



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, 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 2025 to 2030, which is also Orkney's statutory Local Outcomes Improvement Plan (LOIP).
Service / service area responsible.	The Orkney Community Planning Partnership For Orkney Islands Council: Strategy, Performance and Business Solutions / Improvement and Performance / Strategy and Partnership.
Name of person carrying out the assessment and contact details.	The initial assessment for the 2023 to 2030 plan was carried by Anna Whelan, Service Manager (Strategy and Partnership), Orkney Islands Council, and reviewed by George Vickers, Community Planning Business Manager, Orkney Islands Council, george.vickers@orkney.gov.uk for the revised 2025 to 2030 plan.
Date of assessment.	Initial assessment 7 December 2022, updated 7 February 2023 and reviewed in full and amended to incorporate the changes to the plan, 29 January 2025.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	The plan is existing and was reviewed and amended in 2024 by the Orkney Community Planning Partnership Board.

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

	<p>local outcomes improvement plan (LOIP) which sets out the local outcomes which the community planning partnership (CPP) will prioritise for improvement. The strategic priorities aims and target outcomes in the 2023-30 LOIP have been carried over to the revised 2025-30 plan and are:</p> <p>Cost of Living</p> <p>The Partnership's aim for the Cost of Living is to co-ordinate an agile partnership response to the cost of living crisis, supporting both immediate need and the longer-term prevention of poverty and disadvantage. The Partnership's target outcomes for the Cost of Living are:</p> <ul style="list-style-type: none"> • Adoption of an advice-and-cash-first approach to address hardship. • Improved uptake of locally administered funding and support. • Co-ordination of partnership action plans relating to child poverty, food dignity and fuel poverty. • Wider understanding of poverty and its prevention in terms of human rights, equality and fairness, and community wellbeing. • Evidence of mitigation of the immediate cost of living crisis and of the longer-term reduction of persistent poverty in Orkney. <p>Sustainable Development</p> <p>The Partnership's aim for Sustainable Development to exploit the synergy between two linked themes: the development of a wellbeing economy and combatting the climate emergency. The Partnership's target outcomes for Sustainable Development are:</p> <ul style="list-style-type: none"> • An integrated route map for the well-being economy and climate action. • Inclusive progress towards a wellbeing economy focusing on climate change, fair work, and diversity. • Shared understanding, adoption and implementation of Community Wealth Building. • Adaptation and mitigation strategy to protect our communities, habitats and wildlife from the effects of climate change. • Measurable progress by 2030 towards Orkney's target of net zero emissions.
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	<p>Equality</p> <p>The Partnership's aim for Equality is to improve the viability of Orkney's most disadvantaged communities by levelling up the availability of services, facilities and opportunities. The Partnership's target outcomes for Local Equality are:</p> <ul style="list-style-type: none"> • A Locality Plan which supports local community-led development plans. • Digital connectivity in every community improved to the best standard achievable. • Transport connectivity in every community improved to the best standard achievable. • Improvement in the population, demographic balance, resilience and wellbeing of Orkney's most fragile communities. • Improvement in the ratings of Orkney's most disadvantaged communities in the Scottish Index of Multiple Deprivation. <p>In 2024, the Orkney CPP agreed an additional priority, which has been added to the revised 2025-30 LOIP:</p> <p>Population Health</p> <p>The biggest driver of both good and bad health outcomes are social and economic factors. Orkney CPP will contribute to improving health outcomes and reducing inequalities in those outcomes by:</p> <ul style="list-style-type: none"> • The implementation of Community Wealth Building. • Developing a better understanding of the causes of health inequalities to inform improvements in the delivery of services. • The writing and implementation of a Good Food Plan to ensure better access to and uptake of affordable nutritional food. • Reducing health inequalities, including life expectancy, health life expectancy and reduced obesity.
Is the function / policy / plan strategically important?	Yes. The Local Outcomes Improvement Plan is the sovereign strategic plan for Orkney.
State who is, or may be affected by this function /	All residents of Orkney.

policy / plan, and how.	
<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>Consultation to inform this plan was carried out in two stages. The first stage took place between October 2021 and March 2022, when the Council, Voluntary Action Orkney and the LEADER Local Action Group jointly conducted an extensive consultation exercise under the banner “Orkney Matters”. This comprised a questionnaire, a series of online meetings, and dedicated sessions for schools and community groups which used art to engage with people less likely to respond through regular channels.</p> <p>The second stage was a public consultation on the draft Community Plan itself, which was conducted between 23 December 2022 and 20 January 2023, prior to the finalisation of the plan. The consultation was conducted jointly with the public consultation on the draft Council Plan 2023-2030. Consultees were asked to consider the effects of the plans on people with protected 4 characteristics or at relative socio-economic disadvantage. Questions asked were:</p> <ul style="list-style-type: none"> • Could the plans affect people in any of these groups differently to anyone else? <p>Responses were 12.5% yes, 37.5% no and 50% don't know.</p> <ul style="list-style-type: none"> • [free text] How might they do that? Which groups might be affected? And what could we do to prevent or mitigate against any such effects? <p>Two respondents suggested carers and single people respectively as groups which might be affected. In response to other question in the survey, several respondents suggested that the net zero target might impact more on lower income households due to higher energy costs. This is an important consideration, and fuel poverty mitigation and longer term prevention are already included in the plan.</p> <p>Members of the Orkney Partnership Board, including statutory and local co-opted partners, took part in a workshop in September 2022 to consider what was on the horizon and propose new strategic priorities. The Board decided to give the new LOIP a longer timescale than usual to highlight its commitment to achieve net zero by 2030.</p> <p>The proposed strategic priorities were considered during Nov-Dec 2022 by the delivery groups created to deliver the 2021-30 LOIP. Their</p>

	<p>feedback contributed to the drafting of the new LOIP.</p> <p>In 2024, the Orkney CPP Board reviewed the LOIP. The Board drew on evidence from Public Health Scotland and NHS Orkney which demonstrated the link between economic and social factors and health outcomes. The Partners reflected on the need to prioritise preventative work and earlier interventions. The additional priority of Population was added to the revised 2025-30 Plan, along with a change of emphasis on prevention and early intervention.</p>
<p>Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise.</p> <p>E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).</p>	<p>There is a growing body of research on equalities issues on islands, much of which is concerned with socio-economic inequality, and unequal access to services, in addition to the protected characteristics in the Equality Act 2010.</p> <p>The Orkney Partnership has long considered peripherality to be an equality issue and this is reflected in the Scottish Index of Multiple Deprivation, last issued for 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 5 SIMD, 14 of Orkney's 29 datazones are among the most deprived 10% in Scotland for 'Access' (to services) with a score of 698 or less, with Hoy, Walls & Flotta scoring only 12.</p> <p>The ferry-linked isles were selected as the area covered by Orkney's first Locality Plan 2018-21. A Place Standard consultation was conducted to inform this plan, the results of which can be found here.</p> <p>The Scottish Government's Islands Team commissioned a survey in 2020 from the James Hutton Institute to inform the implementation of the National Islands Plan. This survey covered all six local authorities with islands in Scotland and, in response to requests from the island LAs, divides respondents into "mainland" and "isles" so for Orkney, they are reported as Orkney Mainland (including the linked south isles) and Orkney Outer Isles. Fieldwork took place in October 2020 and it was planned to repeat the survey every two years, providing a resource for longitudinal analysis, but this was delayed. 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 second National Island Plan Survey was published 17 September 2024, but the individual results have not been</p>

	<p>published in a data explorer.</p> <p>The most reliable source for data relating to the Equality Act's protected characteristics is Scotland's Census. The results of the 2022 census were considered by the CPP Board when reviewing the Plan, and a summary of some of the main findings is available here.</p> <p>A key equality issue has been the impact of Covid-19 on people with long-term illness or disability which placed them at higher risk. Scottish Government research on this group is available here.</p> <p>Orkney families with experience of poverty and hardship contributed a wealth of information in response to the Partnership's "Making Ends Meet" survey, conducted in autumn 2021 to inform the Child Poverty Strategy 2022-26. This survey, alongside the Food Dignity Report produced by Voluntary Action Orkney, influenced the selection of the Cost of Living as a strategic priority in this Community Plan.</p>
<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise.</p> <p>E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Guidance for Public Bodies for further information.</p>	<p>The LOIP is a high level strategic plan and its strategic priorities are selected with the specific purpose of addressing persistent inequality of opportunity and socio-economic disadvantage. A wide range of evidence is applicable to this purpose and has helped to inform the plan, the main sources being:</p> <p>Scottish Index of Multiple Deprivation National Islands Plan Survey report 2020 and the National Islands Plan Survey report 2023. Scottish Government Child Poverty Dashboard Scottish Household Survey Scottish House Condition Survey (includes data on fuel poverty and home energy efficiency)</p>
<p>Could the function / policy have a differential impact on any of the following equality areas?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality.</p>	<p>Yes, the plan includes a commitment to contributing to make Orkney a welcoming place for everyone.</p>
<p>2. Sex: a man or a woman.</p>	<p>Yes, this plan addresses the significant gender pay gap in Orkney.</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>	<p>No.</p>

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).	No.
12. Socio-economic disadvantage.	Yes. Many people experienced hardship during the pandemic and continuing cost of living crisis, exacerbating underlying long term disadvantage. The Cost of Living and Local Equality priorities address immediate need, long term persistent poverty and locality-based socio-economic disadvantage.

3. Impact Assessment

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

4. Conclusions and Planned Action

Is further work required?	Yes.
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What action is to be taken?	The steps set out in the plan.
Who will undertake it?	Community planning partners, the delivery groups, the CPP board and the community planning business manager.
When will it be done?	Throughout the lifetime of the plan.
How will it be monitored? (e.g. through service plans).	Progress reports by all Delivery Groups are submitted regularly to the Orkney CPP Board by group Chairs and the partnership is required by the Community Empowerment (Scotland) Act 2015 to publish an annual report.

Signature: *George E Vickers*

Date: 29 January 2025

Name: George Vickers

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