



**The Orkney Partnership**

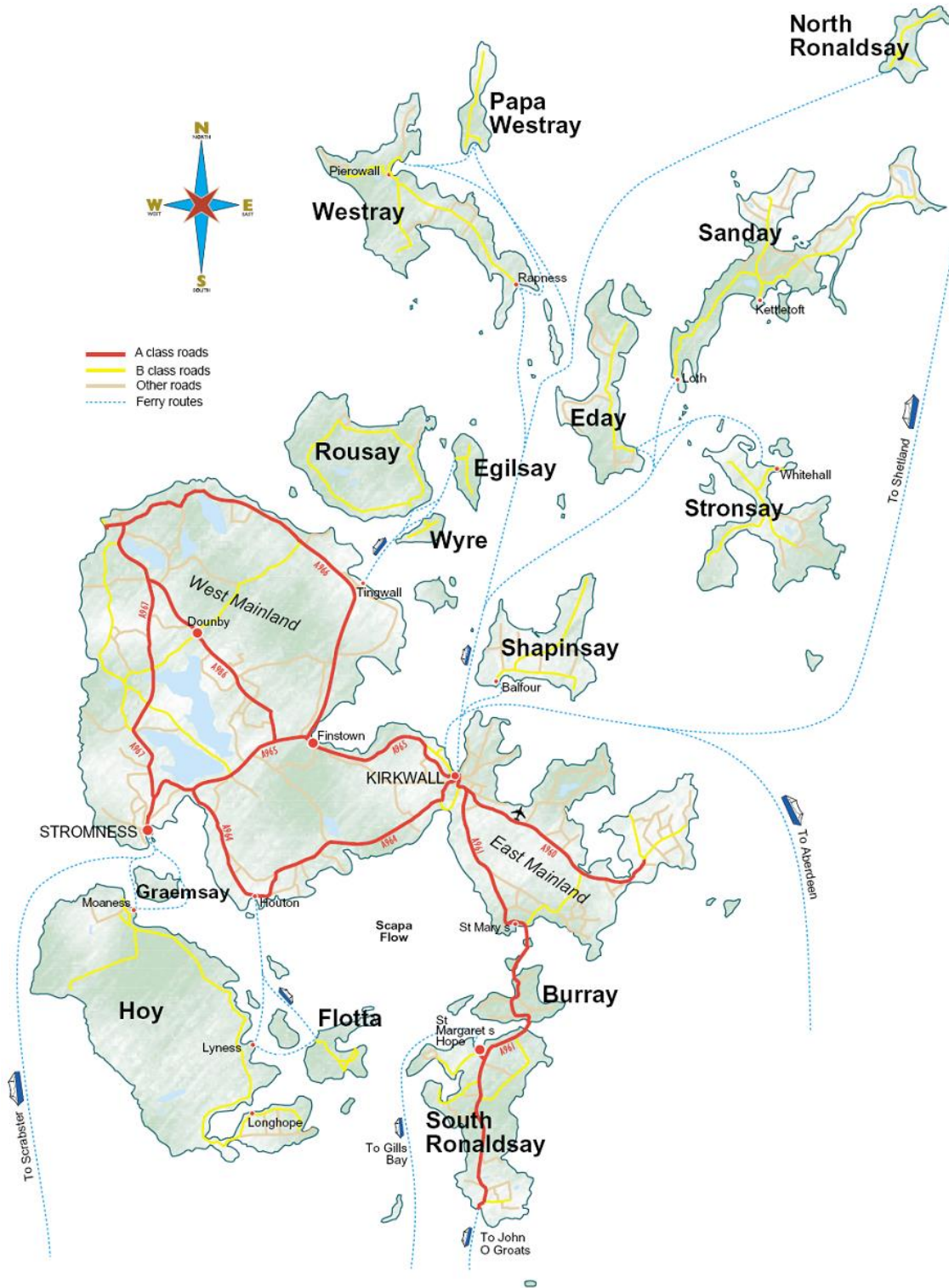
*Working together for a better Orkney*

# 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.

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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](#)<sup>1</sup>, 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**

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<sup>1</sup> [https://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/orkney\\_community\\_plan/orkney-community-plan-2021-23-inc-loip.pdf](https://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/orkney_community_plan/orkney-community-plan-2021-23-inc-loip.pdf)



# Orkney Community Plan 2023-30 : Outline summary

Strategic priorities	Short term outcomes 2023-25	Medium 2023-27	Long term 2023-30
<p><b>Cost of Living</b></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.	<p>Co-ordination of partnership action plans relating to child poverty, food dignity and fuel poverty.</p> <p>Wider understanding of poverty and its prevention in terms of human rights, equality and fairness, and community wellbeing.</p> <p>Evidence of mitigation of the immediate cost of living crisis and of the longer-term reduction of persistent poverty in Orkney.</p>
<p><b>Sustainable Development</b></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>	An integrated route map for the wellbeing economy and climate action	<p>Inclusive progress towards a wellbeing economy focusing on climate change, fair work, and diversity.</p> <p>Shared understanding, adoption and implementation of Community Wealth Building.</p>	<p>Adaptation and mitigation strategy to protect our communities, habitats and wildlife from the effects of climate change.</p> <p>Measurable progress towards Orkney's target of net zero emissions by 2030.</p>
<p><b>Local Equality</b></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 which meets the requirements of every user	<p>Transport connectivity in every community which meets the needs of every user as best we can within the timeframe</p> <p>Improvement in the population, demographic balance, resilience and wellbeing of Orkney's most fragile communities.</p> <p>Improvement in the ratings of Orkney's most disadvantaged communities in the Scottish Index of Multiple Deprivation.</p>

## The Orkney Partnership: how it works

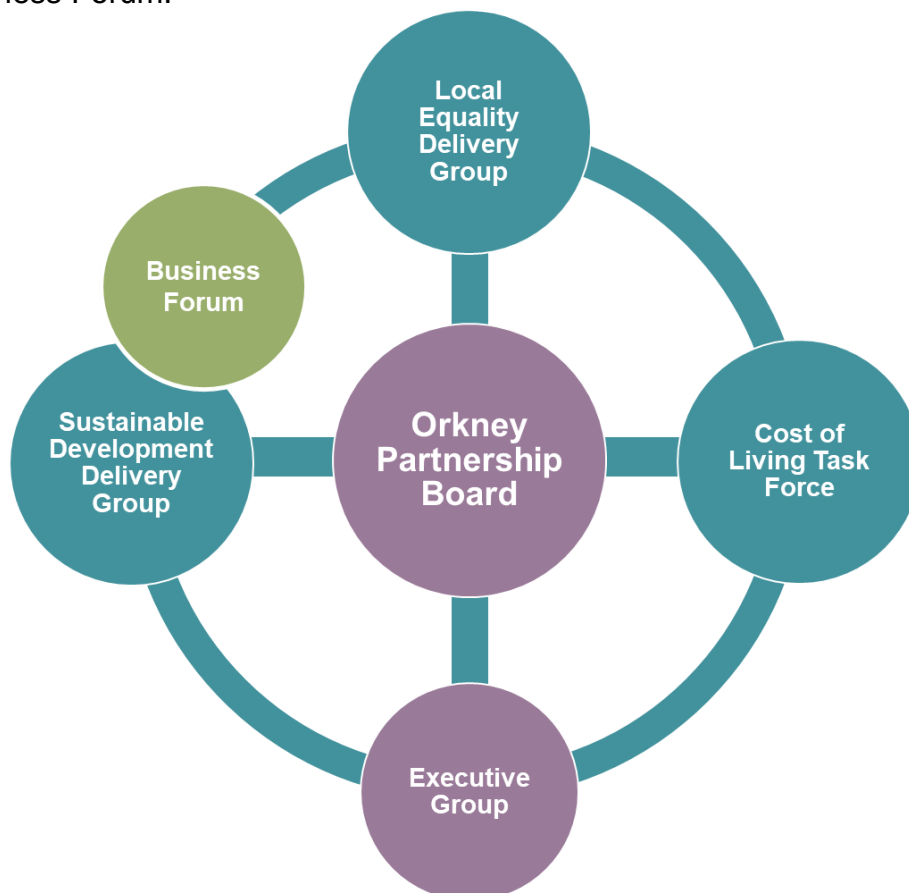
Orkney's community planning partnership has been in existence since 2000. Our shared mission is:

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 Orkney Partnership Board is in part determined by the [Community Empowerment \(Scotland\) Act 2015](#)<sup>2</sup>, 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 elects its Chair and Vice Chair from amongst its membership and appoints Chairs to the Delivery Groups, who also sit on the Board if not already members. Many other agencies, organisations and groups join the wider Partnership and contribute to its work through membership of delivery groups and/or working groups.

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 Orkney Community Justice Partnership has a seat on the Orkney Partnership Board, while the Local Employability Partnership is a key contributor to the Sustainable Development Delivery Group.

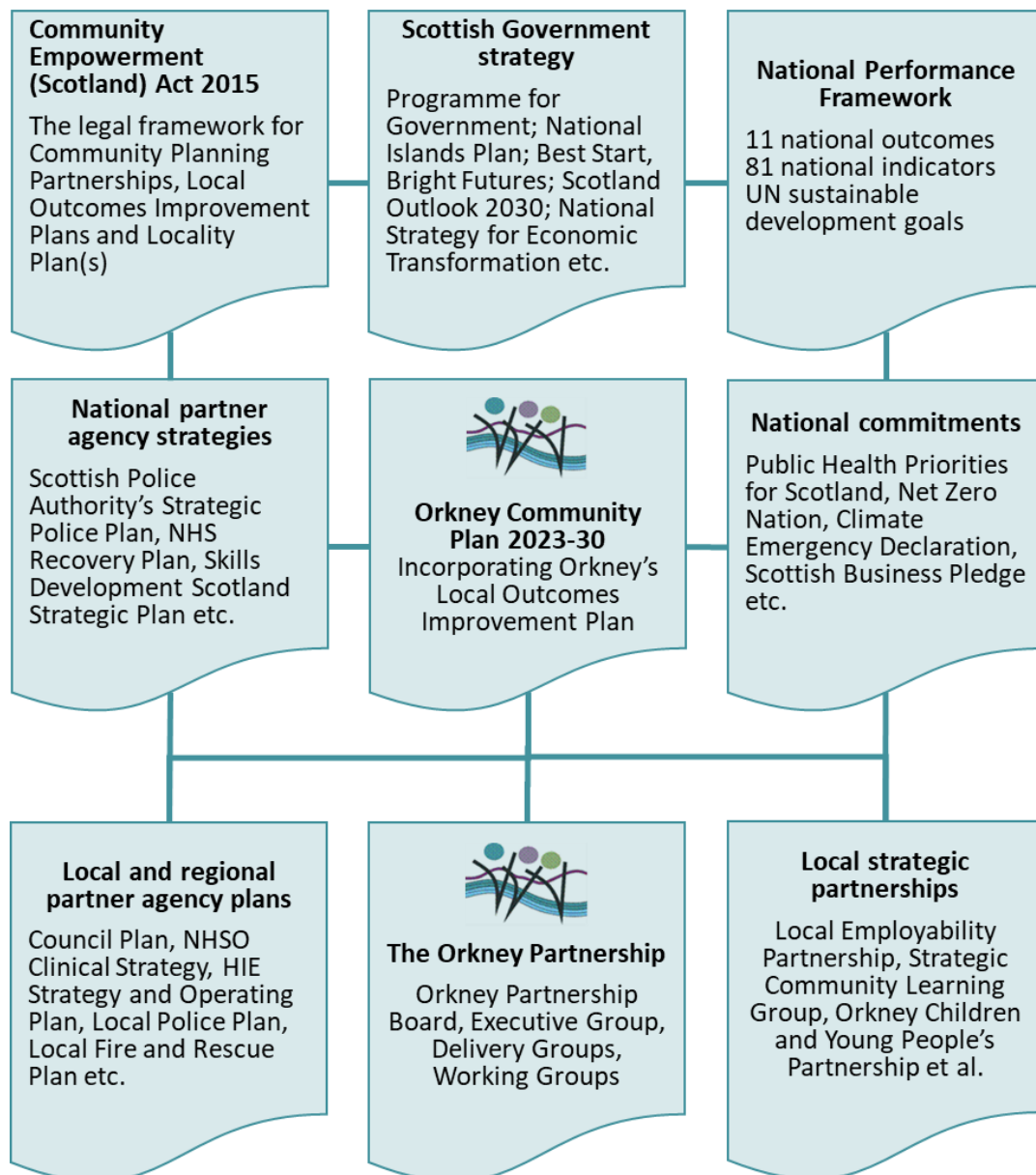
All our plans, terms of reference, reports and more can be found on the Orkney Partnership's website at <http://www.orkneycommunities.co.uk/communityplanning/>

<sup>2</sup> <https://www.legislation.gov.uk/asp/2015/6/contents/enacted>

## 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](#)<sup>3</sup> and [National Islands Plan](#)<sup>4</sup> 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.



<sup>3</sup> <https://www.legislation.gov.uk/asp/2018/12/enacted>

<sup>4</sup> <https://www.gov.scot/publications/national-plan-scotlands-islands/#:~:text=The%20Islands%20%28Scotland%29%20Act%20which%20was%20passed%20by,i n%20relation%20to%20improving%20outcomes%20for%20island%20communities.>



## 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](#)<sup>5</sup>, 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.

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<sup>5</sup> <https://www.gov.scot/publications/national-islands-plan-survey-final-report/>

## 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](#)<sup>6</sup>. 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 the [Orkney Child Poverty Strategy 2022-26](#)<sup>7</sup> 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 Alliance<sup>8</sup> 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.

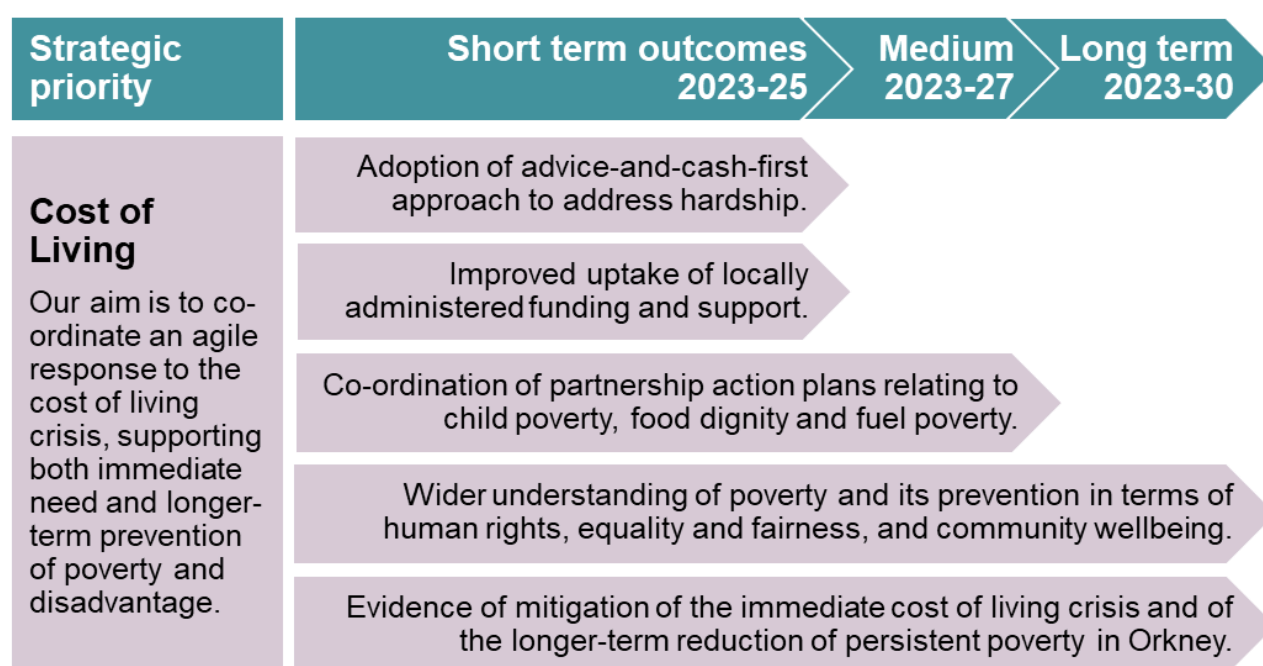
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<sup>6</sup> <https://www.gov.scot/publications/national-islands-plan-survey-final-report/>

<sup>7</sup> <https://s3-eu-west-1.amazonaws.com/s3.spanglefish.com/s/34034/documents/orkney-child-poverty-strategy-2022-2026.pdf>

<sup>8</sup> <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



### 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 Survey](#)<sup>9</sup> is conducted annually and in 2019 the survey base comprised 590 persons in 260 households across Orkney. [The Scottish House Condition Survey](#)<sup>10</sup> 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 2020](#)<sup>11</sup> measures progress towards the planned outcomes in the National Islands Plan and will be repeated periodically. It differentiates between households in the Orkney mainland and linked south isles, making it a useful source of data for our purposes too.

<sup>9</sup> <https://www.gov.scot/publications/scottish-household-survey-2019-annual-report/>

<sup>10</sup> <https://www.gov.scot/publications/scottish-house-condition-survey-local-authority-analysis-2017-2019/pages/6/>

<sup>11</sup> <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>

**How households are managing financially in Orkney** (Source: Scottish Household Survey 2019<sup>12</sup> and Data Explorer<sup>13</sup>)

	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 proportion of individuals in crisis who access support from Scottish Welfare Fund (SWF) compared to Orkney Foodbank** (Source: SWF and Orkney Foodbank)

Baseline (2021-22) applications to the SWF Crisis fund	Baseline (2021-22) applications to the Foodbank	2025 target
1.1 per 1,000 population (Scottish average is 15.2 per 1,000 population)	tbc	A bigger increase in applications to the SWF than to the Foodbank

<sup>12</sup> <https://www.gov.scot/publications/scottish-household-survey-2019-annual-report/>

<sup>13</sup> <https://scotland.shinyapps.io/sg-scottish-household-survey-data-explorer/>



**The percentage of crisis payment applications to the SWF that are successful** (Source: SWF)

Baseline (2021-22)	Annual milestone	2025 target
40% (Scottish average is 66%)	Increase	Equal to the Scottish average

**Value of financial gains achieved by those who access the Orkney Money Matters referral pathway** (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% (24.0% across Scotland overall)	Reduce	Less than 10% (Scottish Government target for 2030-31 is 10%)

**Improved wellbeing of individuals engaged with the Orkney Money Matters referral pathway** (Source: the Orkney Money Matters project)

Baseline (2022-23)	Annual milestone	2025 target
Score on Warwick-Edinburgh scale at initial contact with OMM referral pathway (TBC)	Improvement in score on Warwick-Edinburgh scale between initial and final point of contact with referral pathway (TBC)	Improvement in score on Warwick-Edinburgh scale between initial and final point of contact with referral pathway (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 (marine) and green (low carbon) 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".<sup>14</sup> 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

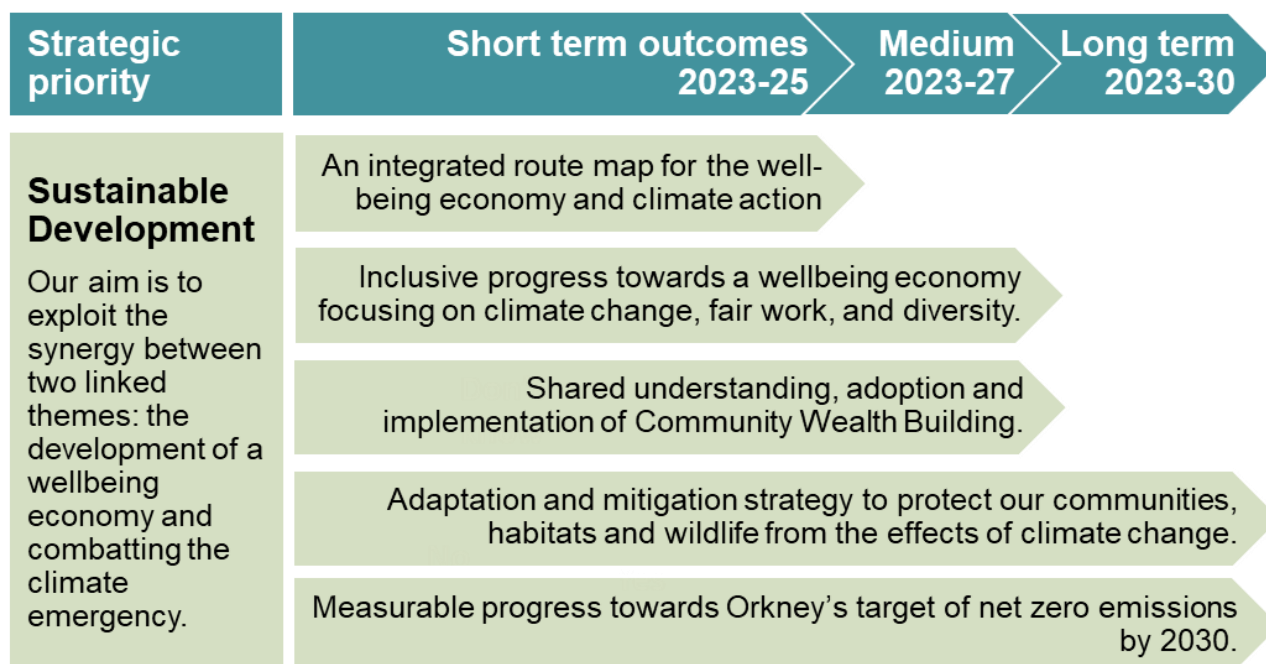
<sup>14</sup> <https://www.gov.scot/publications/inclusive-growth-look/>

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.

In 2020 the tourism sector launched a collective strategy for 21<sup>st</sup> century tourism. [Scotland Outlook 2030: Responsible tourism for a sustainable future](#) rethinks the vision and values of the sector in the context of climate change and the need for tourism to contribute to improved community wellbeing. We will ensure the value of tourism to Orkney’s economy continues to increase, and delivers shared prosperity for all, by encouraging the right growth in the right areas.

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](#)<sup>15</sup>, 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



<sup>15</sup> <https://www.gov.scot/publications/carbon-neutral-islands-project-progress-report/pages/3/>

## 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 CO<sub>2</sub> 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.

<b>% of 16-19 year olds participating in education, employment and other training and development activities</b> (source: <a href="#">Skills Development Scotland, Annual Participation Measure August 2022<sup>16</sup></a> )		
Baseline (2022)	Annual milestones	2030 Target
93.9%	Increase	Recover to previous high 95.4% (2018-19 figure)

<b>House build completions in Orkney, all sectors</b> (source: OIC Development and Marine Planning)		
Baseline (2020-21)	Annual milestones	2030 Target
92	Increase	125 per year

<sup>16</sup> <https://www.skillsdevelopmentscotland.co.uk/media/49489/annual-participation-measure-2022-report.pdf>

**Local authority territorial area CO<sub>2</sub> emissions estimates 2019 and 2020 (kilotonnes CO<sub>2</sub>)** (Sources – [UK Government local authority and regional carbon dioxide emissions national statistics 2005-2020<sup>17</sup>](#))

	Baseline (2020)	Annual Milestone	2030 Target
Commercial	3.8 kt	Reduction commensurate with achieving Net Zero by 2030	Net Zero CO <sub>2</sub> 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: ONS website<sup>18</sup>)

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

**Closing the Gender pay gap\*** (source: ONS Website<sup>19</sup>)

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		

<sup>17</sup>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1086980/UK-local-authority-ghg-emissions-2020.xlsx](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1086980/UK-local-authority-ghg-emissions-2020.xlsx)

<sup>18</sup>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofworkbylocalauthorityasetable7>

<sup>19</sup>

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



## 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 \(SIMD\)](#)<sup>20</sup> 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](#)<sup>21</sup> 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.

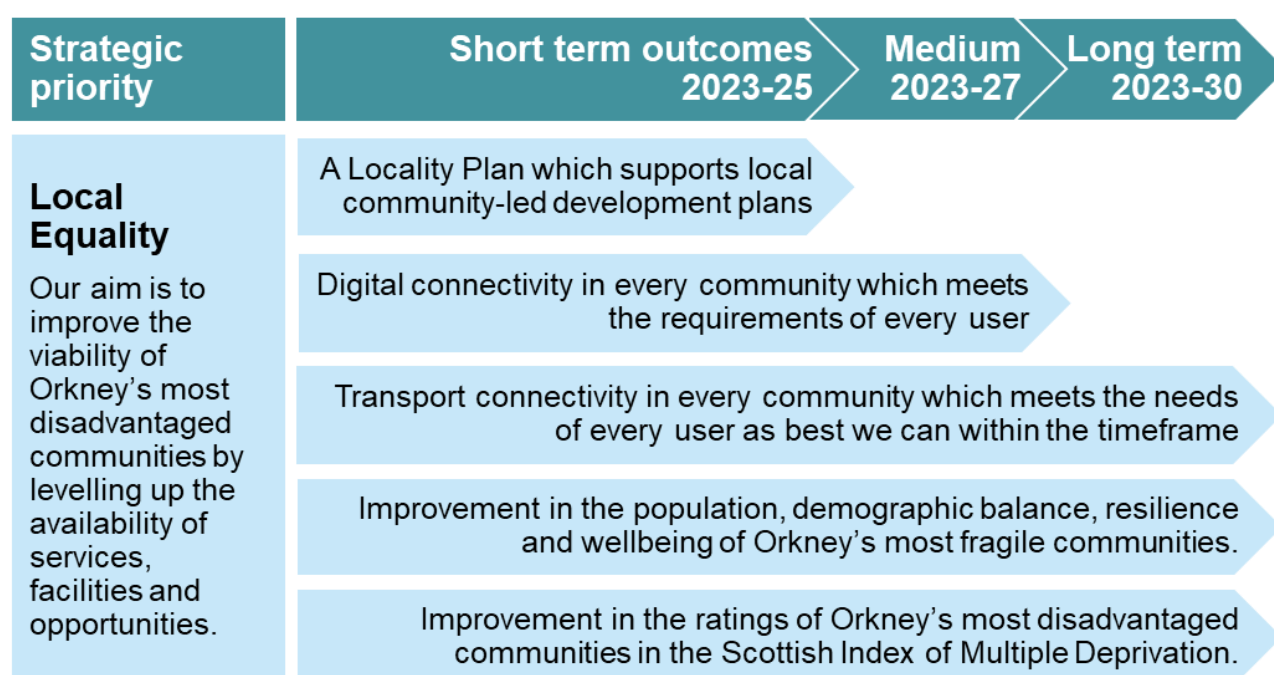
It is anticipated that the new locality plan will focus on levelling up digital and transport connectivity, widening the availability of services, and improving access to employment opportunities. Some issues will predominantly affect the ferry-linked isles, others may affect parts of Kirkwall or indeed 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.

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<sup>20</sup> <https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/>

<sup>21</sup> <https://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/locality-plan/locality-plan-for-non-linked-isles-2018-2021-version-1-1.pdf>

## Our aim and target outcomes for Local Equality



### 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 first Connected Nations report in 2020 and publishes annual [updates](https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-2022)<sup>22</sup> 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.

<sup>22</sup> <https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-2022>

**Population of the ferry-linked isles** (Source: Scotland's Census<sup>23</sup> and calculations based on the NRS mid-year estimates<sup>24</sup>)

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<sup>25</sup> and online results explorer tool<sup>26</sup>)

	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%

<sup>23</sup> <https://www.scotlandscensus.gov.uk/>

<sup>24</sup> <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/small-area-population-estimates-2011-data-zone-based/mid-2021>

<sup>25</sup> <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>

<sup>26</sup> [https://mappingrd342.shinyapps.io/online\\_tool/](https://mappingrd342.shinyapps.io/online_tool/)

<b>% Orkney residents who have a good mobile phone signal at home</b> (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%

<b>% of Orkney residents who agree “When I make journeys to or from my home, it is easy connecting between different forms of transport”</b> (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%

<b>% Orkney premises unable to access 30Mbps/s Broadband</b> (Sources: Ofcom Connected Nations Report 2020 <sup>27</sup> and Ofcom Connected Nations Update 2022 <sup>28</sup> )		
2020-21 Baseline (2022)	Annual milestone	2030 target
32.9%	20%	0%

<b>Fewer areas of Orkney suffer from higher levels of deprivation as determined by the Scottish Index of Multiple Deprivation</b> (Source: Scottish Index of Multiple Deprivation website <sup>29</sup> ) (Note: lower scores measure higher deprivation)		
Baseline (2020 figures)	Annual target	2030 target
1 in the lowest 25-30%	Improve	No areas in the lowest 0-35%
1 in the lowest 30-35%		Fewer areas in the lowest 40%
4 in the lowest 35-40%		

<sup>27</sup> <https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-2020>

<sup>28</sup> <https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-update-autumn-2022>

<sup>29</sup> [https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/?utm\\_source=redirect&utm\\_medium=shorturl&utm\\_campaign=simd](https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/?utm_source=redirect&utm_medium=shorturl&utm_campaign=simd)

## 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](#)<sup>30</sup> 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 statistics<sup>31</sup> 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.

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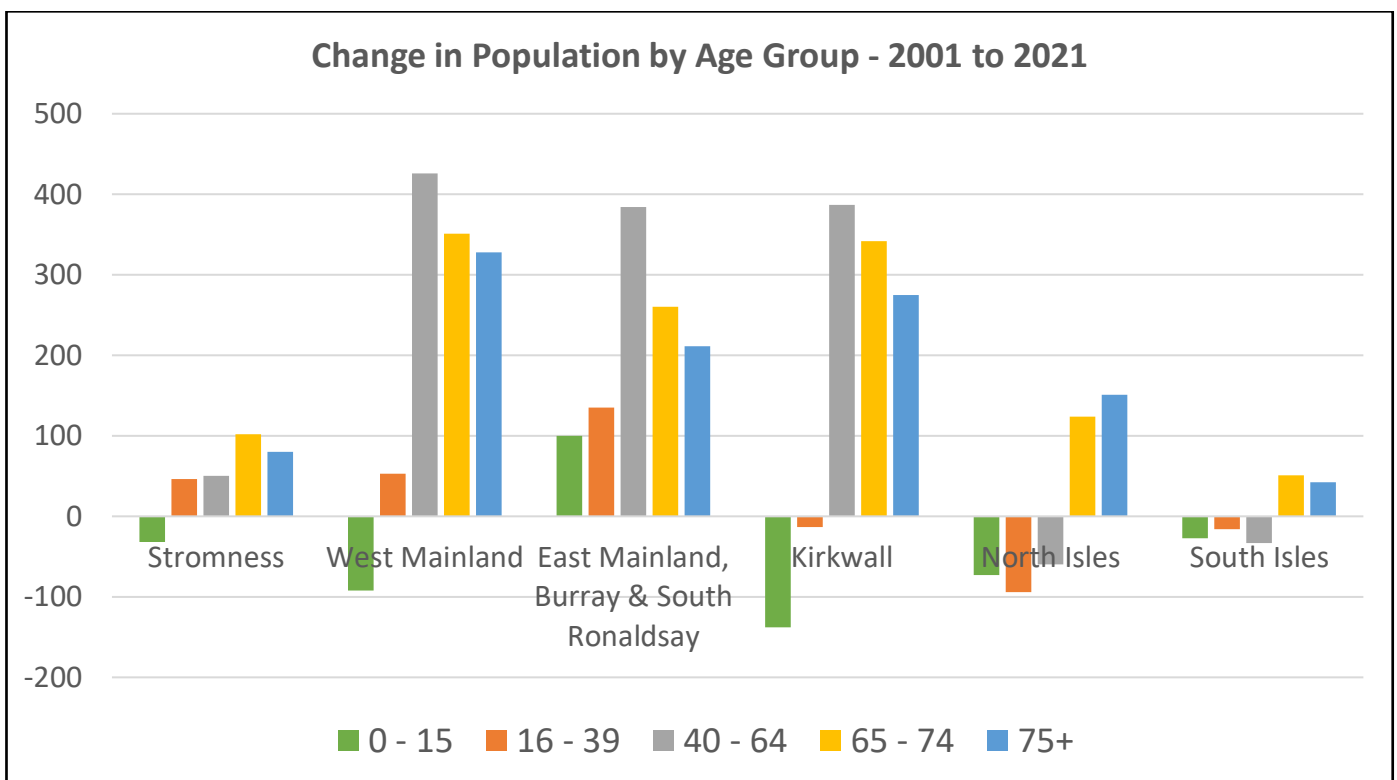
<sup>30</sup> <https://www.gov.scot/publications/national-plan-scotlands-islands/>

<sup>31</sup> <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.

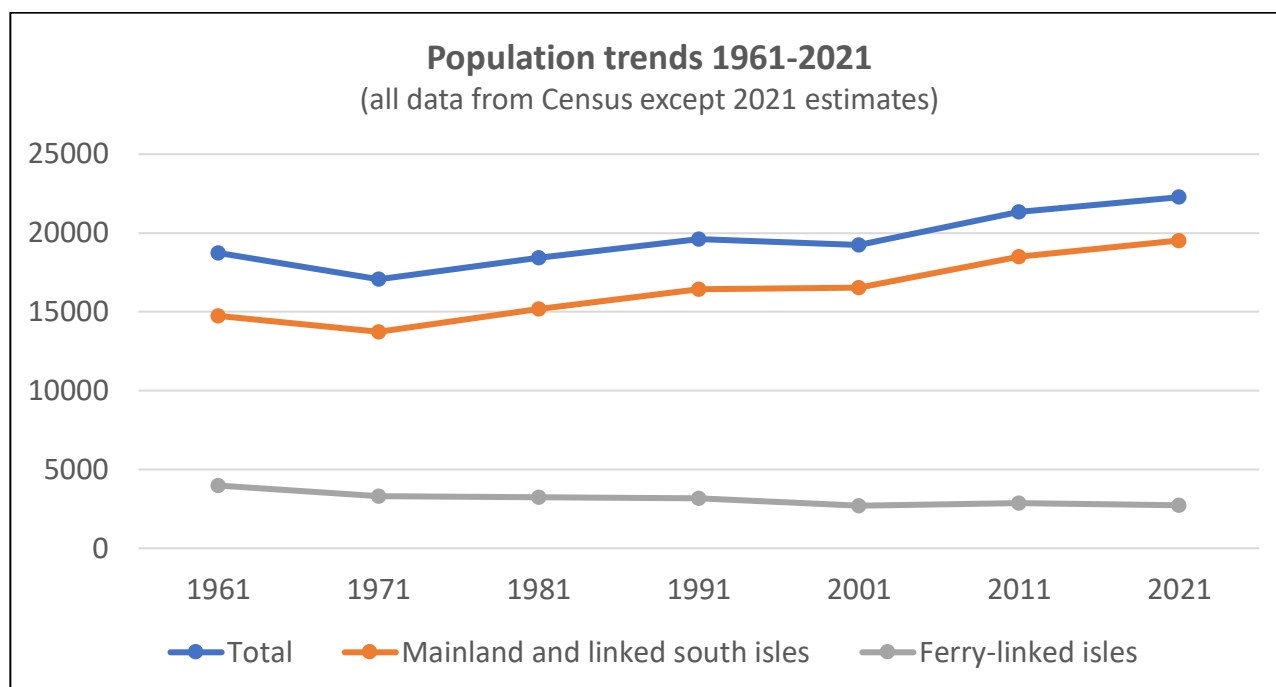


It can be seen that the isles have lost a disproportionate number of younger residents. Peripherality – being on the edge—is a significant equality issue in Orkney. Residents are disadvantaged in accessing national services due to the high travel costs of crossing the water: isles residents doubly so. 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.

<b>Isles populations by age group (estimated at January 2021)</b>			
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
<b>Total</b>	<b>19,527</b>	<b>2,743</b>	<b>22,270</b>

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](#)'<sup>32</sup> 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**

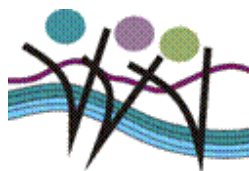
Equally critical to Orkney's sustainable development is connectivity, both digital and transport. A strategic priority in our last community plan, connectivity depends on working with both national governments. We have seen progress in the delivery of R100, the scheme committed to reaching 100% coverage 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.

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<sup>32</sup> <https://s3-eu-west-1.amazonaws.com/s3.spanglefish.com/s/34034/documents/housing-in-an-economic-context-report-srdg-december-2022.pdf>



## 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.

<b>1. Identification of Function, Policy or Plan</b>	
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, <a href="mailto:anna.whelan@orkney.gov.uk">anna.whelan@orkney.gov.uk</a>
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.

<b>2. Initial Screening</b>	
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><b>Cost of Living</b></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"> <li>• Adoption of an advice-and-cash-first approach to address hardship.</li> <li>• Improved uptake of locally administered funding and support.</li> <li>• Co-ordination of partnership action plans relating to child poverty, food dignity and fuel poverty.</li> <li>• Wider understanding of poverty and its prevention in terms of human rights, equality and fairness, and community wellbeing.</li> <li>• Evidence of mitigation of the immediate cost of living crisis and of the longer-term reduction of persistent poverty in Orkney.</li> </ul> <p><b>Sustainable Development</b></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"> <li>• An integrated route map for the well-being economy and climate action.</li> <li>• Inclusive progress towards a wellbeing economy focusing on climate change, fair work, and diversity.</li> <li>• Shared understanding, adoption and implementation of Community Wealth Building.</li> <li>• Adaptation and mitigation strategy to protect our communities, habitats and wildlife from the effects of climate change.</li> <li>• Measurable progress towards Orkney’s target of net zero emissions by 2030.</li> </ul>
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	<p><b>Local Equality</b></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"> <li>• A Locality Plan which supports local community-led development plans.</li> <li>• Digital connectivity in every community improved to the best standard achievable.</li> <li>• Transport connectivity in every community improved to the best standard achievable.</li> <li>• Improvement in the population, demographic balance, resilience and wellbeing of Orkney's most fragile communities.</li> <li>• Improvement in the ratings of Orkney's most disadvantaged communities in the Scottish Index of Multiple Deprivation.</li> </ul>
<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"> <li>• Could the plans affect people in any of these groups differently to anyone else?</li> </ul> <p>Responses were 12.5% yes, 37.5% no and 50% don't know.</p> <ul style="list-style-type: none"> <li>• [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?</li> </ul> <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 <a href="#">Scottish Index of Multiple Deprivation</a>, 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 &amp; 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 <a href="#">here</a>.</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 <a href="#">National Islands Plan Survey report</a> was published in July 2021 and the base data can be interrogated in detail in a <a href="#">data explorer</a>.</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 <a href="#">here</a>.</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 <a href="#">The Fairer Scotland Duty Interim Guidance for Public Bodies</a> 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><a href="#">Scottish Index of Multiple Deprivation</a>  <a href="#">National Islands Plan Survey report</a>  <a href="#">Scottish Government Child Poverty Dashboard</a>  <a href="#">Scottish Household Survey</a>  <a href="#">Scottish House Condition Survey</a> (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