



Minutes of the Orkney Community Planning Partnership Board

Monday, 23 March 2026, Council Chambers, Orkney Islands Council and via Microsoft Teams

1. Attendance and apologies

DELEGATES

Facilitating partners

Orkney Islands Council	Cllr Heather Woodbridge (Chair)
NHS Orkney	James Goodyear
Highlands & Islands Enterprise	Ruth Kirkpatrick
Scottish Fire and Rescue	David McGroarty

Participating partners

NHS Orkney	Davie Campbell
Integration Joint Board	Joanna Kenny
Skills Development Scotland	Connie Calvo
Community Justice Partnership	Stephen Brown
HITRANS	Cllr Kristopher Leask
Historic Environment Scotland	Dorothy Hoskins
University of the Highlands and Islands Orkney	Seonaidh McDonald
Visit Scotland	Cheryl Chapman

Co-opted partners

Voluntary Action Orkney	Morven Brooks
Orkney Housing Association Ltd	Craig Spence

IN ATTENDANCE

Scottish Government	Ellen Leaver
OIC Chief Executive	Oliver Reid
Highlands & Islands Enterprise	Katrina Wiseman
Skills Development Scotland	Claire Sim
NHS Orkney	Louise Wilson
Orkney Islands Council	Kerry Spence
Orkney Islands Council	Garry Burton
Orkney Islands Council	Cllr Sandy Cowie
Orkney Community Planning Partnership	Daniel Aubrey

APOLOGIES

Police Scotland	Scott Robertson
Police Scotland	David Hall



**Orkney
Community
Planning
Partnership**

NHS Orkney
NatureScot
Orkney Islands Council

Elvira Garcia
Graham Neville
James Wylie

2. Approval of Community Planning Partnership (CPP) Board Meeting Minutes from 16 December 2025

No amendments were made.

Decision: *Minutes approved as an accurate record.*

3. Matters Arising

- A response letter from Loganair to the CPP's earlier correspondence has been received and circulated.
- No further matters were raised.

Decision: *Matters arising noted; no additional actions.*

4. Workforce North – Presentation (Claire Sim, SDS)

A detailed presentation was provided on Workforce North, including key regional workforce challenges and the recently agreed regional co-investment fund (presentation to be circulated).

Key points:

- Highlands & Islands face significant workforce shortages across all sectors, not only energy.
- Forecast suggests **c. 2,500 workers needed in Orkney by 2035**, driven by replacement demand, ageing demographics, and sectoral pressures.
- Five main themes identified:
 1. Raising awareness
 2. Schools' engagement
 3. Apprenticeship expansion
 4. Upskilling & reskilling
 5. Talent attraction & retention
- A regional co-investment training fund will open **1 September 2026** with governance to ensure fair distribution across all local authority areas.

Discussion themes:

- Ensuring equity of funding for island communities.
- Need for strategic oversight of skills within CPP.
- Interdependency between housing, childcare, health workforce, and talent attraction.
- Value of employer forums and business engagement (Business Forum, Destination Orkney, BID).
- Importance of retention, health of working age population, community resilience, apprenticeships, and curriculum alignment.
- Agreement on need for a clear “strategic home” for workforce planning within the CPP.

Decisions & Actions:

- **CPP Board to receive regular updates** on Workforce North.
- **Skills governance structure** to be considered as part of wider CPP governance review. Decision to be made on where workforce planning will sit within CPP.
- Workforce North team to explore mechanisms for improved local industry engagement.

5. New Locality Plan 2026–2028 (Kerry Spence & Daniel Aubrey)

The current locality plan expires in 2026; work must now begin on its replacement.

Discussion themes:

- Options could include geographic (e.g. ferry/air-linked isles) or thematic focus e.g., hidden poverty, family support, resilience).
- Broad agreement that a deeper strategic conversation is required.
- Suggestions included a workshop and/or paper summarising previous locality approach and future options.

Decisions & Actions:

- **A Board workshop will be arranged** to explore locality plan options in detail.
- A paper will be brought to a future CPP Board meeting outlining options and recommendations.

6. Orkney Matters 2 – Update (Kerry Spence)

Work underway to produce updated “You Said / We Did” outputs.

Visual minutes for Mainland and Ferry Linked Isles events are also being produced.

Decision: *Update noted. Full report to return to a future meeting.*

7. Public Sector Reform – Update (Cllr Heather Woodbridge & Oliver Reid)

- Constructive joint discussions continues between OIC and NHS Orkney.
- A joint workshop with OIC elected members, NHS Orkney Board, and IJB members is scheduled for **8 June 2026**. Letter received from Scottish Government confirming support for local reform work.

Decision: *Update noted; CPP to be kept informed as reform work develops.*

8. Transformational Opportunities Group (TOG) – Update (Laura Hutton with additional input from Katrina Wiseman)

Key points:

- TOG was created to coordinate early engagement with major renewable energy developers.
- Purposefully small membership to focus on securing local benefit from projects.
- Early-stage development of a project pipeline; some work derived from NESO and Island Centre for Net Zero studies.
- Legacy benefits and integration with workforce planning were highlighted.

Decision: *Update noted. TOG to continue development of pipeline and report progress.*

9. Good Food Nation – Update (Kerry Spence & Daniel Aubrey)

Key points:

- Section 10 duty (local Good Food Nation Plans) expected to be triggered **April 2027**.
- A plan will then need to be produced within 12 months (by April 2028).
- No dedicated funding confirmed yet.
- Desire locally for a **single joint plan** across NHS Orkney & OIC—Scottish Government is open to this provided statutory duties are met.

Decisions & Actions:

- Work to proceed on early scoping, including alignment with food security and cost of living work.

- Further updates to be provided for the Board as guidance and timescales are confirmed.

10. Third Sector Update (Report from VAO / Morven Brooks)

Highlights:

- Increased demand for support services, especially around fuel poverty.
- Recruitment and retention difficulties similar to other sectors.
- SLA communication with OIC improved this year.
- VAO restructuring has strengthened partnership communication.

Decision: *Report noted.*

Next formal update due in six months.

11. CLD Partnership – Proposal for Co-opted Membership

Issue raised due to alignment with statutory CLD duties and to enable the Population Health DG chairing arrangements.

Discussion:

- There was agreement that a wider review of CPP governance, membership and Terms of Reference is needed.
- Desire to consider CLD's position in the context of the new locality plan and overall outcomes framework.

Decisions & Actions:

- **Governance review paper** is to be brought to a future meeting following the Board Workshop, covering CLD representation and wider CPP structure.
- **Interim agreement:** Garry Burton may continue as Chair of the Population Health Delivery Group until formal decision is made.

12. Partner Updates (verbal)

Community Justice:

- Early release scheme continues; minimal local impacts; Orkney performing strongly with 97% Community Placement Order completion.

Political update:

- Pre-election period has commenced; quieter period for government engagement.

NHS Orkney:

- Recruitment for new Chief Executive will commence shortly.

Scottish Fire & Rescue Service:

- National pressures acknowledged. There are local issues mainly around recruitment challenges on the outer isles.

No further significant updates.

13. Delivery Group Reports**13.1 Equality Delivery Group – Verbal Update (Davie Campbell)**

- Group membership being streamlined.
- Priority area identified: **community resilience**, particularly in vulnerable islands.
- Work program for next 12 months under development.

13.2 Sustainable Development Delivery Group / CWB

- Chair unavailable, verbal update given by Daniel Aubrey.
- Meeting has been arranged to plan year two of Community Wealth Building Plan.

13.3 Cost of Living Task Force (Stephen Brown)

- Fuel Poverty Action Plan in final drafting stage.
- £70k Fairer Futures funding confirmed for 2026-27.
- Report on Islands Cost Crisis Fund (ICCEF) outcomes to be published soon.
- Awaiting confirmation of continuation of ICCEF for 2026-27.

13.4 Population Health Delivery Group (Garry Burton)

- Work to begin now that interim Chair arrangements have been confirmed.
- Full update to next meeting.

14. Any Other Business



- Significant concerns raised regarding **island resilience**, especially connectivity failures.
- OLEG is preparing a letter to the Scottish Government; **CPP Board agreed in principle to be a co-signatory**, pending circulation of final wording and email confirmation.

Decision: *CPP to consider signing the letter once circulated.*

15. Date of Next Meeting

Wednesday 24 June 2026 – 09:30 to 12:30, venue TBD