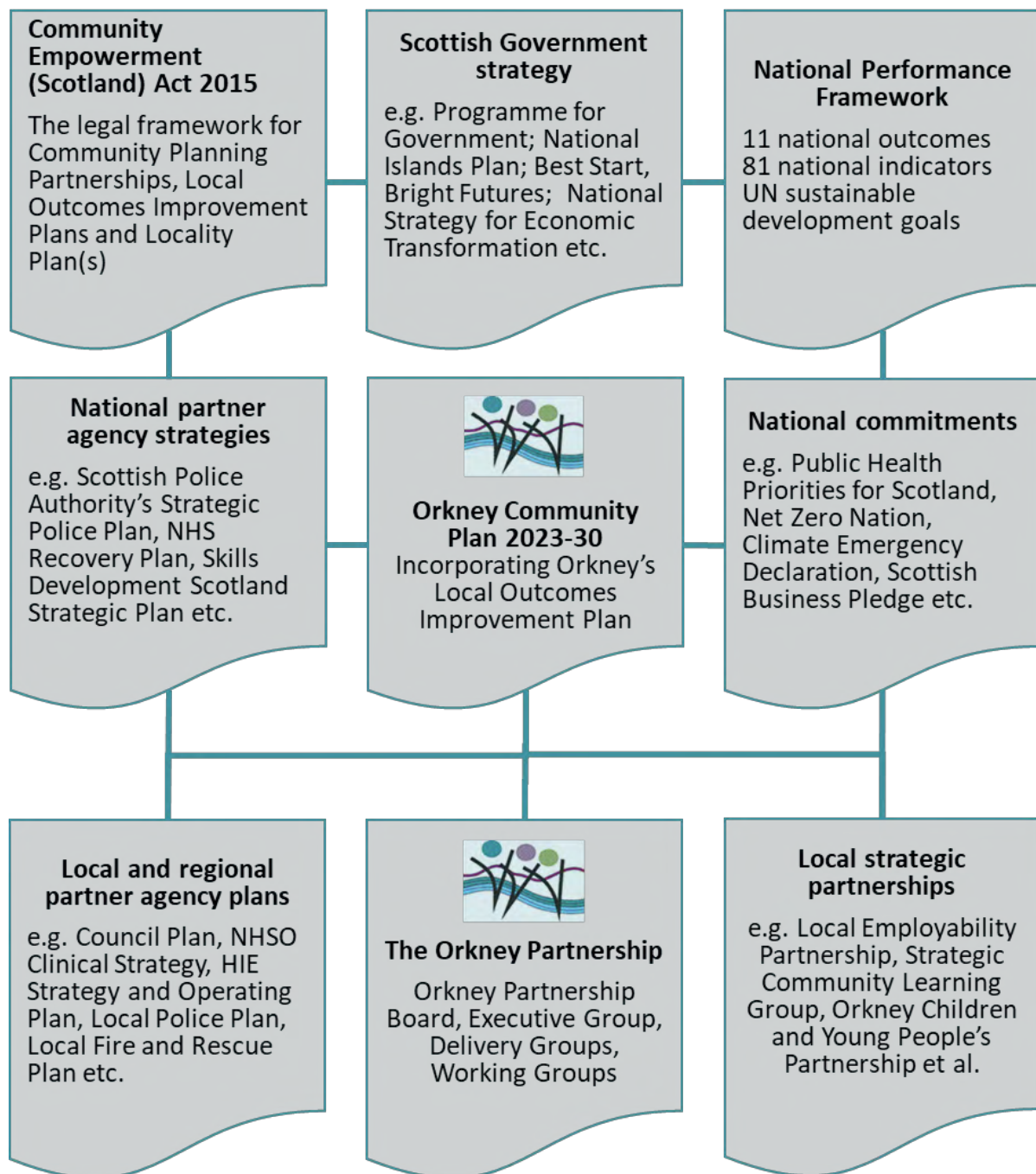
The Orkney Partnership is networked with other local partnerships: for example, the Integration Joint Board for Health and Social Care and the Orkney Community Justice Partnership each have a seat on the Orkney Partnership Board, while the Local Employability Partnership is a key contributor to the Sustainable Development Delivery Group.

All our plans, terms of reference, reports and more can be found on the Orkney Partnership's website at <http://www.orkneycommunities.co.uk/communityplanning/>

The strategic context for community planning in Orkney

On this page you can see the strategic context for community planning in Scotland, and how it influences our planning and decision-making. Our plans must work within the legal and political frameworks determined by the UK and Scottish Governments.

The Islands (Scotland) Act 2018 and National Islands Plan has focused national attention on many areas of critical importance to Orkney, including demographic balance, ferries, and housing. The Community Plan addresses the strategic priorities which need concerted partnership action, while individual partner plans address the priorities and actions to be delivered by that particular agency.



How Orkney’s communities helped to form this plan

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

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

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

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

The second stage consultation generated 89 responses and some well-considered commentary. Some of the suggestions made have been worked into the plan while others will be passed on to the delivery groups to consider when drawing up their delivery plans. Most respondents were in broad agreement with some or all of the strategic priorities in the plan; some would have liked to see other priorities adopted, notably health and wellbeing, transport, housing and education. As with Orkney Matters, comments on specific services will be passed to the relevant partner agencies for consideration.

There was less consensus with regard to the adoption of 2030 as Orkney’s net zero target. Opinion was divided between 49% who were in favour, 39% who were against and 12% who were unsure. A few of those commenting felt that the Partnership should focus solely on more urgent priorities: “People are cold and hungry which is a far more immediate problem”. Others felt that the climate emergency was itself urgent: “Ambitious is good, there is no time to be cautious”. Most commentators were somewhere between the two: “Dependant on the cost of the new technologies it could be possible by 2030. But it could be expensive”. And some saw beyond the target itself: “What is the benefit from being cautious? Even if

we don't get all the way there, the learning created in Orkney develops skills and opportunities for export and, if the target isn't ambitious, we won't maximise the capability of our research and innovation organisations”.

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

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

Strategic priority: Cost of Living

The recent rapid rise in the cost of living has caused many people to find themselves experiencing hardship, some for the first time. During 2021-22, Voluntary Action Orkney led the development of a report on food security in Orkney. The cost of living crisis was beginning to impact noticeably on Orkney residents with the first large fuel rises and increases in inflation, especially for key food items, with wage and benefit increases being much lower.

At the same time, a key workstream for the Partnership was to develop Orkney's Child Poverty Strategy 2022-26 and create a framework for concerted local action to combat child poverty. We consulted local families with experience of hardship in our "Making Ends Meet" survey, and learned about the challenges they faced daily, exacerbated for some by family illness or disability, the high cost of travel or the additional cost of living on the ferry-linked isles.

The Poverty Alliance¹ maintains that poverty is a failure of human rights, preventing people from being able to lead dignified lives. Nevertheless, there is a belief widely held – including by many who themselves live in poverty – that people are poor because of their own failings. The cost of living crisis has helped to challenge this assumption but there remains a need for wider and deeper public understanding of poverty and how to prevent it, in the language of human rights, equality and fairness, and community wellbeing. This is a long term challenge.

In June 2022, the Orkney Partnership Board agreed to adopt a Poverty Pledge:

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

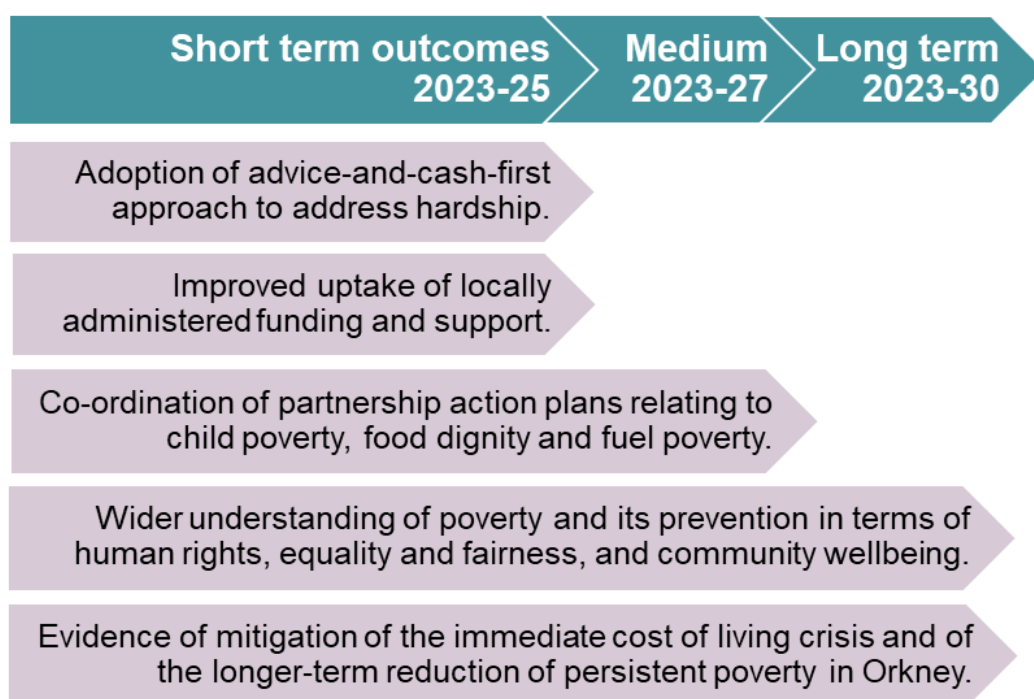
A dedicated working group, the Cost of Living Task Force, was created by the Partnership to draw together into a single co-ordinated action plan the different and overlapping workstreams arising from the Orkney Child Poverty Strategy and Food Dignity Report, and the pending Fuel Poverty Strategy in preparation by the Council. Funding was secured by Voluntary Action Orkney from the Local Authority Covid Economic Recovery Fund (LACER, awarded by the Council) and the Community Led Local Development Fund (awarded by the Orkney Local Action Group) to develop an Advice-and-cash-first referral pathway, ensuring that anyone in need of help would be fast-tracked to both immediate cash support (via the Scottish Welfare Fund) and assistance to access all the benefits and associated support to which they were entitled.

The Board agreed that one of its key priorities for the new LOIP should be the immediate cost of living crisis, with a longer-term aim to take preventative measures to ensure that fewer Orcadians live in poverty in future. The Cost of Living Task Force was redesignated a long-term delivery group reporting directly to the Board and will take forward this agenda.

¹ <https://www.povertyalliance.org/rights-in-action-why-are-we-thinking-about-poverty-and-human-rights/>

Our aim and target outcomes for the Cost of Living

Our aim is to co-ordinate an agile response to the cost of living crisis, supporting both immediate need and the longer-term prevention of poverty and disadvantage.



Measuring progress in the Cost of Living

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

The Scottish Household Survey² is conducted annually and in 2019 the survey base comprised 590 persons in 260 households across Orkney. The Scottish House Condition Survey³ has a smaller survey base (80 households in Orkney) so data is averaged over three years to improve accuracy. It includes data for fuel poverty, which was redefined nationally in 2019. A household is in fuel poverty if total fuel costs necessary to maintain a satisfactory heating regime are more than 10% of the household's net income (after certain deductions) and the remaining income is insufficient to maintain an acceptable standard of living. Extreme fuel poverty follows the same definition except that a household would have to spend more than 20% of its net income.

The National Islands Plan Survey 2020⁴ measures progress towards the planned outcomes in the National Islands Plan and will be repeated periodically. It

² <https://www.gov.scot/publications/scottish-household-survey-2019-annual-report/>

³ <https://www.gov.scot/publications/scottish-house-condition-survey-local-authority-analysis-2017-2019/pages/6/>

⁴ <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

differentiates between households in the Orkney mainland and linked south isles, making it a useful source of data for our purposes too.

How households are managing financially in Orkney (Source: Scottish Household Survey 2019 and Data Explorer)			
	Baseline (2020/21)	2024 Milestone	2030 Target
Managing very well or quite well	66%	67%	70%
Get by all right	31%	31%	30%
Don't manage very well and have some financial difficulties	3%	2%	0%
Percentage of dwellings in Orkney in Fuel Poverty 2017-19 (Source: Scottish House Condition Survey Local Authority Analysis 2019)			
Baseline (2017-19)	Milestones each year	2030 Target	
30.5% (Scottish average 24.4%)	Reduce	Same as Scottish average	
Percentage of dwellings in Orkney in Extreme Fuel Poverty 2017-19 (Source: Scottish House Condition Survey Local Authority Analysis 2019)			
Baseline (2017-19)	Milestones each year	2030 Target	
21.8% (Scottish average 11.9%)	Reduce	Same as Scottish average	
The number of crisis payment applications to the Scottish Welfare Fund			
Baseline (2021-22)	Annual milestone	2025 target	
1.1 per 1,000 population (Scottish average is 15.2 per 1,000 population)	Increase	TBC	
The percentage of crisis payment applications to the SWF that are successful			
Baseline (2021-22)	Annual milestone	2025 target	

40% (Scottish average is 66%)	Increase	Equal to the Scottish average	
The total additional benefits that those assisted by Orkney Money Matters are able to claim as a result of support from the project (Source the Orkney Money Matters project and Orkney CAB)			
Baseline (2021-22)	2023-24 target	2024-25 target	2025-26 target
N/A – Project in set up	£0.5m	£0.6m	£0.7m
The number of children in Orkney who are in Relative Poverty (Source: https://www.gov.scot/publications/local-child-poverty-statistics-january-2022/)			
Baseline (2020-21)	Annual Target	2030 Target	
13.1%	Reduce	Reduce	
The number of individuals supported by a Mental Health Support Worker through the Orkney Money Matters project (Source: the Orkney Money Matters project)			
Baseline (2022-23)	Annual milestone	2025 target	
TBC	TBC	TBC	

Strategic priority: Sustainable Development

Climate change is already having an impact: in summer 2022 there were record temperatures across the UK while floods in Pakistan killed hundreds and displaced millions. In 2019, Orkney Islands Council joined other local authorities worldwide in declaring a climate emergency, and the Orkney Partnership began work to develop future Partnership policy on climate action and adaptation.

During the recovery period from Covid-19, the Economic Recovery Steering Group focused on developing a strategy for Orkney's economic recovery while the Sustainable Recovery Delivery Group began work to tap into the synergy between measures to combat the climate emergency and the potential for Orkney's economy to benefit significantly from future growth in the renewable energy sector.

Orkney has abundant wind and tidal resources which can be harnessed to provide renewable energy and significantly reduce the negative impact of UK energy consumption on the climate. This is a double opportunity for Orkney: to make a positive contribution to the climate emergency and to be a global leader in the development of the blue (offshore) and green (onshore) economies. Consequently, the Board agreed that it was logical to link Orkney's aspirations for Net Zero with its ambition to achieve a wellbeing economy and adopt Sustainable Development as a strategic priority.

Scottish Government defines a "wellbeing economy" as "building an economy that is inclusive and that promotes sustainability, prosperity and resilience, where businesses can thrive and innovate, and that supports all of our communities across Scotland to access opportunities that deliver local growth and wellbeing".⁵ The central idea is that wellbeing is as important as economic growth. Community wellbeing was a strategic priority in our "recovery" Community Plan for 2021-23 and is embedded throughout this new plan, reflecting its continuing importance.

The key principles of a wellbeing economy are already captured in the Partnership's ASPIRE principles, adopted in 2020 to steer Orkney's economic recovery from the pandemic:

- Ambitious:** harnessing Orkney's unique resources to drive our future
- Sustainable:** balancing the interests of people with those of the planet
- Prosperous:** investing in the local economy to build community wealth
- Inclusive:** committing to equal wellbeing, opportunity, and access to services
- Resilient:** bouncing back from adversity, challenge, and change
- Enterprising:** empowering our communities to achieve their ambitions

Sustainable development balances the needs of people against those of the environment: the concept behind the Doughnut Economics model, which the group is

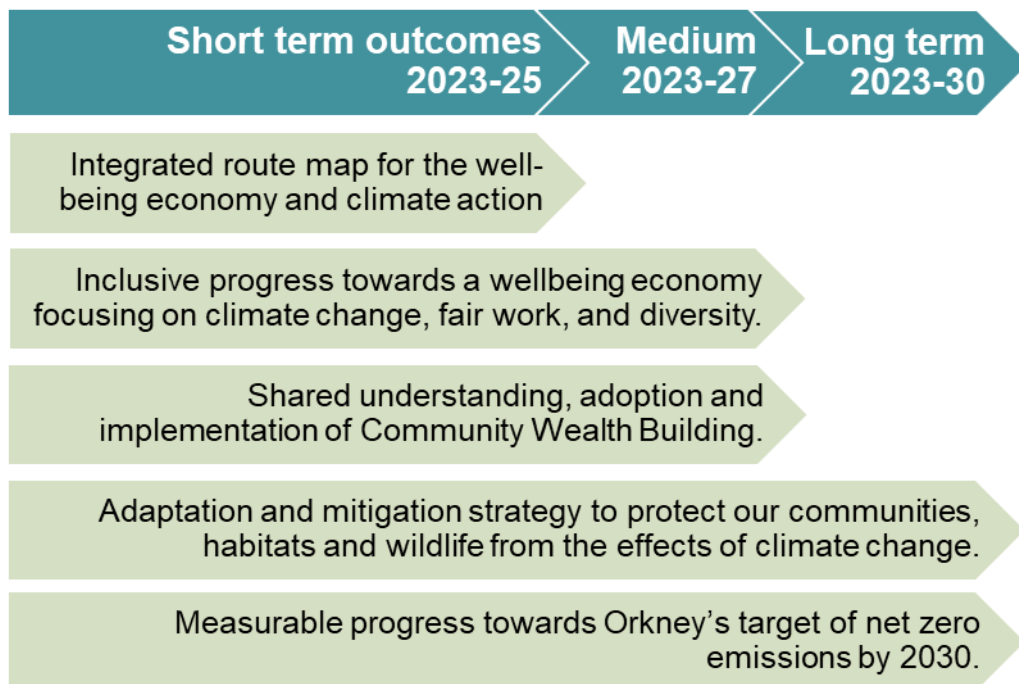
⁵ <https://www.gov.scot/publications/inclusive-growth-look/>

adapting for Orkney. A key mechanism for delivery will be Community Wealth Building, which uses the levers available to anchor institutions – such as the Council or NHS Orkney – to ensure that value is retained within Orkney and shared more equitably. The Four Pillars model – natural capital, social capital, economic capital and human capital – is also helpful in understanding why this is important to Orkney. Our first task will be the planning of an integrated route map for Orkney, using these models to show the interaction and synergy between the development of a wellbeing economy and combatting the climate emergency.

Achieving net zero overall will require the greening of Orkney’s internal ferry fleet, already long overdue for replacement. This is a significant challenge. The Council is engaging with the Scottish Government to find a sustainable solution and expects to make significant progress during the lifetime of this plan. Meanwhile, the island of Hoy has been selected by Scottish Government as one of six islands to take part in its Carbon Neutral Islands project, which will enable us to pilot innovative and transferable low carbon techniques in sectors of particular importance to islands, such as agriculture and marine transport.

Our aim and target outcomes for Sustainable Development

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



Measuring progress in Sustainable Development

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

The indicators in this section come from a wide range of sources and some depend on data collected locally; for example the figure for house completions includes those built by the Council, Orkney Housing Association Ltd and private developers, both commercial and individuals. House building was severely impacted by lockdown and continues to be affected by the high price of building materials.

In view of the longer than usual perspective taken by this plan we have included some long-term targets for the indicators in this section. For CO₂ emissions, different bodies and sectors have varying timescales to reach Net Zero. 2045 is the Scottish Government's target, while the Orkney Partnership is aiming for 2030 for Orkney overall.

% of 16-19 year olds participating in education, employment and other training and development activities (source: Skills Development Scotland, Annual Participation Measure August 2019 and 2021)			
Baseline (2021)	Annual milestones		2030 Target
93.4%	Increase		Recover to previous high 95.4% (2018-19 figure)
House build completions in Orkney, all sectors (source: OIC Development and Marine Planning)			
Baseline (2020-21)	Annual milestones		2030 Target
92	Increase		125 per year
Local Authority territorial CO₂ emissions estimates 2019 and 2020 (kilotonnes CO₂) (Sources – UK Government local authority and regional carbon dioxide emissions national statistics 2005-2019 and 2005-2020)			
	Baseline (2020)	Annual Milestone	2030 Target
Commercial	3.8 kt	Reduction commensurate with achieving NetZero by 2030	Zero CO ₂ Emissions
Public Sector	2.5 kt		
Domestic	36.4 kt		
Transport	26.7 kt		
LULUCF**	123.9 kt		
Total for Orkney	277.2		
**Land Use, Land Use Change and Forestry			

Average wages in Orkney (Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofworkbylocalauthorityasetable7>)

Baseline (2021)	Annual milestones	2030 target
£26,582 (average for Scotland £29,752)	Gap closing	Average wages for Orkney match those for Scotland

Closing the Gender pay gap* (source: [ONS website](#))

Baseline (2021)	Annual milestone	2030 target
20% (Scottish average is 10%)	Close the gap	The gap is no larger than the Scottish average

*Gender pay gap defined as the difference between men's and women's hourly earnings as a percentage of men's earnings

Strategic priority: Local Equality

A key principle of the Orkney Partnership is to address the inequalities which persist between communities in different parts of Orkney. The Community Empowerment (Scotland) Act 2015 requires community planning partnerships to identify areas within their boundaries that experience disproportionate levels of socio-economic disadvantage and develop one or more locality plans to reduce inequality.

The Scottish Index of Multiple Deprivation (SIMD) measures socio-economic disadvantage using a basket of indicators across such areas as income, housing, crime, and geographical access to services. Within Orkney, the SIMD identifies our localities of greatest disadvantage as being certain areas of Kirkwall, and the ferry-linked isles, but the underlying reasons for their disadvantage are not the same. There are many factors which make life in some parts of Orkney more challenging than others, not all of which can be measured.

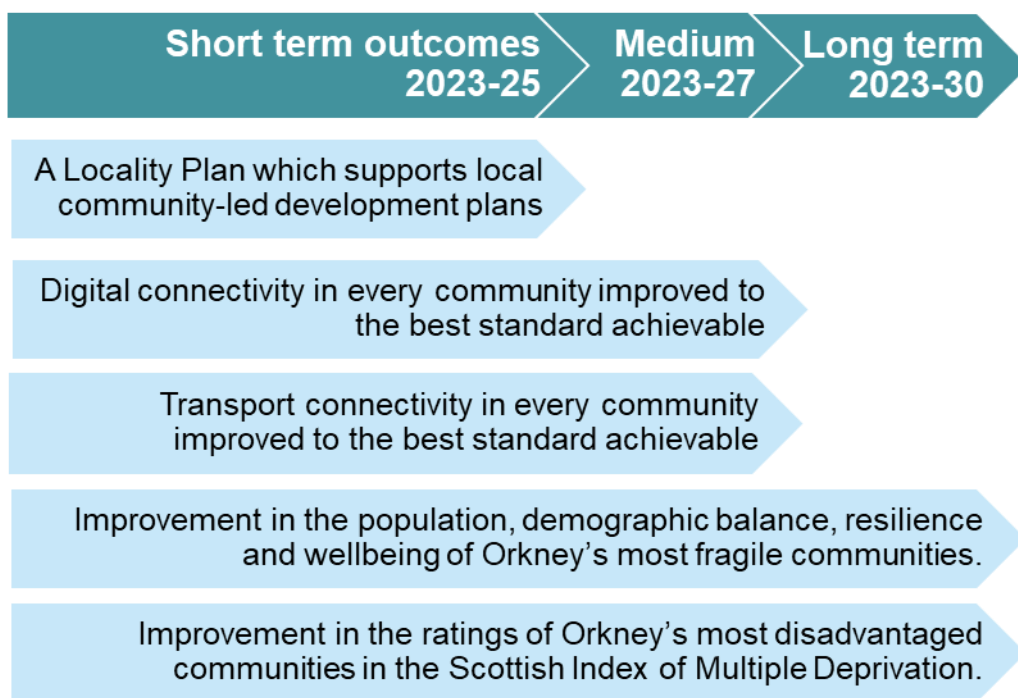
The Partnership's first Locality Plan 2018-21 focused on the ferry-linked isles but was overtaken by the Covid-19 pandemic and failed to resolve some of the longstanding disadvantages experienced by isles communities in Orkney. The pandemic and associated lockdowns highlighted the continuing vulnerability of these communities, and others across Orkney, to any interruption in their access to essential goods and services. In response, the Board decided to elevate Local Equality to a strategic priority, making it the focus of a dedicated delivery group reporting directly to the Board.

The Local Equality Delivery Group will develop and lead the delivery of a new locality plan supporting communities experiencing socio-economic inequality, both in the ferry-linked isles and elsewhere across Orkney. Some of these communities already have their own local development plans and the new Locality Plan will not duplicate these. Instead, it will lend support to existing community-led plans wherever the Partnership can add value and improve outcomes.

It is anticipated that the new locality plan will focus on levelling up digital and transport connectivity, widening the availability of services, and improving access to employment opportunities. Some issues will predominantly affect the ferry-linked isles, others may affect parts of Kirkwall or indeed rural areas of the Orkney Mainland. And not all local inequality will be caused by geography: there may be other factors involved and being addressed by other community planning groups, community groups and partner agencies. The Local Equality Delivery Group will co-ordinate a programme of work to progress the Locality Plan in liaison with all interested stakeholders.

Our aim and target outcomes for Local Equality

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



Measuring progress in Local Equality

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

The National Islands Plan Survey 2020 measures progress towards the planned outcomes in the National Islands Plan and will be repeated periodically. It is particularly relevant to measure Local Equality because it differentiates between households in the Orkney mainland and linked south isles. Ofcom published its Connected Nations report in 2020 and plans to publish annual updates to allow year-on-year comparisons of the state of the UK's communications infrastructure.

The Scottish Index of Multiple Deprivation is published every four years and uses a basket of indicators across six domains to create a league table of the relative disadvantage of all 6,976 datazones in Scotland. Lower scores signify higher levels of deprivation. Orkney's most prosperous areas are St Ola (East of Kirkwall) and North Stromness, while the highest levels of deprivation are found in Kirkwall and the ferry-linked isles.

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

Percentage of adult residents (18-75) planning to stay on the Ferry Linked Island for the next 5 years (Source: [National Islands Plan Survey Report 2020](#) and [online results explorer tool](#))

	Baseline (2020)	Annual milestones	2030 Target
Orkney Outer Isles			
Yes	79.0	Increase	Increase
No	8.7	Decrease	Decrease
Don't know	12.3	Decrease	Decrease
Orkney Mainland			
Yes	87.2	Increase	Increase
No	4.4	Decrease	Decrease
Don't know	8.4	Decrease	Decrease

% Orkney residents whose internet connection at home is fast enough to do what they want online (Source: [National Islands Plan Survey Report 2020](#) and [online results explorer tool](#))

	Baseline (2020)	Annual milestones	2030 Target
Ferry-linked isles	45%	Increase	100%
Orkney Mainland	70%	Increase	100%

% Orkney residents who have a good mobile phone signal at home (Source: [National Islands Plan Survey Report 2020](#) and [online results explorer tool](#))

	2020-21 Baseline	2022-23 Target	Five-year target 2026-27
Ferry-linked isles	27%	Increase	100%
Orkney Mainland	78%	Increase	100%

% of Orkney residents who agree "When I make journeys to or from my home, it is easy connecting between different forms of transport" (Source: [National Islands Plan Survey Report 2020](#) and [online results explorer tool](#))

	Baseline (2020)	Annual milestones	2030 Target
Ferry-linked isles	29%	Increase	50%
Orkney Mainland	46%		60%

% Orkney premises unable to access 30Mbps/s Broadband (Sources: [Ofcom Connected Nations Report 2020](#) and [Ofcom Connected Nations Update 2022](#))

2020-21 Baseline (2022)	Annual milestone	2030 target
32.9%	20%	0%

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

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

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.

There are approximately 1,500 Orkney-based businesses, and key sectors include agriculture, fishing, tourism and renewable energy generation. Other than a dip during pandemic lockdowns, employment rates in Orkney are consistently high, with only 210 people claiming out-of-work benefits in November 2022. In a typical year, 95% of our young people aged 16-19 will be participating in education, employment or training.

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. These issues are highlighted in the Scottish Government's [National Islands Plan](#)⁶ which accompanied the Islands (Scotland) Act 2018.

Population

National Records of Scotland publishes annual mid-year estimates of population data for each local authority area in Scotland. The most recent statistics⁷ give a snapshot of Orkney's estimated population in 2021.

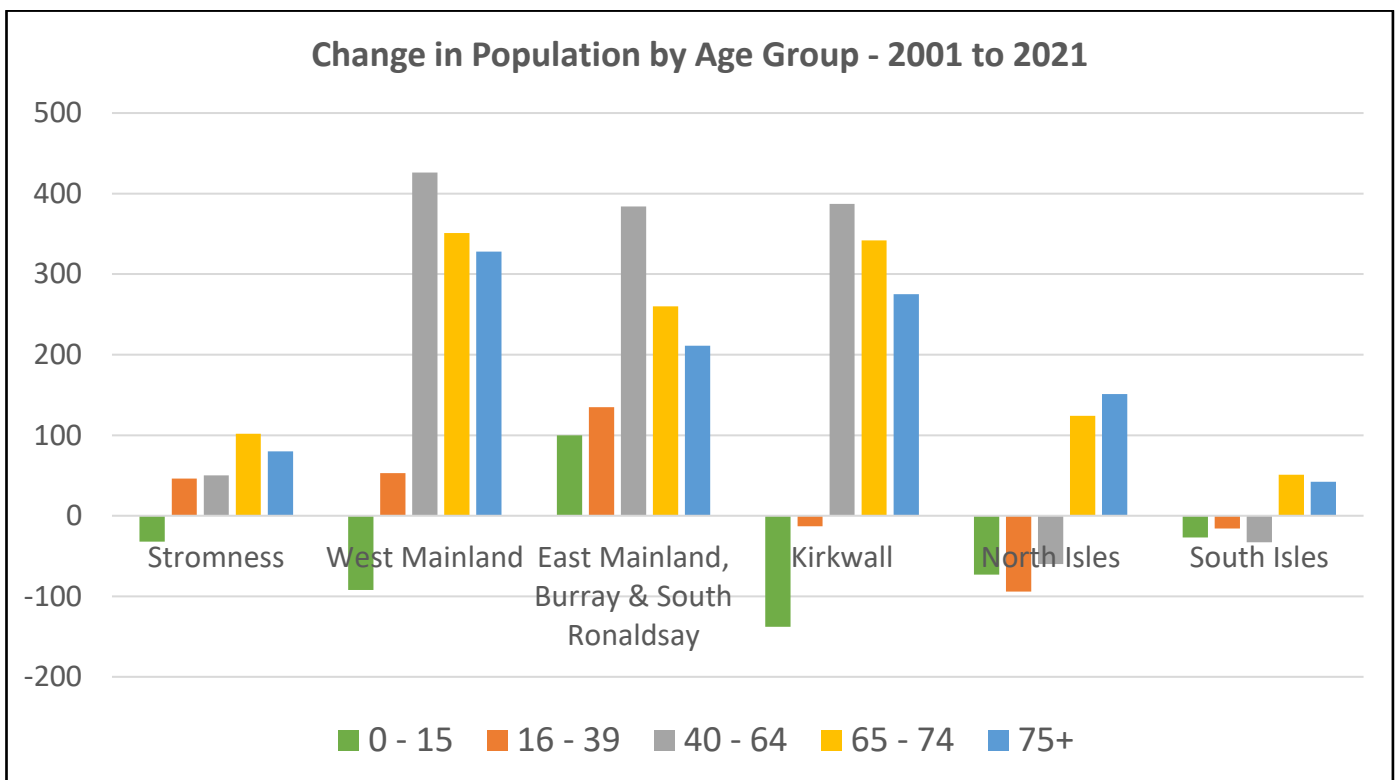
- As at 30 June 2021, the estimated population of Orkney was 22,540, an increase of 0.6% from 22,400 in 2020. Over the same period, the population of Scotland increased by 0.3%.
- Between 2001 and 2021, the population of Orkney increased by 17.3%, the second highest percentage change out of the 32 council areas in Scotland. Over the same period, Scotland's population rose by 8.2%.
- In 2021, there were 171 births registered in Orkney, a decrease of 4.5% from 179 births in 2020. Of these 171 births, 73 (42.7%) were female and 98 (57.3%) were male.
- In 2021, there were 254 deaths in Orkney, the same number as in 2020. Of these 254 deaths, 121 (47.6%) were female and 133 (52.4%) were male.
- Between 2019-21, life expectancy at birth was higher for females (83.8 years) than for males (80.4 years). Over the past 20 years, male life expectancy has increased more rapidly than female. Life expectancy at birth is higher in Orkney than in Scotland overall, for both females and males.

⁶ <https://www.gov.scot/publications/national-plan-scotlands-islands/>

⁷ <https://www.nrscotland.gov.uk/files//statistics/council-area-data-sheets/orkney-islands-council-profile.html>

- In the period 2020-21, the level of in-migration to Orkney was 940, a 34.3% increase from 700 in the period 2019-20. The level of out-migration from Orkney was 720, a 35.8% increase from 530 in 2019-20. Net migration into Orkney was higher for females (135) than for males (83).
- In 2021, 115 marriages were registered in Orkney, a 117.0% increase from 53 in the pandemic year 2020.
- In 2021, the number of dwellings in Orkney Islands was 11,475, a 0.7% increase from 11,391 in 2020. Compared with 2001, the number of dwellings in Orkney Islands has increased by 24.2%, the 5th highest percentage change out of the 32 council areas in Scotland.

Demographic balance is an issue of concern across all of Scotland’s islands: the first strategic priority in the National Islands Plan is “To address population decline and ensure a healthy, balanced population profile”. Based on National Records of Scotland mid-year estimates, Aspire Orkney Ltd has mapped the changes in different age groups across different areas of Orkney over the past 20 years. The trend for older age groups to increase is forecast to continue as people live longer.

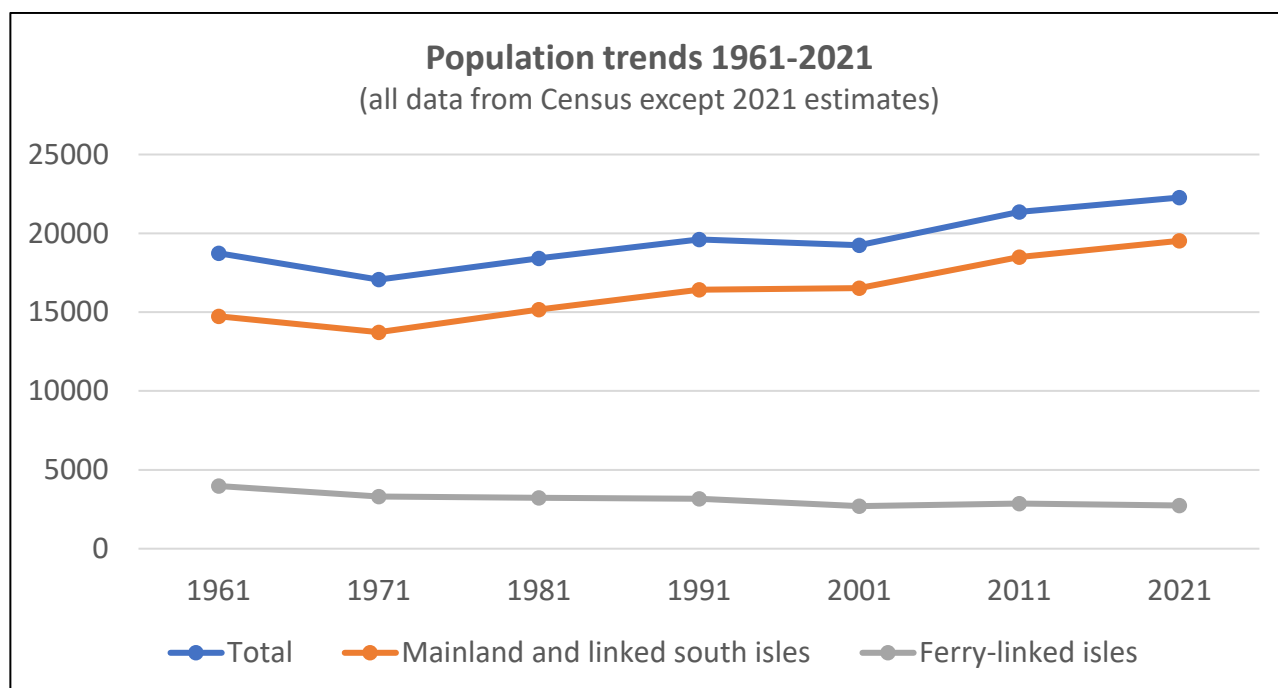


It can be seen that the isles have lost a disproportionate number of younger residents. Peripherality – being on the edge—is a significant equality issue in Orkney. Residents are disadvantaged in accessing national services due to the high travel costs of crossing the water: isles residents doubly so. The Islands (Scotland) Act 2018 introduced a requirement for public bodies to conduct Island Communities Impact Assessment (ICIA) on new national and local policy at the developmental stage in order to identify, and mitigate against, any unfair or unintended consequences. The Orkney Partnership routinely “isles-proofs” its own policy and an ICIA is appended to this Community Plan.

The most reliable source of detailed demographic information about Orkney’s individual isles populations is normally Scotland’s Census. The census planned for 2021 was delayed to 2022 due to the pandemic, so new census data is not yet available. Local estimates were put together in January 2021.

Isles populations by age group (estimated at January 2021)			
Age group	Mainland and linked south isles	Ferry-linked isles	Orkney Total
0 - 15	3,189	393	3,582
16 - 59	10,525	1,250	11,775
60 - 74	3,781	700	4,481
75+	2,032	400	2,432
Total	19,527	2,743	22,270

The drift in population from the ferry-linked isles to the mainland has been a concern for many years. Adding the figures above to Census data from 1961-2011 shows that this trend is continuing.



Housing

Orkney has bucked the trend of most rural and island areas with two decades of significant population growth. The increase has been driven by in-migration, largely of working age people and their families, to help meet Orkney’s labour market shortage. While very welcome, this growth has impacted on Orkney’s housing market, which has seen significant increases in house prices above anything elsewhere in Scotland. Demand has far outstripped supply, and housing development will have to increase significantly over the plan period if we are to meet anticipated demand.

In December 2022, Aspire Orkney Ltd published a comprehensive review of the last 20 years of population growth in Orkney and the effects this has had on housing provision and availability. 'Housing in an Economic Context' suggests that between 1,000 and 1,750 new properties may be required over the next 10 years, with a focus on low-cost home ownership and mid-market rent properties that are suitable for young people, families, key workers and students. These are the people we want to attract and retain.

We know that the cost of living crisis, continued interest rate increases and a shortage of housing supply are going to impact on the affordability of housing. Pending legislation is likely to reduce availability in the private rented sector and there will also be a requirement for energy efficiency upgrades to a significant proportion of Orkney's housing stock. Meanwhile, the potential for offshore wind development around Orkney could lead to a significant increase in demand for housing as well as labour.

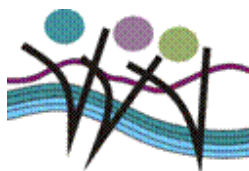
The Partnership's ambitions will depend on meeting that demand. The Council has a statutory responsibility to plan for housing development and housing shortages across different tenures are identified as a major concern in the Council Plan 2023-2028. The Council has committed to work with partners in the private and social rented sectors to identify solutions and increase the provision of housing to meet the needs of current and future residents of Orkney.

Connectivity

Equally critical to Orkney's sustainable development is connectivity, both digital and transport. A strategic priority in our last community plan, connectivity depends on working with both national governments. We have seen progress in the delivery of R100, the scheme committed to reaching 100% coverage of superfast broadband throughout Scotland. In August 2022, the Scottish Government committed additional funds to the scheme which should see a further 1,000 premises in Orkney connected. But many in our most fragile communities are still waiting, and their cause will continue to be pursued through our Local Equality strategic priority.

Orkney's most critical transport priority is the replacement of the ageing Orkney Ferries internal ferry fleet. Island communities depend on regular and reliable ferry services. The current vessels are inaccessible to passengers with mobility issues and their unreliability is impacting on island economies which rely on tourism, not to mention island residents themselves.

Following persistent lobbying from Orkney, Holyrood's Net Zero, Energy and Transport Committee is conducting an inquiry to establish how best to secure a ferry service that is future-proofed, compatible with Scotland's net zero goals and will meet the needs of all service users, having regard in particular to the long-term sustainability of island communities. In December 2022, Scottish Government committed to work with the Council on 'a process to address the renewal of the Orkney internal ferry fleet'. The Partnership will support the process in every way it can, and we expect to make tangible progress towards achieving a new 'green' fleet during the lifetime of this plan.



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve public services, plans and policies by making sure they promote equality and do not discriminate. This assessment records the likely impact of a new or revised service, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Orkney Community Plan 2023 to 2030, which is also Orkney's statutory Local Outcomes Improvement Plan (LOIP).
Service / service area responsible.	The Orkney Partnership For Orkney Islands Council: Strategy, Performance and Business Solutions / Improvement and Performance / Strategy and Partnership
Name of person carrying out the assessment and contact details.	Anna Whelan, Service Manager (Strategy and Partnership), Orkney Islands Council, anna.whelan@orkney.gov.uk
Date of assessment.	7 December 2022 Updated 7 February 2023
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	The Orkney Community Plan is a statutory plan issued by the Orkney Partnership on a rolling basis. This new edition has an initial planning period from 2023-30.

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

	<p>aims and target outcomes in the 2023-30 LOIP are:</p> <p>Cost of Living</p> <p>The Partnership’s aim for the Cost of Living is to co-ordinate an agile partnership response to the cost of living crisis, supporting both immediate need and the longer-term prevention of poverty and disadvantage.</p> <p>The Partnership’s target outcomes for the Cost of Living are:</p> <ul style="list-style-type: none"> • Adoption of an advice-and-cash-first approach to address hardship. • Improved uptake of locally administered funding and support. • Co-ordination of partnership action plans relating to child poverty, food dignity and fuel poverty. • Wider understanding of poverty and its prevention in terms of human rights, equality and fairness, and community wellbeing. • Evidence of mitigation of the immediate cost of living crisis and of the longer-term reduction of persistent poverty in Orkney. <p>Sustainable Development</p> <p>The Partnership’s aim for Sustainable Development to exploit the synergy between two linked themes: the development of a wellbeing economy and combatting the climate emergency.</p> <p>The Partnership’s target outcomes for Sustainable Development are:</p> <ul style="list-style-type: none"> • An integrated route map for the well-being economy and climate action. • Inclusive progress towards a wellbeing economy focusing on climate change, fair work, and diversity. • Shared understanding, adoption and implementation of Community Wealth Building. • Adaptation and mitigation strategy to protect our communities, habitats and wildlife from the effects of climate change. • Measurable progress towards Orkney’s target of net zero emissions by 2030.
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	<p>Local Equality</p> <p>The Partnership's aim for Local Equality is to improve the viability of Orkney's most disadvantaged communities by levelling up the availability of services, facilities and opportunities.</p> <p>The Partnership's target outcomes for Local Equality are:</p> <ul style="list-style-type: none"> • A Locality Plan which supports local community-led development plans. • Digital connectivity in every community improved to the best standard achievable. • Transport connectivity in every community improved to the best standard achievable. • Improvement in the population, demographic balance, resilience and wellbeing of Orkney's most fragile communities. • Improvement in the ratings of Orkney's most disadvantaged communities in the Scottish Index of Multiple Deprivation.
<p>State who is or may be affected by this function / policy / plan, and how.</p>	<p>All residents of Orkney.</p>
<p>Is the function / policy / plan strategically important?</p>	<p>Yes. The Local Outcomes Improvement Plan is the sovereign strategic plan for Orkney.</p>
<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>Consultation to inform this plan was carried out in two stages. The first stage took place between October 2021 and March 2022, when the Council, Voluntary Action Orkney and the LEADER Local Action Group jointly conducted an extensive consultation exercise under the banner "Orkney Matters". This comprised a questionnaire, a series of online meetings, and dedicated sessions for schools and community groups which used art to engage with people less likely to respond through regular channels.</p> <p>The second stage was a public consultation on the draft Community Plan itself, which was conducted between 23 December 2022 and 20 January 2023, prior to the finalisation of the plan. The consultation was conducted jointly with the public consultation on the draft Council Plan 2023-2030. Consultees were asked to consider the effects of the plans on people with protected</p>

	<p>characteristics or at relative socio-economic disadvantage. Questions asked were:</p> <ul style="list-style-type: none"> • Could the plans affect people in any of these groups differently to anyone else? <p>Responses were 12.5% yes, 37.5% no and 50% don't know.</p> <ul style="list-style-type: none"> • [free text] How might they do that? Which groups might be affected? And what could we do to prevent or mitigate against any such effects? <p>Two respondents suggested carers and single people respectively as groups which might be affected. In response to other question in the survey, several respondents suggested that the net zero target might impact more on lower income households due to higher energy costs. This is an important consideration, and fuel poverty mitigation and longer term prevention are already included in the plan.</p> <p>Members of the Orkney Partnership Board, including statutory and local co-opted partners, took part in a workshop in September 2022 to consider what was on the horizon and propose new strategic priorities. The Board decided to give the new LOIP a longer timescale than usual to highlight its commitment to achieve net zero by 2030.</p> <p>The proposed strategic priorities were considered during Nov-Dec 2022 by the delivery groups created to deliver the 2021-30 LOIP. Their feedback contributed to the drafting of the new LOIP.</p>
<p>Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise.</p> <p>E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).</p>	<p>There is a growing body of research on equalities issues on islands, much of which is concerned with socio-economic inequality, and unequal access to services, in addition to the protected characteristics in the Equality Act 2010.</p> <p>The Orkney Partnership has long considered peripherality to be an equality issue and this is reflected in the Scottish Index of Multiple Deprivation, last issued in 2020. Orkney's most deprived datazones overall are heavily skewed towards the ferry-linked isles and certain areas of Kirkwall. Looking at individual domains within the</p>

	<p>SIMD, 14 of Orkney’s 29 datazones are among the most deprived 10% in Scotland for ‘Access’ (to services) with a score of 698 or less, with Hoy, Walls & Flotta scoring only 12.</p> <p>The ferry-linked isles were selected as the area covered by Orkney’s first Locality Plan 2018-21. A Place Standard consultation was conducted to inform this plan, the results of which can be found here.</p> <p>The Scottish Government’s Islands Team commissioned a survey in 2020 from the James Hutton Institute to inform the implementation of the National Islands Plan. This survey covered all six local authorities with islands in Scotland and, in response to requests from the island LAs, divides respondents into “mainland” and “isles” so for Orkney, they are reported as Orkney Mainland (including the linked south isles) and Orkney Outer Isles. Fieldwork took place in October 2020 and it is planned to repeat the survey every two years, providing a resource for longitudinal analysis. The first National Islands Plan Survey report was published in July 2021 and the base data can be interrogated in detail in a data explorer.</p> <p>The most reliable source for data relating to the Equality Act’s protected characteristics is Scotland’s Census. Census equality data from 2011 is now out of date and has not been included in the new LOIP for that reason. With the census delayed until May 2022, we anticipate that new data should be available to include in this LOIP prior to publication.</p> <p>A key equality issue in the past 3 years has been the impact of Covid-19 on people with long-term illness or disability which placed them at higher risk. Scottish Government research on this group is available here.</p> <p>Orkney families with experience of poverty and hardship contributed a wealth of information in response to the Partnership’s “Making Ends Meet” survey, conducted in autumn 2021 to inform the Child Poverty Strategy 2022-26. This survey also influenced the selection of the Cost of Living as a strategic priority in this Community Plan.</p>
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<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise.</p> <p>E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim Guidance for Public Bodies for further information.</p>	<p>The LOIP is a high level strategic plan and its strategic priorities are selected with the specific purpose of addressing persistent inequality of opportunity and socio-economic disadvantage. A wide range of evidence is applicable to this purpose and has helped to inform the plan, the main sources being:</p> <p>Scottish Index of Multiple Deprivation National Islands Plan Survey report Scottish Government Child Poverty Dashboard Scottish Household Survey Scottish House Condition Survey (includes data on fuel poverty and home energy efficiency)</p>
<p>Could the function / policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality.</p>	<p>No.</p>
<p>2. Sex: a man or a woman.</p>	<p>No.</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>	<p>No.</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another.</p>	<p>No.</p>
<p>5. Pregnancy and maternity.</p>	<p>No.</p>
<p>6. Age: people of different ages.</p>	<p>Yes. A longstanding aim of the Orkney Partnership is to redress the demographic imbalance in the isles by encouraging young people, and families with children, to remain in or move to Orkney. This is also a key target for all of Scotland's islands in the National Islands Plan.</p>
<p>7. Religion or beliefs or none (atheists).</p>	<p>No.</p>
<p>8. Caring responsibilities.</p>	<p>No.</p>

9. Care experienced.	No.
10. Marriage and Civil Partnerships.	No.
11. Disability: people with disabilities (whether registered or not).	No.
12. Socio-economic disadvantage.	Yes. Many people experienced hardship during the pandemic and continuing cost of living crisis, exacerbating underlying long term disadvantage. The Cost of Living and Local Equality priorities address immediate need, long term persistent poverty and locality-based socio-economic disadvantage.
13. Isles-Proofing	Yes. In accordance with regulations arising from the Islands (Scotland) Act 2020 and enacted in December 2020, a separate Island Communities Impact Assessment has been completed for the new LOIP.

3. Impact Assessment

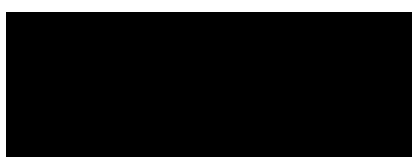
Does the analysis above identify any differential impacts which need to be addressed?	Yes.
How could you minimise or remove any potential negative impacts?	The plan is intended to impact positively on the groups highlighted above.
Do you have enough information to make a judgement? If no, what information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

4. Conclusions and Planned Action

Is further work required?	Yes.
What action is to be taken?	Monitoring and reporting on the Cost of Living Task Force Action Plan. Publication of a new Locality Plan.

	Monitoring and reporting on the new Locality Plan.
Who will undertake it?	Community Planning Business Manager, The Orkney Partnership Cost of Living Task Force Local Equality Delivery Group
When will it be done?	Throughout the lifetime of the plan.
How will it be monitored? (e.g. through service plans).	Progress reports by all Delivery Groups are submitted regularly to the Orkney Partnership Board by group Chairs.

Signature:



Date: 7 February 2023

Name: ANNA WHELAN

Island Communities Impact Assessment

Orkney Community Plan 2023-30 (Local Outcomes Improvement Plan)

PRELIMINARY CONSIDERATIONS	Responses
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	<p>The publication of a Local Outcomes Improvement Plan (LOIP) is a statutory duty of the facilitating partners of a community planning partnership under Part 2 (Community Planning) of the Community Empowerment (Scotland) Act 2015.</p> <p>The purpose of Orkney Community Plan, which incorporates the statutory LOIP, is to articulate a coherent framework for long term partnership working in Orkney in accordance with the requirements of the Act.</p>
STEP 1 - Develop a clear understanding of your objectives	Responses
What are the objectives of the policy, strategy or service?	Orkney's Community Plan describes what the members of the Orkney Partnership aim to achieve by working together, and how this adds value to what we can achieve as individual organisations. The proposed planning period of 2023 to 2030 is intended to focus attention on the Orkney Partnership's ambition to achieve net zero by 2030. The LOIP is a rolling plan and will be reviewed and updated as necessary, for example if the Orkney Partnership Board changes its strategic priorities. As at 1 April 2023, the Board's strategic priorities are the Cost of Living, Sustainable Development and Local Equality.
Do you need to consult?	Consultation has been undertaken and will continue to be undertaken whenever the LOIP is reviewed for updating. No further consultation is required at present prior to publication.
How are islands identified for the purpose of the policy, strategy or service?	The whole of Orkney is considered to be islands for the purpose of the LOIP. Comparisons are made with the UK or Scottish mainland where applicable, for example where national policy places islands in general, or Orkney in particular, at a disadvantage. In accordance with the requirements of ICIA, special consideration is given to individual islands, and to the ferry-linked isles as a group, where their circumstances and/or the effects of the LOIP may be different from those of Orkney as a whole.
What are the intended impacts/outcomes and how do these potentially differ in the islands?	<p>The aims and outcomes in the 2023-2030 LOIP are:</p> <p>Priority 1: Cost of Living. Our aim is to co-ordinate an agile response to the cost of living crisis, supporting</p>

Island Communities Impact Assessment

Orkney Community Plan 2023-30 (Local Outcomes Improvement Plan)

both immediate need and longer-term prevention of poverty and disadvantage.

Our target outcomes are:

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

Priority 2: Sustainable Development.

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

Our target outcomes are:

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

Priority 3: Local Equality.

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

Our target outcomes are:

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

Island Communities Impact Assessment

Orkney Community Plan 2023-30 (Local Outcomes Improvement Plan)

	<p>the Scottish Index of Multiple Deprivation.</p> <p>Differential effects on the ferry-linked isles.</p> <p>A key strategy driver behind the LOIP is the need to level up provision on the ferry-linked isles compared with the Orkney mainland / linked south isles. Access to services is significantly worse on most of the outer isles due in large part to sub-standard transport infrastructure and constraints on transport service provision, and sub-standard or non-existent broadband / mobile infrastructure. This inequality is contributing to the continuing depopulation of the ferry-linked isles.</p> <p>Many of the ferry-linked isles have a relatively older population than the Mainland, putting their sustainability at risk. The isles also proved particularly vulnerable to income and food insecurity early in the first lockdown.</p> <p>The Local Equality strategic priority specifically addresses the need to improve the resilience of Orkney’s most disadvantaged communities, including the ferry-linked isles.</p>
<p>Is the policy, strategy or service new?</p>	<p>No. The LOIP has been a statutory plan since the passing of the 2015 Act. In Orkney it is published as a rolling plan, typically of 3 years duration and updated every year. The previous plan, 2021-2023, was atypical as it covered a shorter period and focused specifically on Orkney’s recovery from the Covid-19 pandemic. The new plan has a longer duration to focus attention on our target date for net zero of 2030.</p>
<p>STEP 2 - Gather your data and identify your stakeholders</p>	
<p>What data is available about the current situation in the islands?</p>	<p>Most published data sources cover Orkney as a whole, which does not enable comparison between the Orkney Mainland / linked south isles and the ferry-linked isles. There are three main national sources of data which differentiate between the two: the Scottish Index of Multiple Deprivation (SIMD 2020), which is reported at datazone level, Scotland’s Census data, some of which is available at individual island level, and the recently published National Islands Plan Survey report. Census output is limited mostly to demographic data which is useful for equalities considerations but, since the last census in Scotland was done a year late in 2022 we will not have up to date figures at individual island level before 2023 at the earliest.</p>

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	<p>At present the 2020 National Islands Plan survey is the most useful national data available at isles level. Survey responses are split between Orkney Mainland (630) and Orkney Outer Isles (160), and all of the survey data can be interrogated online via the data explorer. Questions cover a wide range of topics including employment and business opportunities, transport, housing, fuel poverty, digital connectivity, health, social care, the environment, climate change, culture and education. Scottish Government has confirmed that the survey will next be repeated in 2023, a year later than originally planned, and thereafter every two years to provide an ongoing data bank for longitudinal analysis.</p>
<p>Do you need to consult?</p>	<p>Consultation has been conducted and no further consultation is required prior to publication.</p>
<p>How does any existing data differ between islands?</p>	<p>All data sources which differentiate between the isles and the Orkney mainland show differences between the two. SIMD 2020 shows a higher degree of socio-economic deprivation in the ferry-linked isles, due to difficulty in accessing services and lower incomes. A table showing the correlation between SIMD and household incomes (derived from CACI Paycheck data) was included in the Orkney Child Poverty Strategy 2022-26.</p> <p>National Islands Plan survey results show poorer results for many services on the ferry-linked isles and some of the survey questions have been selected as indicators to measure progress against the outcomes in the LOIP.</p> <p>Population data estimated locally at January 2021 showed that the long-term trend towards depopulation of the ferry-linked isles has continued since the last Census of 2011. While Orkney’s population has risen steadily overall, there has been a drift away from the isles into Kirkwall and the age profile on the isles has risen.</p>
<p>Are there any existing design features or mitigations in place?</p>	<p>Previous editions of the LOIP have highlighted the isles and the Partnership’s first Locality Plan 2018-21 specifically targeted the ferry-linked isles. To support the Locality Plan, two successful bids were made to the Scottish Government’s Community Choices fund, and participatory budgeting exercises badged “Your Island, Your Choice” were carried out.</p> <p>Nevertheless, key elements of infrastructure remain to be solved, notably transport links and digital connectivity. As shown in the data above, there is a significant differential between service provision on the mainland and the isles. The new LOIP elevates Local Equality to a strategic priority and commits to tackling persistent</p>

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	<p>inequality on the isles. The new delivery group for Local Equality will be tasked with addressing socio-economic disadvantage wherever it occurs in Orkney, with a particular focus on supporting local community-led development plans.</p> <p>The remaining strategic priorities in the new LOIP – Cost of Living and Sustainable Development – are not so specifically focused on the isles but will contribute to their improved sustainability as these factors are critical to island communities where even one house or job can determine whether or not a family is able to stay.</p>
STEP 3 - Consultation	Responses
Who do you need to consult with?	The facilitating partners have a statutory duty to consult with island residents, which in our case means all residents of Orkney. In addition we routinely consult with all community planning partners and other interested stakeholders, both within and without Orkney.
How will you carry out your consultation and in what timescales?	<p>Consultation was carried out in two stages. The first stage, prior to drafting, was the Orkney Matters consultation conducted by Orkney Islands Council between October 2021 and March 2022. This included information gathered via virtual meetings for representatives from small groups of islands so that their particular experiences could be captured.</p> <p>In September 2022, members of Orkney Partnership Board held a horizon scanning workshop to analyse the environmental, legal, social and economic factors acting on the Orkney community and the Partnership (taking account of Orkney Matters output) and to provisionally agree on the strategic priorities to be adopted in the new LOIP.</p> <p>The priorities were worked up into the draft LOIP and a public consultation exercise was conducted in parallel with the public consultation on the new draft Council Plan 2023-28. The two consultations were co-ordinated into a single survey both to avoid duplication and to emphasise the relationship and interaction between the two plans. The survey was open from 23 December 2022 to 20 January 2023.</p> <p>A range of options was offered for public response, with the primary channel being an online survey but with paper copies posted out and written responses accepted where that was the channel preferred by respondents. 84 responses were received via Smart Survey online and a further 5 were submitted on paper, most of which were in the form of free commentary rather than responding to the survey questions.</p>

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	<p>The consultation analysis took all responses into account.</p> <p>One question asked respondents where they lived with three options, viz:-</p> <ul style="list-style-type: none"> • Orkney mainland and south linked isles • Orkney ferry-linked isles • Somewhere other than Orkney <p>This enabled answers to be mapped to location and also to correlate with answers to the National Islands Plan survey. 9 respondents said they were on the ferry linked isles, which is proportionate to the total survey respondents. Respondents were not asked which island they were on to avoid identifying individuals who preferred to remain anonymous.</p> <p>The final version of the Council Plan is scheduled for submission to Policy and Resources Committee on 21 February 2023, and the final version of the new LOIP is scheduled for submission to the Orkney Partnership Board in March 2023. Both plans will take effect on 1 April 2023.</p>
<p>What questions will you ask when considering how to address island realities?</p>	<p>Questions were a combination of quantitative (yes/no/don't know) answers and qualitative commentary on the following subjects:</p> <ul style="list-style-type: none"> • The strategic priorities • The net zero target of 2030 • The aims and target outcomes chosen for each priority • For ICIA: place of residence, any perceived unfair or unintended consequences of the plan on where they live and how these might be mitigated • For EqIA: any perceived differential effects of the plan on those with protected characteristics or experiencing socio-economic disadvantage, which groups might be affected, and what could we do to prevent or mitigate against any such effects.
<p>What information has already been gathered through consultations and what concerns have been raised previously by island communities?</p>	<p>The results of the National Islands Plan survey and Orkney Matters are noted above. Concerns raised at Orkney Matters meetings by island representatives included:</p> <ul style="list-style-type: none"> • Lifeline ferry services – sustainability, critical need for new fleet, timetabling to enable access to services and social events. • Limited capacity of inter-island air travel.

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- Community-led planning with a single plan for each island or community
- The need for housing to attract new residents
- Gaps in digital connectivity
- The potential for community hubs for local/visiting workers
- Mental health and access to healthy living/gym facilities

The National Islands Plan survey revealed significant disadvantages in access to services, facilities and employment opportunities for isles residents compared with Orkney Mainland residents.

The consultation on the draft LOIP found that 62% of respondents overall (55% of those on the ferry-linked isles) were in agreement with the proposed set of strategic priorities. In commentary, some respondents suggested substituting one or more with different priorities. Those proposed by 3 or more respondents were:

- Health and wellbeing (6)
- Transport and cost of travel (5)
- Housing (4)
- Education (4)
- Economy (especially farming) (3)
- Roads (3)

In response to the question “Do you think 2030 is the right net zero target to aim for?” there was less agreement, with overall 49% saying yes, 39% saying no and 12% undecided. Half of the respondents on the ferry-linked isles were undecided. Some of the comments in response to this question were firmly on one side or the other, but many took a more measured approach. We can conclude that the public preference is narrowly in favour of being ambitious but to proceed with caution nonetheless.

Re. the more detailed aims and outcomes, 35% of all respondents felt they were about right, 24% disagreed and 41% were undecided. Several respondents added thoughtful and constructive commentary which will be passed on to the relevant agencies and groups.

Re. the ICIA question, 19% felt the plan could have unfair or unintended consequences for where they lived, 30% disagreed and 51% didn't know. Figures for those on the ferry-linked isles were very similar. Little commentary was made, suggesting the draft LOIP does not contain enough detail (as a high level strategic

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	plan) to enable respondents to form an opinion. Further consultation including ICIA will be conducted on specific projects at the appropriate stage.
Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	Yes. We believe the two consultations taken together – Orkney Matters and the public consultation on the draft plan – comply with the Section 7 duty.
STEP 4 - Assessment	Responses
Does your assessment identify any unique impacts on island communities?	<p>The assessment and consultation have confirmed the impacts of issues which are already known and acknowledged in the draft LOIP. Challenges with transport, digital connectivity, access to services etc. are not unique to any one specific island community but are important across Orkney as a whole.</p> <p>The LOIP is a strategic document and while it identifies target outcomes under each of the strategic priorities, the actual activity to be undertaken will be worked up at a later stage in the delivery plans to be prepared and implemented by the delivery groups assigned to each priority. Policy decisions made in these areas will impact differently on different islands at different times, but the assessment has not identified any policy decisions in the draft LOIP itself which will have unfair or unintended consequences for any one island community compared with others.</p>
Does your assessment identify any potential barriers or wider impacts?	<p>As noted above under step 3, some respondents raised issues which are not currently Partnership strategic priorities in the draft LOIP. In general these are issues which are the statutory responsibility of one or more partners and not issues which would benefit from concerted Partnership action, e.g. health, housing, education or roads.</p> <p>Some of the issues raised are of active concern to many island communities across Scotland and are addressed at a higher level in the National Islands Plan e.g. demographic balance, transport and housing. But again, it is the issues which are creating differential impacts, rather than the measures proposed to mitigate against them, in both the National Islands Plan and the LOIP.</p> <p>There are significant cost barriers to the improvement of connectivity infrastructure. These are contributing to the depopulation problem on the isles.</p>
How will you address these?	A key aim of including the strategic priority of Local Equality in the LOIP is to embed the duty of locality planning within the Partnership's mainstream business. The Partnership's next locality plan, to be compiled by the delivery group assigned this priority, will identify communities across Orkney which are experiencing

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disproportionate levels of socio-economic disadvantage compared with other areas and propose measures to address these issues. These communities may be individual island communities and/or multiple different communities within a single island (remembering that the Orkney Mainland is an island for the purposes of ICIA). Depending on the actions included in the locality plan, there may well be differential impacts on different islands as a result, but the delivery group will be tasked with ensuring that these impacts are wholly positive and do not have unfair nor unintended consequences on any other island communities. Further rounds of ICIA will be conducted as necessary to ensure this.

Each island community already has its own specific local priorities and many have their own community-led local development plans. The locality plan will not reinvent these but instead will complement them and lend support to the priorities chosen by those communities. However, the group will bear in mind that most Mainland communities do not have their own development plans, and will ensure that they are not disadvantaged as a result.

With regard to the priorities proposed by consultees which are not included in the draft LOIP, these are in general being addressed already by the responsible partner agency. However, should the situation change, or partner agencies request help or support from the Partnership, the Board will take action as required and will take any such matters into account during its annual horizon scanning exercise to review its strategic priorities. This will also apply to new issues arising nationally which are expected to have differential impacts on different islands, such as the proposed National Care Service.

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You must now determine whether in your opinion your policy, strategy or service is likely to have an effect on an island community, which is significantly different from its effect on other communities (including other island communities).

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

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

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

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

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

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	<p>islands, both within Orkney and in comparison with other island authorities. The aim of this group is to achieve the levelling up of First Responder provision on every island to the best model currently in operation. Partner agencies are supporting those agencies with statutory duties to find a resolution.</p> <p>Ultimately, the long-term success of the LOIP will be measured in a reversal of depopulation on the ferry-linked isles and a more sustainable demographic balance in Orkney overall.</p>
<p>Identify resources required to improve or mitigate outcomes for island communities.</p>	<p>The resources required to improve outcomes permanently for isles residents are substantial. Replacement of the existing inter-island ferry fleet will cost many millions. Extending superfast broadband provision to all island premises is both a financial and logistical challenge. These issues will take years to resolve but it is important to keep them on the agenda so that when an opportunity arises to make progress, we can move fast.</p> <p>Other issues may require less resource but more imagination and flexibility. For example, some inequalities in health provision can be addressed through remote access, or though enabling health professionals to travel to patients rather than the other way about. Sometimes the most important resource is the commitment and goodwill of partner agencies towards partnership working, and their willingness to work together to find a collective solution.</p>
<p>STEP 6 - Making adjustments to your work</p>	<p>Responses</p>
<p>Should delivery mechanisms/mitigations vary in different communities?</p>	<p>Yes, where necessary to achieve equality of outcomes.</p>
<p>Do you need to consult with island communities in respect of mechanisms or mitigations?</p>	<p>No further consultation is required on the LOIP prior to publication. Further consultation will take place as and when required with regard to specific projects.</p>
<p>Have island circumstances been factored into the evaluation process?</p>	<p>Yes.</p>
<p>Have any island-specific indicators/targets been identified that require monitoring?</p>	<p>Yes.</p>


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How will outcomes be measured on the islands?	The LOIP includes a selection of indicators to measure differential impacts on islands. The National Islands Plan repeat surveys will be especially welcome as they are conducted by Scottish Government and the results published nationally. Where necessary we will collect bespoke data although we generally avoid this where an alternative source is available due to the future resource implications.
How has the policy, strategy or service affected island communities?	The previous LOIP and Locality Plan did not resolve the long-term strategic issues impacting on the isles. The Locality Plan led to the piloting of participatory budgeting and the facilitation of a range of community-led projects funded by Community Choices funding, but further progress was hampered by the pandemic.
How will lessons learned in this ICIA inform future policy making and service delivery?	Keeping Local Equality on the agenda as a strategic priority demonstrates that the Partnership remains firmly committed to the sustainability of all Orkney's island communities.

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STEP 7 - Publishing your ICIA	
Have you presented your ICIA in an Easy Read format?	Not specifically. We try to use plain language and avoid jargon at all times.
Does it need to be presented in Gaelic or any other language?	No, but like all Partnership documentation it can and will be made available in other languages or formats on request.
Where will you publish your ICIA and will relevant stakeholders be able to easily access it?	The ICIA will be published on the Orkney Partnership's website and will be readily accessible. As with all our publications, hard copies and other languages / formats will be made available on request.
Who will sign-off your final ICIA and why?	The current draft v2.0 is being considered by partner agencies and submitted to their own Boards for approval insofar as they apply to their own organisation. The Orkney Partnership Board will sign off the final ICIA alongside the final draft LOIP on 14 March 2023.
ICIA completed by:	Anna Whelan
Position:	Service Manager, Strategy and Partnership
Signature:	
Date complete:	5 February 2023
ICIA approved by:	
Position:	
Signature:	
Date approved:	

SCREENING REPORT

STEP 1 – DETAILS OF THE PLAN

Responsible Authority:

Box 1.
Orkney Islands Council

Title of the plan:

Box 2.
Orkney Community Plan 2023-30
(incorporating Orkney's Local Outcomes Improvement Plan 2023-30) ("the LOIP")

What prompted the plan:

(e.g. a legislative, regulatory or administrative provision)

Box 3.
The publication of a Local Outcomes Improvement Plan is a statutory duty of the facilitating partners of a community planning partnership under Part 2 (Community Planning) of the Community Empowerment (Scotland) Act 2015.

Plan subject:

(e.g. transport)

Box 4.
Future partnership working in Orkney.

Screening is required by the Environmental Assessment (Scotland) Act 2005.

Based on Boxes 3 and 4, our view is that:

An SEA is required, as the environmental effects are likely to be significant: Please indicate below what Section of the 2005 Act this plan falls within

Section 5(3) Section 5(4)

An SEA is not required, as the environmental effects are unlikely to be significant: Please indicate below what Section of the 2005 Act this plan falls within

Section 5(3) Section 5(4)

Contact details:

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01856 873535 x 2160

Date:

16 January 2023

STEP 2 – CONTEXT AND DESCRIPTION OF THE PLAN

Context of the Plan:

Box 5.

In terms of the Environmental Assessment (Scotland) Act 2005 a LOIP falls under section 5(3)(c) [a plan] “which...sets the framework for future development consent of projects”.

Up to the 2019-22 edition, the Orkney Partnership published its LOIP, locally known as the Community Plan, as a three-year plan updated on a rolling basis. The last plan was a departure from this schedule, being a “recovery” LOIP with a timescale of only two years from 2021-23, focusing on Orkney’s socio-economic recovery from the Covid-19 pandemic.

This new 2023-30 edition takes a longer view, reflecting the Partnership’s ambition to see Orkney achieve net zero by 2030. The Orkney Partnership Board has amended its strategic priorities for 2023-30, compared with the 2021-23 LOIP, to reflect Orkney’s planned trajectory to net zero, the planned development of a wellbeing economy and the urgent imperative to address the cost of living crisis. The Board has adopted a third strategic priority which focuses on local equality across all of Orkney’s islands. In view of these changes, and the longer planning horizon, the new LOIP is being submitted for SEA screening.

It is envisaged that the strategic priorities will continue to be reviewed annually and the plan updated on a rolling basis. Should any significant departure be agreed from the 2023-30 LOIP, the revised plan will be re-submitted for SEA screening.

Description of the Plan:

Box 6.

The focus and direction of the plan

The purpose of community planning is for providers of public services to work together with the community to improve outcomes for individuals, families, and communities, and especially to combat long-term inequality and disadvantage. Our plan describes what the members of the Orkney Partnership aim to achieve by working together and how this adds value to what we can achieve as individual organisations.

In October 2021, the Council launched an ambitious public consultation, Orkney Matters, designed to gather the views of all our communities as to their priorities for Orkney’s future. Orkney Matters reached out to all of Orkney’s minority groups and communities, including lesser-heard voices and residents of our smaller ferry-linked isles. The results were published in March 2022 with a view to informing forthcoming Council and partnership plans.

In September 2022, the Orkney Partnership Board reviewed its strategic priorities and agreed to base the new LOIP on an amended set of priorities. The new priorities reflect a shift in emphasis from Covid-19

recovery to the twin challenges of climate change and the cost of living crisis. The Board also decided to escalate socio-economic disadvantage to a strategic priority and continue the work begun in the Locality Plan 2018-21 to address inequality on the ferry-lined isles. The working titles of the new strategic priorities are:

- Cost of Living
- Sustainable Development
- Local Equality

An outline of the LOIP was approved by the Orkney Partnership Board on 14 December 2022 and the draft plan was released for [public consultation](#) on 23 December 2022.

Its spatial scope

The plan covers the whole of the Orkney Islands.

Its temporal scope

The LOIP 2021-23 has an initial seven-year planning horizon, reflecting Orkney's net zero target of 2030. The LOIP will be a rolling plan but the end year will not change unless a decision is made to change Orkney's net zero target.

The individual components of the plan – Including policy areas and plan components that it will cover

1. Cost of Living

During 2021-22, a key workstream for the Partnership was to develop Orkney's Child Poverty Strategy 2022-26. At the same time, Voluntary Action Orkney led the development of a report on food security in Orkney. The cost-of living crisis began to impact on residents with the first large fuel rises and increases in inflation especially for key food items, with wage and benefit increases being much lower. A new short life working group, the Cost of Living Task Force, was created by the Community Wellbeing Delivery Group to draw together into a single co-ordinated action plan the different and overlapping workstreams arising from the existing Orkney Child Poverty Strategy and Food Dignity Report, and the forthcoming Fuel Poverty Strategy currently in preparation by the Council. Funding has been secured by Voluntary Action Orkney from the Local Authority Covid Economic Recovery Fund (LACER, awarded by the Council) and the Community Led Local Development Fund (awarded by the Orkney Local Action Group) to actively progress this work during the coming winter and beyond. The Board agreed that one of its key priorities for the new LOIP should be the immediate cost of living crisis, with a longer term aim to ensure that fewer Orcadians live in poverty in future. This will see the Cost of Living Task Force established as a long-term delivery group reporting directly to the Board.

2. Sustainable Development

Climate change is already having an impact: this summer there were record temperatures across the UK and floods in Pakistan killed

hundreds and displaced millions. Orkney has wind and tidal resources which can be harnessed to provide renewable energy and significantly reduce the negative impact of UK energy consumption on the climate. This is a double opportunity for Orkney: to make a positive contribution to the climate emergency and to be a global leader in the development of the blue and green economies. Consequently, the Board agreed that it was logical to link Orkney's aspirations for net zero with its ambition to achieve a wellbeing economy, benefiting everyone in Orkney. The Board proposes to develop further the work of the Sustainable Recovery Delivery Group by refocusing it on sustainable economic development that balances the needs of people against those of the environment: the concept behind the Doughnut Economics model, which the group plans to use. A key mechanism proposed for delivery will be Community Wealth Building, which uses the levers available to anchor institutions such as the Council to ensure that value is retained within Orkney and that accumulated wealth is shared more equitably.

3. Local Equality

The 2015 Act requires community planning partnerships to identify areas within their boundaries that experience disproportionate levels of socio-economic disadvantage and develop one or more locality plans to reduce inequality. Areas chosen may be any geographical area that has a population of less than 30,000. The Partnership's first Locality Plan 2018-21 focused on the ferry-linked isles but was overtaken by the Covid-19 pandemic and failed to resolve some of the longstanding disadvantages experienced by isles communities. In response, the Board has decided to elevate Local Equality to a strategic priority, making it the focus of a dedicated delivery group reporting directly to the Board. The group will take ownership of a new locality plan supporting communities experiencing socio-economic inequality, both in the ferry-linked isles and elsewhere across Orkney. It is anticipated that the new locality plan will focus on improving digital and transport connectivity, widening the availability of services, and improving access to employment opportunities. We know (from the Orkney Matters consultation) that local communities do not want their own plans to be duplicated and the locality plan will not do this; instead, it will lend support to existing community-led plans wherever the Partnership can contribute to their implementation.

Any new powers the plan may be given or may give to other activities

Any significant new powers to be assigned to Local Outcome Improvement Plans would require legislation. Locally, any change to the LOIP would require authorisation by the Partnership Board, which has powers only insofar as they are delegated by its facilitating and participating partner bodies. The Partnership Board cannot authorise any activity outwith its existing delegated powers without the agreement of individual partner agencies.

The vision, objectives and aims of the plan where these are clear

The Orkney Partnership has a shared mission, “Working together for a better Orkney”, and seven shared values: Resilience, Enterprise, Equality, Fairness, Innovation, Leadership and Sustainability.

Aims, target outcomes, indicators and planned actions for each of the strategic priorities are currently being worked up for the new LOIP. The priorities will then be assigned by the Board to delivery groups, each chaired by a member of the Board. Two of these groups are already effectively in place: the Cost of Living Task Force and the Sustainable Development Delivery Group (currently badged the Sustainable Recovery Delivery Group to align with the existing LOIP).

As currently drafted, the aims and outcomes for each group will be:

Cost of Living

The aim of this group is to co-ordinate an agile partnership response to the cost of living crisis, supporting both immediate need and the longer-term prevention of poverty and disadvantage.

Target outcomes:

- Better public understanding of the need for cash-first and human rights-based approaches to the mitigation of poverty and hardship.
- The adoption of a co-ordinated advice-and-cash-first approach to address hardship and avert people falling into crisis.
- Demonstrable mitigation of the immediate cost of living crisis, evidenced through statistical data and/or feedback from Orkney residents.
- The co-ordination, monitoring and reporting of partnership action plans relating to child poverty, food dignity and fuel poverty.
- A measurable reduction in persistent poverty in Orkney.

Sustainable Development

The aim of this group is to exploit the synergy between two themes which in Orkney are intrinsically linked: the development of a wellbeing economy and combatting the climate emergency.

Target outcomes:

- The planning and delivery of an integrated route map which shows the links between the development of a sustainable economy and combatting the climate emergency.
- A “Just Transition” towards a wellbeing economy with a focus on climate change, fair work, and diversity.
- Shared understanding of the Four Pillars approach to sustainable development, Doughnut Economics and Community Wealth Building, and why they matter to Orkney.
- Measurable progress towards Orkney’s target of net zero emissions by 2030.
- An adaptation and mitigation strategy to protect our communities, infrastructure, businesses, habitats, and wildlife from the effects of climate change.

Local Equality

The aim of this group is to improve the viability of communities at risk of depopulation by levelling up the availability of services, facilities, and opportunities to Orkney's most disadvantaged localities.

Target outcomes are:

- The publication of a Locality Plan for Orkney which supports the priorities of local community-led development plans.
- The improvement of digital connectivity to every community in Orkney to the best standard achievable.
- The improvement of transport connectivity to every community in Orkney to the best standard achievable.
- Improvement in the population, demographic balance, resilience and wellbeing of Orkney's most fragile communities.
- Improvement in the ratings of Orkney's most disadvantaged communities as recorded by the Scottish Index of Multiple Deprivation.

What are the key components of the plan?

Box 7.

The main components of the plan are:

1. Introduction
2. Outline Summary
3. The Orkney Partnership: how it works
4. The Orkney Partnership: who we are
5. The strategic context for community planning in Orkney
6. How Orkney's communities helped to form this plan
7. Strategic priority: Cost of Living
8. Strategic priority: Sustainable Development
9. Strategic priority: Local Equality
10. A profile of Orkney

Detailed SMART action plans for each priority will be worked up by the delivery groups as an early part of their brief.

Have any of the components of the plan been considered in previous SEA work?

Box 8.

Previous editions of the LOIP have been submitted for SEA screening and have not been required to progress to a full SEA. The LOIP is a high level strategic plan and does not contain enough information about any given project or activity to permit meaningful environmental assessment. SEA is more usefully carried out on detailed plans relating to individual projects or activities and this will be undertaken at a later stage in the planning process. The level of detail in the draft plan is similar to that in our previous LOIP which can be found at <http://www.orkneycommunities.co.uk/communityplanning/index.asp?pageid=723391>

In 2018, the Orkney Partnership produced a Locality Plan for the non-linked isles 2018-21, supplementary to the contemporaneous LOIP. We submitted a screening report for the Locality Plan and it did not require a full SEA. It is proposed that a second Locality Plan will be prepared by

the Local Equality Delivery Group and this plan will be submitted for SEA screening at the appropriate time.

In terms of your response to Boxes 7 and 8 above, set out those components of the plan that are likely to require screening:

Box 9.

As recommended by the SEA Gateway, this screening submission is being submitted while the LOIP is still in draft. The description in Box 6 above should be sufficient to indicate the scope of the plan for screening purposes. Minor edits may still be made to the text but the strategic priorities have been agreed and will not change in this edition.

There will be no detailed project proposals in the LOIP and we do not anticipate that any parts of the plan will require further screening once fully drafted. Relevant projects undertaken by the Partnership will be considered for SEA on an individual basis at the appropriate stage of development.

**STEP 3 – IDENTIFYING INTERACTIONS OF THE PLAN WITH THE ENVIRONMENT AND
CONSIDERING THE LIKELY SIGNIFICANCE OF ANY INTERACTIONS (Box 10)**

Plan Components	Environmental Topic Areas										Explanation of Potential Environmental Effects	Explanation of Significance
	Biodiversity, flora and fauna	Population and human health	Soil	Water	Air	Climatic factors	Material assets	Cultural heritage	Landscape	Inter-relationship issues		
Cost of Living	x	✓	x	x	x	x	x	x	x	x	Potential positive impacts on human health, including mental health and wellbeing.	The cost of living crisis is impacting heavily on socio-economic wellbeing. Orkney already has the highest levels of fuel poverty in the UK. Recent price rises are exacerbating fuel poverty and leading to hardship, food insecurity, and crisis for many families.
Sustainable Development	x	✓	x	x	x	✓	✓	x	✓	✓	Potential positive impacts on climatic factors including transition to net zero and adaptation. Potential positive impacts on population/health due to improved employment opportunities. Potential improvements in the community's material assets via Community Wealth Building. Potential impacts on the landscape from renewable energy developments. Inter-relationship issues are integral to this priority.	Linking the two agendas of economic recovery and climate change encourages economic investment in the green and blue economies, where Orkney is a market leader. The Partnership is adopting sustainable development as a priority to ensure that this development benefits everybody in the community.
Local Equality	x	✓	x	x	x	x	✓	x	x	✓	Potential positive impacts on population in our smaller isles due to improvements in connectivity.	CPPs have a duty to focus on geographical areas of relative socio-economic inequality. In Orkney, poor

											Potential improvements in health due to an improved demographic balance and more sustainable workforce. Potential improvements in material assets due to investment in transport and digital infrastructure.	transport links and broadband/mobile connectivity can prevent families from working or accessing services on the isles. Depopulation and demographic imbalance in the islands are top priorities in the National Islands Plan.
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STEP 4 – STATEMENT OF THE FINDINGS OF THE SCREENING

Summary of interactions with the environment and statement of the findings of the Screening:

(Including an outline of the likely significance of any interactions, positive or negative, and explanation of conclusion of the screening exercise.)

Box 11.

Of the topic areas listed above, we anticipate that the short-term impacts of the LOIP will impact most significantly on population and human health, as we focus our collective efforts on mitigating the effects of the cost of living crisis on Orkney’s more vulnerable communities and individuals. In the longer term, we expect to see positive impacts on climatic factors as a result of linking our economic development and climate change agendas. Improvements in material assets will support these purposes. The development of the green and blue economies will be significant in the longer term and all individual projects will be subject to detailed SEA at the appropriate stages of their development. The next stage of the planning process will be for the delivery groups to plan and progress specific projects and activities in support of each of the strategic priorities. This will enable us to identify those projects which will require further stages of SEA assessment. In the meantime, we do not consider there would be any benefit to be gained from submitting the LOIP 2023-27 for full SEA.

When completed send to: SEA.gateway@scotland.gsi.gov.uk or to the SEA Gateway, Scottish Government, Area 2H (South), Victoria Quay, Edinburgh, EH6 6QQ.

