



**Orkney Community Planning Partnership**

## **Working together for a fairer Orkney**

### **Equality and Diversity Strategy**



**Orkney Community Planning Partnership is always pleased to hear from anyone who is interested in helping us to improve our equality policy and practice. If you would like to help, please contact Marie Love on 01856 873535, or email [marie.love@orkney.gov.uk](mailto:marie.love@orkney.gov.uk).**

**All our written information can be made available, on request, in a range of different formats and languages. If you would like this document in any other language or format, please let us know.**

## Introduction

Orkney Community Planning Partnership (OCP) is committed to ensuring that equality and diversity are fundamental to everything we do as service providers and employers.

It is our aim to mainstream equalities to ensure access to all of those who would like to use our services and to develop a culture of continuous improvement in service provision. Promoting equality means recognising that everyone has different needs, and taking positive action to ensure that everyone is able to participate in society.

The strategy will determine how community planning partners, whether they are public agencies or community and voluntary agencies, will promote equality and diversity in the work they do to ensure that everyone in Orkney can access the services which they need. In order to move towards this aim, we require a strategy to map the journey and to identify key milestones reflecting the fulfilment of our legal duties under equalities legislation.

Orkney Community Planning Partnership  
18 June 2012

## The legal background

The Equality and Diversity Strategy sets out how public agencies and organisations within Orkney Community Planning Partnership are meeting their duties in terms of equality and diversity legislation, the needs of the local community and aspirations as set out in the Community Plan.

All public authorities have statutory duties, which are legal requirements. The Equality Act 2010 introduced a single equality duty covering the nine protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The single equality duty is in two parts. The general duty came into effect from 6 April 2011 and requires public authorities to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The specific duties, which came into effect on 27 May 2012, provide a framework to help public authorities meet their general duty and are appended to this strategy.

The message of the Act is that everyone has the right to be treated fairly, whether at work or when using services.

## Orkney Equality Forum

Orkney Equality Forum is a multi-agency group which forms an integral part of Orkney's community planning framework. The Forum is committed to progressing National Outcome 7: **We have tackled the significant inequalities in Scottish society**. This is one of 16 national outcomes set by the Scottish Government. The Forum's remit includes:

- Engage actively with all minority and remote communities
- Challenge discrimination whenever it occurs
- Promote awareness, understanding and inclusivity
- Fulfil our Statutory duties in letter and spirit
- Strive towards best practice individually and in partnerships

Orkney Equality Forum has a core membership, and co-opts representatives from other organisations with an interest in specific equality issues. The core membership is as follows:

Orkney Islands Council  
NHS Orkney  
Highlands and Islands Enterprise  
Northern Constabulary  
Voluntary Action Orkney/Volunteer Centre  
Advocacy Orkney  
Orkney Disability Forum  
Age Concern Orkney  
Women's Aid Orkney  
Kirkwall Council of Churches

## Orkney's population

Orkney consists of around 70 islands, 19 of which are inhabited. The sea separates Orkney from the Scottish mainland: Orkney's mainland and island communities are also separated from each other. Peripherality—being on the edge—is an equality issue in Orkney because access to goods and services can depend very much on where you live.

A century ago, Orkney had a population of around 29,000. It is now around 20,000. In the past 10 years, births have been outnumbered by deaths. However, a significant decline in population has been avoided by the recent rise in people migrating here. The population is expected to remain fairly stable for the remainder of the decade, and then decline slightly until 2024. Over the next ten years Orkney's population profile is also expected to age significantly.

Key data on Orkney's demographic profile which can be gleaned from the 2001 Census are shown in Table 1.

**Table 1: 2001 Census data for Orkney**

Population living on the Orkney mainland	15,339	79.70%
Population living on the isles	3,906	20.30%
Total population	19,245	100.00%
Total male population	9,497	49.35%
Total female population	9,748	50.65%
Children (under 16)	3,840	19.95%
Retirement age and over	3,804	19.77%
Average (median) age of the total population	40	0.21%
Ethnicity:		
White Scottish	16,193	84.14%
Other white: British/Irish/Other	2,968	15.42%
All other (non-white) ethnic groups	85	0.44%
Religion:		
Church of Scotland	10,138	52.68%
Roman Catholic/Other Christian	2,202	11.44%
Other religion	175	0.91%
None	5,933	30.83%
No answer given	799	4.15%
People with a limiting long-term illness	3,354	17.43%
Carers (all people who provide unpaid care)	1,706	8.86%

General Register Office for Scotland, 2003

Orkney's 2001 census data is now ten years out of date, and will be replaced in this document by data from the 2011 census once this becomes available. The 2011 census included questions relating to some of the other protected characteristics covered by the Equality Act.

## Strategic Context

The main document which guides the work of Orkney Community Planning Partnership is the Orkney Community Plan 2011-14. This sets out the long term vision for the Partnership. It also functions as Orkney's Single Outcome Agreement with the Scottish Government, a joint commitment to work towards national and local priorities. The Orkney Community Planning Partnership has six key values, including one which sets out its position on equalities:

### Promoting equality

Promoting equalities means recognising that everyone has different needs, and taking positive action to ensure that everyone is able to contribute to society. We will do our best to provide equal opportunities to our most remote communities and hard-to-reach individuals, while respecting everybody's right to privacy.

The Orkney Community Plan explains how the Orkney Community Planning Partnership will contribute to achieving the Government's 16 national outcomes, including number seven: **We have tackled the significant inequalities in Scottish society**. This national outcome cross-cuts all of the other national outcomes, because equalities impacts upon everything the agencies do. This Strategy was developed concurrently with the Orkney Community Plan and sets the scene for our local challenges and how the Scottish Government could help. The performance indicators selected for inclusion to demonstrate progress on equality were:

7.1	<b>Number of hate crime incidents per 10,000 population</b> (source: Northern Constabulary)			
	2010-11 Baseline	2011-12	2012-13	2013-14
	1.5	Maintain below 5	Maintain below 5	Maintain below 5
7.2	<b>Equal opportunities policy – percentage of highest paid 5% of earners among council employees that are women</b> (source: Audit Scotland)			
	2010-11 Baseline	2011-12	2012-13	2013-14
	28%	33%	33%	33%
7.3	<b>Public Access – percentage of public service buildings that are suitable and accessible to disabled people</b> (source: Audit Scotland)			
	2010-11 Baseline	2011-12	2012-13	2013-14
	53.45%	55%	56%	57%
7.4	<b>Number of new people aged 60+ registered to volunteer in past 12 months</b> (source: Voluntary Action Orkney )			
	2010-11 Baseline	2011-12	2012-13	2013-14
	12 new volunteers	13 new volunteers	15 new volunteers	17 new volunteers
7.5	<b>Number of people with support needs enabled to volunteer</b> (source: Voluntary Action Orkney Annual Report)			
	2010-11 Baseline	2011-12	2012-13	2013-14
	47	55	58	60

An annual report on the Orkney Community Plan is published in September each year, including the most recent performance data for each of these indicators.

## How we will promote equality and diversity

In addition to setting performance indicators to help us meet National Outcome 7: **We have tackled the significant inequalities in Scottish society** we have set these local priorities:

- Promote equal opportunities for all
- Ensure that everyone is enabled to participate in society
- Welcome and celebrate diversity
- Place equality at the heart of policy and practice.
- Raise acceptance of rights and responsibilities
- Secure access for all to national services

It is our aim to develop a culture of awareness which examines the impact on equalities of all of our functions, policies and practice, so that we can make the changes required to achieve equitable outcomes in community engagement, employment and service delivery. A culture of awareness will also help us to identify and deal with any institutional discrimination we may find.

In meeting our aim and local priorities we recognise the importance of taking a consistent approach across the partnership agencies; this is a key feature of all of OCPP's work. It is also part of Orkney Equality Forum's role to encourage a co-ordinated approach to the promotion of equality.

## Local research

Some interesting research has been conducted in Orkney in recent years, in recognition of the difficulty experienced in reaching specific groups and the need for the updating of information from the last census in 2001. Learning and recommendations from this work are informing current work being taken forward with potential for driving further pieces of development work.

There are particular issues surrounding consultation and engagement work in such a rural and remote area. These issues were reflected in the research taken forward by L.C. Littlejohn in 2008: "Towards a Strategy for Consulting Minority Groups and Individuals". The focus of the report was looking at the principles of how we can consult in meaningful ways with minority groups to do with race and sexual orientation, with specific consideration given to consultation with other groups pertinent to Orkney. The point is made early in the report : "A recurring problem is the difficulty of meeting National Standards for consulting with minorities, when Orkney has few interest groups representing their interests".

It is recognised that reporting equality statistics for Orkney can be difficult as data sets are very small and this can restrict our choice of indicators to ensure we don't publish data which might potentially identify individuals.

Particular issues were raised in respect of reaching and consulting with LGBT (lesbian, gay, bisexual and transgender) minorities on Orkney. With a lack of any established groups, and where traditional methods of consultation and engagement would be inappropriate, there is a need for more innovative methods to be employed.

The Littlejohn report also covered difficulties in engaging with migrant workers and young people with disabilities, and some of the ideas generated will be taken forward under this Strategy.

A previous piece of research commissioned with regard to migrant workers, the “Employer Study into the Impact of Migrant Workers in Orkney” was conducted by A. B. Associates in 2007. This report concluded that migrant employment had risen significantly in Orkney over the previous 5 years. Whilst employers would have preferred to recruit locally, recruitment problems were fairly widespread, with little displacement of local workers.

The study identified a total of 91 migrant workers in Orkney at that time. There is a difficulty nationally in establishing accurate figures and there are no records kept, for example, when a migrant worker leaves Orkney. Local estimates suggest that there could be 60-100 workers in addition to the 91 identified, the most prevalent nationality being Polish. Food processing, construction and accommodation services are the sectors where migrant workers are most often found.

## **Progress**

### **Equality and Diversity Seminar**

In March 2009, Orkney Equality Forum organised an Equality and Diversity Seminar, which was attended by visiting speakers from the Equality and Human Rights Commission, the Black Leaders’ Network and LGBT Youth, as well as a wide range of local agencies and organisations. Local speakers included Robert Wilson of Orkney Minds, who introduced the “See me...” campaign. The seminar programme included workshops led by the visiting speakers. The main themes to emerge from the day were:

- Meeting the challenges of remote rural communities
- More collaborative working
- Better information gathering
- Building local capacity and leadership
- Promoting fairness and personalisation

The seminar output is being used to inform further development work and action planning.

### **NHS Orkney and Orkney Islands Council—Joint Consultation**

A public consultation event was organised jointly by NHS Orkney and the Council in September 2009, to inform the statutory Disability Equality Schemes under preparation by both organisations. Facilitation was shared between officers from NHS Orkney and the Council and the manager of Advocacy Orkney, who chairs Orkney Equality Forum.

A combination of group discussions and workshops was used to address the following questions:

1. What works well in Orkney?
2. Are NHS buildings and other public buildings easy to access?

3. How do we change people's attitudes towards disabled people?
4. What do you most aspire to? And what is stopping you?
5. Is it easy for people to access information and services?

Twenty five members of the public attended the event, including people with disabilities, carers and those representing people with disabilities. Four written responses were also received. All participants were asked if they would like to become part of a continuing "expert group", which met again in March 2010 to consider some issues in more detail. NHS Orkney and the Council are taking this group forward as a joint venture.

A full report on the event is available on request (contact details are at the front of this Strategy) or a summary report can be found in the Council's Disability Equality Scheme 2010-13 at: [http://www.orkney.gov.uk/Files/Council/Council-Policies/Disability\\_Equality\\_Scheme\\_2010-2013.pdf](http://www.orkney.gov.uk/Files/Council/Council-Policies/Disability_Equality_Scheme_2010-2013.pdf)

### **"See me...."**

The following nine organisations in Orkney signed the "See me..." pledge in June 2010, committing to take positive action to combat the stigma associated with mental ill-health: Advocacy Orkney; Argo's Bakery Ltd; JobCentre Plus Kirkwall; NHS Orkney; Orkney Blide Trust; Orkney Housing Association Limited, Orkney Islands Council; Orkney Minds; and the Pickaquoy Centre Trust.

See me and Orkney Minds jointly commissioned 'Sound of Mind' – a film which was made in Orkney and includes people from the local area with lived experience of mental ill-health talking about their experiences of illness, recovery, stigma and support. The film premiered in the Phoenix Cinema on 11 October 2011 with over 100 people attending the launch. It is now available on DVD and is being used by the partners to raise awareness within their own organisations.

### **Training Events**

During 2011 NHS Orkney arranged training seminars on the undernoted and representatives of partner organisations were invited to attend:

- The implications of the Equality Act 2010
- Equality and diversity level one impact assessment
- Racial equality
- Diversity equality

Partner organisations will continue to share training opportunities, whenever practicable, as a matter of good practice.



## **Consultation and Engagement**

To ensure that consultation and communication processes are applied consistently, a series of training workshops for partner organisations was carried out in 2010 and 2011. The training, facilitated by officers from the Council, Orkney Health and Care and Lorraine Littlejohn, was attended by officers from the Council and NHS Orkney, as well as representatives from Advocacy Orkney, VAO. Blide Trust, the local Development Trusts, Highland and Islands Enterprise, Skills Development Scotland, the Office of the Scottish Children's Reporter Administration and Orkney Disability Forum.

The Orkney Community Planning Partnership's Community Consultation and Engagement Guide has now been updated.

## **Black History Month**

Orkney Equality Forum helped Orkney celebrate Black History Month for the first time in October 2011, following an award of funding from Orkney Islands Council's Culture Fund.

The Forum gathered stories from black and other minority ethnic people who live or had lived in Orkney, to form part of an exhibition which was displayed in the foyer of the Orkney Library and Archive in Kirkwall. They also carried out research into the historical aspects of black and other minority groups throughout Orkney's past. Stephen Hagan, Chair of Orkney Community Planning Partnership Steering Group, opened the exhibition. A permanent display board was created showing highlights from the exhibition and this is now on display in Orkney Library and Archive. Fact sheets on each of the stories have been produced and will be available throughout a range of locations in Orkney.

The Forum also arranged for storyteller Mara Menzies to visit schools in Orkney telling African stories ranging from traditional folklore to stories based on actual historical characters.

## **Survey – Attitudes to Discrimination and Positive Action**

In spring 2012 Orkney Equality Forum discussed the key findings from the section of the Scottish Social Attitudes Survey 2010 which looked at attitudes towards discrimination and positive action in Scotland. Although it was clear that the majority of people in Scotland did not hold discriminatory views and were increasingly accepting of diversity, the results also showed that there were still groups in society who experienced discrimination and intolerance. The Forum decided to find out whether the results of the Scottish survey were reflective of views in Orkney and organised their own version of the survey.

## **Statutory monitoring and reporting**

Up to 5 April 2011, public sector bodies were bound by existing legislation to issue statutory equality schemes relating to race, gender and disability equality. These schemes set out their strategy and planned action to promote equality for these

equality strands. From 6 April 2011, all bodies providing services to the public were due to have a new statutory framework for monitoring and reporting progress against the new public sector equality duties, with regard to all of the protected characteristics in the Equality Act 2010. In Scotland, the new regulations were delayed and, following consultation, came into effect on 27 May 2012.

It is envisaged that the Equality and Diversity Strategy will form the core part of the Partnership's response to the new equality duties, with partner organisations free to adapt it for their own purposes by adding their own operational detail and action plans. Development of the Strategy for this purpose will be considered further by Orkney Equality Forum once all of the statutory guidance for public sector, voluntary and other bodies becomes available later in 2012.

An important element of the new public sector duties is mainstreaming, or the incorporation of equalities into the routine business of organisations. Orkney Community Planning Partnership recognises the benefits of mainstreaming, and this is already an explicit part of some partners' equality policies. The incorporation of the Equality and Diversity Strategy into the new Orkney Community Plan will signal its status as mainstream policy, and it is anticipated that future monitoring and reporting will be embedded into partner organisations' existing performance reporting systems.

## **Action Plan**

An action plan for the Partnership as a whole will be developed by Orkney Equality Forum later in 2012 following consideration of the implications of the Equality Act 2010 and the new public sector equality duties, and alongside individual partners' own action plans.

## **Appendix**

Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012