

Orkney

Community Wealth Building

Anchor Charter



Signatories

This Charter is signed by the leadership of each Anchor Institution:

- **Orkney Islands Council** – Chief Executive / Council Leader
- **NHS Orkney** – Chief Executive / Board Chair
- **Highlands and Islands Enterprise** – Area Manager
- **Skills Development Scotland** – Area Manager
- **UHI Orkney** – Principal / Board Chair
- **Highlands and Islands Transport Partnership (HITRANS)** – Chair / Transport Lead
- **Voluntary Action Orkney** – Chief Executive / Board Chair
- **Local Action Group** – Chair

Community wealth building is a people-centred approach to local economic development. It redirects wealth back into the local economy and puts control and benefits in the hands of local people.

Community wealth building uses the economic levers available to Anchor Institutions to develop resilient, inclusive local communities and economies with more local spend, fair employment, a larger and more diverse business base and investing in our community organisations - ensuring that more of our wealth is owned locally and benefits local people.

Anchor Institutions are organisations that are rooted in places by their purpose, histories, land and assets, and established local relationships. We, as Orkney Anchor Institutions, have a powerful role to play to embed community wealth building practice in Orkney. By increasing community wealth, all communities improve, wellbeing improves, and people thrive.

Mission Statement: We, Anchor Institutions of Orkney, commit to long term collaboration to embed Community Wealth Building (CWB) principles into strategic planning and our day-to-day work. Our shared goal is to foster a resilient, inclusive, and sustainable local economy that delivers social justice, environmental sustainability, and prosperity for all. We pledge to use our collective influence, assets, and resources to support the development of a wellbeing economy in Orkney, and to report progress to the Orkney Community Planning Partnership and the people of Orkney.

Each Anchor Institution is unique and will move at a different pace to achieve these shared goals. We commit to working together to implement community wealth building and help build an economy that serves the people.

Our Anchor Pledges Across the Five Pillars of Community Wealth Building

1. Fair Employment and Just Labour Markets

We commit to:

- Becoming and maintaining status as Real Living Wage Employers.
- Promoting flexible, permanent, and secure employment.
- Addressing the gender pay gap and supporting inclusive recruitment practices.
- Supporting the Fair Work First agenda and trade union recognition.
- Deliver a Skills Action Plan that improve people's employment prospects.
- Collaborating on workforce development and childcare access.

2. Spending

We commit to:

- Increasing local procurement.
- Developing shared procurement strategies that balance cost, community benefit, and net zero goals.
- Promoting local spending through campaigns like “Love Local” and supporting circular economy initiatives.
- Supporting, investing in and growing the local supply chain, including hosting “meet the buyer” events, helping businesses access local procurement processes, and continuing to invest in local businesses.

3. Making Financial Power Work for Local Places

We commit to:

- Supporting local investment vehicles such as community bonds and ethical finance.
- Exploring local investment opportunities for funds held by Anchor Institutions.
- Coordinating use of community benefit funds to reduce fuel poverty and support CWB.
- Enhancing support for development trusts and community-led investment.

4. Socially Just Use of Land, Sea, and Property

We commit to:

- Supporting community asset transfers and Local Place Plans.
- Publishing accessible asset registers and guidance for community ownership.
- Promoting sustainable land and marine development aligned with NPF4 and the Orkney Islands Marine Plan.
- Supporting active travel and sustainable transport infrastructure.

5. Inclusive Ownership

We commit to:

- Promoting diverse business models including cooperatives, social enterprises, and employee ownership.
- Supporting succession planning for local businesses.
- Building capacity in communities to manage and grow locally owned enterprises.

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