Item: 14

Policy and Resources Committee: 21 September 2021.

Orkney Community Plan 2021-23, incorporating Orkney's Local Outcomes Improvement Plan.

Report by Chief Executive.

1. Purpose of Report

To consider the Orkney Community Plan 2021 to 2023, incorporating Orkney's Local Outcomes Improvement Plan, insofar as it applies to the Council.

2. Recommendations

The Committee is invited to note:

2.1.

That the Orkney Partnership Board has drafted a new Community Plan with a focus on short term recovery from the pandemic, covering the two years 2021 to 2023.

2.2.

That the Orkney Community Plan 2021 to 2023 incorporates Orkney's statutory Local Outcomes Improvement Plan.

2.3.

That the Orkney Partnership Board has carried out a public consultation which was supportive of its proposal to adopt three new strategic priorities for the Community Plan, namely:

- Connectivity.
- Community Wellbeing.
- Sustainable Recovery.

2.4.

That the Orkney Partnership Board has established three new delivery groups and assigned Chairs to progress delivery in accordance with the aims, outcomes and proposed courses of action outlined for each strategic priority in the Community Plan.

2.5.

That the delivery groups will work closely with the Partnership's two current short life working groups, the Child Poverty Task Force and the Economic Recovery Steering Group.

It is recommended:

2.6.

That the Orkney Community Plan 2021 to 2023, incorporating the Local Outcomes Improvement Plan, attached as Appendix 1 to this report, be approved insofar as it applies to the Council.

3. Orkney Community Plan 2021 to 2023

3.1.

The Community Empowerment (Scotland) Act 2015 placed a duty on the facilitating partners of a community planning partnership to publish a Local Outcomes Improvement Plan setting out the local outcomes to which priority is to be given by the community planning partnership with a view to their improvement.

3.2.

The Orkney Partnership publishes a rolling 3-year Community Plan which doubles as Orkney's statutory Local Outcomes Improvement Plan. The last edition to be issued was in 2019 for the years 2019 to 2022. Normally the Community Plan is updated and rolled forward every year, but this was not done in 2020 for two reasons:

- Lack of capacity due to the diversion of officers onto Covid-related emergency work.
- Uncertainty as to the outcome of the pandemic and how best the Partnership should respond.

3.3.

The Orkney Partnership Board, at a workshop held on 19 January 2021, chose three new strategic priorities focusing on Orkney's recovery from the pandemic:

- Connectivity (both digital and transport).
- Community Wellbeing.
- Sustainable Recovery.

3.4.

The Board mandated a shorter planning horizon for the new community plan of two years to reflect the need for urgency and flexibility. The strategic priorities were subjected to public consultation during the spring of 2021 and generated a strongly positive response, along with many good ideas to progress them.

3.5.

At its meeting of 10 June 2021, the Orkney Partnership Board formally adopted the new strategic priorities. The Board wound up the delivery groups associated with its former strategic priorities (Living Well, Strong Communities and a Vibrant Economy) and established three new delivery groups to progress the new priorities. The Board assigned Chairs to the new groups and tasked them with drafting an updated Community Plan reflecting the new priorities, in liaison with the Partnership's support team.

3.6.

During the past year the Orkney Partnership Board has adopted two new strategic initiatives:

- ASPIRE Orkney strategy for Orkney's economic recovery, developed by the Economic Recovery Steering Group.
- Recommendations of the Climate Emergency Short Life Working Group.

3.6.1.

Given the considerable degree of synergy between these two agendas they will both be co-ordinated by the new Sustainable Recovery Delivery Group and have been incorporated accordingly into the new Community Plan.

3.7.

Following the adoption of its recommendations into mainstream Partnership business, the Climate Change Short Life Working Group was wound up on 10 June 2021. There remain two short life working groups in operation within the Partnership:

- Child Poverty Task Force, which will report to the Board via the Community Wellbeing Delivery Group.
- Economic Recovery Steering Group, which will work in tandem with the Sustainable Recovery Delivery Group to deliver the ASPIRE Orkney strategy.

3.8.

The draft Orkney Community Plan 2021 to 2023, incorporating the Local Outcomes Improvement Plan, is attached as Appendix 1 to this report, for approval insofar as it applies to the Council.

4. Equalities Impact

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

5. Island Communities Impact

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

6. Environmental Impact

6.1.

A Strategic Environmental Assessment screening report was prepared and submitted to the SEA Gateway for consideration by the consultation authorities.

6.2.

The SEA Gateway has confirmed that all of the consultation authorities are in agreement that a full SEA does not need to be conducted on the Community Plan 2021 to 2023.

7. Links to Council Plan

7.1.

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Council Plan strategic priority themes of Connected Communities, Caring Communities, Thriving Communities, Enterprising Communities and Quality of Life.

7.2.

The proposals in this report relate directly to the following Priorities of the Council Delivery Plan.

- 1.5 – Contribute to the delivery of the Orkney Electric Vehicle Energy Strategy.
- 1.8 – Lobby for Superfast Broadband – delivery of interim solutions to fibre based Broadband in parallel with R100 commitments.
- 1.9 – Work with Scottish Government and other partners to progress the outcomes of the Inter Isles STAG (Strategic Transport Appraisal Guidelines) Strategic Business Cases in order to develop and then deliver the Outline and final Business Cases for improved inter isles transport services and the associated ferry, air and infrastructure improvements.
- 3.9 – We will continue to deliver the Fuel Poverty Strategy, to seek to secure appropriate funding and in turn to reduce fuel poverty.
- 4.3 – Reprioritise economic development activity and funding to focus on inward investment and facilitating projects and support programmes which will have the highest / transformational impact in relation to job creation, inward migration / retention of working age population and community enablement.

8. Links to Local Outcomes Improvement Plan

The proposals in this report support and contribute to improved outcomes for communities as outlined in the new Local Outcomes Improvement Plan priorities of Connectivity, Community Wellbeing and Sustainable Recovery.

9. Financial Implications

9.1.

Any improvement actions arising from the Local Outcomes Improvement Plan that have financial consequences for the Council that cannot be contained within existing budgets will be reported to the relevant committee.

9.2.

The financial memorandum that accompanied the Community Empowerment (Scotland) Bill stated, in relation to the strengthened duty to facilitate Community Planning that 'for those public bodies which are complying with national and local action already underway at policy level to strengthen community planning it is anticipated that the provisions will impose either no or minor costs' (such as costs relating to travel or staff time).

10. Legal Aspects

There are no direct legal implications arising from the recommendations of this report.

11. Contact Officers

John W Mundell, Interim Chief Executive, extension 2101, Email john.mundell@orkney.gov.uk

Karen Greaves, Head of Executive Support, extension 2202, Email karen.greaves@orkney.gov.uk

Anna Whelan, Strategy Manager, extension 2160, Email anna.whelan@orkney.gov.uk

12. Appendices

Appendix 1: Orkney Community Plan 2021 to 2023.

Appendix 2: Equality Impact Assessment.

Appendix 3: Island Communities Impact Assessment.

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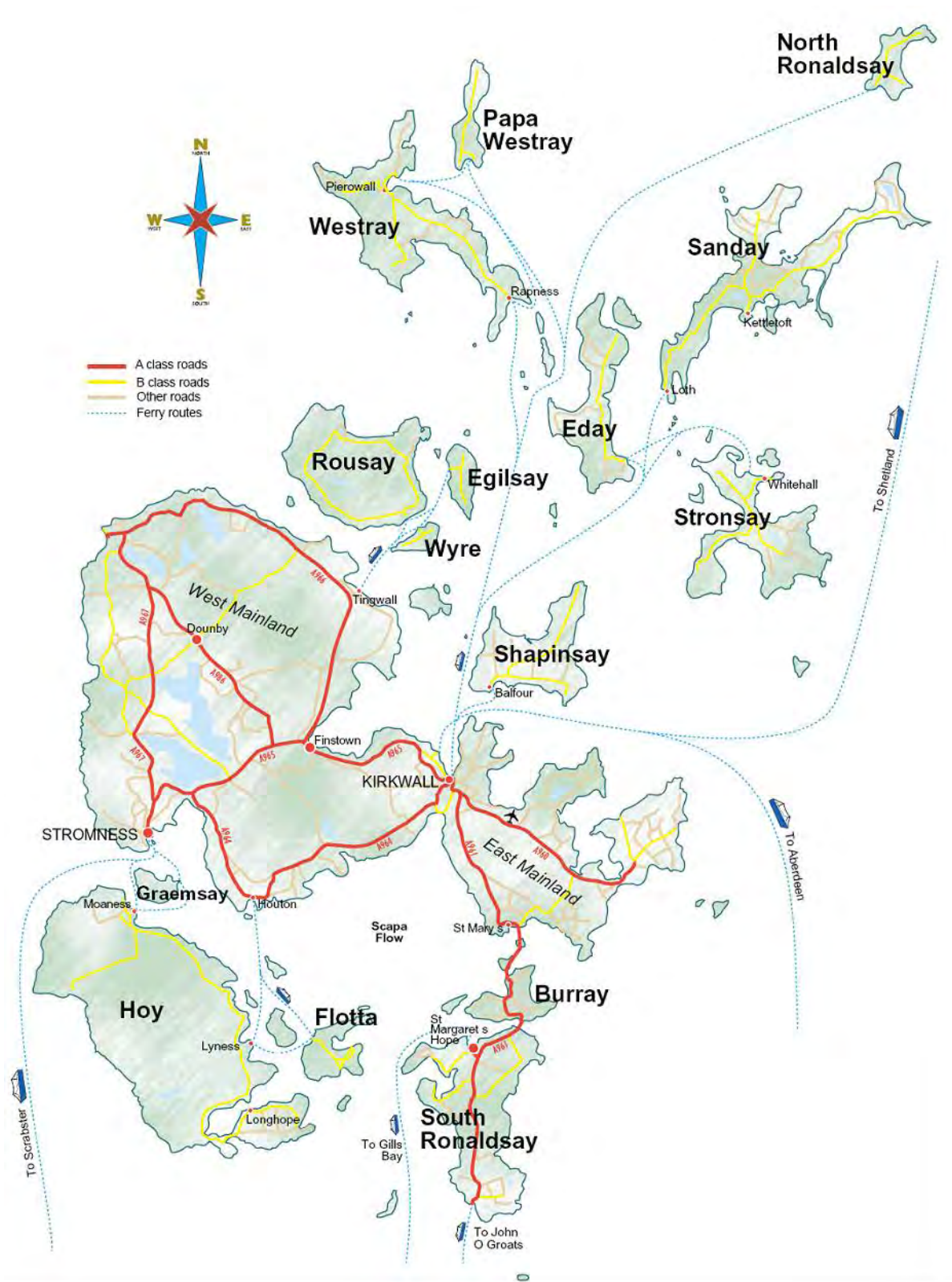## The Orkney Partnership

Working together for a better Orkney

community wellbeing
opportunities
carbon footprint digital connectivity fuel poverty support services
wellbeing pandemic mental health
fast broadband mental health support jobs affordable housing
recovery connectivity outer isles young people
ferry services broadband cost of travel Orkney sustainable recovery
food bank
priority areas of Orkney community renewable energy
economic recovery people goals climate emergency
sustainability small business inequality climate change new ferry
quality of life financial support

Orkney Community Plan

Incorporating Orkney's

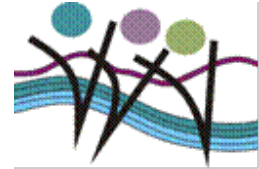## Local Outcomes Improvement Plan

2021 to 2023

If you would like this plan in a different language or format, please contact the Community Planning Business Manager, Orkney Islands Council, School Place, Kirkwall KW15 1NY. Tel: 01856 873535 ext 2153. Email: corporateservices@orkney.gov.uk

Contents

1.   Introduction

Welcome to Orkney's Community Plan for 2021-23.

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. Orkney's Community Plan incorporates our Local Outcomes Improvement Plan, which all community planning partnership must publish. It 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 this year reflects the extraordinary challenges that Orkney has faced during the past year. An unprecedented number of people in our community have experienced hardship and distress due to the combined impacts of the Covid-19 pandemic, successive lockdowns and associated socio-economic disruption. Many businesses have seen their turnover reduced to a fraction of its usual volume. The challenge which the Partnership is undertaking in this plan is the biggest of most of our lifetimes – it is to rebuild Orkney's economy, communities and lives.

Orkney Partnership Board has agreed that the focus of this plan should be on much shorter-term outcomes than usual, hence its timescale of two years rather than the usual three. Following consultation, the Board has adopted a new set of strategic priorities which reflect the need for urgent action to address the immediate problems facing Orkney's people and communities, without losing sight of the Partnership's long-term ambitions:

- Connectivity
- Community Wellbeing
- Sustainable Recovery

Connectivity addresses both digital connectivity and transport. These have been important priorities for the Partnership for many successive plans but have gained a new urgency from the impact of lockdown. Home working and education have highlighted digital inequality, due to both the inadequacy of Orkney's broadband and mobile infrastructure and to the inability of some families to afford laptops for remote learning. The suspension of most of our transport network during lockdown underlined Orkney's vulnerability to any interruption in these lifeline services and our urgent need for modernised transport infrastructure.

Unexpected poverty due to loss of income and increased living costs has hit many families, especially on the smaller isles where local food prices and fuel costs are high. Mental health has taken a battering and many people are exhausted after more than a year of emergency measures, family separation and relentless bad news. **Community Wellbeing** will focus on both individual and community wellbeing and what we can do to help everyone retake control of their lives.

Our third priority, Sustainable Recovery, brings together two complementary strategies which the Partnership has developed over the past year. The first is ASPIRE Orkney: a blueprint for Orkney's recovery from the pandemic, created by the Economic Recovery Steering Group. To build a better future, Orkney must aspire to be Ambitious, Sustainable, Prosperous, Inclusive, Resilient and Enterprising; to achieve this, we will direct resources to local growth industries, invest in Orkney businesses and generate opportunities for local employment and enterprise. Coupled and integrated with this agenda is the Partnership's strategy to combat climate change and support Scottish Government's "Just Transition" principles in moving towards a more sustainable Orkney for all. This plan includes measures to move Orkney towards net zero as well as the development of an adaptation strategy for climate change.

Early in spring 2021 we consulted Orkney residents on our proposals for this plan. There was overwhelming support for our new priorities, and hundreds of creative ideas were offered. Many of these have been worked into this plan. If you have a stake in Orkney's future, this is your plan.

Through this Community Plan, we commit to working together to tackle the challenges that lie ahead, and to provide the services that our communities need.

Councillor James Stockan   **Meghan McEwen**
Chair   **Vice Chair**

Orkney Partnership Board

2. Our mission, values and priorities

The shared mission of the Orkney Partnership is:

Working together for a better Orkney

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

Res i l i ence
En t e r p r i se
Equa l i t y
Fa i r ness
I nnova t i on
Leade r sh i p
Su s t a i nab i l i t y

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

In this plan our strategic priorities focus on Orkney's recovery from the Covid-19 pandemic and its social and economic impacts. Each of our strategic priorities is assigned to a dedicated delivery group to progress. For 2021-23, these are:

Connectivity Delivery Group
Chair: Graeme Harrison, Highlands and Islands Enterprise

The aim of this group is to improve Orkney's connectivity by resolving the issues holding up the delivery of 21st century mobile, broadband and transport networks to all of Orkney's communities.

Community Wellbeing Delivery Group
Chair: Gail Anderson, Voluntary Action Orkney

The aim of this group is to support Orkney's individuals and communities to withstand and recover from the Covid-19 pandemic and its socio-economic impacts.

Sustainable Recovery Delivery Group
Chair: Graham Neville, NatureScot

The aim of this group is to exploit the synergy between two linked priorities: Orkney's economic recovery from the Covid-19 pandemic and combatting the climate emergency.

3. How the Orkney Partnership works

Orkney's community planning partnership has been in existence since 2000. Membership of the Orkney Partnership Board comprises all the statutory partners specified in the Community Empowerment (Scotland) Act 2015, plus some local and co-opted partners. Current Board members are listed on page 5 of this plan.

The Executive Group supports the Board and comprises the five partners with an additional duty to facilitate community planning in Orkney: Orkney Islands Council, NHS Orkney, Police Scotland, Highlands and Islands Enterprise and Scottish Fire and Rescue Service, plus Voluntary Action Orkney. In addition to our three Delivery Groups, the Partnership currently maintains two short life working groups: the Child Poverty Task Force and the Economic Recovery Steering Group, which work closely with their associated delivery groups. The Partnership is supported by the Community Planning Business Manager, a post jointly funded by the facilitating partners.

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 Recovery Delivery Group.

All of our plans, terms of reference, reports and more can be found on the Orkney Partnership's website at http://www.orkneycommunities.co.uk/communityplanning/ and the Partnership also maintains a Facebook page @OrkneyPartnership.

4.   A profile of Orkney's population

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

Demographic balance is an issue of concern across all of Scotland's islands, as highlighted in the National Islands Plan[1]. The most recent National Records of Scotland statistics[2] give an estimate of Orkney's demographic profile in 2020 and projections for the future.

- As at 30 June 2020, the estimated population of Orkney was 22,400. This was an increase of 0.6% from 22,270 in 2019. Over the same period, the population of Scotland did not increase significantly. By 2030, the population of Orkney is projected to fall slightly to 22,239.

- National Records of Scotland forecast that Orkney's population will peak in 2025 before falling off steadily. By 2043, the total population is forecast to have fallen to 21,828, with 20% of residents aged over 75.

- In 2020, there were 183 births in Orkney. This is an increase of 0.5% from 182 births in 2019. Of these 183 births, 95 (51.9%) were female and 88 (48.9%) were male.

- In 2020, there were 254 deaths registered in Orkney. This is a 9.5% increase from 232 deaths in 2019. Of these 254 deaths, 128 (50.4%) were female and 126 (49.6%) were male.

- Life expectancy at birth was higher for females (82.3 years) than for males (79.0 years) in 2017-19 (these figures have not been updated since then). Life expectancy in Orkney is higher than in Scotland overall for both females and males.

- In the period 2019-20, the level of migration into Orkney was 700, a decrease of 13.6% from 810 in 2018-19. The level of migration out of Orkney was 530, a decrease of 19.7% from 660 in 2018-19. Net in-migration was 170 people, an increase of 13.3% from 150 in 2018-19.

- In 2020, 53 marriages were registered in Orkney, a 31.2% decrease from 77 in 2019.

- In 2020, the estimated number of households in Orkney was 10,635, a 0.4% increase from 10,589 households in 2019. There are 976 more households than in 2010, an increase of 10.1%. On recent trends, the number of households in Orkney is projected to increase to 11,010 by 2028, and to 11,346 by 2043.

The most reliable source of detailed demographic information about Orkney's isles populations is Scotland's Census. The census planned for 2021 has been delayed to

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[1] https://www.gov.scot/publications/national-plan-scotlands-islands/
[2] https://www.nrscotland.gov.uk/statistics-and-data

2022 due to the pandemic, so this data is now outdated. Local estimates were put together in January 2021, as follows:

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.
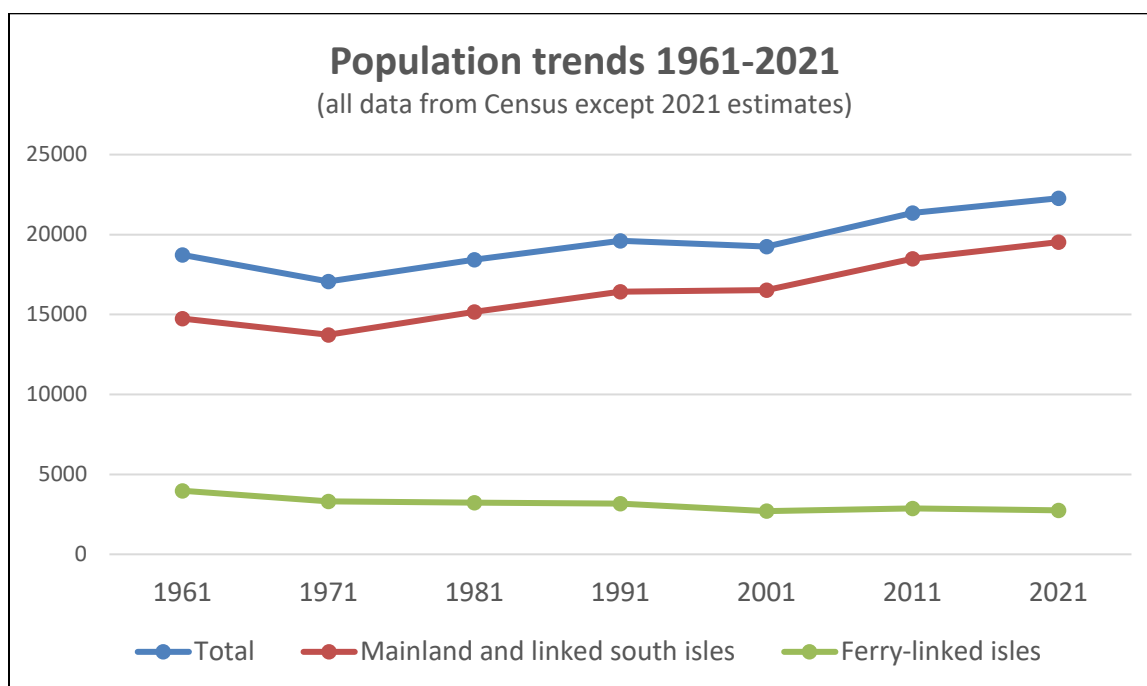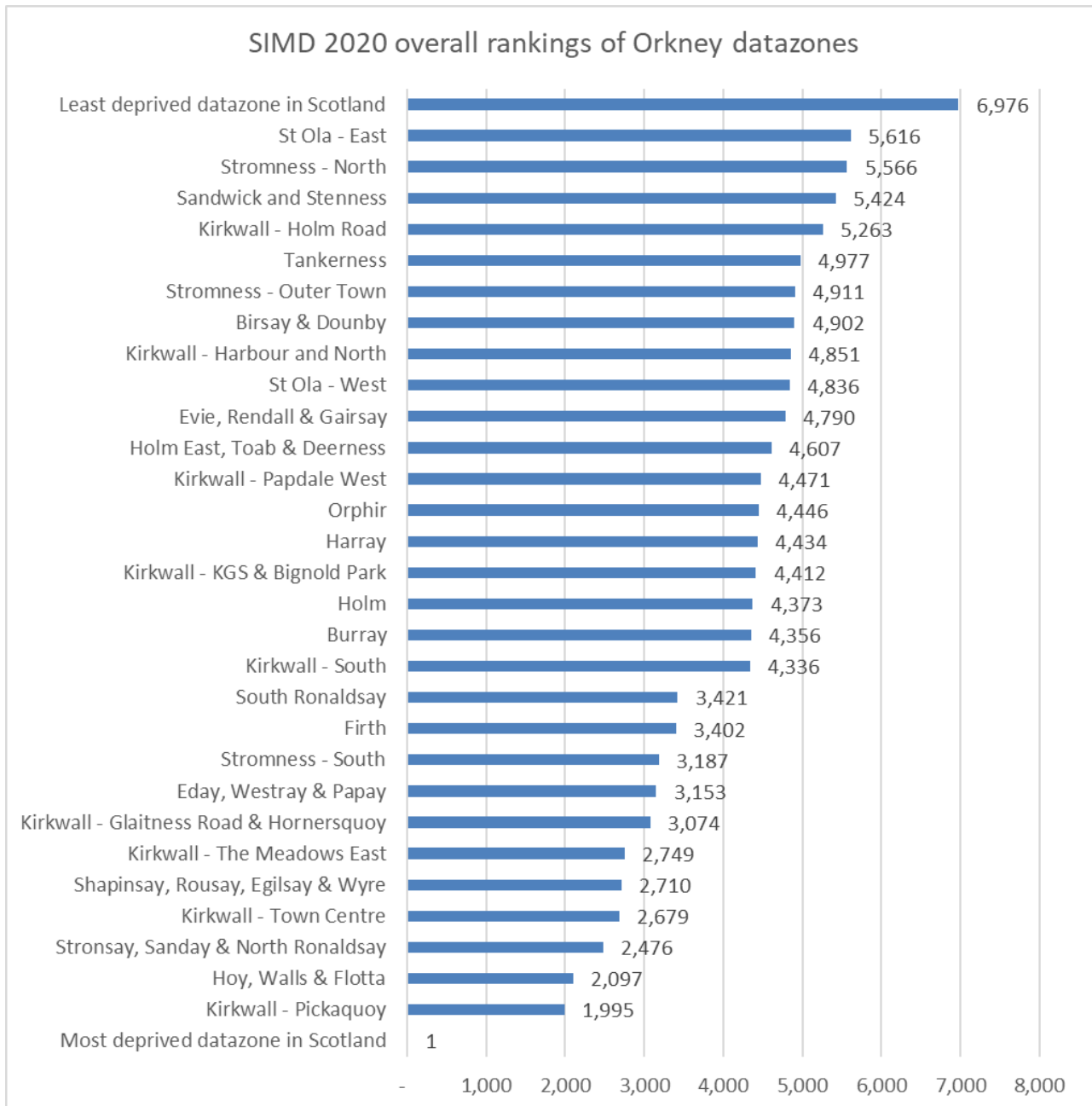

Peripherality—being on the edge—is a significant equality issue in Orkney. Residents are disadvantaged in accessing national services due to the high travel costs of crossing the water: isles residents doubly so. The Islands (Scotland) Act 2018 introduced a requirement for Island Communities Impact Assessment to be conducted on new national and local policy at the developmental stage, in order to identify and mitigate any unfair or unintended consequences. The Orkney Partnership routinely "isles-proofs" its own policy and an ICIA has been conducted on this Community Plan.

The effects of unequal life circumstances can be seen in the Scottish Index of Multiple Deprivation, updated every four years. The SIMD measures relative deprivation against seven domains: income, employment, health, education, skills and training, geographic access to services, crime and housing. It divides Scotland into 6,976 data zones and ranks them using a suite of indicators for each domain.

Orkney has 29 datazones, each containing around 350 households, which vary in size from a few streets in central Kirkwall to several of the outer isles grouped together. In the 2020 release of the SIMD, the overall measures for Orkney's data zones range in position from 1,995 (Kirkwall - Pickaquoy) to 5,616 (St Ola – East).

The ferry-linked isles score badly on access to services and housing, and were chosen as the subject of the Partnership's first Locality Plan 2018-21[1]. A second Locality Plan will be developed during the lifetime of this Community Plan.

SIMD 2020 overall rankings of Orkney datazones

| Datazone	Ranking
Least deprived datazone in Scotland	6,976
St Ola - East	5,616
Stromness - North	5,566
Sandwick and Stenness	5,424
Kirkwall - Holm Road	5,263
Tankerness	4,977
Stromness - Outer Town	4,911
Birsay & Dounby	4,902
Kirkwall - Harbour and North	4,851
St Ola - West	4,836
Evie, Rendall & Gairsay	4,790
Holm East, Toab & Deerness	4,607
Kirkwall - Papdale West	4,471
Orphir	4,446
Harray	4,434
Kirkwall - KGS & Bignold Park	4,412
Holm	4,373
Burray	4,356
Kirkwall - South	4,336
South Ronaldsay	3,421
Firth	3,402
Stromness - South	3,187
Eday, Westray & Papay	3,153
Kirkwall - Glaitness Road & Hornersquoy	3,074
Kirkwall - The Meadows East	2,749
Shapinsay, Rousay, Egilsay & Wyre	2,710
Kirkwall - Town Centre	2,679
Stronsay, Sanday & North Ronaldsay	2,476
Hoy, Walls & Flotta	2,097
Kirkwall - Pickaquoy	1,995
Most deprived datazone in Scotland	1

The employment rate in Orkney has historically been better than the Scottish average, and over Jan-Dec 2019 averaged 87.1% among those aged 16-64 compared with 74.8% for Scotland. The total included 9,800 who were employees and 1,200 self-employed. Over Jan-Dec 2020 the employment rate for the same group fell to 82.4%.

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[1] http://www.orkneycommunities.co.uk/communityplanning/index.asp?pageid=681664

In the year to December 2020, the unemployment rate in Orkney rose from 1.3% to 2.8%. By December 2020, 370 people were unemployed and 800 were furloughed. 75 young people were unemployed, a rate of 5.3%, indicating that youth employment was disproportionately impacted by the difficult labour market.

Data for Universal Credit claimants shows the number of additional claims over the duration of the pandemic. From a baseline of 195 in February 2020, claims doubled in the first lockdown and peaked at 420 in August 2020, remaining well above the baseline at 285 in July 2021.
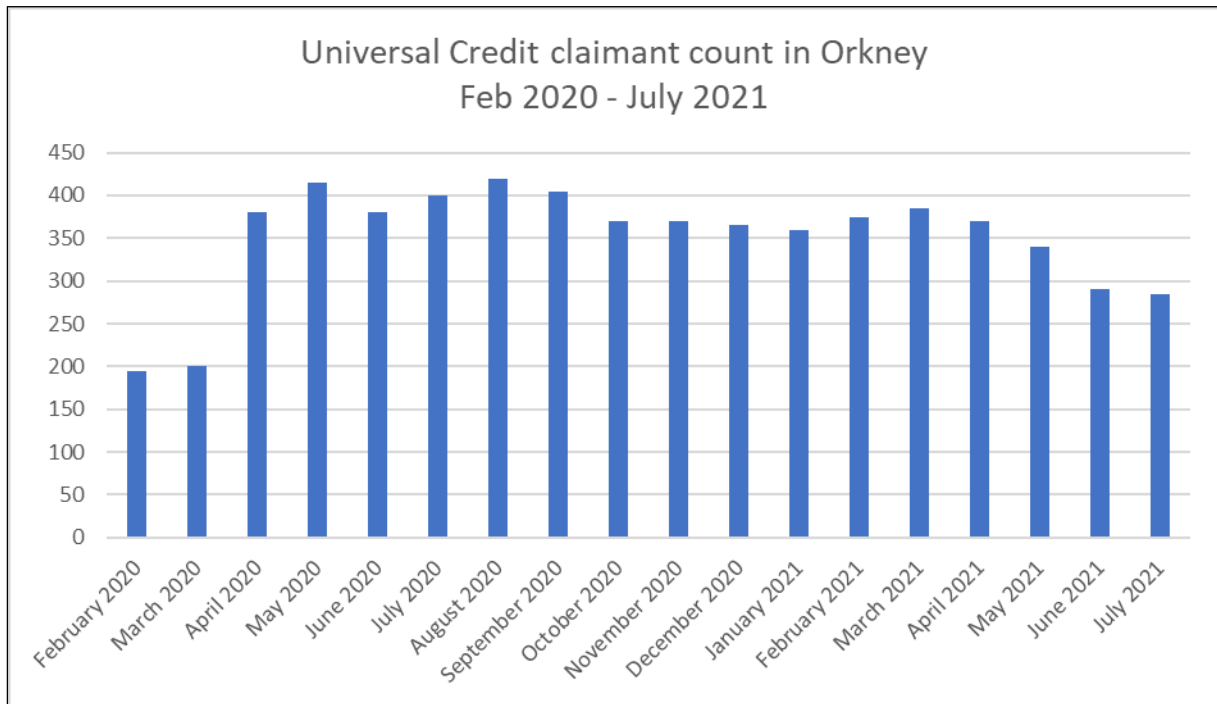
5.   Priority 1: Connectivity

5.1 What we aim to achieve

Our aim is to improve Orkney's connectivity by resolving the issues holding up the delivery of 21st century mobile, broadband and transport networks to all of Orkney's communities.

Our target outcomes are:

• Equal or better standards of digital connectivity than elsewhere in the UK, with mobile and broadband services available and affordable to all in Orkney.

• Integrated, sustainable and affordable transport services which meet the needs of Orkney's residents, businesses and visitors.

5.2 Where we are now

The sudden demand to live, work and learn remotely during lockdown threw a spotlight on digital inequality. National and local agencies responded with an acceleration in online service provision: hugely welcome to most but inaccessible to those living in remote rural and island areas with no mobile signal and/or slow and unreliable broadband. The digital divide has made access to essential goods and services more difficult – and sometimes more expensive – for those with poor connectivity. Nearly 97% of Orkney households now have internet at home[1] but one third of all families with school-age children reported difficulties with digital access to learning during school closures. It is likely that an element of home working and learning will remain for many during the recovery period and beyond. Without urgent investment in both infrastructure and affordability, the digital divide will widen still further.

In an emergency, things can be done quickly. The Council's IT team delivered a remote working programme originally scheduled to take 2-3 years within as many months. Scottish Government provided emergency funding for the purchase of digital devices and mobile data for school pupils. Orkney's Third Sector switched overnight to online and telephone provision of many essential services. But far more significant investment is needed to achieve infrastructure equality, and it is needed much faster than the timescale of the UK Government's R100 scheme, which promises 100% access to superfast broadband but has been slow to reach Orkney. We want to see a rapid acceleration in the national rollout of full fibre connectivity in order to support our students, workers and businesses to recover.

Transport is also a critical barrier to recovery for island communities. The pandemic underlined Orkney's vulnerability to any sort of interruption in our lifeline services. Our outer isles were – and are – profoundly disadvantaged by the comparatively small sizes of their inter-island ferries, substantially limiting passenger numbers even without the need for social distancing measures. Our ferry fleet is old, polluting, unreliable and fails dismally to meet acceptable standards for modern public transport

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[1] https://www.strath.ac.uk/media/1newwebsite/departmentsubject/law/strathclydecentreforenvironmentallawandgovernance/pdf/national-islands-plan-survey-final-report.pdf

with regard to accessibility or carbon footprint. This is a serious and longstanding equality failure for those living on, or travelling to, the ferry-linked isles.

Food insecurity emerged as an early issue in the first lockdown, with families unable to afford to buy in the isles shops where prices are inflated by the high cost of freight. Without enough capacity to move people and freight in and out of Orkney, and internally between our islands, then our tourism, agriculture, food and drink, and many other sectors cannot operate at a sustainable level. These are in many cases very small and marginally profitable family businesses which make the difference between a family being able to make a living on, or having to move away from, the islands.

Connectivity has long been a priority for the Orkney Partnership. The pandemic has demonstrated that connectivity is fundamental to equality, and inequality is widening. Collectively, the Partnership must resolve the issues holding up the modernisation of our transport and digital infrastructure, if we want all of our islands to be sustainable places for everybody to live, into the 21st century.

5.3 Consultation findings

Regarding digital connectivity, a huge number of people asked for better, faster broadband as soon as possible, with parity for the isles and rural locations, especially where business and employment depended on it. There was a sense of anxiety in these comments, that the current situation is unsustainable and solutions may not be in place as recovery begins in earnest. The Covid-19 pandemic has exacerbated an already fragile dependency on incomplete infrastructure.

"If we were designing a transport system for the isles tomorrow - what would it look like?"
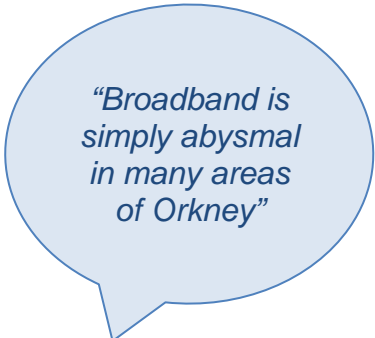
There were a few comments about the perceived dangers of 5G technology. These fears may be groundless but should be addressed.

 Poor digital communication skills – among young people as well as older people – were highlighted, as was community access in care homes and libraries. The cost of technology and online access is a big problem, especially for already disadvantaged people.

"Better broadband and a reliable telephone system would reduce the need to travel for many outer islanders"
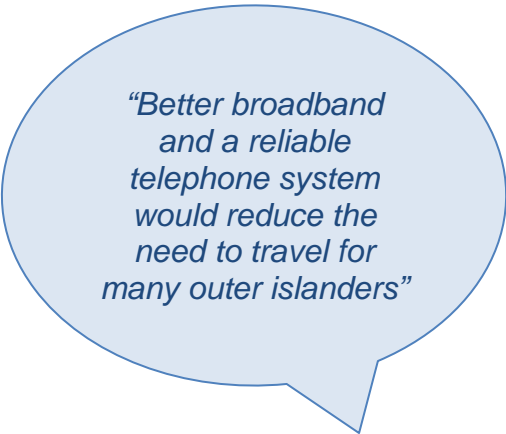
Regarding transport, most comments were about inter-isles ferries and buses. Users of these services would like to see new ferries, and a new fleet of buses; along with joined up bus and ferry timetables for services within Orkney and for Scottish mainland ferries and air services. There is strong demand for reduced ferry fares, with Road Equivalent Tariff (RET) on all services, and parity with Scottish mainland ferry fares. Several commentators asked for local people to be prioritised over visitors on ferries and buses. Respondents pointed out accessibility issues on these services.

Several comments about walkers and cyclists asked for safer pathways that would encourage people to be more active and less polluting. This is relevant to all three of our delivery groups.

"Broadband is simply abysmal in many areas of Orkney"

5.4 Our plans for Connectivity

There is already considerable work taking place to address Connectivity, which is being undertaken by various groups and partner agencies. Listed here are the main areas of activity through which the Connectivity Delivery Group will contribute.

Digital connectivity

- Work with Scottish Government to accelerate the roll out of the R100 programme, which commits to provide access to superfast broadband of 30 Megabits per second to every home and business in Scotland.
- Lobby for changes to regulations to enable sustainable broadband and mobile networks using alternative technologies.
- Support communities and residents with information and advice on the Scottish Government broadband voucher scheme.

Transport connectivity

- Continue to engage with Scottish Government to secure either (i) guaranteed and permanent full funding for the inter-island ferry service or (ii) a Transfer of Responsibility for Orkney's lifeline inter island ferry services at no net detriment to the Council (the current service provider).
- Following completion of the Outline Business Case currently in preparation, engage with Scottish Government on the sourcing and funding of an accessible and "green" replacement ferry fleet for Orkney's inter island ferry services.
- Consider a third aircraft for Orkney's Inter Island Air Services to improve island connectivity.
- Improve connectivity by integrating air, ferry and bus travel where possible (a budget uplift would be required to enhance services beyond current levels).

5.5 Measuring progress in Connectivity

The indicators below have been selected to show how well we are progressing towards the outcomes we want for Connectivity 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.

Ofcom's Connected Nations report[1] is published annually and matches information on service availability provided by network operators, against a database of addresses in the UK. In Orkney the "premise base" numbered 12,218 addresses at the reference date of 1st September 2020. The Scottish Household Survey[2] is also conducted annually and in 2019 the survey base comprised 590 persons in 260 households across Orkney.

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[1] https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-2020
[2] https://www.gov.scot/publications/scottish-household-survey-2019-annual-report/

The National Islands Plan Survey 2020[1], conducted in October 2020 and published in July 2021, uniquely differentiates between households in the Orkney mainland and linked south isles, and the ferry-linked isles. A total of 4,347 responses were received in all from individuals aged from 18-75, with 630 categorised as "Orkney Mainland" and 160 as "Orkney Outer Isles". It is planned to repeat this survey every two years, potentially providing a wealth of longitudinal data to help inform the planning, and report on the progress, of service provision across Scotland's islands.

% Orkney premises unable to access 10Mbits/s Broadband (Source: Ofcom Connected Nations 2020)		
2020-21 Baseline	2021-22 Milestone	2022-23 Target
20.7%	10%	0%

% Orkney premises unable to access 30Mbits/s Broadband (Source: Ofcom Connected Nations 2020)		
2020-21 Baseline	2021-22 Milestone	2022-23 Target
31.5%	15%	0%

% 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**)**		
	2020-21 Baseline	2022-23 Target
Orkney Mainland	70%	100%
Ferry-linked isles	45%	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
Orkney Mainland	78%	100%
Ferry-linked isles	27%	100%

% of people in Orkney very or fairly satisfied with the quality of public transport (Source: Scottish Household Survey 2019 and Data Explorer)		
2020-21 Baseline	2021-22 Milestone	2022-23 Target
61%	70%	80%

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[1] 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

% 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)		
	2020-21 Baseline	2022-23 Target
Orkney Mainland Orkney Outer Isles	46% 29%	60% 50%

6. Priority 2: Community Wellbeing

6.1 What we aim to achieve

Our aim is to support Orkney's individuals and communities to withstand and recover from the Covid-19 pandemic and its socio-economic impacts.

Our target outcomes are:

• Individuals and communities benefit from enhanced support to recover and renew.

• Orkney's fragile communities become more resilient and sustainable.

6.2 Where we are now

Orkney's resilience is rooted in its strong communities, represented by a network of community councils, development trusts, community associations, voluntary organisations and communities of interest. Orkney's community council network is the most active in Scotland, with all 20 areas normally contested. Eleven local development trusts, each focused on one island or mainland locality, initiate and manage new community development, business ventures, social enterprises and other projects. The Community Directory maintained by Voluntary Action Orkney lists around 600 local organisations, of which more than 90 maintain active websites on the Orkney Communities platform.

All of these bodies worked as one during the pandemic to support individuals and families in their communities through successive lockdowns. They co-operated seamlessly with the Local Resilience Partnership set up in accordance with statutory emergency procedures, the Orkney branch of the online CV Mutual Aid network and the Orkney Coronavirus Community Support Hub hosted by the Pickaquoy Centre. A diverse team of volunteers was mobilised within days to deliver food, collect medication, walk dogs and offer telephone support to those shielding.

Loss of income and unexpected extra costs meant that many families found themselves unable to manage financially, some for the first time. The Council issued food vouchers to support isles residents with the additional cost of shopping locally. Third Sector agencies experienced a huge increase in requests for support with fuel costs, emergency food and counselling services. A year on, many agencies were struggling financially and Voluntary Action Orkney approached the Orkney Partnership for help. The Third Sector Covid-19 Emergency Fund was set up in response, to operate alongside national schemes to support individuals, families and businesses.

As we enter the recovery phase, it is clear that there will be ongoing need for some time to come. The strain of the pandemic and its aftermath is showing up in rocketing demand for health and wellbeing services. Mental health has taken a battering and young people have suffered huge disruption to their education and social lives. Poverty – always present but not always visible – has become more openly acknowledged in the community, and there is a new awareness of the impact of hardship on the everyday lives of children and future prospects of young people.

The Partnership recognises that meeting this level of demand will take more than continuing dependence on goodwill. The Community Wellbeing Delivery Group will bring together the statutory, voluntary and community bodies who have been

operating throughout the emergency response and consider how their collective efforts can be consolidated and co-ordinated in order to avoid duplication, fill gaps in provision, pull in new resources and better support those who have been working so tirelessly to support others.

Complementary to this short term imperative is the Partnership's long term goal to improve the sustainability of Orkney's remote and isles communities. Over the past few decades we have seen Orkney's population rise as a whole, but fall steadily on the ferry-linked isles. Scotland's islands in general have an older age profile, lower incomes and poorer access to services than the mainland, and the consequent demographic imbalance was a key driver behind the Scottish Government's National Islands Plan. Orkney's first Locality Plan 2018-21 focused on the socio-economic inequality of the ferry-linked isles, but the progress we have made is likely to have been set back by the effects of the pandemic.

This perspective will shape the work done by the Delivery Group and help us to ensure that short term measures taken to aid recovery are compatible with, and help to progress, the Partnership's longer-term ambition to improve the resilience, sustainability and prosperity of the ferry-linked isles, through recovery and beyond.
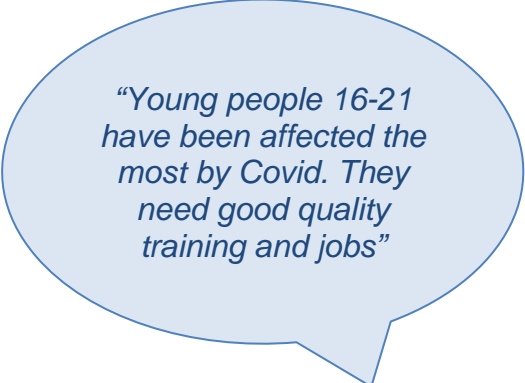
6.3 Consultation findings

General approval for this priority was supplemented by specific concerns about access to services, unemployment and loss of income during the pandemic. Respondents wished to see more full time job opportunities and training programmes. There was concern about progression in employment and young people leaving Orkney to find work. Lack of provision for childcare was a major concern, as was care work, support for new mothers, support for older people, disabled people and other vulnerable groups. Poverty was a major concern, with food, fuel and child poverty highlighted.

"We have a wellbeing officer on Shapinsay and the difference she has made in just over a year is fantastic"
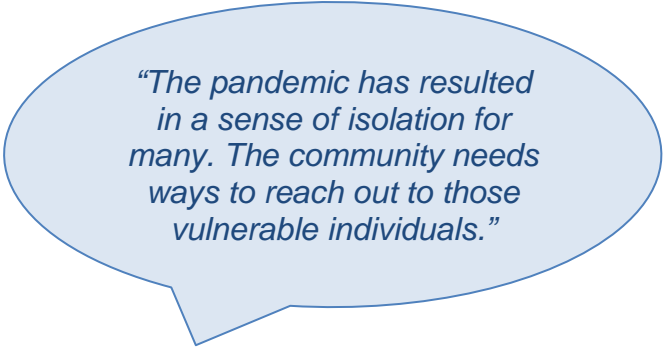
Several respondents wanted more focus on farming, while others championed Orkney's potential for renewable energy, seeing a great and sustainable future for the isles in green industries.

People were keen for Covid-19 testing to protect our communities where possible, with requests for public information campaign to address local concerns. Individual health improvements, including exercise, healthy eating and smoking cessation, were felt to contribute to community wellbeing. There were deep concerns about mental health provision in Orkney and the impact of isolation during successive pandemic lockdowns, together with loss of income, on individuals and families. Respondents noted issues of concern including limited access to counselling and the closure of the Men's Shed.

"Young people 16-21 have been affected the most by Covid. They need good quality training and jobs"

There was a call for leadership to create a joined up community campaign for recovery, linking Development Trusts, Community Councils, local clubs, Wellbeing coordinators, community businesses etc.

"The pandemic has resulted in a sense of isolation for many. The community needs ways to reach out to those vulnerable individuals."

6.4 Our plans for Community Wellbeing

There is already considerable work taking place to address community wellbeing, which is being undertaken by various groups and partner agencies. Listed here are the main areas of activity through which the Community Wellbeing Delivery Group will contribute.

We will support individuals and communities through recovery and renewal by collaborative working to:

- Expand the Isles Wellbeing Project to all ferry linked islands.

- Identify funding to support the reopening of community spaces and support re-establishment/establishment of community activities.

- Establish and deliver an isles self-management network for people with long term conditions.

- Identify and promote safe social spaces for those who are socially anxious.

- Strengthen our response to individual/family food insecurity.

- Oversee the implementation of an action plan to deliver Orkney's Child Poverty Strategy 2021-23.

- Identify community wellbeing actions from local strategies that would benefit from a partnership approach in the arts, community learning and health.

- Identify where collaborative action is required to support the alleviation of poverty, combat fuel poverty and promote financial inclusion

To support the resilience and sustainability of Orkney's fragile communities, we will:

- Follow up and augment the West Mainland/Kirkwall Place Standard Consultation and identify collaborative solutions to issues raised by communities.

- Organise a conference to celebrate and build on successful collaborative approaches established during the Covid-19 pandemic.

- Support/develop activities within communities to enhance individuals' sense of wellbeing.

- Explore the value of establishing work/learning hubs in rural and island areas.

- Collaborate with all partners to establish joint mechanisms for dialogue with communities.

- Contribute to the closing report for the Locality Plan 2018-21 and carry out a repeat Place Standard Survey of the ferry-linked isles as a follow-up to the survey carried out in 2016/17.

6.5 Measuring progress in Community Wellbeing

The indicators below have been selected to show how well we are progressing towards the outcomes we want for Community Wellbeing 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[1] is conducted annually and in 2019 the survey base comprised 590 persons in 260 households across Orkney. The Scottish House Condition Survey[2] 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[3], conducted in October 2020 and published in July 2021, uniquely differentiates between households in the Orkney mainland and linked south isles, and the ferry-linked isles. A total of 4,347 responses were received in all from individuals aged from 18-75, with 630 categorised as "Orkney Mainland" and 160 as "Orkney Outer Isles". It is planned to repeat this survey every two years, potentially providing a wealth of longitudinal data to help inform the planning, and report on the progress, of service provision across Scotland's islands.

How households are managing financially in Orkney (Source: Scottish Household Survey 2019 and Data Explorer)			
	2020-21 Baseline	2021-22 Milestone	2022-23 Target
Managing very well or quite well	66%	66%	66%
Get by all right	31%	32%	34%
Don't manage very well and have some financial difficulties	3%	2%	0%

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[1] https://www.gov.scot/publications/scottish-household-survey-2019-annual-report/

[2] https://www.gov.scot/publications/scottish-house-condition-survey-local-authority-analysis-2017-2019/pages/6/

[3] 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

Percentage of adults (18-75) who in the past year have had to choose between keeping their home warm and buying food or essentials for themselves and their family (Source: National Islands Plan Survey Report 2020 and explorer tool

	2020-21 Baseline	2021-22 Milestone	2022-23 Target
Orkney Mainland	71.9%	75%	78%
Ferry-linked isles	56.4%	60%	63%

Percentage of dwellings in Orkney in Fuel Poverty 2017-19 (Source: Scottish House Condition Survey Local Authority Analysis 2019)

2020-21 Baseline	2021-22 Milestone	2022-23 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)

2020-21 Baseline	2021-22 Milestone	2022-23 Target
21.8% (Scottish average 11.9%)	Reduce	Same as Scottish average

Population of the ferry-linked isles (Source: Scotland's Census)

2020-21 Baseline	2022-23 Target
2,862 (Census 2011)	Maintain or increase (Census 2022)

Percentage of adult residents (18-75) planning to stay on the island for the next 5 years (Source: National Islands Plan Survey Report 2020 and explorer tool)

	2020-21 Baseline	2022-23 Target
Orkney Mainland – Yes No Don't know	87.2 4.4 8.4	Increase Decrease Decrease
Ferry-linked isles – Yes No Don't know	79.0 8.7 12.3	Increase Decrease Decrease

Percentage of adults participating in some form of sport or exercise, including walking, in previous 4 weeks (Source: Scottish Household Survey 2019 and Data Explorer)

2020-21 Baseline	2021-22 Milestone	2022-23 Target

86%	87%	88%

Percentage of adult residents (18-75) who agree that islanders' creative talents are supported and nurtured (source: National Islands Plan Survey Report 2020 and explorer tool))

	2020-21 Baseline	2021-22 Milestone	2022-23 Target
Orkney Mainland	71.9%	75%	78%
Ferry-linked isles	56.4%	60%	63%

7. Priority 3: Sustainable Recovery

7.1 What we aim to achieve

Our aim is to exploit the synergy between two linked priorities: Orkney's economic recovery from the Covid-19 pandemic and combatting the climate emergency.

Our target outcomes are:

- A demonstrable upturn in Orkney's economy, supported through co-ordination and implementation of the ASPIRE Orkney action plan.

- A "Just Transition" towards a well-being economy with a focus on climate change, fair work, and diversity.

- Measurable progress towards Scotland's target of net zero emissions by 2045.

- An adaptation strategy to protect our citizens, businesses, habitats and wildlife from the effects of climate change.

7.2 Where we are now

The Orkney landscape looks very different as we emerge from the pandemic. We are facing a reset of the economy, new ways of living, and new ways of working. Many of our businesses are experiencing a significant reduction in turnover and employment; some have already closed and jobs have been lost. The economic impact of Covid-19 is affecting individual, family, and community well-being. Furthermore, our pre-Covid challenges have not gone away, not least the long-term impact of Brexit and the imperative to do our part to combat the climate emergency.

The Economic Recovery Steering Group, a short life working group led by Orkney's business community, was tasked by the Orkney Partnership Board in June 2020 to develop a strategy for Orkney's economic recovery from the pandemic. ASPIRE Orkney is the resulting strategy and has an associated action plan which the Sustainable Recovery Delivery Group will take forward in tandem with the Economic Recovery Steering Group, ensuring that all workstreams in the action plan are progressed.
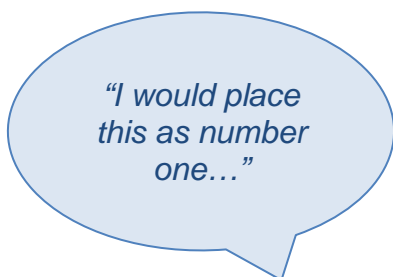
Many of the themes in ASPIRE Orkney align with the imperative to support carbon reduction and combat climate change. The Climate Change (Emissions Reduction Targets) (Scotland) Act 2019 set a target date for net zero emissions of all greenhouse gases by 2045. The Scottish Government has adopted three principles to underpin a "Just Transition" towards a sustainable Scotland for all:

- plan, invest and implement a transition to environmentally and socially sustainable jobs, sectors and economies, building on Scotland's economic and workforce strengths and potential.

- create opportunities to develop resource efficient and sustainable economic approaches, which help address inequality and poverty.

- design and deliver low carbon investment and infrastructure, and make all possible efforts to create decent, fair and high value work, in a way which does not negatively affect the current workforce and overall economy.

In 2019, Orkney Islands Council joined other local authorities worldwide in declaring a climate emergency. The Orkney Partnership Board convened a short life working group, led by NatureScot, with a brief to champion and promote existing activity on low carbon issues and amplify Orkney's collective response to the challenge of climate change. In May 2021 the Orkney Partnership Board adopted the recommendations made by the group. Relevant actions will be co-ordinated by the Sustainable Recovery Delivery Group alongside ASPIRE Orkney. This will avoid duplication and allow the synergy between the two agendas to be exploited to the full.

Other initiatives pre-dating the pandemic will also support sustainable recovery, notably the [Islands Growth Deal](#)[1]. This agreement, between the UK and Scottish governments, Comhairle nan Eilean Siar, Orkney Islands Council and Shetland Islands Council, commits to a £100m deal focused on placing the islands at the forefront of the transition to net zero, supporting growth in key sectors of opportunity such as tourism, food and drink, space and creative industries, and supporting thriving, sustainable communities. The 10-year programme has the ambitious target of creating up to 1,300 jobs and reversing depopulation. Initiatives based in Orkney which will benefit from the Islands Deal include the Islands Centre for Net Zero, Scapa Flow Future Fuels Hub Project, Orkney World Heritage Gateway, Orkney Community Vertical Farm and the Orkney Research and Innovation Campus.
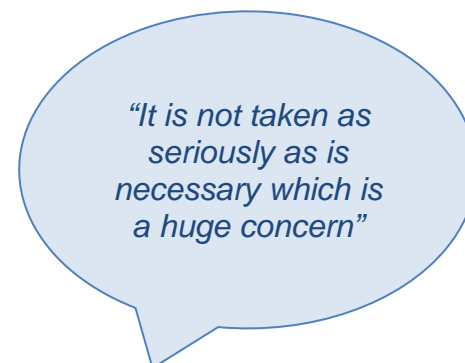
7.3 Consultation findings

"I would place this as number one…"

Opinions on this issue are mainly strongly supportive, although some deny the existence of climate change – doubters want to see evidence and action. Covid-19 has encouraged many to see working remotely as a positive development, as long as high quality digital connectivity is implemented across the isles.

Green energy projects and electric vehicles are widely supported. Housing insulation is mentioned a lot, as is waste management and recycling, new approaches to agriculture and food production.

"It is not taken as seriously as is necessary which is a huge concern"

Inequalities are of concern, with a focus on fuel poverty and the role of THAW. Respondents are concerned about vulnerable people in our society being left behind.

There is also some concern about tourism returning, especially a wish to limit cruise ships.

"An amazing opportunity to focus on a 'Green Recovery'"

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[1]https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/970193/Islands_Growth_Deal_Heads_of_Terms_SIGNED__English_version_1.1_.pdf

7.4 Our plans for Sustainable Recovery

There is already considerable work taking place to address sustainable recovery, which is being undertaken by various groups and partner agencies. Listed here are the main areas of activity through which the Sustainable Recovery Delivery Group will contribute.

ASPIRE Orkney

The ASPIRE Orkney strategy is our blueprint for Orkney's economic recovery from the pandemic. Full details of the strategy, action plan, projects and progress, along with other resources, can be found on ASPIRE Orkney's dedicated website[1].

To recover from the pandemic, and build a better future, Orkney must aspire to be **Ambitious, Sustainable, Prosperous, Inclusive, Resilient, and Enterprising.**

Ambitious
- Value and harness the county's natural, cultural, and human resources
- Take control of our own economic future
- Take control of our demographic future
- Innovate, experiment, improve.

Sustainable
- Commit unequivocally to an environmentally sustainable future
- Invest in sustainable enterprises and skills
- Develop a circular economy that keeps more money in Orkney for longer

Prosperous
- Aim high: become global leaders in the sectors we can truly excel in
- Create quality jobs
- Work to eradicate fuel poverty
- Provide local investment opportunities
- Campaign for increased Westminster and Holyrood funding
- Discover and secure new ways of attracting inward investment into Orkney.

Inclusive
- Make sure no one in our community is left behind
- Welcome new ideas and people, wherever they come from
- Increase transparency so everyone can understand and endorse decisions taken by their local authority and associated organisations.

Resilient
- Carry out scenario planning for future changes and challenges
- Invest in robust technology and systems to help Orkney spring back from adversity
- Attract and retain a highly skilled, adaptable workforce

Enterprising
- Unify and utilise the different skills of the public, private, and third sectors
- Gather data, analyse it, act on it – and update it constantly
- Make bold, well-informed decisions in planning, training, and investment
- Invest in and support enterprises and organisations that embody the ASPIRE principles, whether private, third sector, voluntary, or community.

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[1] https://www.aspireorkney.com/

The Climate Emergency

In May 2021, Orkney Partnership Board adopted the action plan outlined below to combat the climate emergency and improve Orkney's resilience to climate change.

- **Increase active travel opportunities in order to reduce emissions and provide health, equitable access and wellbeing benefits.**

Investment in active travel is relatively cheap and contributes to a Just Transition by providing fair and equitable access to all in society. We will seek to implement active travel opportunities already identified in and around Orkney including those in the Stromness and Kirkwall place plans.

- **Collaborate on zero/low emission fleet and install more electric vehicle charging points across Orkney, including the isles.**

We will increase the use of electric vehicles (EV) and charging points, potentially with shared fleet. An important part of this work will be to install EV charge points in the outer isles, increasing the practicality of EV use in public service or private use in the isles.

- **Promote the case for new lower carbon ferries.**

Together with the Connectivity Delivery Group, we will campaign for the upgrading of Orkney's inter-island ferry fleet with lower carbon fuel alternatives such as hydrogen, and exploit the potential for synergy with the Surf 'n' Turf project based in Eday, developing systems to convert and store tidal and wind energy as hydrogen and establish a hydrogen supply chain.

- **Optimise uptake of the Renewable Heat Incentive and other schemes which both decarbonise and address fuel poverty, alongside generating investment in green recovery from the Covid-19 pandemic.**

The Renewable Heat Incentive (RHI) is a UK Government scheme aiming to encourage uptake of renewable heat technologies amongst householders, communities and businesses through financial incentives. It has the added benefits of addressing inequalities and fuel poverty as well as increasing the use of local renewable energy.

- **Establish a baseline of emissions amongst Partnership members with a view to creating a single shared target for the Partnership in line with the trajectory required to reach Net Zero by 2045.**

All public bodies in Orkney have a reporting duty to Sustainable Scotland on emissions, and an aggregated joint target could in future be adopted by the Partnership. Currently there is scope for combined reporting against individual targets but further work is needed to allow true shared targets to be adopted.

- **Establish a Climate Adaptation Plan for Orkney**

Adaptation planning is about ensuring that a place is as resilient and ready to cope with the changes expected from the climate as it can be. A collaborative approach is crucial to ensure all elements are included in a successful adaptation plan. We will work with Adaptation Scotland to develop a Climate Adaptation Plan for Orkney which will help organisations and communities to adapt to climate change.

7.5 Measuring progress in Sustainable Recovery

The indicators below have been selected to show how well we are progressing towards the outcomes we want for Sustainable Recovery 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.
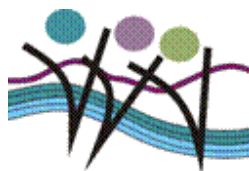
The indicators in this section come from a wide range of sources and some depend on data collected locally; for example the school travel survey is conducted by the Council's Road Safety Officer on behalf of the Scottish Government, which publishes the data. House completions include those built by the Council, Orkney Housing Association Ltd and private developers, both commercial and individuals. House building was severely impacted by lockdown and continues to be affected in 2021 by the prevailing shortage and high price of building materials.

In view of the longer perspective taken by the Sustainable Recovery Delivery Group, we have included five-year targets for the indicators in this section. For CO_2 emissions, different bodies and sectors have varying timescales to reach Net Zero. 2045 is the Scottish Government's target, while the Islands Centre for Net Zero is aiming for 2030 for Orkney overall.

Employment rate (16-64 years) (source: NOMIS official labour market statistics, Labour Market Profile – Orkney Islands)			
2020-21 Baseline	2021-22 Milestone	2022-23 Target	Five-year target 2026-27
82.4% Jan-Dec 2020	>85%	>85%	>88%
% of 16-19 year olds participating in education, employment or training (source: Skills Development Scotland, Annual Participation Measure)			
2020-21 Baseline	2021-22 Actual	2022-23 Target	Five-year target 2026-27
94.7% Reported August 2020	93.4% Reported August 2021	Improve	95%
Businesses in the Highlands and Islands that are optimistic over their future prospects in the next 12 months (Source: HIE Business Panel June 2021 report)			
2020-21 Baseline	2021-22 Milestone	2022-23 Target	Five-year target 2026-27
75% Jan/Feb 2020	80% June 2021	Maintain or improve	>80%

House build completions in Orkney, all sectors (source: Scottish Government housing statistics; source for 2020-21: OIC Development and Marine Planning)

2020-21 Baseline	2021-22 Milestone	2022-23 Target	Five-year target 2026-27
92	100	130	225

% Orkney pupils' journeys to school by walking/cycling/scooter/skate (all schools excluding nursery) (Source: Sustrans Hands Up Scotland Survey 2020)

2020-21 Baseline	2021-22 Milestone	2022-23 Target	Five-year target 2026-27
33.7%	Improve	Improve	>40%

% Walking journeys to work as a proportion of all journeys in Orkney (Source: Scottish Government 2019 Transport – Travel to Work and Other Purposes)

2020-21 Baseline	2021-22 Milestone	2022-23 Target	Five-year target 2026-27
27%	Improve	Improve	>35%

Local Authority territorial CO_2 emissions estimates 2019 (kilotonnes CO_2) (Source – UK Government local authority and regional carbon dioxide emissions national statistics)

	2020-21 Baseline	2021-22 Milestone	2022-23 Target	Five-year target 2026-27
Commercial Public Sector Domestic Transport LULUCF* Total Orkney	8.9 kt 2.6 kt 42.0 kt 31.1 kt 135.6 kt 277.2 kt	Reduction commensurate with achieving NetZero by 2045	Reduction commensurate with achieving NetZero by 2045	Reduction commensurate with achieving NetZero by 2045

*Land Use, Land Use Change and Forestry

Appendix: Linked plans and strategies

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 2021 to 2023, which is also Orkney's statutory Local Outcomes Improvement Plan (LOIP).
Service / service area responsible.	The Orkney Partnership For Orkney Islands Council: Chief Executive's Service / Executive Support / Community Planning
Name of person carrying out the assessment and contact details.	Anna Whelan, Strategy Manager, Orkney Islands Council, anna.whelan@orkney.gov.uk
Date of assessment.	25 August 2021
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 rolling plan, normally updated every year with a planning period of 3 years. This update is a dedicated Covid-19 recovery plan with a shorter timescale of 2 years.

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 and planned outcomes in the 2021-23 LOIP are: **Priority 1: Connectivity**

	Our aim is to improve Orkney's connectivity by resolving the issues holding up the delivery of 21st century mobile, broadband and transport networks to all of Orkney's communities. Our target outcomes are: • Equal standards of digital connectivity to elsewhere in the UK, with mobile and broadband services available and affordable to all in Orkney. • Integrated, sustainable and affordable transport services which meet the needs of Orkney's residents, businesses and visitors. **Priority 2: Community Wellbeing** Our aim is to support Orkney's individuals and communities to withstand and recover from the Covid-19 pandemic and its socio-economic impacts. Our target outcomes are: • Individuals and communities benefit from enhanced support to recover and renew. • Orkney's fragile communities become more resilient and sustainable. **Priority 3: Sustainable Recovery** Our aim is to exploit the synergy between two linked priorities: Orkney's economic recovery from the Covid-19 pandemic and combatting the climate emergency. Our target outcomes are: • A demonstrable upturn in Orkney's economy, supported through co-ordination and implementation of the ASPIRE Orkney action plan. • A "Just Transition" towards a well-being economy with a focus on climate change, fair work, and diversity. • Measurable progress towards Scotland's target of net zero emissions by 2045. • An adaptation strategy to protect our citizens, businesses, habitats and wildlife from the effects of climate change.
State who is or may be affected by this function / policy / plan, and how.	All residents of Orkney.

Is the function / policy / plan strategically important?	Yes. The Local Outcomes Improvement Plan is the sovereign strategic plan for Orkney. The current plan has a shorter timescale than usual due to the need to focus on Covid-19 recovery. There would in any event be little value in planning more than two years ahead at present due to uncertainty. The plan will be revised, updated and rolled on as necessary.
How have stakeholders been involved in the development of this function / policy / plan?	Members of the Orkney Partnership Board, including statutory and local co-opted partners, took part in a workshop in January 2021 to consider what was on the horizon and propose new strategic priorities. The Board also agreed to give the new LOIP a shorter timescale than usual.
	The proposed priorities were subjected to public consultation in April 2021 and generated strong support. A brief summary of responses to each priority is included in the plan.
	The sections of the plan relating to each strategic priority are being considered by the newly formed delivery groups, each of which will be asked to approve the proposed plans for their priority.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	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.
	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 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.
	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.
	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](#).
	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 take into account in the next LOIP from 2023 onwards.
	A key equality issue in the past 18 months 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](#).
Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. 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.	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: [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)
Could the function / policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).

1. Race: this includes ethnic or national groups, colour and nationality.	No.
2. Sex: a man or a woman.	No.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No.
4. Gender Reassignment: the process of transitioning from one gender to another.	No.
5. Pregnancy and maternity.	No.
6. Age: people of different ages.	Yes. A longstanding aim of the Orkney Partnership is to redress the demographic imbalance in the isles by encouraging young people, and families with children, to remain in or move to Orkney. This is also a key target for all of Scotland's islands in the National Islands Plan.
7. Religion or beliefs or none (atheists).	No.
8. Caring responsibilities.	No.
9. Care experienced.	No.
10. Marriage and Civil Partnerships.	No.
11. Disability: people with disabilities (whether registered or not).	Yes. The Covid-19 pandemic and associated lockdowns has impacted significantly on people with underlying health conditions and they remain at risk as restrictions are lifted. Community Wellbeing has been selected as a strategic priority to ensure that partners focus on the needs of the most vulnerable in the community throughout the recovery phase.
12. Socio-economic disadvantage.	Yes. Many people have experienced hardship during the pandemic, which has exacerbated underlying long term disadvantage. Others have experienced socio-economic disadvantage for the first time. All of the strategic priorities address hardship, in different ways. Sustainable Recovery focuses on employment and a "just transition" to fair work; Connectivity addresses digital inequality

	and affordable public transport, and Community Wellbeing seeks to mitigate the effects of poverty on individuals and communities throughout the recovery phase.
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 negative impact of the pandemic is the key issue addressed throughout the LOIP and will be the main focus of the delivery groups. The plan itself 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?	Implementation of the LOIP via action plans for delivery.
Who will undertake it?	Connectivity Delivery Group Community Wellbeing Delivery Group Sustainable Recovery Delivery Group
When will it be done?	Over the duration of the LOIP, 2021-23.
How will it be monitored? (e.g. through service plans).	Delivery groups report progress to the Orkney Partnership Board at least twice a year, and an annual report is published by the Partnership.

Signature: Date: 1 September 2021

Name: ANNA WHELAN

Island Communities Impact Assessment for Orkney Community Plan 2021 to 2023 (incorporating Orkney's Local Outcomes Improvement Plan)

STEP ONE – DEVELOP A CLEAR UNDERSTANDING OF YOUR OBJECTIVES:	
• What are the objectives of the policy, strategy or service?	The purpose of the rolling Orkney Community Plan is to articulate a coherent framework for long term partnership working in Orkney. For 2021-23 the plan has a shorter term focus on recovery from the socio-economic impacts of the Covid-19 pandemic. 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.
• Do you need to consult?	Yes.
• 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 but we give special consideration to the ferry-linked isles where their circumstances and/or the effects of the LOIP are likely to be different to those of Orkney as a whole.
• What are the intended impacts/outcomes and how do these potentially differ in the islands?	The strategic priorities and planned outcomes in the 2021-23 LOIP are: **Priority 1: Connectivity** Our aim is to improve Orkney's connectivity by resolving the issues holding up the delivery of 21st century mobile, broadband and transport networks to all of Orkney's communities. Our target outcomes are: • Equal standards of digital connectivity to elsewhere in the UK, with mobile and broadband services available and affordable to all in Orkney. • Integrated, sustainable and affordable transport services which meet the needs of Orkney's residents, businesses and visitors. **Priority 2: Community Wellbeing** Our aim is to support Orkney's individuals and communities to withstand and recover from the Covid-19 pandemic and its socio-economic impacts. Our target outcomes are: • Individuals and communities benefit from enhanced support to recover and renew.

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• Orkney's fragile communities become more resilient and sustainable.

Priority 3: Sustainable Recovery

Our aim is to exploit the synergy between two linked priorities: Orkney's economic recovery from the Covid-19 pandemic and combatting the climate emergency.

Our target outcomes are:

• A demonstrable upturn in Orkney's economy, supported through co-ordination and implementation of the ASPIRE Orkney action plan.

• A "Just Transition" towards a well-being economy with a focus on climate change, fair work, and diversity.

• Measurable progress towards Scotland's target of net zero emissions by 2045.

• An adaptation strategy to protect our citizens, businesses, habitats and wildlife from the effects of climate change.

Differential effects on the ferry-linked isles

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. This applies especially to the Connectivity priority. Access to services is significantly worse on most of the outer isles due to sub-standard transport infrastructure and constraints on transport service provision, and sub-standard or non-existent broadband/mobile infrastructure. This is contributing to the continuing depopulation of the ferry-linked isles.

The Community Wellbeing strategic priority specifically addresses the need to improve the resilience of Orkney's fragile communities. Many of the ferry-linked isles have an older population than the Mainland, putting their sustainability at risk. The isles also proved vulnerable to income and food insecurity early in the first lockdown.

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• Is the policy, strategy or service new?

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No. The LOIP is a rolling plan but this iteration has been significantly changed from the previous plan for 2019-22, with new strategic priorities and a shorter 2-year planning period, reflecting the need for the Partnership to focus on short term action to promote recovery.

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STEP TWO – GATHER YOUR DATA AND IDENTIFY YOUR STAKEHOLDERS:

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• What data is available about the current

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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.

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situation in the islands?	There are three main 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. In addition there are some local surveys which have been conducted in the isles, notably the Place Standard consultation done to inform the Locality Plan 2018-21for the non-linked isles.
	Census data is limited mostly to demographic data which is useful for equalities considerations but, since the last census was done in 2011 and the next is not due until 2022, we will not have up to date figures before 2023 at the earliest.
	The Place Standard survey for the Locality Plan was conducted in 2016-17 and is due to be repeated in winter 2021-22, to inform the closing report on the plan. This would have been done earlier but for the pandemic which has constrained capacity for non-essential work.
	At present the National Islands Plan survey is the most useful recent 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. It is planned to repeat the survey every two years to provide an ongoing data bank for longitudinal analysis.
• Do you need to consult?	Not at present. The National Islands Plan survey has provided a wealth of information to compare the experience of residents of the isles with those of the Orkney mainland. Local consultation on the strategic priorities proposed for the new LOIP was carried out in April 2021.
• How does any existing data differ between islands?	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. The table below shows the correlation between SIMD 2020v2[1] data and household incomes[2], supplied by CACI Paycheck data.

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[1] Corrected release see https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/
[2] The applicable copyright notices for CACI data can be found at
https://www.caci.co.uk/sites/default/files/imce/Copyright_and_Third_Party_Notices.pdf

Scottish Index of Multiple Deprivation (SIMD 2020) rankings and corresponding household incomes for datazones in Orkney

Data Zone	Location	Overall SIMD 2020 rank	Overall decile 2020	Lower quartile household income	Mean household Income	Upper quartile household income
S01011821	Kirkwall - Pickaquoy	1,995	3	£13,202	£27,665	£36,627
S01011827	Hoy, Walls & Flotta	2,097	4	£10,915	£24,092	£31,307
S01011831	Stronsay, Sanday & North Ronaldsay	2,476	4	£12,354	£25,674	£33,566
S01011822	Kirkwall - Town Centre	2,679	4	£14,125	£29,352	£38,940
S01011830	Shapinsay, Rousay, Egilsay & Wyre	2,710	4	£15,161	£30,587	£40,254
S01011824	Kirkwall - The Meadows East	2,749	4	£13,943	£30,876	£41,800
S01011820	Kirkwall - Glaitness Road & Hornersquoy	3,074	5	£14,729	£34,474	£46,610
S01011832	Eday, Westray & Papay	3,153	5	£13,123	£27,604	£36,556
S01011804	Stromness - South	3,187	5	£15,239	£32,734	£43,753
S01011808	Firth	3,402	5	£18,273	£37,753	£50,105
S01011828	South Ronaldsay	3,421	5	£15,969	£34,307	£45,863
S01011819	Kirkwall - South	4,336	7	£14,788	£30,833	£41,204
S01011829	Burray	4,356	7	£20,895	£41,094	£54,104
S01011813	Holm	4,373	7	£21,412	£42,433	£56,600
S01011823	Kirkwall - KGS & Bignold Park	4,412	7	£17,039	£36,474	£48,449
S01011810	Harray	4,434	7	£18,945	£38,175	£50,365
S01011809	Orphir	4,446	7	£20,655	£39,834	£52,300
S01011825	Kirkwall - Papdale West	4,471	7	£17,314	£35,743	£47,441
S01011814	Holm East, Toab & Deerness	4,607	7	£21,139	£40,849	£53,943
S01011812	Evie, Rendall & Gairsay	4,790	7	£20,558	£41,212	£54,840
S01011817	St Ola - West	4,836	7	£20,719	£41,422	£54,711
S01011826	Kirkwall - Harbour and North	4,851	7	£19,226	£38,188	£49,974
S01011811	Birsay & Dounby	4,902	8	£20,168	£39,741	£52,667
S01011806	Stromness - Outer Town	4,911	8	£19,093	£38,916	£51,152
S01011815	Tankerness	4,977	8	£21,532	£43,412	£57,938
S01011818	Kirkwall - Holm Road	5,263	8	£18,129	£38,884	£52,062
S01011807	Sandwick and Stenness	5,424	8	£21,943	£43,139	£57,183
S01011805	Stromness - North	5,566	8	£16,724	£35,085	£46,288
S01011816	St Ola - East	5,616	9	£26,740	£50,836	£66,972

• How does any existing data differ between islands? (contd)	National Islands Plan survey results show poorer results for many services on the ferry-linked isles. Some sample data are given below.

National Islands Plan Survey (selected questions)	Orkney Mainland (inc. linked south isles)	Orkney Outer Isles

It is easy for young people (under 40) who want to live and work here to do so (% agree or strongly agree)	53.4%	21.3%
Parents have access to childcare services that suit their working hours (% agree or strongly agree)	29.2	8.5
When I make journeys to or from my home, it is easy connecting between different forms of transport (% agree or strongly agree)	45.9	29.1
In the past year my home sometimes felt uncomfortably cold in the winter (% agree or strongly agree)	31.47	38.0
My internet connection at home is fast enough to do what I want online (% agree or strongly agree)	69.1	45.0

• How does any existing data differ between islands? (contd)	Population data estimated at January 2021 (included in the LOIP) shows 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.
• Are there any existing design features or mitigations in place?	The Council routinely expects report writers to consider the effect of any new policy or plan on the ferry-linked isles, and to amend policy as necessary to mitigate any negative effects. Previous editions of the LOIP have highlighted the isles and the Partnership's first Locality Plan 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. 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. With Connectivity as a strategic priority, the new LOIP commits to resolve the issues holding up the delivery of 21st century services to Orkney in general and the isles in particular.
	Community Wellbeing also addresses the sustainability of Orkney's most fragile communities with a specific outcome aiming to improve their resilience.
	The third priority, Sustainable Recovery, is not specifically focused on the isles but its target outcomes – a stronger economy, more housing, climate resilience etc – will also contribute to their improved sustainability as these factors are even more important in such small communities where even one house or job can determine whether or not a family is able to stay.

STEP 3 - CONSULTATION:

• Who do you need to consult with?	No further consultation is required at present.
• How will you carry out your consultation and in what timescales?	A public consultation on the Partnership Board's chosen strategic priorities was conducted in April 2021.
• What questions will you ask when considering how to address island realities?	The survey canvassed opinions on the proposed priorities and invited respondents to comment on their own priorities under each heading. Many comments were received on inter-island ferries, digital connectivity on the isles and the impact of Covid-19 on poverty, mental health and general wellbeing on the isles.
• What information has already been gathered through consultations and what concerns have been raised previously by island communities?	The results of the National Islands Plan survey are noted above. Concerns raised in the local consultation have been collated into the word cloud below.

• Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	Yes, we believe the two sources taken together comply with the duty.

STEP FOUR – ASSESSMENT:

• Does your assessment identify any unique impacts on island communities?	With regard to localities within Orkney, depopulation is unique to the ferry-linked isles. Other impacts e.g. transport and digital connectivity are exacerbated on the isles but are not unique to them.
	The LOIP is intended to have a positive impact on Orkney in general, including – but not exclusively – the isles.
• Does your assessment identify any potential barriers or wider impacts?	There are significant barriers to the improvement of connectivity infrastructure. These are contributing to the depopulation problem.
• How will you address these?	A delivery group is being convened to focus exclusively on Connectivity.

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:

• *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.
• *Are these different effects likely?*	Yes.
• *Are these effects significantly different?*	Yes.
• *Could the effect amount to a disadvantage for an island community compared to the mainland or between island groups?*	Yes.

STEP FIVE – PREPARING YOUR ICIA:

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.	This plan has been designed specifically to mitigate the disadvantages currently experienced by the ferry-linked isles. We anticipate in the short to medium term achieving significant improvement in outcomes relating to digital connectivity, and significant progress in outcomes relating to transport. These will both contribute towards improved resilience in the isles. Ultimately, success will be measured in a reversal of depopulation and a better demographic balance in the isles.
• Consider alternative delivery mechanisms and whether further consultation is required.	The Partnership has already tried one mechanism (the Locality Plan) but while this was successful at generating local action on the isles, it has not been able to resolve some barriers at national level. The new strategic priorities effectively mainstream these issues by assigning them to a delivery group reporting directly to the Board. The Economic Recovery Steering Group has set up a dedicated company, Aspire Orkney Ltd, to help deliver selected workstreams in the Partnership's ASPIRE Orkney strategy for Orkney's economic recovery.

• Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	The Connectivity Delivery Group will operate at a more strategic level in order to focus national attention on levelling up services to the isles.
• Identify resources required to improve or mitigate outcomes for island communities.	The Partnership publishes a Joint Resourcing Plan to complement the LOIP, which is in preparation. The new Joint Resourcing Plan will focus on resources collectively targeted on response to, and recovery from, the pandemic. For example, food insecurity on the isles due to high prices in the isles shops was addressed early in the first lockdown by the issuing of vouchers to all isles residents, to subsidise local shopping. Since the start of the pandemic the Council has released emergency funds from its reserves to support both the business community and the Third Sector.
STEP SIX – MAKING ADJUSTMENTS TO YOUR WORK:	
• Should delivery mechanisms/ mitigations vary in different communities?	Yes.
• Do you need to consult with island communities in respect of mechanisms or mitigations?	No further consultation is needed at present.
• Have island circumstances been factored into the evaluation process?	Yes.
• Have any island-specific indicators/targets been identified that require monitoring?	Yes.
• How will outcomes be measured on the islands?	All selected indicators are monitored and reported nationally.
• How has the policy, strategy or service affected island communities?	We will monitor outcomes annually and evaluate the success of the new strategic priorities at the close of the initial recovery period in 2023.

• How will lessons learned in this ICIA inform future policy making and service delivery?	We have always considered the impact of policy and plans on the ferry-linked isles, so that is not new. The new duty to consider the isles and monitor/report on them separately is new and will impact on the future design of consultations and future iterations of the Community Plan.
STEP SEVEN: 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 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 can be made available on request.
• Who will sign-off your final ICIA and why?	The Orkney Partnership Board will sign off this ICIA alongside the Community Plan/LOIP for 2021-23 on 4 October 2021.

Contact officers

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