



Orkney Partnership Board

Minute of the meeting of the Orkney Partnership Board held at 10:00 on 28 May 2019 in the Council Chamber, Kirkwall

Present:	James Stockan David Campbell Cheryl Chapman Alan Dundas Graeme Harrison Thomas Knowles Leslie Manson John McKenna Gillian Morrison Graham Neville Gerry O'Brien Stephen Sheridan Graham Sinclair Craig Spence Matt Webb	Orkney Islands Council (<i>Chair</i>) Integration Joint Board VisitScotland SEPA Highlands and Islands Enterprise Historic Environment Scotland Orkney Islands Council Scottish Fire and Rescue Service Orkney Islands Council Scottish Natural Heritage NHS Orkney Skills Development Scotland HITRANS Orkney Housing Association Limited Police Scotland
In attendance:	Anna Whelan Marie Love	Orkney Islands Council (<i>Secretary</i>) The Orkney Partnership

Item

1 Apologies

Eddie Abbott-Halpin	Orkney College / UHI
Gail Anderson	Voluntary Action Orkney
Alistair Buchan	Orkney Islands Council
Alan Johnston	Scottish Government
Ian Kinniburgh	NHS Orkney (<i>Vice Chair</i>)
Garry Reid	Scottish Sports Council
Sally Shaw	Integration Joint Board and Orkney Community Justice Partnership

Item	Topic	Lead	Purpose
2	Draft minutes of the last meeting of the Board on 14 March 2019	Chair	To amend as necessary and agree the minutes
2.1	The minutes were agreed.		

Item	Topic	Lead	Purpose
3	Matters arising	Chair	
3.1	3.1 (Matters arising – Locality Plan Actions)		
	<p>It was highlighted that an action had been outstanding for a number of meetings. Alan Johnston was to raise the issues of Road Equivalent Tariff and Digital Connectivity with Michael Matheson, Scottish Minister for Transport, Infrastructure and Connectivity, with a view to arranging a meeting with the Chair. It had been noted at the meeting on 18 December 2018 that Alan Johnston was following this up and Erica Clarkson had agreed she would also raise it. It was agreed progress would be reported to the next meeting. Noted that the Chair would also continue his efforts given the double disadvantage faced by people in the non-linked isles. <u>Action: AJ/EC</u></p>		
3.2	3.2 (Matters arising – Poverty and disadvantage factors that affect children and young people in Orkney)		
	<p>There was an outstanding action for Erica Clarkson to find out what was done in other areas re. normalisation so that specific questions around finance were always asked as part and parcel of practice. It was agreed progress should be reported to the next meeting. <u>Action: EC</u></p>		
3.3	7 (Strong Communities Delivery Group)		
	<p>Noted that the full report on the Your Island Your Choice 2 participatory budgeting exercise would be presented to the next meeting. <u>Action: GA</u></p>		
4	Executive Group report		To report progress
4.1	Update from the Group		
4.1.1	Gillian Morrison reported that the Executive Group had met on 9 May 2019.		
4.1.2	Community Planning Working Group		
	<p>The Executive Group had questioned the continuation of the Working Group in the interests of streamlining the number of meetings the same people had to attend. It had been agreed this would be discussed at the next meeting of the Executive Group as a number of members were not present.</p>		
4.1.3	Social Security / Welfare Reform Working Group		
	<p>– the Executive Group had proposed that, as this strategic group had now successfully completed its work it would stand down and this was agreed by the Board. Noted that arrangements had been put in place for communication and any necessary work to continue to be managed at an operational and tactical level.</p>		
4.1.4	Climate change		
	<p>– the Executive Group had proposed that this feature as part of the all-Board horizon scanning exercise and discussion would take place at that point as to whether it should be mainstreamed; this was agreed by the Board. The importance of not making decisions in isolation was highlighted and it was agreed that, as part of the discussion, partners should report on their own</p>		

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	targets, if any. Meanwhile it would be helpful to bring a paper to the Board and Graham Neville of SNH undertook to do this.		<u>Action: All/GN</u>
4.2	Development Plan update		
4.2.1	Marie Love presented a progress report on the Development Plan.		
	<ul style="list-style-type: none"> Re. action B2 (Annual horizon-scanning exercise) agreed that this should be conducted collectively by the Board each year and would next take place in conjunction with the Board meeting scheduled for 4 December 2019. Re. action B4 (Delivery group actions and performance indicators) agreed to amend the timescale for delivery to December 2019. Noted that logic models were being developed and would be submitted to the Board on 18 September 2019, following which high-level indicators would be proposed. Re. action D1 (Joint resourcing plan) noted that this had been added to reflect need for a new plan to collate alignment of resources re. new priorities. It was agreed to add a new action to develop a collective approach re. climate change. 		<u>Action: ML</u>
5	Locality Plan Actions	Anna Whelan	To review progress
5.1	Anna Whelan presented a progress report on the Locality Plan Actions during which the following points were discussed:		
	<ul style="list-style-type: none"> Re. 1 - 3 (Digital connectivity) disappointment was expressed that no progress had been made in the rollout of digital connectivity. Partners were encouraged to be supportive of suggestions for trial and pilot projects in Orkney. If any partners had challenges because of connectivity they should feed them back to the Board. Re. 8 (Rollout of Empowering Communities) an Investing in Communities Fund was now open with a deadline of 14 June 2019. Anna would contact the community councils as soon as possible asking if they wanted assistance to submit applications. Re. 10 (Fuel poverty) and action 14 (Island-proofing) it was noted that the Scottish Government had carried out an islands assessment on its Fuel Poverty Bill, pre-empting the requirement to do so as guidance would only be issued in Autumn 2019. This was welcomed by members. Re. 17 – 18 (Getting around the islands) James Stockan advised that OIC had agreed to ask for Road Equivalent Tariff on the isles routes instead of on the Aberdeen/Kirkwall route. It was agreed that this be added to the list of achievements and asks. All partners were asked to feed back any of their ‘asks’ that could be included. 		<u>Action: All</u>
6	CONTEST/PREVENT	Matt Webb Gillian Morrison	To report progress
6.1	Matt Webb reported that, despite the fall of IS (Islamic State), assessment of risk had not changed and remained severe. There had been some activity re. Northern Irish terrorism. There would undoubtedly be heightened tensions within communities because of discussions around Brexit and there was a need		

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			to remain vigilant about the emergence of an extreme right-wing presence. The Extinction Rebellion movement was coming more to the fore around the climate agenda, although events had been peaceful to date. He emphasised that Orkney is still a very safe place, although it is always important to be vigilant.
6.2			Gillian Morrison advised work was continuing around PREVENT and CONTEST and, although the same people were dealing with Brexit, they had managed to “keep the plates spinning” through close partnership working.
6.3			If any partners had PREVENT training needs they should get in touch with Matt Webb. WRAP training around raising awareness could be arranged as well as a ‘Train the trainer’ session.
7	The Islands Deal	Chair	To review progress
7.1			The Chair advised that a draft Deal Proposal Document was being finalised and the intention was to submit it to the UK and Scottish Governments by the end of June. Officers within OIC are continuing to actively develop appropriate projects and work has started on preparing an evidence base for each initiative. Work is also ongoing around developing a picture of how Islands Deal funding would sit within the overall landscape of government funding. He emphasised that the Islands Deal was about transformational projects only and should not be the only focus of development; business as usual should continue with resources being sought from the normal routes.
8	Single Authority Model	Gillian Morrison	To receive an update and report progress
8.1			Gillian Morrison gave an update on work being carried out by the Single Authority Model Steering Group.
9	Skills Investment Plan for Scotland’s Historic Environment Sector	Stephen Sheridan	To receive update on actions to address skills challenges and opportunities in sector
9.1			Stephen Sheridan, Regional Skills Planning Manager, gave a presentation on the Skills Investment Plan for Scotland’s Historic Environment Sector. The Plan had been facilitated jointly by Skills Development Scotland and Historic Environment Scotland and reflected the diversity, complexity and economic importance of this sector. It covered several broad market areas including the built and natural environments, tourism, hospitality and museums and galleries. There was industry concern on the lack of appropriate skills given the expectation of increasing demand for a wide range of skills.
9.2			During discussion issues around talent attraction and retention in general were noted, this being particularly challenging in the isles. Seasonal recruitment was also difficult. Cross-organisational workforce planning would be useful as otherwise partners could find themselves competing against each other to recruit given that Orkney has close to full employment.

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10	Child Poverty	Gillian Morrison	To receive an update on ongoing work
10.1	<p>Gillian Morrison reported that a cross-partnership Local Child Poverty Working Group was being established to take forward the recommendations from the 2018 research commissioned by Orkney Children and Young People's Partnership into child poverty. Anyone who had an interest in being involved should contact Scott Hunter who would bring a report on progress and an action plan to the Board meeting on 18 September 2019.</p>		<u>Action: All/SH</u>
11	Risk Register – Brexit	Gillian Morrison	To review
11.1	<p>Gillian Morrison presented the Risk Register and Risk Management Action Plan re:</p> <ul style="list-style-type: none"> • Risk 1 <i>Lack of Capacity to Deliver</i> current risk score of B3 (red) and target risk score of C3 (amber). • Risk 2 <i>Legislative and political uncertainty</i> current risk score of B3 (red) and target risk score of C2 (amber). 		
11.2	<p>It had been decided to bring these forward given the current situation re. Brexit. It was agreed that the current and target risk scores should remain unchanged and that a potential second Brexit Referendum be added to Risk 2. A few minor amendments to wording would also be made.</p>		
12	Community Planning: an update – Impact Report by Audit Scotland	Gillian Morrison	To note
12.1	<p>Gillian presented the report published in July 2018 by Audit Scotland. One of the recommendations related to the Scottish Government looking at how partnerships were making progress re. evaluating the impact of community planning and improving outcomes. A national review would be carried out in 2019/20.</p>		
13	Corporate Parenting: Corporate Parenting Board and Action Plan	Scott Hunter	To discuss ongoing work
13.1	<p>Scott Hunter gave a progress report and advised that it had been agreed to establish a Corporate Parenting Board, comprising elected members and senior officers from across the Orkney Partnership. The Corporate Parenting Board would report through the Orkney Partnership and would be responsible for production of an annual report. The Orkney Corporate Parenting Plan would be presented to the Orkney Partnership Board for endorsement at its meeting on 18 September 2019.</p>		<u>Action: SH</u>

Item	Topic	Lead	Purpose
14	Joint Inspection of Services for Children and Young People in need of Care and Protection	Scott Hunter	To note forthcoming inspection
14.1	Scott Hunter reported that the Care Inspectorate would be leading on a Joint Inspection for Children and Young People in need of Care and Protection in the Orkney community over the summer. This would be the first inspection since 2013 and it was anticipated the report would be published in February 2020.		
15	Orkney Research and Innovation Campus	Graeme Harrison	To receive an update on the project
15.1	Graeme Harrison provided an update on the Orkney Research and Innovation Campus (ORIC). There had naturally been constraints around developing two complexes in the middle of Stromness and he expressed gratitude to the people of Stromness for their goodwill while the work was carried out. EMEC (European Marine Energy Centre) had moved in to the old academy block the day after completion in January 2019. The former primary school had a target completion date of 16 August 2019 and Heriot-Watt would then move in ahead of the new intake of students in September.		
15.2	It was anticipated that the first phase would be entirely let upon completion. The second phase could see collaboration with other universities as potential partners, including those overseas in Japan, Canada and the Arctic for example.		
15.3	Graeme highlighted this was a great opportunity for Orkney. The universities involved were keen to see a broadening of the research activity based on energy and low carbon (sustainable tourism, low carbon transport, health and care, healthy ageing). Anyone with ideas was urged to get in touch as the universities would welcome opportunities to study real issues.		
16	National Islands Plan	Anna Whelan	To consider draft response
16.1	Anna gave an update on the Scottish Government's consultation exercise in respect of the National Islands Plan and Island Communities Impact Assessments. She advised that the Islands Team at the Scottish Government was leading on the consultation; they were holding 61 events on 46 islands over a period of 12 weeks. She suggested that it would be best to concentrate on the structural questions and feed back key messages. OIC would be submitting its own response.		
16.2	During discussion a number of points were raised: <ul style="list-style-type: none"> • The Orkney Partnership's response to the consultation should focus on the delivery groups and their priorities. • Re. question 6, which listed a number of areas that are relevant for islands and island communities, respondents were asked to rank these in order of priority. It was agreed not to prioritise these areas given that they were all 		

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	interlinked. It was noted that housing was missing and additional help for outer island housing was needed given the additional build costs.		
	<ul style="list-style-type: none"> • Stress the distinctiveness of the different island groups, for example there was no desire for Gaelic signage in Orkney. • Any future development planning should include building in nature and investing in the environment. • Lift the answers to the general questions to the next level to place them where the consultation should have been pitched. Try to move on from simplistic answers to more complex answers across the piece to raise this to a more meaningful level. • The consultation was disappointing in that it appeared to go back and recreate everything from the beginning rather than considering work that had already been done by the three islands. • Depopulation is an issue for the outer islands. A need to attract working age population in and inward migration to suit skills set needed for the future. 		
16.3	Anna will draft and circulate a response for comments.		<u>Action: AW</u>
17	Any Other Competent Business	Chair	To consider and approve
17.1	Housing and Scottish Water		
	<p>Craig Spence advised that the housing waiting list for Orkney was currently 680, with 480 out of that being for Kirkwall. OHAL had plans to invest £9M over the next four years. Unfortunately, Scottish Water had now put a moratorium on any new sewage connections in areas of Kirkwall where there were issues around infrastructure and where pipes run. It could take up to four years to resolve. As a result, OHAL's plans are on hold. OHAL may make representation to the Scottish Government about the issue and, if so, may need input from the Orkney Partnership Board. Members noted this would also be an issue for the local construction industry, particularly when work on the new hospital and healthcare facility and the Orkney Research and Innovation Campus was coming to an end. It was agreed that Craig would get in touch if input was required.</p>		<u>Action: CS</u>
17.2	Orkney Knowledge Laboratory		
	<p>Gillian Morrison advised that Professor Heather Fulford of RGU had been in Orkney the previous week to hold discussions re. the proposal for a piece of collaborative work between RGU and the Orkney Partnership to create an online information resource. The hub would allow data from local consultations, research initiatives etc to be more widely available, allowing better use to be made of the datasets. A small steering group was being established to take the first stage of the work forward which would include looking at scoping and funding options. Members were supportive of the work.</p>		

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17.3	Public Health Scotland		Anna Whelan reported that the Scottish Government, in partnership with COSLA, had published a six week consultation seeking views on the establishment of Public Health Scotland. Its role would be to support and enable the wider public health system. The consultation focused on the necessary legislative changes required to establish the body as well as governance and accountability, outcomes, functions and structure and future relationships with the wider public health system.
17.4	New Hospital and Healthcare Facility		Gerry O'Brien reported that the public tours of the new facility had gone well, with around 2,150 people participating. He advised that if any members of the Orkney Partnership wanted a tour they could get in touch with Rhoda Walker who would organise a private viewing. This would have to take place fairly soon before the building was clinically cleaned. Staff had already started moving into the new support building and Garden House would be emptied over the course of the weekend of 01/02 June. They were on schedule to move patients over the weekend of 14 June. The Chair congratulated Gerry and his team as this was a huge achievement.
17.5	Scottish Ambulance Service		It was noted that an invitation had been extended to the Scottish Ambulance Service to join the Orkney Partnership Board and there had been an indication they would attend. It was agreed that this should be followed up. <u>Action: ML</u>
18	Date of next meeting 18 September 2019 at 10:00	Chair	

The meeting closed at 12:30.

ML/AW
29.05.2019

Annex – Presentation on Historic Environment Scotland Skills Investment Plan





Helpline for employers
Monday – Friday
0800 783 6000



From Skills Development Scotland

Our work with employers

Through our regional partnerships we develop Skills Investment Plans and Regional Skills Assessments to assess the local skills needs of employers and the economy – across Scotland’s key sectors and regions. We identify opportunities in Scotland’s key growth sectors.

Sectoral and Regional Skills Investment Plans									
Led by industry		Aligning skills demand & supply			Developed to support Key Growth & other expanding sectors			Continuously refreshed responding to industry need	
 Chemical Sciences	 Engineering	 Tourism	 Construction	 Energy	 Food & Drink	 Financial Services	 ICT & Digital Technologies	 Creative Industries	 Life Sciences
		 Early Years & Childcare	 Highlands & Islands						
Skills Assessments									
National			Regional			Local		Sectoral	

We also provide direct local skills support to businesses of all sizes through our:



Employer Engagement
Advisors



Our Skillsforce

 ourskillsforce.co.uk

Why a new SIP?

- Sector is diverse, complex, culturally and economically Important
- Covers several broad market areas – built and natural environment, tourism and hospitality and museums and galleries.
- Directly employs 20,000 FTE roles and 17,000 Volunteers
- Widespread industry concern on lack of appropriate skills
- Expectation of increasing demand for a wide range of skills

Sector Overview

Key drivers of change identified:

- significant increase in tourism
- enhancing the overall visitor experience
- climate change affecting the condition of heritage buildings
- increased commercial focus for heritage organisations
- In addition to wider demographic challenges and attracting talent

Sector Overview

Key messages from existing strategies;

- Need professional and specialist skills to care and manage historic buildings
- Need to educate and stimulate demand for traditional building and archaeological skills
- Ensure strong supply of skilled people (new and existing) with traditional specialist skills

New research also identified several generic skills gaps as well skills shortages in some occupations.

Supply & Demand

Current provision has been identified including:

- 4 FA frameworks directly relevant
- 32 MA frameworks
- GA in Built Environment
- 47 different college courses
- 12 undergrad & post grad subject areas

Trends have been identified such as:

- Reduction enrolment in FE by 20% since 2010
- Many graduates not entering Industry
- Some graduates entering Industry lacking core skills and sector experience

Supply & Demand

In terms of future demand industry and stakeholders pointed to:

- Demand for stonemasonry and roofing , joiners and lime plasterers
- Historic gardeners
- Surveyors
- archaeologists

Also an increase in demand for skills in areas including:

- ICT and digital
- leadership and management
- business and enterprise
- customer service skills
- Advocacy
- creativity
- events management.

ensure that the operation and growth of the historic environment is not constrained by a lack of suitable and appropriate talent

Achieved by:

- ✓ **Improve awareness & understanding** of employment opportunities
- ✓ **Provide a shared understanding** of the key skill issues
- ✓ **Provide a strategic skills framework** to resource delivery
- ✓ **Ensure a range of skills development** and training opportunities
- ✓ **Promote equality and diversity** to ensure we attract the best talent
- ✓ **Act as a catalyst** for increased delivery within existing skills investment plans





Priority Themes and Key Actions		
Engaging the Sector in Skills and Innovation	Attracting Future Talent and Improving Access	Workforce Development
<ul style="list-style-type: none"> • Improve awareness and understanding of skills challenges and solutions • Widening employer engagement in skills • Promoting Innovation 	<ul style="list-style-type: none"> • Promote sector as attractive place to work • Promote pathways into the sector for all. • Developing Apprenticeships and enhance Further & Higher Education provision • Develop volunteer networks and offer work placements 	<ul style="list-style-type: none"> • Expand Traditional Skills and specialist provision • Develop and enhance CPD provision and availability nationally • Increasing skills and qualifications of volunteers