



# Orkney Community Planning Partnership

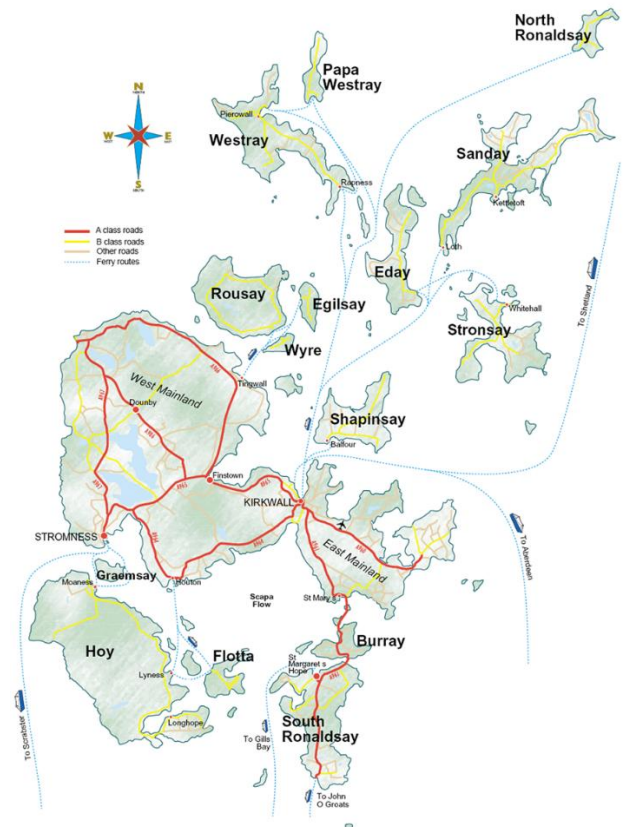
*Working together for a better Orkney*



# Orkney Community Plan

Incorporating Orkney's  
**Local Outcomes Improvement Plan**

2025 to 2030



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

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## Foreword: ‘challenges and opportunities.’

Welcome to Orkney’s Community Plan for 2025-30.

Orkney faces both significant challenges and remarkable opportunities. Despite being one of the UK’s top-rated places to live, with low unemployment and a relatively narrow wealth gap, we face significant challenges:

- **Geography:** Because we are spread across over 20 inhabited islands it makes it difficult to have equality of access to services. It limits our ability to collaborate with our neighbours and prevents savings of scale. It can cost a lot more for everyone, public services, business and households, to do the same as those on the Scottish mainland.
- **Underemployment:** 45% of jobs in Orkney are part-time, far above the Scottish average of 33%, and many are seasonal. This leads to widespread underemployment, with many residents holding multiple jobs just to get by.
- **Gender Pay Gap:** Women earn significantly less than men, with a 20% gender pay gap, double the Scottish average of 10%.
- **High Cost of Living:** Orkney has significantly higher costs for housing, heating, and business operations compared to mainland Scotland, with delivery costs also an issue, especially for the ferry linked isles.
- **Housing Challenge:** It has become increasingly difficult for both residents and those who want to move to Orkney to find appropriate homes, leading to workforce challenges for public services and businesses, which hinders population growth and economic vitality.
- **Population Health:** an aging population profile means some illnesses will become more frequent. A high number of Orkney adults and children are overweight which increases the risk of illnesses like heart disease and Type 2 diabetes.
- **Child Poverty:** 19.3% of children in Orkney live in poverty after housing costs are taken into account<sup>1</sup>.

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<sup>1</sup> Local Government Benchmarking Framework figure for 2022/23:  
<https://www.improvementservice.org.uk/benchmarking/explore-the-data>



- **Impact of Brexit and COVID-19:** The ongoing effects of Brexit, especially for businesses who export goods, and the economic stagnation following COVID-19, continue to impact on local economic growth.
- **Transport:** Living on an island means that many things take longer to arrive (if at all) and can cost a lot more and takes longer to travel elsewhere. This is doubly so for those who live on the ferry-linked isles, some of which receive only one ferry a week in winter and rely on flights for regular transport. It is also a barrier to economic growth. For example, the cost for visitors to come to Orkney limits the ability of the tourism sector to contribute to local wealth.
- **Financial constraints:** The money that previously came from the EU has not been matched by the replacement funds: all public authorities are facing financial constraints. The funding for voluntary sector organisations is under extreme pressure with many of their income streams only allocated annually. Creating job insecurity and affecting the sustainability of services to the local community. All organisations who receive public funding will have to make choices about what services they decide to stop providing and explain this to the public.
- **Workforce:** There are workforce recruitment challenges across all public service providers, the voluntary sector and businesses. This is partly because we are an island, do not have enough people looking for paid work and people cannot commute from neighbouring areas. Parents can struggle to get the childcare they need to look after their children when at work and we have many people who have care responsibilities who would otherwise take up paid employment. People who want to move here for jobs find it difficult to find homes they can afford.
- **Aging Population:** Orkney has a higher percentage of residents aged 50 and above compared to the Scottish average, with certain areas, like the ferry-linked and linked isles, seeing even greater demographic imbalance. Without efforts to attract younger residents, especially workers, these areas may face depopulation.
- **Population:** Population growth across the whole of Orkney has slowed (11% growth 2001-2011, 3% growth in 2011-2022 and 0.01% decline in 2022-2023<sup>2</sup>). Without significant inward migration, Orkney will see population decline.
- **Climate Change:** Orkney, like the rest of the world, faces the threat of climate change, which is already having a drastic impact on our weather, natural environment, and may mean large parts of our planet cannot support human life. As an island archipelago with a number of very low-lying coasts, we face some

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<sup>2</sup> <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2023>

particular risks around island infrastructure and viability. We need to plan ahead, adapt and move towards a Net Zero economy that also protects the diversity of nature in Orkney.

However, Orkney also has unique opportunities:

- **Size:** Orkney's small size provides a unique opportunity for us to work together, as a partnership, to achieve our shared vision.
- **Healthy older population:** we tend to be healthier for longer, and there is a great potential to contribute to the workforce for longer, either in paid work or as volunteers.
- **Climate Leadership:** Orkney has positioned itself as a leader in the transition to a climate-resilient and Net Zero future and can leverage its renewable energy potential to attract investment and create sustainable economic growth.
- **A remarkable place to live:** By focusing on housing, job creation, and excellent public services, Orkney can draw families and skilled workers to its shores, ensuring the sustainability of its economy and community.
- **A great place to visit:** Orkney is a popular tourism destination, with the potential to grow in value.
- **Collaboration:** As a community, we have strong collaboration across agencies, public services, and voluntary sector, to help those in need of support.

To take advantage of these opportunities and to meet the challenges, public service providers have to work closely with the voluntary sector, private businesses and all our communities. The Orkney Community Plan sets out how we intend to do this.

Orkney's Community Planning Partnership's shared mission is: Working together for a better Orkney. By working together, we can build a stronger, more sustainable, and inclusive future for all of Orkney.



Councillor Heather Woodbridge, Chair  
Morven Brooks, Vice Chair  
**Orkney Community Planning Partnership  
Board**  
January 2025

## Orkney Community Planning Partnership: who we are

The [Community Empowerment \(Scotland\) Act 2015](#), sets the statutory framework for community planning in Scotland.

The Act names five partner agencies who share a statutory duty under the Act to facilitate community planning in Orkney:



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



The Partnership also includes key local partners who have been co-opted as members:



Each organisation nominates one member of the Partnership's Board, and all the key decisions regarding the Partnership are made by this Board. This includes agreeing the Orkney Community Plan, or Local Outcomes Improvement Plan (LOIP).

# PART ONE: THE ORKNEY COMMUNITY PLAN

## Introduction

Community planning brings together local providers of public services, with the voluntary sector and businesses, to improve outcomes for individuals, families, and communities, and especially to combat inequality and prevent disadvantage.

Many of the challenges that Orkney faces cannot be resolved by a single agency and a collective effort is needed. A good example is housing and the Housing Market Partnership, whose members include the Council, Orkney Housing Association Ltd., local builders, Scottish Government, key employers and other stakeholders. This partnership has developed Orkney's [Local Housing Strategy 2024-2029](#) and has a target of building 1035 new homes over ten years.

Orkney's Community Plan describes what the members of the Orkney Community Planning Partnership aim to achieve by working together and with others, and how this adds value to what we can achieve as individual organisations. Our plan also serves as our statutory Local Outcomes Improvement Plan, or LOIP.

In 2023, The Orkney Community Planning Partnership agreed three key priorities for Orkney where it will take the lead. It established three delivery groups, each chaired by a member of the Partnership's Board, to develop detailed delivery plans to address these three priorities.

The three delivery priorities are:

1. **The cost-of-living crisis and the underlying causes of poverty.** The work to address this will be led by the Cost of Living Task Force, a multi-agency group that is one of the Partnership's delivery groups. This group is chaired by Orkney Health and Care.
2. **Sustainable development.** This will be delivered through community wealth building, moving towards Net Zero and a wellbeing economy. This is led by the Sustainable Development Delivery Group. A particular priority for sustainable development is to support the future growth of the renewable energy sector, and this is led by the Orkney Sustainable Energy Stakeholder Group. This stakeholder group reports to the delivery group, Orkney Islands Council and other stakeholders. The Sustainable Development Delivery Group is chaired by the Highlands and Islands Transport Partnership (HITRANS).



3. **Addressing inequalities.** This includes reducing the inequalities between areas of Orkney that result in different life outcomes. This work is led by the Equality Delivery Group. It has already begun to address the specific challenges faced by those living on the ferry linked isles by developing a Locality Plan for 2024-26 and will address other inequities, including those that relate to population health and race. NHS Orkney chairs this group.

While the three delivery groups will lead on each of these three priorities, all three are interdependent and underpin the whole work of the Partnership:

- We cannot overcome poverty without sustainable development and a wellbeing economy.
- We cannot have sustainable development without addressing inequalities.
- We cannot remove inequalities without also addressing poverty.

For the 2025/30 Orkney Community Plan, the Partnership has adopted a new priority: to improve the health of Orkney's population and reduce health inequities. The main way The Partnership will do this is by addressing the biggest driver for population health: economic and social wellbeing. This will underpin all the work of the Partnership and its three delivery groups.

Orkney also faces other challenges, which need a collective effort to address but where the response is led by others, such as the Housing Market Partnership. The biggest challenge that the ferry linked isles face is the need to replace the current antiquated ferry fleet, alongside the need for a third plane. We will only achieve Net Zero in transport if we get the necessary investment to replace our ferries. The work to improve transport within Orkney is led by the Council who have developed the [Orkney Local Transport Strategy 2023-43](#). Community planning partners will support the delivery of this strategy, including by continuing to develop the business case for improvements.

### **New ways of working**

The demands on public services cannot be met with the existing resources. The Scottish Government are:

...undertaking a programme of public service reform to ensure our public services are inclusive, sustainable, and effective in improving people's outcomes.<sup>3</sup>

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<sup>3</sup> <https://www.gov.scot/policies/improving-public-services/>

One of the ways they will do this is by:

- supporting [community planning](#) so that public service providers can work with communities to meet specific local needs.

Community planning partners in Orkney have agreed that there must be a greater emphasis on preventative work and earlier interventions, which are more effective at addressing problems and lead to savings in the long term. Examples from this plan include:

- Providing proactive financial and benefits advice when people first need help.
- Using Community Wealth Building so that more people can lift themselves out of poverty and need less support from public services.
- Preventing people from getting ill and needing health interventions.

The Partnership will explore ways we can make the use of our existing resources more impactful by working together to better plan and deliver public services and reduce duplication of work. We already have a joint [Child Poverty Strategy](#), which helps underpin the work of our Cost of Living Task Force, and joint reporting through the [Local Child Poverty Action Report](#). In 2025, both NHS Orkney and the Council will need to write Good Food Plans, and the intention is that there will be a single Orkney plan for all the community planning partners.

Community planning partners are committed to:

- Sharing information and furthering our culture of openness.
- Working together to improve service delivery – removing duplication and making the best use of all our resources. For example, the ongoing work to ensure there is an adequate response to medical emergencies on the isles.
- Developing collective communications, public relations and community engagement, such as the 2021/22 and 2024 Orkney Matters consultations.
- Developing a collective response to shared challenges, such as the proposed National Care Service.
- Shared workforce and skills planning.
- Working together to secure the legacy of such events as the Island Games.
- Developing new relationships between the private, public and voluntary sectors to promote wealth building in Orkney and support communities.
- Learning together the most effective way we can make the changes we want for our communities, alongside learning what does not work and where we should change our approach.

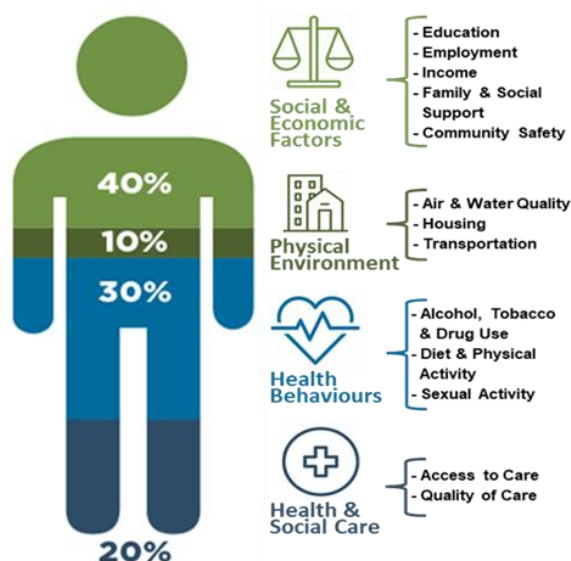
## Plan on a page: Orkney Community Plan 2025-30

| Plan on a page: Orkney Community Plan 2025-30 |                                                                                                                                |                |                   |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------|
| Strategic priorities                          | Short term outcomes 2025-26                                                                                                    | Medium 2025-28 | Long term 2025-30 |
| <b>Cost of Living</b>                         | The mitigation of immediate need.                                                                                              |                |                   |
|                                               | The co-ordination of partnership plans relating to child poverty, food dignity and fuel poverty.                               |                |                   |
|                                               | A wider understanding of poverty and its prevention, together with a long-term reduction in persistent poverty in Orkney.      |                |                   |
| <b>Sustainable Development</b>                | A plan to promote Community Wealth Building in Orkney.                                                                         |                |                   |
|                                               | Energy Action Plan in place and the Orkney Sustainable Energy Strategy reviewed and renewed. .                                 |                |                   |
|                                               | Measurable progress towards Orkney's target of net zero emissions by 2045.                                                     |                |                   |
| <b>Population Health</b>                      | Better understanding of the causes of health inequality and plans in place to reduce them.                                     |                |                   |
|                                               | Orkney Good Food Plan agreed..                                                                                                 |                |                   |
|                                               | Progress made in reducing inequalities in health outcomes.                                                                     |                |                   |
| <b>Local Equality</b>                         | A plan in place to reduce and eliminate the gender pay gap.                                                                    |                |                   |
|                                               | Improved understanding and resolution of place-based equality and inclusion issues across Orkney.                              |                |                   |
|                                               | Better early intervention and prevention of individual disadvantage and inequality of outcomes, including health inequalities. |                |                   |
| <b>Inter-isles transport</b>                  | Plan in place to fund and replace the inter-isles ferry fleet.                                                                 |                |                   |
| <b>Joint Service Delivery</b>                 | Better service delivery achieved through shared workforce planning, innovation, and synergy.                                   |                |                   |

## Strategic Priority: Population Health

For the 2025/30 Orkney Community Plan, the Partnership has adopted a new priority to improve the health of Orkney's population and reduce health inequities.

There are four pillars of health as illustrated below:



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The four pillars of health show the complex interaction of factors which affects a person's health. If person lives in a more deprived area, they are more likely to suffer from poor mental health, diabetes, coronary heart disease, have an unhealthy weight or die from cancer. Consequently, improving population health requires a whole system approach; minimising the harm from a disease once it has already occurred, ensuring early detection of health issue and early intervention, to the prevention of health issues through addressing known risk factors. The Community Planning Partnership influence factors which will determine health outcomes. Improving employment and income will be achieved through developing a sustainable wellbeing economy for Orkney. Poverty, addressed through the cost of living work, is known to impact a range of factors which relate to health including housing, transportation, education, diet and physical activity.

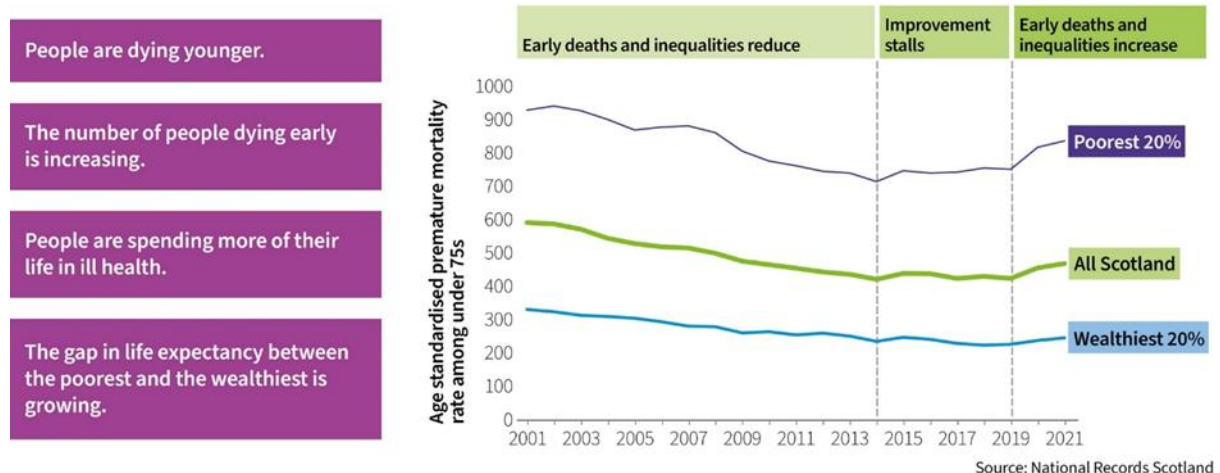
Preventative action must consider health inequalities, the unfair and avoidable difference in people's health across different population groups. A programme of work which generally improves population health but does not consider the impact on health inequalities, may leave some groups of people in the same or a worse state of health. Sir Michael Marmot, Professor of Epidemiology at University College London, Director of the UCL Institute of Health Equity, developed a set of principles to support reduction in

health inequalities, which the Partnership has adopted (See: Marmot Places<sup>4</sup>). These principles are:

1. Give every child the best start in life.
2. Enable all children, young people and adults to maximise their capabilities and control their lives.
3. Create fair employment and good work for all.
4. Ensure a healthy standard of living for all.
5. Create and develop healthy and sustainable places and communities.
6. Strengthen the role and impact of ill health prevention.
7. Tackle discrimination, racism and their outcomes.
8. Pursue environmental sustainability and health equity together.

The Partnership will build on its work in addressing social and economic inequities and identify additional actions that partners can take to prevent individuals becoming ill. NHS Orkney will provide system leadership with partners to raise the importance of prevention across the system and provide expertise from a health perspective to support the focussing of efforts to meet shared goals.

Over the past few decades, Scotland's health outcomes had been improving with health inequities reducing, but this first stalled and is now going in the wrong direction, as the graph below demonstrates.

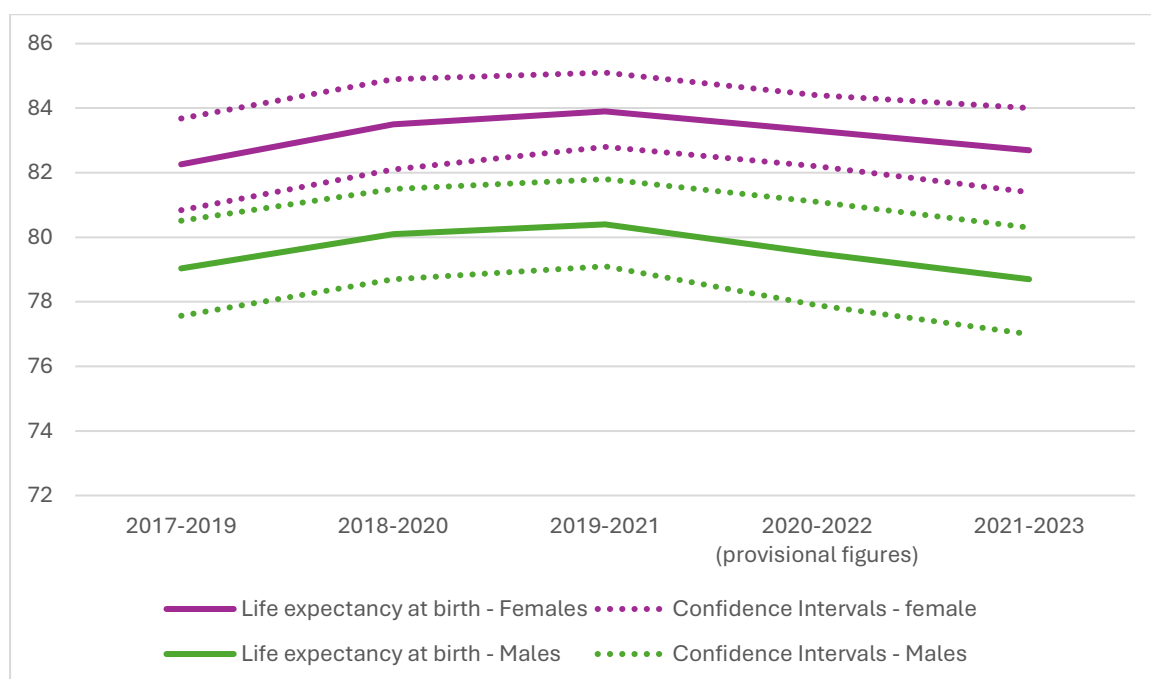


<sup>4</sup> <https://www.instituteofhealthequity.org/taking-action/marmot-places>



Life expectancy at birth is used as an indicator of death rates across the population, as well as being useful for comparing trends in mortality over time<sup>5</sup>. The graph below demonstrates how Orkney's life expectancy has changed over time. Whilst this is not as stark as the national data, there is a recent small downwards trend. Work to improve the health of the population and reduce inequalities in Orkney will support the maintenance of life expectancy in Orkney despite the external pressures of recent years including the COVID-19 pandemic and the Cost of Living Crisis.

### Life expectancy at birth in Orkney Islands Council area<sup>6</sup>



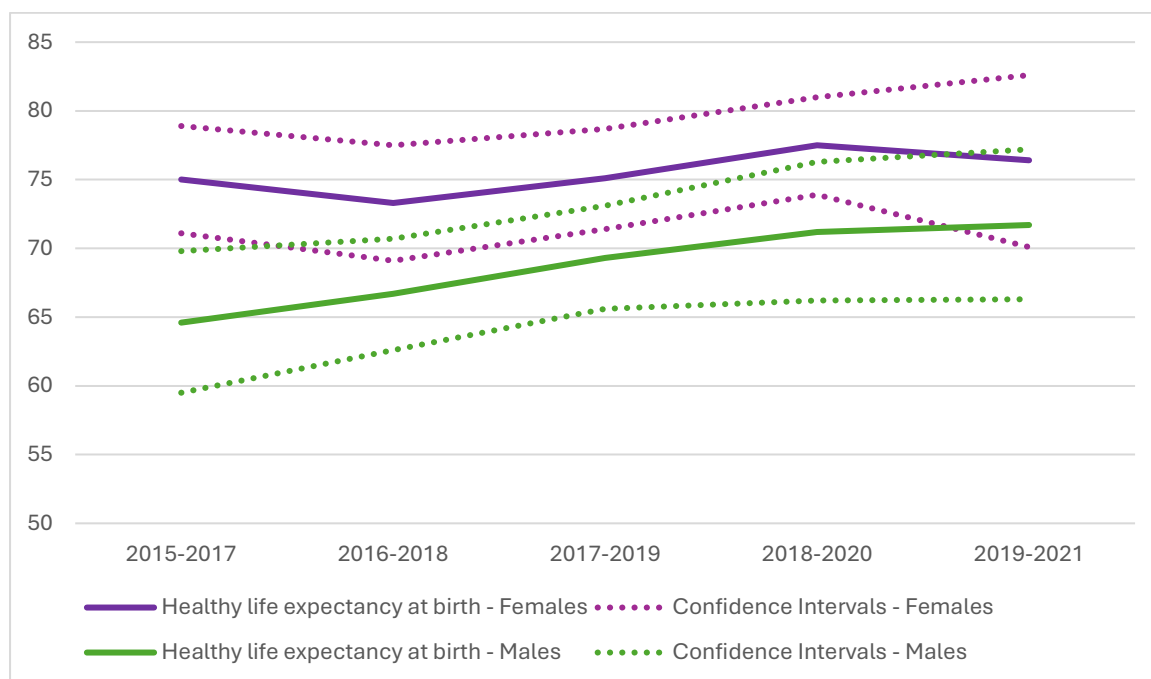
Healthy life expectancy, shown in the graph below for Orkney Islands Council area, is an estimate of the number of years lived in 'very good' or 'good' general health. This is based on how participants report their state of health at the time of completing the annual population survey<sup>7</sup>.

<sup>5</sup> [Life Expectancy in Scotland, 2021-2023: Report](#)

<sup>6</sup> [Life Expectancy in Scotland, 2021-2023 | National Records of Scotland](#)

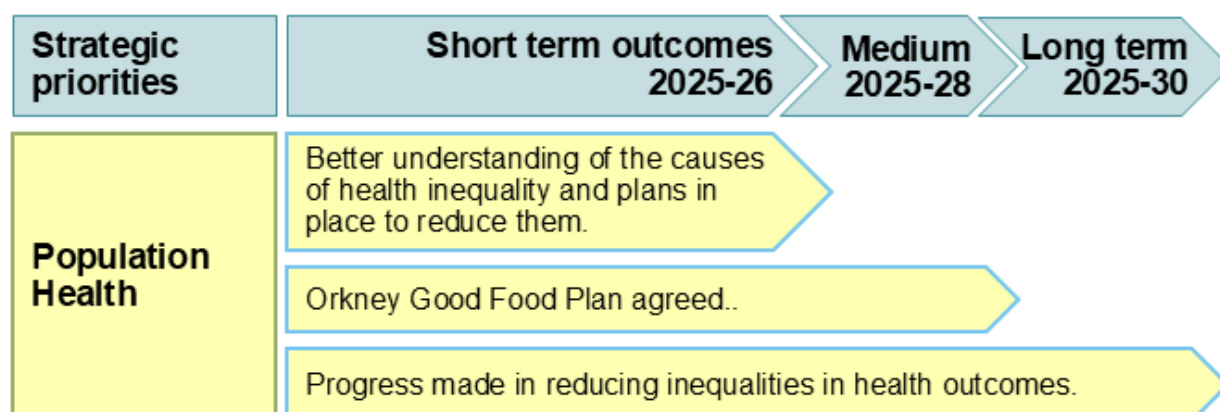
<sup>7</sup> [Healthy Life Expectancy 2019-2021](#)

## Healthy life expectancy at birth in Orkney Islands Council area<sup>8</sup>.



In the 2019-21 data, Orkney had the highest healthy life expectancy in Scotland for both males and females. Long term conditions such as diabetes, cancer, heart disease and mental ill health, impact the number of years lived in good health as well as being life limiting. It will be important that The Orkney Community Planning Partnership works across the system and all its delivery groups to reduce the factors in our communities which can negatively impact health to maintain the high level of healthy life expectancy within our community.

## Our aim and target outcomes for Population Health



<sup>8</sup> [Healthy Life Expectancy in Scotland, 2019-2021 | National Records of Scotland](#)

## Strategic priority: Cost of Living

In June 2022, Orkney’s community planning partners agreed to adopt a Poverty Pledge:

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

The Cost of Living Task Force is a delivery group of the Partnership. It includes the main organisations working in Orkney to address the cost of living crisis and the underlying causes of poverty (see Appendix one).

The task force was created by the Partnership to draw together into a single co-ordinated action plan the different and overlapping workstreams arising from the [Orkney Child Poverty Strategy 2022-26](#)<sup>9</sup>, [Orkney Food Dignity Report \(2022\)](#)<sup>10</sup>, the actions needed to address fuel poverty in Orkney, and any other challenges that must be addressed to reduce poverty in Orkney, including the failure of the market to address Orkney’s childcare needs.

The Orkney Community Planning Partnership developed the Child Poverty Strategy, and includes a plan for action with five big ambitions to combat child poverty in Orkney:

|                                                         |                                                                |                                                               |                                                                          |                                                 |
|---------------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------|
| <b>Pockets</b><br>Every family<br>can make<br>ends meet | <b>Prospects</b><br>Every child<br>has a good<br>start in life | <b>Places</b><br>Every family<br>has a<br>sustainable<br>home | <b>Prevention</b><br>Future<br>generations<br>can escape<br>from poverty | <b>Priorities</b><br>No child is<br>left behind |
|---------------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------|

The Food Dignity Report was developed by the Orkney Food Dignity Project, led by Voluntary Action Orkney that brought together those with lived experiences with a range of agencies working with people in food poverty. The report includes the following recommendations:

- Increase access to advice and support for financial and wider wellbeing needs.
- Develop a cash-first approach to supporting those experiencing food insecurity.
- Support and extend the voluntary sector’s delivery of food, financial and in-kind support.
- Reduce the cost of living for people on low incomes in Orkney.

<sup>9</sup> <http://orknecpp.org.uk/wp-content/uploads/2025/04/Orkney-Child-Poverty-Strategy-2022-2026.pdf>

<sup>10</sup> <http://orknecpp.org.uk/wp-content/uploads/2025/05/Orkney-Food-Dignity-Recommmendations-Report.pdf>

- Reduce in-work poverty by defining and promoting an Orkney Living Wage.
- Contribute to changing public discussion, and the local and national policy response.

The Good Food Nation (Scotland) Act 2022 places an obligation on Orkney Islands Council and NHS Orkney to develop Good Food Plans in 2025 which will address all aspects of food production and consumption, including work to encourage diets that are healthy for people and the planet. The task force will contribute to the development of this Plan as it relates to the cost of living and poverty, using the opportunity to review the findings of the Orkney Food Dignity Report and the related actions.

For fuel poverty, the task force will work with the Council to develop a new Fuel Poverty Strategy and Action Plan to replace the multi-agency strategy which expired at the end of March 2022. This will build on the actions set out in Orkney's [Local Housing Strategy 2024-2029](#) (page 39) that was developed by the Orkney Housing Market Partnership.



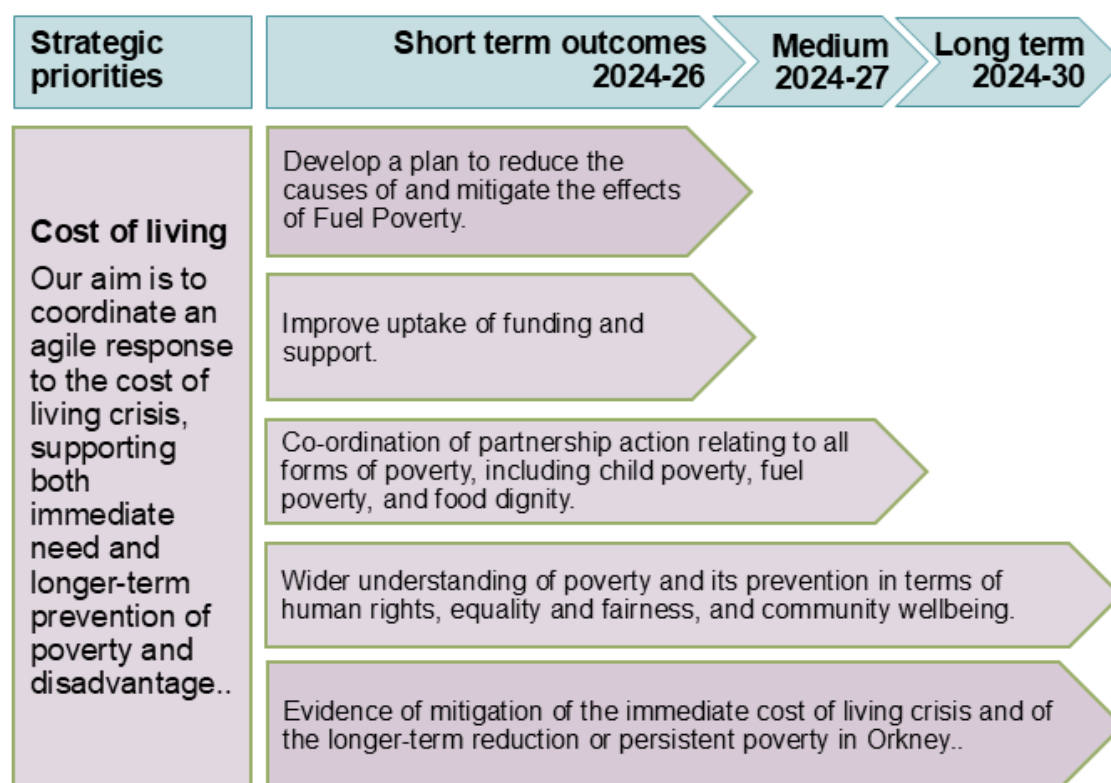
Key to the delivery of many of these actions has been the development of Orkney Money Matters, a partnership which has at its core THAW ('Tackling Household Affordable Warmth'), Orkney Citizens Advice Bureau and Voluntary Action Orkney, but extends wider to other agencies working with people in need, including the Orkney Foodbank, Blide Trust, NHS Orkney and the Scottish Welfare Fund.

This partnership has been successful in attracting additional funding (Local Authority Covid Economic Recovery Fund, Community Led Local Development Fund, Trussell Trust and Scottish Government) and delivering a project which has:

- Attracted additional external funding to improve the capacity of the advice sector and its ability to provide financial advice.
- Provided cash and vouchers as a dignified alternative to in-kind support.
- Developed a 'No Wrong Door' referral system.
- Provided the capacity for front line staff to work with clients to fully understand the reasons they have got into difficulties and better identify the help they need to improve clients' financial and general wellbeing.

Over the life of this Plan, the referral system will be extended to others working with people in financial crisis, whether it is teachers or social workers, to ensure that they have the skills and knowledge they need to help and make appropriate referrals. We want to ensure that everyone who needs help gets what they are entitled to in a supportive and proactive way.

### Our aim and target outcomes for the Cost of Living



## Strategic priority: Sustainable Development

The Sustainable Development Delivery Group will work for an economy that meets the needs of people and balances this with those of nature and the environment. The group taps into the synergy between measures to combat the climate emergency and the potential for Orkney's economy to benefit significantly from growth in the renewable energy sector.

The Sustainable Development Delivery Group includes key organisations supporting Orkney's transitions to a sustainable net zero economy (see Appendix one).

### The Climate Emergency

Climate change is already having an impact globally and locally:

- In September 2024, the strongest storm for 70 years hit Vietnam, killing at least 350 people.
- In October 2024, hundreds of people were killed after torrential rains caused flash flooding in southern and eastern Spain.
- Closer to home, in September 2024, Chief Superintendent Rob Shepherd warned that the Police in the highlands were struggling to cope with some of the most extreme weather conditions in recent years, whether it is storms or wildfires.
- Scotland's seabirds have declined by 49% between 1986 and 2019, largely due to climate change, as well as pressures due to fishing.

The Orkney Community Planning Partnership has adopted [a Climate vision for a climate-resilient and net zero future](#)<sup>11</sup> which states:

Our Vision is a future which meets the challenge head on, where:

- *The world is transitioning to Net Zero through a radical cut in climate change emissions during the current decade and to achieve Net Zero for Scotland by 2045 and globally by 2050.*
- *We are doing everything we can to ensure that Orkney will be ahead of the curve, aiming for Net Zero Emissions in as many sectors of our economy as possible by 2030 and a fully decarbonised (zero carbon) island economy by 2045.*

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<sup>11</sup> <http://orkneycpp.org.uk/wp-content/uploads/2025/04/Orkney-Vision-for-a-Climate-Resilient-and-Net-Zero-Future.pdf>



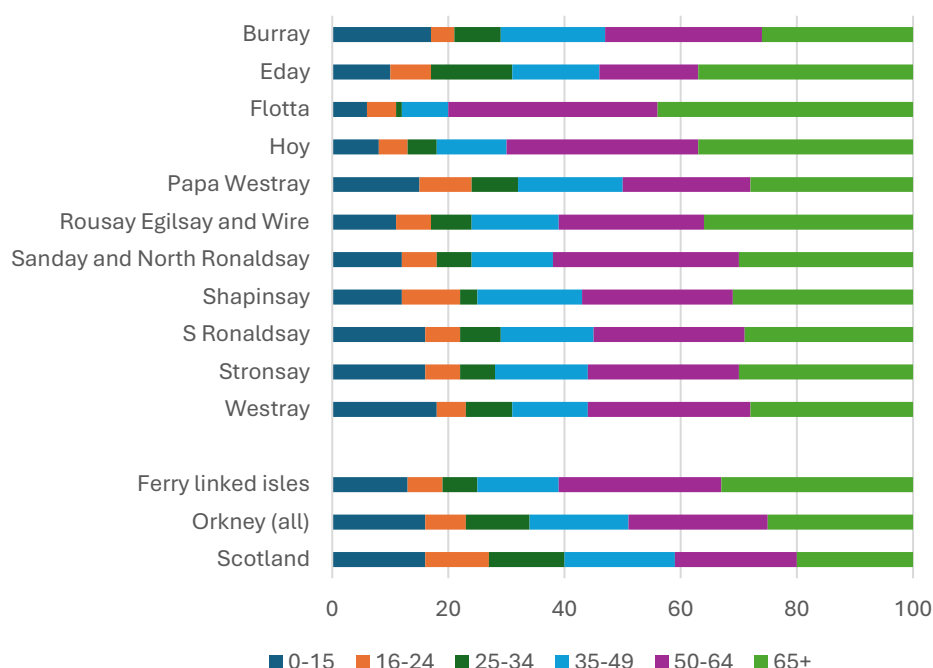
- *Orkney plays a leading part in achieving a Just Transition where our economy, communities and natural environment all prosper and benefit, building their resilience, and adapting to the changing climate.*

This vision sets out the actions partners have committed to take, including support for sustainable and active transport, the circular economy (i.e. reuse first), nature- based solution (e.g. peatland restoration), protecting nature including its diversity, reducing fuel poverty, and supporting each sector of Orkney’s economy in developing and delivering plans to decarbonise.

### Demographic challenge<sup>12</sup>

Orkney has an aging population with few people aged 16 to 24 compared to the Scottish average. The National Records of Scotland estimated that between 2018 and 2043, the number of people aged over 75 living in Orkney will increase by 1,656 or 88%, while the working age population (16-64) will decline by 2,021 or 17%. People living longer is something which should be welcomed, and it brings both challenges and opportunities. There will be more people living with diseases that affect older people, such as dementia, but while they are healthy, they have a great deal to contribute to our community: as paid workers, as volunteers, as carers etc.

### Demographic balance - Age



<sup>12</sup> <http://orkneycpp.org.uk/wp-content/uploads/2025/04/Orkney-Census-2022-Briefing.pdf>

While our population was growing much faster than the Scottish average from 2001 to 2011, in 2011 to 2022 this growth slowed to 3%, almost the same as the rest of Scotland. On the ferry linked isles, there has been a decline in the population for 2011-2022 (5%), and the population is older than the Orkney average. The National Records of Scotland's mid-year estimates<sup>13</sup> now indicate that Orkney's current population growth may have plateaued. Without significant inward migration, Orkney's population will decline, and the demographic imbalance worsen.

This plan will encourage more working-age people, especially younger people and those with skills essential to the local economy, to remain or move to Orkney. This plan will look at how more of our existing population can be encouraged supported to take up paid employment, volunteer and become care workers. This includes:

- Orkney becoming a Real Living Wage Place, which will encourage more people to take up paid employment.
- Partners working through the Local Employability Partnership to support everyone in fulfilling their full potential, including to contribute through employment.
- Working with the Skills Group to support people getting the skills they need to take up the employment opportunities that arise.
- 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. This includes looking at the high number of relief contracts in the public sector to discover the extent that this offers useful flexibility to employees or is a barrier to work.
- Support more flexible employment patterns which encourage people who otherwise could not take up employment opportunities, to do so, including carers and those who live in the ferry linked isles.
- Support the provision of childcare for parents who want to take up paid employment.

### **Wellbeing economy**

The Scottish Government defines a “wellbeing economy” as one that is:

...inclusive and that promotes sustainability, prosperity and resilience, where businesses can thrive and innovate, and that supports all of our communities

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<sup>13</sup> <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2023>

across Scotland to access opportunities that deliver local growth and wellbeing.<sup>14</sup>

The central idea is that wellbeing is a better measure of the success of an economy than simple growth.

### **Community Wealth Building (CWB)**

The wellbeing economy will be delivered by implementing a CWB approach that ensures that more wealth is retained in Orkney and shared more equitably. CWB uses the levers available to anchor institutions (public services, the voluntary sector and businesses that are committed to Orkney) to ensure that the local economy, whether this is tourism, farming or the renewables sector, deliver the maximum benefits for our community. A vibrant wellbeing economy will encourage more people with the skills we need, to remain in or move to Orkney and help address our demographic imbalance.

### **Synergy between the Climate Vision and Community Wealth Building**

Orkney has abundant wind and tidal and wave resources which can be harnessed to provide renewable energy and significantly reduce the negative impact of UK energy consumption on the climate. Orkney also has a unique natural environment, and, with our support, it has the potential to help us reduce climate change emissions, protect the diversity of nature, adapt to climate change and improve our lives. Consequently, the Partnership has linked Orkney's aspirations for net zero with its ambition to achieve a wellbeing economy. This is a double opportunity for Orkney: to make a positive contribution to the climate emergency and to be a global leader in the development of the blue (marine) and green (low carbon) economies.

A priority for Orkney's sustainable development is to support the future growth of the renewable energy sector. This is led by the Orkney Sustainable Energy Stakeholder Group, which reports to this delivery group, Orkney Islands Council and other stakeholders (Orkney Renewable Energy Forum, Community Energy Scotland, SSEN, HIE).

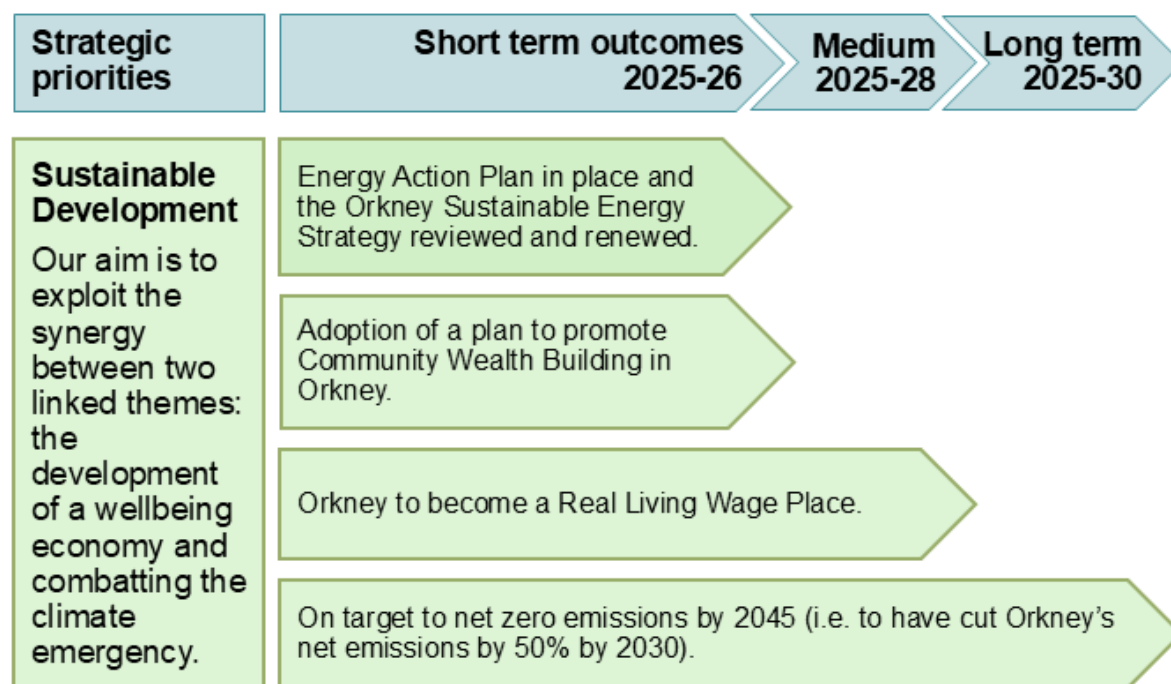
### **Role of the Sustainable Development Delivery Group**

The role of the group is to develop and monitor a delivery plan that exploits the synergy between the two linked themes of developing a wellbeing economy and combatting climate change.

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<sup>14</sup> <https://www.gov.scot/publications/wellbeing-economy-toolkit-supporting-place-based-economic-strategy-policy-development/>

## Our aim and target outcomes for Sustainable Development



## Strategic priority: Inequalities

A key objective of the Orkney Community Planning Partnership is to address the inequalities and inequities of outcome which persist in Orkney. The Equalities Delivery Group involves a range of organisations who are working to reduce inequalities in Orkney (see Appendix one).

The membership is currently focused on those working in the ferry linked isles and will be refreshed as the delivery group focuses on other areas and issues, including population health and racial discrimination, and other forms of discrimination, including those based on age, disability, gender reassignment, marriage or civil partnership, race, religion, belief, or sex. The group will explore what needs to be done to ensure Orkney is a fully inclusive society.

### **Inequalities between different areas in Orkney**

The [Community Empowerment \(Scotland\) Act 2015](#)<sup>15</sup> requires community planning partnerships to identify areas within their boundaries that experience disproportionate levels of socio-economic disadvantage and develop one or more locality plans to reduce inequality.

The [Scottish Index of Multiple Deprivation \(SIMD\)](#)<sup>16</sup> measures socio-economic disadvantage using a basket of indicators across areas such as income, housing, crime, and geographical access to services. Within Orkney, the SIMD identifies the areas of greatest disadvantage as being certain parts of Kirkwall, plus the ferry-linked isles, but the underlying reasons for their disadvantage are not the same.

The challenges faced by Orkney's communities are different. Many of the challenges faced by those on the ferry-linked isles are because of place and geography: the problems of connectivity because they are isles. In Kirkwall, there are concentrations of people living in poverty. However, the cause of their poverty is not related to where they live, people with low incomes live where there is affordable accommodation, often provided by social landlords in specific areas.

The Orkney Community Planning Partnership have decided that a place-based approach is appropriate to address the challenges face by those living on the isles and the Delivery Group has developed a [Locality Plan 2024-2026 – for the Ferry Linked Isles](#). The Locality Plan is based on the priorities set out by residents in the different island development plans, what people told us in the Orkney Matters public consultation (2021/22), and what they have told us through ongoing public engagement.

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<sup>15</sup> <https://www.legislation.gov.uk/asp/2015/6/contents>

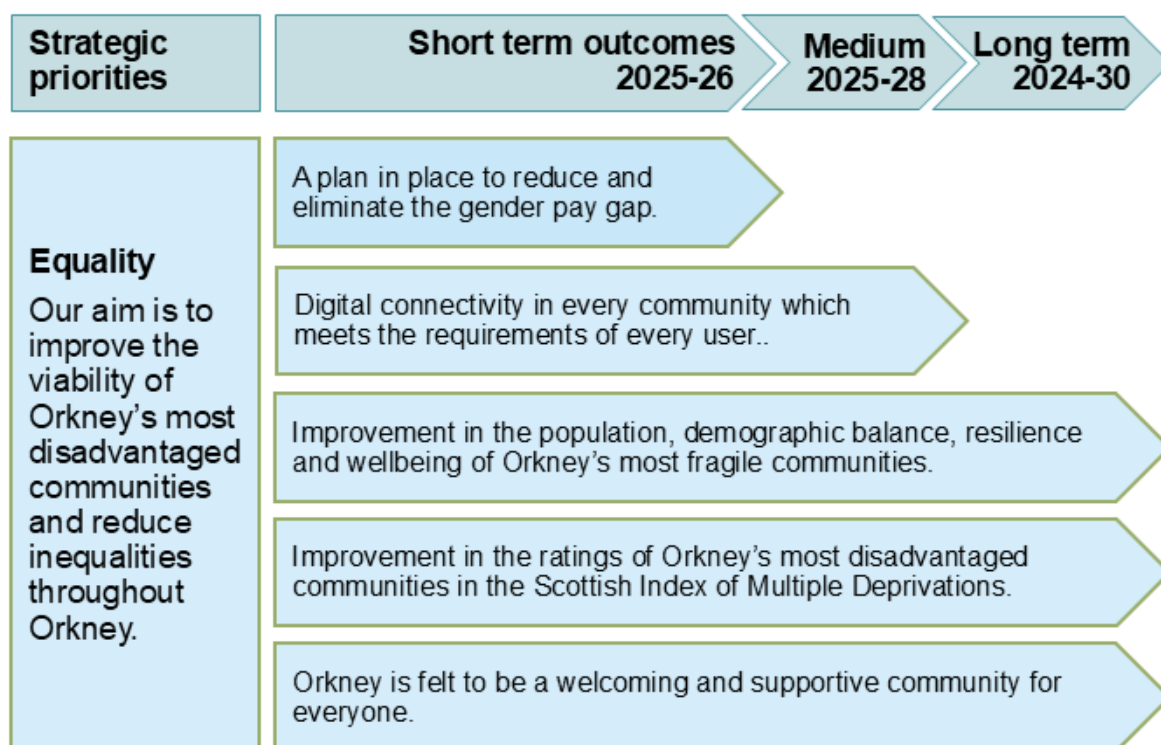
<sup>16</sup> <https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/>

The Equalities Delivery Group will explore the best approach to address the disadvantages experienced by those who live on the Mainland, and linked isles.

### Tackling discrimination, racism and their outcomes

Michael Marmot (See Population Health, above) has identified this as one of the eight key priorities for developing a preventative approach to tackling public health. It is also a priority if Orkney is to attract the skilled workers its economy and public services need, address the demographic imbalances and retain a healthy growth in population. The Delivery Group will develop an approach to tackle racism and ensure that Orkney provides a welcome to all who chose to make a home here.

### Our aim and target outcomes for Local Equality





## PART TWO: MEASURING PROGRESS

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

### Measuring progress in Population Health

| <b>Life expectancy</b> (Source: NRS Annual Release for Life Expectancy in Scotland <sup>17</sup> ) |                           |                  |                   |
|----------------------------------------------------------------------------------------------------|---------------------------|------------------|-------------------|
|                                                                                                    | Baseline (2021-23)<br>YRS | Annual Milestone | 2030 Target - YRS |
| Life expectancy at birth for Orkney Islands Council area - Females                                 | 82.7                      | Sustain          | 82.7              |
| Life expectancy at birth for Orkney Islands Council area - Males                                   | 78.7                      | Improve          | 80                |

| <b>Healthy life expectancy</b> (the average number of years that a person can expect to live in full health) Source: NRS Release for Healthy Life Expectancy in Scotland <sup>18</sup> ) |                             |                  |                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|------------------|-------------------|
|                                                                                                                                                                                          | Baseline (2021-23)<br>- YRS | Annual Milestone | 2030 Target - YRS |
| Healthy life expectancy at birth for Orkney Islands Council area - Females                                                                                                               | 76.4                        | Sustain          | 76.4              |
| Healthy life expectancy at birth for Orkney Islands Council area - Males                                                                                                                 | 71.7                        | Improve          | 73                |

| <b>Death by suicide</b> (Source: PHS Annual Release Suicide Statistics for Scotland <sup>19</sup> ) |                                                                                 |                  |                                                                                                                      |
|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------|
|                                                                                                     | Baseline (2017-21)<br>Persons                                                   | Annual Milestone | 2030 Target                                                                                                          |
| Suicides registered for Orkney Islands Council area                                                 | 20 over 5 years (Age-sex standardised rate per 100,000 – 19.3, crude rate – 18) | Reduce           | 15 over 5 years (in line with Scottish crude rate of 14.1 given current population mid-year estimates 2023 - 22,000) |

<sup>17</sup> [Life Expectancy in Scotland | National Records of Scotland](#)

<sup>18</sup> [Healthy Life Expectancy in Scotland | National Records of Scotland](#)

<sup>19</sup> [Suicide statistics for Scotland - Update of trends for the year 2021 - Suicide statistics for Scotland - Publications - Public Health Scotland](#)

| <b>Healthy weight</b> (Source: PHS Annual Release for Primary 1 (P1) Body Mass Index (BMI) Statistics Scotland <sup>20</sup> )        |                                    |                  |                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------|---------------------------------------------------------------------|
|                                                                                                                                       | Baseline (School year 2022/23) - % | Annual Milestone | 2030 Target - %                                                     |
| P1's identified as within healthy weight category in Orkney (See: <a href="#">epidemiological threshold dashboard</a> <sup>21</sup> ) | 72.9                               | Improve          | 76.8 (the Scottish average for all participating boards in 2022/23) |
| P1's identified as at risk of obesity in Orkney (See: <a href="#">epidemiological threshold dashboard</a> <sup>22</sup> )             | 9.6                                | Improve          | 7 (in line with Scottish Government's target to reach 7 % by 2030)  |

| <b>Incidence/prevalence of Health Condition</b> (Source: Public Health Scotland Annual Release Cancer Incidence in Scotland <sup>23</sup> , Diabetes in Scotland Annual Survey <sup>24</sup> and Public Health Scotland Annual Release Scottish Health Disease Statistics <sup>25</sup> ) |                                                                          |                  |                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|------------------|---------------------------------------------------------|
|                                                                                                                                                                                                                                                                                           | Baseline number                                                          | Annual Milestone | 2030 Target - number                                    |
| New Cancer diagnoses in NHS Orkney Board region (Registrations for all malignant neoplasms excluding NMSC (Non-Melanoma Skin Cancer))                                                                                                                                                     | (2021) 169 (age-adjusted rate per 100,000 – 629.8)                       | Reduce           | 149 (age-adjusted rate <sup>26</sup> per 100,000 – 608) |
| Level of diabetes (all types) in NHS Orkney Board region by number on diabetes register at the end of the year                                                                                                                                                                            | (2022) 1,328 (age adjusted prevalence – 5.2%)                            | Sustain          | 1,328 (age adjusted prevalence – 5.2%)                  |
| Number of new cases of Coronary Heart Disease in Orkney Health Board region                                                                                                                                                                                                               | (2022/23 provisional) 71 (age-sex standardised rate per 100,000 – 259.1) | Sustain          | 71 (age-sex standardised rate per 100,000 – 259.1)      |

<sup>20</sup> [Dashboard - Primary 1 Body Mass Index \(BMI\) statistics Scotland - School year 2022 to 2023 - Primary 1 Body Mass Index \(BMI\) statistics Scotland - Publications - Public Health Scotland](#)

<sup>21</sup> [Dashboard - Primary 1 Body Mass Index \(BMI\) statistics Scotland - School year 2022 to 2023 - Primary 1 Body Mass Index \(BMI\) statistics Scotland - Publications - Public Health Scotland](#)

<sup>22</sup> [Dashboard - Primary 1 Body Mass Index \(BMI\) statistics Scotland - School year 2022 to 2023 - Primary 1 Body Mass Index \(BMI\) statistics Scotland - Publications - Public Health Scotland](#)

<sup>23</sup> [Cancer incidence data story - Cancer incidence in Scotland - to December 2021 - Cancer incidence in Scotland - Publications - Public Health Scotland](#)

<sup>24</sup> [Publications | diabetes in Scotland](#)

<sup>25</sup> [Scottish heart disease statistics - Year ending 31 March 2023 - Scottish heart disease statistics - Publications - Public Health Scotland](#)

<sup>26</sup> Age Standardised Rate takes account of ages of the population and Sex Standardised Rate takes into account the number of women and men. So, an older population will expect to have to have higher rate of diabetes, and a higher number of women will mean more instances of breast cancer.

## Measuring progress in the Cost of Living

| <b>How households are managing financially in Orkney</b> (Source: <a href="#">Scottish Household Survey 2019</a> <sup>27</sup> and <a href="#">Data Explorer</a> <sup>28</sup> ) |                       |                  |             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------|-------------|
|                                                                                                                                                                                  | Baseline<br>(2020/21) | Annual Milestone | 2030 Target |
| Managing very well or quite well                                                                                                                                                 | 66%                   | Increase         | 70%         |
| Get by all right                                                                                                                                                                 | 31%                   | Maintain         | 30%         |
| Do not manage very well and have some financial difficulties                                                                                                                     | 3%                    | Reduce           | 0%          |

| <b>Percentage of dwellings in Orkney in Fuel Poverty 2017-19</b> (Source: <a href="#">Scottish House Condition Survey Local Authority Analysis 2019</a> <sup>29</sup> ) |                      |                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------|
| Baseline<br>(2017-19)                                                                                                                                                   | Milestones each year | 2030 Target              |
| 30.5%<br>(Scottish average 24.4%)                                                                                                                                       | Reduce               | Same as Scottish average |

| <b>Percentage of dwellings in Orkney in Extreme Fuel Poverty 2017-19</b> (Source: <a href="#">Scottish House Condition Survey Local Authority Analysis 2019</a> <sup>30</sup> ) |                      |                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------|
| Baseline (2017-19)                                                                                                                                                              | Milestones each year | 2030 Target              |
| 21.8%<br>(Scottish average 11.9%)                                                                                                                                               | Reduce               | Same as Scottish average |

| <b>The percentage of crisis payment applications to the Scottish Welfare Fund that are successful</b> (Source: Scottish Welfare Fund) |                  |                               |
|---------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------------------------|
| Baseline (2021-22)                                                                                                                    | Annual milestone | 2025 target                   |
| 40%<br>(Scottish average is 66%)                                                                                                      | Increase         | Equal to the Scottish average |

<sup>27</sup> <https://www.gov.scot/publications/scottish-household-survey-2019-annual-report/>

<sup>28</sup> <https://scotland.shinyapps.io/sg-scottish-household-survey-data-explorer/>

<sup>29</sup> <https://statistics.gov.scot/data/fuel-poverty-shcs>

<sup>30</sup> <https://statistics.gov.scot/data/fuel-poverty-shcs>

| <b>Value of financial gains achieved by those who access Orkney advice agencies</b> (Source: the Orkney Money Matters project and Orkney CAB) |                |                |                |
|-----------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|----------------|
| Baseline (2021-22)                                                                                                                            | 2023-24 target | 2024-25 target | 2025-26 target |
| N/A – Project in set up                                                                                                                       | £0.5m          | £0.6m          | £0.7m          |

| <b>The number of children in Orkney who are in Relative Poverty</b> (Source: <a href="https://www.gov.scot/publications/local-child-poverty-statistics-january-2022/">https://www.gov.scot/publications/local-child-poverty-statistics-january-2022/</a> <sup>31</sup> ) |               |                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------------------------------------------------------|
| Baseline (2020-21)                                                                                                                                                                                                                                                       | Annual Target | 2030 Target                                                      |
| 13.1%<br>(24.0% across Scotland overall)                                                                                                                                                                                                                                 | Reduce        | Less than 10%<br>(Scottish Government target for 2030-31 is 10%) |

<sup>31</sup> <https://www.gov.scot/publications/local-child-poverty-statistics-january-2022/>

## Measuring progress in Sustainable Development

| <b>% of 16-19 year olds participating in education, employment and other training and development activities</b> (source: <a href="#">Skills Development Scotland, Annual Participation Measure August 2022<sup>32</sup></a> ) |                   |                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----------------------------------------------------|
| Baseline (2022)                                                                                                                                                                                                                | Annual milestones | 2030 Target                                        |
| 93.9%                                                                                                                                                                                                                          | Increase          | Recover to previous high 95.4%<br>(2018-19 figure) |

| <b>House build completions in Orkney, all sectors</b> (source: OIC Development and Marine Planning) |                   |              |
|-----------------------------------------------------------------------------------------------------|-------------------|--------------|
| Baseline (2020-21)                                                                                  | Annual milestones | 2030 Target  |
| 92                                                                                                  | 103               | 103 per year |

| Local authority territorial area CO <sub>2</sub> emissions estimates 2019 and 2020 (kilo tonnes CO <sub>2</sub> ) (Sources – <a href="#">UK Government local authority and regional carbon dioxide emissions national statistics 2005-2020<sup>33</sup></a> ) |                 |                                                                                |                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------|
|                                                                                                                                                                                                                                                               | Baseline (2020) | Annual Milestone                                                               | 2030 Target                                                        |
| Commercial                                                                                                                                                                                                                                                    | 3.8 kt          | Reduction commensurate with achieving Net Zero by 2045, and Net Zero in energy | Net Zero CO <sub>2</sub> Emissions in energy and different sectors |
| Public Sector                                                                                                                                                                                                                                                 | 2.5 kt          |                                                                                |                                                                    |
| Domestic                                                                                                                                                                                                                                                      | 36.4 kt         |                                                                                |                                                                    |
| Transport                                                                                                                                                                                                                                                     | 26.7 kt         |                                                                                |                                                                    |
| LULUCF*                                                                                                                                                                                                                                                       | 123.9 kt        |                                                                                |                                                                    |
| Total for Orkney                                                                                                                                                                                                                                              | 277.2           |                                                                                |                                                                    |

\*Land Use, Land Use Change and Forestry

<sup>32</sup> <https://www.skillsdevelopmentscotland.co.uk/media/49489/annual-participation-measure-2022-report.pdf>

<sup>33</sup>

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

| <b>Average wages in Orkney</b> (Source: <a href="#">ONS website</a> <sup>34</sup> ) |                   |                                                   |
|-------------------------------------------------------------------------------------|-------------------|---------------------------------------------------|
| Baseline (2021)                                                                     | Annual milestones | 2030 target                                       |
| £26,582<br>(Scottish average is £29,752)                                            | Gap closing       | Average wages for Orkney match those for Scotland |

| <b>Closing the Gender pay gap*</b> (source: <a href="#">ONS Website</a> <sup>35</sup> )                               |                  |                                                |
|-----------------------------------------------------------------------------------------------------------------------|------------------|------------------------------------------------|
| Baseline (2021)                                                                                                       | Annual milestone | 2030 target                                    |
| 20%<br>(Scottish average is 10%)                                                                                      | Gap closing      | The gap is no larger than the Scottish average |
| *Gender pay gap defined as the difference between men's and women's hourly earnings as a percentage of men's earnings |                  |                                                |

<sup>34</sup>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofworkbylocalauthorityashetable7>

<sup>35</sup>

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

## Measuring progress in Local Equality

| <b>Population of the ferry-linked isles</b> (Source: <a href="#">Scotland's Census</a> <sup>36</sup> and <a href="#">calculations based on the NRS mid-year estimates</a> <sup>37</sup> ) |                      |                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Baseline (2020-21)                                                                                                                                                                        | Annual milestones    | 2030 target          |
| 2,743<br>(2011 census, 2,862)                                                                                                                                                             | Maintain or increase | Maintain or increase |

| <b>Percentage of adult residents (18-75) planning to stay on the ferry linked isles for the next 5 years</b> (Source: <a href="#">National Islands Plan Survey Report 2020</a> <sup>38</sup> and <a href="#">online results explorer tool</a> <sup>39</sup> ) |             |                 |                   |             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------------|-------------------|-------------|
|                                                                                                                                                                                                                                                               |             | Baseline (2020) | Annual milestones | 2030 Target |
| Orkney Outer Isles                                                                                                                                                                                                                                            | Yes         | 79.0            | Increase          | Increase    |
|                                                                                                                                                                                                                                                               | No          | 8.7             | Decrease          | Decrease    |
|                                                                                                                                                                                                                                                               | Do not know | 12.3            | Decrease          | Decrease    |
| Orkney Mainland                                                                                                                                                                                                                                               | Yes         | 87.2            | Increase          | Increase    |
|                                                                                                                                                                                                                                                               | No          | 4.4             | Decrease          | Decrease    |
|                                                                                                                                                                                                                                                               | Do not know | 8.4             | Decrease          | Decrease    |

| <b>% Orkney residents whose internet connection at home is fast enough to do what they want online</b> (Source: <a href="#">National Islands Plan Report 2020</a> <sup>40</sup> and <a href="#">explorer tool</a> <sup>41</sup> ) |                 |                   |             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-------------------|-------------|
|                                                                                                                                                                                                                                   | Baseline (2020) | Annual milestones | 2030 Target |
| Ferry-linked isles                                                                                                                                                                                                                | 45%             | Increase          | 100%        |
| Orkney Mainland                                                                                                                                                                                                                   | 70%             | Increase          | 100%        |

<sup>36</sup> <https://www.scotlandscensus.gov.uk/>

<sup>37</sup> <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/small-area-population-estimates-2011-data-zone-based/mid-2021>

<sup>38</sup> <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

<sup>39</sup> [https://mappingrd342.shinyapps.io/online\\_tool/](https://mappingrd342.shinyapps.io/online_tool/)

<sup>40</sup> <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

<sup>41</sup> [https://mappingrd342.shinyapps.io/online\\_tool/](https://mappingrd342.shinyapps.io/online_tool/)



| <b>% Orkney residents who have a good mobile phone signal at home</b> (Source: <a href="#">National Islands Plan Survey Report 2020</a> <sup>42</sup> and <a href="#">online results explorer tool</a> <sup>43</sup> ) |                  |                |                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|----------------|-----------------------------|
|                                                                                                                                                                                                                        | 2020-21 Baseline | 2022-23 Target | Five-year target<br>2026-27 |
| Ferry-linked isles                                                                                                                                                                                                     | 27%              | Increase       | 100%                        |
| Orkney Mainland                                                                                                                                                                                                        | 78%              | Increase       | 100%                        |

| <b>% of Orkney residents who agree “When I make journeys to or from my home, it is easy connecting between different forms of transport”</b> (Source: <a href="#">National Islands Plan Survey Report 2020</a> <sup>44</sup> and <a href="#">online results explorer tool</a> <sup>45</sup> ) |                 |                   |             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-------------------|-------------|
|                                                                                                                                                                                                                                                                                               | Baseline (2020) | Annual milestones | 2030 Target |
| Ferry-linked isles                                                                                                                                                                                                                                                                            | 29%             | Increase          | 50%         |
| Orkney Mainland                                                                                                                                                                                                                                                                               | 46%             | Increase          | 60%         |

| <b>% Orkney premises unable to access 30Mbps/s Broadband</b> (Sources: <a href="#">Ofcom Connected Nations Report 2020</a> <sup>46</sup> and <a href="#">Ofcom Connected Nations Update 2022</a> <sup>47</sup> ) |                  |             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------|
| 2020-21 Baseline (2022)                                                                                                                                                                                          | Annual milestone | 2030 target |
| 32.9%                                                                                                                                                                                                            | 20%              | 0%          |

<sup>42</sup> <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

<sup>43</sup> [https://mappingrd342.shinyapps.io/online\\_tool/](https://mappingrd342.shinyapps.io/online_tool/)

<sup>44</sup> <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/07/national-islands-plan-survey-final-report/documents/national-islands-plan-survey-final-report/national-islands-plan-survey-final-report/govscot%3Adocument/national-islands-plan-survey-final-report.pdf?forceDownload=true>

<sup>45</sup> [https://mappingrd342.shinyapps.io/online\\_tool/](https://mappingrd342.shinyapps.io/online_tool/)

<sup>46</sup> <https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-2020>

<sup>47</sup> <https://www.ofcom.org.uk/research-and-data/multi-sector-research/infrastructure-research/connected-nations-update-autumn-2022>

| Fewer areas of Orkney suffer from higher levels of deprivation as determined by the Scottish Index of Multiple Deprivation (Source: <a href="#">Scottish Index of Multiple Deprivation website</a> <sup>48</sup> ) (Note: lower scores measure higher deprivation) |               |                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------------------------------------------|
| Baseline (2020 figures)                                                                                                                                                                                                                                            | Annual target | 2030 target                                                   |
| 1 in the lowest 25-30%<br>1 in the lowest 30-35%<br>4 in the lowest 35-40%                                                                                                                                                                                         | Improve       | No areas in the lowest 0-35%<br>Fewer areas in the lowest 40% |

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<sup>48</sup> [https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/?utm\\_source=redirect&utm\\_medium=shorturl&utm\\_campaign=simd](https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/?utm_source=redirect&utm_medium=shorturl&utm_campaign=simd)

## PART THREE: APPENDICES

### Appendix one: Membership of the Delivery Groups

| Membership of The Community Planning Delivery Groups as of January 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Cost of Living Task Force                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Sustainable Development Delivery Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Equalities Delivery Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>• Orkney Citizens Advice Bureau</li> <li>• THAW (Orkney's fuel poverty charity)</li> <li>• Orkney Foodbank</li> <li>• Home Start Orkney</li> <li>• Orkney Housing Association (v-chair)</li> <li>• Age Scotland (v-chair)</li> <li>• Voluntary Action Orkney</li> <li>• Sanday Development Trust</li> <li>• Orkney Charitable Trust</li> <li>• NHS Orkney Public Health</li> <li>• Integration Joint Board (chair)</li> <li>• OIC's Schools Service, Housing Service, Leisure, and the Scottish Welfare Fund</li> <li>• Community Learning and Development Partnership</li> <li>• Social Security Scotland</li> </ul> | <ul style="list-style-type: none"> <li>• Historic Environment Scotland</li> <li>• Highlands and Islands Enterprise</li> <li>• Integration Joint Board</li> <li>• Island Centre for Net Zero</li> <li>• Orkney Renewable Energy Forum (v-chair)</li> <li>• NatureScot</li> <li>• National Farmers' Union</li> <li>• NHS Orkney</li> <li>• Orkney Islands Council: Economic Development, Planning and Climate Change</li> <li>• Local Employability Partnership</li> <li>• Sustrans</li> <li>• UHI Orkney</li> <li>• Skills Development Scotland</li> <li>• Voluntary Action Orkney</li> <li>• Visit Scotland</li> <li>• HITRANS (Chair)</li> </ul> | <ul style="list-style-type: none"> <li>• NHS Orkney (chair)</li> <li>• NHS Orkney Public Health</li> <li>• SEPA</li> <li>• Highland and Islands Enterprise</li> <li>• Integration Joint Board</li> <li>• OIC Transport, Islands Deal, Equalities, Empowering Communities, and Leader</li> <li>• Orkney Ferries</li> <li>• Sanday Development Trust</li> <li>• Shapinsay Development Trust</li> <li>• Stronsay Development Trust</li> <li>• Voluntary Action Orkney (VAO)</li> <li>• VAO Community Development</li> <li>• VAO Island Wellbeing</li> </ul> |

## Appendix two: How Orkney's communities helped to form this plan

Consultation to inform the 2025/30 plan was carried out in two stages. The first stage took place between October 2021 and March 2022, when the Council, Voluntary Action Orkney and the LEADER Local Action Group jointly conducted an extensive consultation exercise under the banner "[Orkney Matters](#)". This comprised a questionnaire, a series of online meetings, and dedicated sessions for schools and community groups which used art to engage with people less likely to respond through regular channels. The second stage was a [public consultation](#) on the draft Community Plan itself, which was conducted during December 2022 and January 2023, prior to the finalisation of the plan. The 2025/30 plan was reviewed by the Partnership Board, when the additional priority of population health was added.

Orkney Matters recorded the views of all of Orkney's communities, including young people, and lesser heard voices. The survey found that the main priorities overall were:

- |                                                       |                                                             |
|-------------------------------------------------------|-------------------------------------------------------------|
| • <b>Consultation fatigue and communication</b>       | • <b>Transportation</b>                                     |
| • <b>Volunteer fatigue</b>                            | • <b>Sense of community</b>                                 |
| • <b>Single community-led plan for each community</b> | • <b>Enjoyment of Orkney's outdoors and the environment</b> |
| • <b>Housing</b>                                      | • <b>Equality</b>                                           |
| • <b>Digital connectivity</b>                         | • <b>Health</b>                                             |
| • <b>Climate change</b>                               | • <b>Economic opportunities</b>                             |

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

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

Matters, comments on specific services were passed to the relevant partner agencies for consideration.

There was less consensus with regard to the adoption of 2030 as Orkney's net zero target. Opinion was divided between 49% who were in favour, 39% who were against and 12% who were unsure. A few of those commenting felt that the Partnership should focus solely on more urgent priorities: "People are cold and hungry which is a far more immediate problem." Others felt that the climate emergency was itself urgent: "Ambitious is good, there is no time to be cautious." Most commentators were somewhere between the two: "Dependant on the cost of the new technologies it could be possible by 2030. But it could be expensive." And some saw beyond the target itself: "What is the benefit from being cautious? Even if we don't get all the way there, the learning created in Orkney develops skills and opportunities for export and, if the target isn't ambitious, we won't maximise the capability of our research and innovation organisations."

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

National consultation also played a part in the development of this plan. A total of 790 Orkney residents participated in the first [National Islands Plan Survey](https://www.gov.scot/publications/national-islands-plan-survey-final-report/)<sup>49</sup>, conducted in October 2020, answering questions on their experience of employment and business opportunities, transport, housing, fuel poverty, digital connectivity, health, social care, the environment, climate change, culture, and education. The survey is due to be repeated in 2023 and every two years thereafter for the lifetime of the National Islands Plan. Results are published online with responses from Orkney Mainland and Isles respondents split out, making this a useful resource for measuring future progress. We have used some of the survey questions as indicators of progress in this plan.

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<sup>49</sup> <https://www.gov.scot/publications/national-islands-plan-survey-final-report/>