



## Orkney Partnership Board

DRAFT Minutes of the Meeting held on 11 December 2024 in person and via Teams.

### 1. Attendance and apologies

#### DELEGATES

##### Facilitating partners

Orkney Islands Council  
NHS Orkney  
Highlands & Islands Enterprise  
Police Scotland  
Scottish Fire and Rescue

Cllr Heather Woodbridge (Chair)  
Meghan McEwen  
Graeme Harrison  
Scott Robertson  
David McGroarty

##### Participating partners

Integrated Joint board  
Historic Environment Scotland  
Skills Development Scotland  
Community Justice Partnership  
UHI Orkney  
Visit Scotland

Cllr Rachael King  
Dorothy Hoskins  
Claire Sim  
Stephen Brown  
Seonaidh McDonald  
Cheryl Chapman

##### Co-opted partners

Orkney Housing Association Ltd.  
Voluntary Action Orkney

Craig Spence  
Morven Brooks

#### IN ATTENDANCE

Scottish Government  
Orkney Islands Council  
NHS Orkney  
NHS Orkney  
Orkney Islands Council  
Orkney Islands Council  
The Orkney Partnership

David Fleetwood  
Alex Rodwell  
Laura Skaife-Knight  
Louise Wilson  
Karen Greaves  
Oliver Reid  
George Vickers (Secretary)

#### APOLOGIES

Orkney Islands Council  
HITRANS  
SEPA  
NatureScot

Cllr Sandy Cowie  
Cllr Kristopher Leask  
Owen Robinson  
Graham Neville

## **2. Draft minutes of the meeting of the Board 25 September 2024**

Minutes were unanimously approved.

## **3. Matters arising**

Items will largely be covered elsewhere in the agenda.

- Annual Report and Net Zero Vision have been published on the website.
- Issues raised about Community Wealth Building will be discussed by the working group and will be reported to the Board.
- Louise Wilson has drafted the submission for Population Framework for Scotland consultation. This was circulated for comment and the final version has been submitted. The national report on the Population Framework has been delayed until March/April.

## **4. Guidance for fair funding for the Voluntary Sector**

Community Planning Improvement Board have published [Guidance for Fair Funding of the Voluntary Sector](#). It set out a framework for how the public sector can support the voluntary sector. Costs are rising including employer NI contributions, inflation and the cost of living pushing up wages and service delivery costs. Demand for services is increasing, and resources are stretched.

The Board welcomed the publication of this guidance but felt it was not in a position to adopt the guidance in full without first considering all the financial implications. Thought would need to be given to how these fits within the overarching strategic plan. It is important that the Partnership is clear about what is being agreed to so that the relationship with 3<sup>rd</sup> sector Partners is not put at risk if there is feeling that promises have not been kept.

Morven will consult with local 3<sup>rd</sup> sector organisations and speak to North Lanarkshire to help shape a draft guideline for Orkney. Any suggestions for what to include should be sent to Morven or George.

The Board noted the Guidance for Fair Funding for the Voluntary Sector.

## **5. Briefing Population growth and decline in Orkney**

The report on Population growth and decline in Orkney had been circulated before the meeting. George gave a brief overview and then shared slides to bring out key points. The population in Orkney grew over the period 2001-2011 but growth has slowed. Orkney has an aging population and has more deaths than births. These figures point to a need for migration into Orkney if the population is to be maintained at a sustainable level.

The board agreed that this is a major challenge for all Partners not just in terms of Health Care but also because of the knock on effect felt by tourism, schools, housing etc. It is important to look at the issue using the most up to date population data and that all community plans need to be looked at in relation to this.

It was noted that the college brings migration to Orkney and students who work to support themselves add to the economy. If there was more accommodation the benefit to the economy could be increased.

It was pointed out that in the next 10-15 years, there will be increased employment opportunities in wind and tidal energy and in construction related to these. Investment in infrastructure is planned, and this may help slow the migration from the ferry linked isles to Mainland Orkney.

It was felt that improvements to inter island transport would be the biggest single leader of change.

The briefing on Population growth and decline in Orkney was noted.

## **6. Community Wealth Building/Real Living Wage Place – next steps**

Kris met with Laura and Oliver to plan priorities around Community Wealth Building. There is a national strategy to create Real Living Wage Places. It is important to encourage more businesses to pay the Real Living Wage. To take this forward it is proposed to set up an action group, to be chaired by Cheryl. The group would come up with a plan to be approved by the Board and by Living Wage Scotland and then start to encourage more employers to join. Benefits include encouraging more people back into work, enhanced status for businesses who sign up, support for Spend/Love Local, more consistent, loyal workforce and more money in the local economy.

The point was raised that although this work is to look at wages in general there should be acknowledgement that the gender pay gap in Orkney is significantly higher than in the rest of Scotland.

The Board agreed the next steps set out in the Report:

- Once OIC and NHS Orkney are registered Living Wage Employers, the partnership will establish a Real Living Wage Action Group with representatives from different sectors of the economy, including community planning partners.
- Community partners to be invited nominate representatives to be members of the Action Group.
- The Action Group will be tasked to develop a plan to encourage the paying of the Real Living Wage in Orkney.
- Once this plan has been approved by The Orkney Partnership and Living Wage Scotland, the Partnership will pay the fee to register as a Real Living Wage Place (currently £250 plus VAT).

**Break**

## **7. Population Health: Obesity**

Louise shared slides reporting statistics for Orkney. The latest data shows that Orkney and East Ayrshire have the highest levels of obesity in Scotland. 75% of Orkney's adult population is overweight and early childhood screening shows that the risk of children being overweight by primary one has increased since 2019/20. There are huge health issues caused by obesity including cancers, poor mental health, stroke and musculoskeletal problems. The Foresight Report identifies seven main causes and suggests a systems approach to tackling the problem. The CPP is taking some actions including work by COLTF, Population Health Framework, Good Food Nation (Scotland) Act 2025 and promoting physical activity and affordable, healthy food for all. It is important to grasp the extent of the problem and to plan actions to address it.

The Board agreed that this is a challenging issue which is difficult to address. Suggestions for interventions were:

- Early interventions e.g., Sustrans Safe Walking and Wheeling Routes
- Reintroduce local primary 7 screening – to give more data
- Take this presentation to Children's Services Strategic Partnership for their input
- Look at how family income affects weight
- Encourage active workspaces

## **8. Revised Orkney Community Plan/ LOIP 2024/30**

The revised Plan was circulated before the meeting.

This draft takes a whole system approach, and the three main commitments remain: cost of living crisis, local equality and sustainable development. Feedback received focussed on achieving Net Zero. Emphasis has been given to early intervention to try and achieve the ambitious targets. Population and Health are at the centre. George will look at the draft again in the light of today's discussion.

Guidance/comments provided by the Board:

- More detail about economic activity – how to help people be more active; childcare issues.
- More detail about what the workforce and health challenges are – Laura will draft a text for this section.
- Support for volunteering, including supporting the work of Voluntary Action Orkney with their deployment of the supported volunteer model.
- Working with women to find out why the gender pay gap is so high in Orkney and exploring how we first reduce and then eliminate the gap.

George will make tracked changes to the document and circulate it for comment.

## **9. First Responders**

SAS Chief Executive is compiling a review of the Community First Responder service which should be available in January 2025. Actions by CPP are pending receipt of the review.

The Board noted the update.

## **10. Delivery Group Reports**

### **10.1. Local Equality Delivery Group**

No update as the Group has not met since the last Board meeting.

### **10.2. Sustainable Development Delivery Group**

The SDDG has already reported on next steps for Community Wealth Building. There is a subgroup to look at this. Work has been done to create a task group to look at actions coming from the Sustainable Energy Strategy document. This task group will report to CPP. There have been separate meetings to discuss Circular Economy and to discuss a co-ordinated approach between OIC and NHSO to writing a Good Food Plan.

### **10.3. Cost of Living Task Force**

A breakdown of how the £218,000 Crisis Fund has been disbursed was circulated before the meeting. The COLTF considered strands from all Community Plans when allocating funds. The COLTF feels that a Fuel Poverty Plan for Orkney is needed. The responsibility for this lies with Education, Leisure and Housing and a meeting needs to be scheduled to take this forward.

## **11. Joint resourcing of Community Planning**

The report had been circulated prior to the meeting. It is critical to maintain resourcing even in these hard times because without it the Partnership could not function as effectively. Alex highlighted the projected uplift in the cost of staffing and the fact that non-staff costs have remained the same since 2021/22.

A suggestion that the Partnership should focus more on engagement had been made in the past. This is important but consideration would need to be given to how that would affect time allocated to business management. KPIs had also been discussed in the past but it was felt that a more appropriate discussion would be about how to function more effectively as a Partnership and what support would be needed for that to happen. Alex issued an open invitation to discuss this after the LOIP is published.

The report was noted.

## **12. Any other business - None noted.**

## **13. Future meetings**

- Any items for agendas – Transport

### **Dates:**

- Wednesday 26 March 2025, 9.30am – 12.30pm, Balfour Hospital
- Thursday 26 June 2025, 9.30am – 12.30pm, Scottish Fire and Rescue to host
- Wednesday 17 Sept. 2025, 9.30am – 12.30pm, UHI or Council chamber, TBC
- Tuesday 16 December 2025, 2.00pm – 5.00pm, UHI or Council chamber, TBC

The Chair extended thanks to Karen Greaves and Graeme Harrison for their time and commitment to the Orkney Partnership Board and wished them well in their new roles.