

A horizontal banner image showing a coastal landscape with a body of water, green fields, and a few buildings under a cloudy sky. The text "Orkney Community Planning Partnership" is overlaid in white.

Orkney Community Planning Partnership

REGENERATION OUTCOME AGREEMENT

ANNUAL REPORT

2007/08

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Section 1- Outcome achievement

This section provides an overview of progress towards the outcomes set out in the 2005-08 Regeneration Outcome Agreement for Orkney. Data is presented in template 1 below and supported by a short narrative providing some background information such as key lessons learned in areas such as community engagement and information on outcomes where significant impact has been made and/or where progress has been slower than expected.

Template 1: Outcome attainment

Building Strong, Safe and Attractive Communities:

Ref (from ROA)	Outcome	CRF Indicator	Target area	Target group	Baseline	Final target 2008	Achievements 2007-2008
1	Active and capable local development trusts which are adequately resourced and able to concentrate on regeneration of their communities	1.1 Number of Isles development trusts	Isles	Isles communities	8	10	11 trusts are fully established and 1, Flotta is in the process of formally constituting, so 12 trusts are established. 10 are fully delivering for their community and it is hoped the 2 latest soon will be.
		1.2 Number of volunteers involved with Orkney's development trusts	Isles	Isles communities	120	Increase of at least 25% over baseline	The trusts have either 12 or 15 directors; with 12 trusts this gives a figure of 144. The number of volunteers is estimated at, at least, double that through additional input to sub-groups and projects being run by the

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							trusts, input to fundraising activities, turnover of directors during the year, additional time committed as voluntary by paid staff, etc.
2	More accessible and attractive local recreational space	Degree of accessibility of target area	Papdale Meadow, Kirkwall	Local residents and visitors including wheelchair users	Accessible only to those on foot - estimated annual users of the Meadow: 1820. No wheelchair users at start of project.	Accessible to wheelchair users	The path is now complete and accessible to wheelchair users.
3	Reduction in number of fires in Orkney and associated reductions in loss of life and injuries, and economic and social impact	Number of kitchen fires p.a. in Orkney	High or Very High risk areas as classified by the Fire Services Emergency Cover model.	Rented households; households with single parent families; households with a limiting long-term illness; households with lone pensioners.	Average of 8 kitchen fires per year in Orkney	Average of 5 kitchen fires per year in Orkney	Four domestic fires in Orkney originated in the kitchen in the year 07/08. No fatalities or serious injury resulted

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Getting People Back Into Work:

Ref	Outcome	CRF Indicator	Target area	Target group	Baseline	Final target 2008	Achievements 2007-2008
4	Improvement in employment prospects	4.1 Jobseekers allowance claimants	All Orkney	Individuals furthest from the labour market	182 in April 2005	162	120 November 2007
		4.2 Incapacity Benefit claimants	All Orkney	Individuals furthest from the labour market	740 (not 470 as previously stated) in May 2005	710 (formerly 440)	710 May 2007
5	Sustainable placement of socially excluded individuals in mainstream jobs	5.1 Numbers of individuals with additional support needs who are placed in mainstream jobs with tailored, on-the-job support from a Supported Employment facility	All Orkney	People with a physical or learning disability or individuals with mental health needs, individuals furthest from the labour market	None (no such facility currently exists)	Estimated 6 individuals in year 1 and 27 totals by year 3	5 people, who were socially excluded, are now in paid employment during the period April 2007 and March 2008. A further 16 new clients have registered with the Supported Employment Project and have been assigned a job coach.
		5.2 Number of employers engaged	All Orkney		None	27 (or fewer if some employ >1)	During the period of April 2007 and March 2008, 6 employers gave work placements and paid employment. However, the Supported Employment Project engaged many more employers.

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Engaging Young People:

Ref	Outcome	CRF Indicator	Target area	Target group	Baseline	Final target 2008	Achievements 2007-2008
6	Increase in social cohesion and physical activity among young people in target area	6.1 Number of young people using the target area for recreation	Glaithness, Kirkwall (including 250 social rented properties)	Local and visiting young people aged 4-18	None (no facilities at present)	Average 50 users at peak times	Phase 1 (Toddler -6years of age) play area completed and in use. In excess of 50 children observed using area after school/evening/weekends. Phase 2(a) was completed in June 2007. Work on Phase 2(b) is ongoing with the official opening taking place in June 2008.
7	Increased active participation of young people in their communities	7.1 Number of young people involved in local committee structures	Westray, Papa Westray, Sanday, North Ronaldsay	Young people aged 12-25	One youth sub-group is affiliated to Westray local development trust	Youth involvement in all local development trusts	Westray 6 young people are actively involved in the local Dev. Trust Youth Sub – Group. During 2007/08 this group, along with 4 young people from Papa Westray were successful in getting funding to run Youth Workshops. A young person from Papa Westray is on the Orkney Youth Council and is also a MSYP. 12 other Young People are actively involved in local committees. Sanday

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							18 young people are involved in a sub group of the Development Trust.
		7.2 Number of young people gaining local part-time or full-time work			6 gaining local part-time work, and 4 gaining local full time work (Sanday, May 2005)	25% increase on baseline	Westray & Papay Full - time work 7 Part – time work 12
		7.3 Number of young people involved in local training opportunities			53 during 2004-05 (Westray)	25% increase on baseline	Westray & Papay 27 Young People took part in local training. Sanday Various local training opportunities and other activities were delivered in providing vocational training and promoting safe healthy lifestyles.
8	Improved engagement of young people in community planning, consultation, and events.	8.1 Hits per month on Youth Information portal	Orkney	12-25 year olds	Receiving approx. 1000 hits per month	Increase hits to approx. 1500 on average each month	The rate of hits per months varies depending on time of year and activities but in Jan – Mar 2008 the portal averaged 1350 – 1400 hits per month although a figure of 2000 + figure was recorded for June 2008.
		8.2 Degree of inclusion of Young people in Orkney Youth Council	Orkney	12-25 year olds	Approx. 15 young people on Youth Council from mainland Orkney in	More inclusive Youth Council incorporating isles school reps and socially	The Youth Council now has more than 30 members, and meets regularly every 6-8 weeks. It links in with school pupil councils from all over Orkney and membership

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					2004-05	excluded groups	includes young people from Sanday, Stronsay and Papa Westray.
		8.3 Number of local representatives on Scottish Youth Parliament	Orkney	12-25 year olds	No representatives at present	One Orkney representative to sit on the Scottish Youth Parliament by 2007-08	Orkney now has 2 MSYPs, and has built an excellent relationship with the Youth Parliament. As a result, Orkney hosted the SYP quarterly meeting in September 2007, which was the best attended on record.
		8.4 Participants in Orkney Youth Conference	Orkney	Young people, agency representatives, chief officials and councillors	50 young people and 50 agency representatives participated in 2005	Establish event on annual basis and sustain level of commitment and participation for next three years	The 5 th Youth Conference was held in March 2008 on the theme of 'sustainable futures'. Some 80 young people and representatives from organisations across Orkney took part.

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Employability :

Ref	Outcome	Indicator	Target area	Target group	Baseline	Final target 2008	Achievements 2007-2008
See Outcome indicators 4.1 and 4.2 above	Fewer unemployed people of working age	Total number of IB/IS/JSA claimants	All Orkney	All workless residents	Job Seekers Allowance 190, Incapacity Benefit 700, Others on income related benefits 50, Total - 940	10% decrease in claimants (from ROA)	<ul style="list-style-type: none"> § Job Seekers Allowance 120, § Incapacity Benefit 690, § Others on income related benefits 50, § Total - 810
New project	Increase the proportion of 16-19 year olds in training, education or employment	Numbers who are NEET	All Orkney	Young People	70	Decrease	<ul style="list-style-type: none"> § Decrease in level of NEET from 70 in 2005 to 50 in 2007 (7.7% to 5.1%) (SLDP) § Decrease in number of school leavers into negative destinations from 40 in 2004/5 to 20 in 2006/07 § Reduction in benefits: Jobseekers - 20 in 2005 to 10 in 2007; Lone Parents - from 10 in 2005 to 0 in 2007

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Section 2: Overview of progress on achieving outcomes and the delivery of outputs

Building strong, safe and attractive communities	
Key service/ project	<p>1. Local Capacity Building</p> <p>This scheme allocates a small amount of working capital to each of the development trusts established on the outer isles. The criteria are kept as open as possible, since the needs of different communities vary, but the money is intended to be spent on things like training and travel to relevant events, which will increase local capacity to manage the trust and free up volunteer time to raise additional funds for specific regeneration projects.</p>
Lead agency	Highlands and Islands Enterprise Orkney Ltd
Outcome as specified in the ROA	Active and capable local development trusts which are adequately resourced and able to concentrate on regeneration of their communities

The range of activities undertaken by the development trusts is not captured in the numerical targets but has been outstanding. The trusts have undertaken a wide range of capacity building activities such as attending

information seminars on subjects such as social enterprise, project management, land reform, OSCAR, etc, attending related activities outside of Orkney such as the Development Trust Association Conference, HISEZ Conference and going on learning journeys to see first hand projects that they might wish to replicate locally e.g. visiting Birse Trust, a variety of Glasgow based regeneration groups, etc. Also research projects are being and have been undertaken including housing surveys, skills surveys and value mapping. These exercises will provide valuable information to input into future work of the trusts.

In addition to this almost all trusts have achieved major projects that are delivering for their community ranging from heritage centres to establishing ranger posts. The 10 trusts each have a wide variety of projects on the go, all of which have a variety of funders. Some trusts now have a turnover in excess of £250,000, which represents a huge leverage on the £2,500 annual funding the ROA is providing.

The main lesson learned is the importance of the trust incorporating nominated members from all the other main active community groups in the area. Although close communication was stressed as being vital, the areas where this was not formalised through nominated directors, have been less successful.

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The trusts have indicated that the number of volunteers is estimated at, at least, double that through additional input to sub-groups and projects being run by the trusts, input to fund raising activities, turnover of directors during the

year, additional time committed as voluntary by paid staff, etc. To achieve the target each trust would only have to have 3 people additional to directors and even director turnover gives a quantifiable figure in excess of the target.

Building strong, safe and attractive communities	
Key service/project	2. Papdale Meadow Path The project is to upgrade a footpath through a woodland area, Papdale Meadow, designed and created by local primary and secondary pupils from a patch of waste ground adjacent to their schools and homes. Due to heavy use since its creation, the path needed repair and the local community decided to upgrade it to make it accessible to wheelchair users.
Lead agency	Papdale Residents' Association
Outcome as specified in the ROA	More accessible and attractive recreational space

The path is a very good example of how a project can grow with the right foundations. The surface of the path is now tarred, and only some cosmetic edging work remains.

Beyond the physical path works, a great deal of additionality has been witnessed through partnership working in this project (see ROA Annual Report 2005/06 and 2006/07). Building upon that, this year another path is linking in as part of the core paths network implemented by the Council, connecting the new path to a countryside route.



Measuring usage of the path is very difficult unless someone were to stand with a clicker. However, the outcome of this particular project which was making the path accessible to wheelchair users has now been achieved, and anecdotally, people in the neighbourhood report it is very well used.

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Building strong, safe and attractive communities	
Key service/ project	3. Chip Pan Exchange Scheme To reduce the risk of kitchen fires, the Fire Brigade is exchanging chip pans with much safer, thermostatically controlled deep fat fryers during the course of Home Fire Safety Risk Assessments.
Lead agency	Highlands and Islands Fire and Rescue Service
Outcome as specified in the ROA	Reduction in the number of fires in Orkney and associated reductions in loss of life and injuries, and economic and social impact.

Five hundred and thirty two Home Fire Safety Risk Assessments were conducted using the FSEC model, referrals from partner agencies and local knowledge.

To achieve the overall outcome of reducing house fires in Orkney, it was agreed with Communities Scotland that the funding could be utilised to purchase other equipment that enhances fire safety or prevention. The equipment issued this year consisted of:

- 30 Deep Fat Fryers
- 119 Electrical Adaptors
- 108 Electric Blankets
- 544 Smoke Detectors
- 2 Large key telephones.

The above increase is due largely to the appointment of a full time Community Safety Advisor in Orkney to progress the Home Safety Assessment scheme.

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Getting people back into work	
Key service/ project	<p>4. Orkney Re-Use Centre</p> <p>Orkney Re-Use Centre provides sheltered and supported work and training opportunities repairing and restoring second-hand furniture. This project has a number of associated benefits, for example, assisting individuals and families to secure tenancies where a condition of tenancy is installing furnishings. The project will have environmental benefits by providing opportunities for recycling and diverting waste from landfill.</p>
Lead agency	Employability Orkney
Outcome as specified in the ROA	Improvement in employment prospects

This project has made significant progress in providing opportunities for people facing barriers to employment. The barriers that service users face include mental health issues, physical disabilities and drug and alcohol issues. Project staff work closely with other agencies and organisations to provide service users with the necessary support.



An important associated benefit of the project is to divert waste from landfill. Between April 2007 and March 2008 Restart Orkney recycling 18 tonnes of furniture, the equivalent of 350 sofas, and provided a valuable service for 97 low income households.

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Getting people back into work	
Key service/ project	<p>5. Supported Employment</p> <p>Employability Orkney's supported employment scheme is working with both employers and employees to match previously excluded individuals to appropriate jobs, provide any induction training needed by either side, and provide ongoing support and mentoring. On a small island, even one or two people helped back into employment can make a big difference to the sustainability of the local community.</p>
Lead agency	Employability Orkney
Outcome as specified in the ROA	Sustainable placement of socially excluded individuals in mainstream jobs

There are currently 21 new active clients who have been assigned job coaches and are either in paid or voluntary work or are having their abilities and aspirations identified to enable effective job matching.

The Project Leader and Job Coaches are actively engaging employers, breaking down the barriers to supported employment opportunities and in some cases job carving with the employer.

During the period April 2007 and March 2008, Employability Orkney's Supported Employment Project had a change in Project Leader, and in the interim the team pulled together to keep the project on track. All three-job coaches engaged with the Shirlie Project in Inverness for a 2-week intensive training, thus focusing the team and helping them to move forward. They also completed the Rickter Scale training in July 2007.

The target of 100 clients registered for guidance was perhaps optimistic. One of the issues on which they intend to consult other schemes is how to manage workloads and waiting lists, and how to estimate the level of support each client needs. Nonetheless, Employability Orkney's Supported Employment Project is going from strength to strength, with referrals from partner agencies on the increase and effective employer engagement.

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Engaging young people	
Key service/ project	6. Glaitness Challenge Park Glaitness Challenge Park, designed by local pupils, will provide free access to challenging play equipment located in the centre of an area of social rented housing.
Lead agency	Orkney Housing Association Ltd.
Outcome as specified in the ROA	Increase in social cohesion and physical activity among young people

CRF funding paid for the play equipment for this project, part of which is now up and running. Phase 1 (Toddler - 6years of age) play area is completed and in use. In excess of 50 children have been observed using the area after school/evening/weekends. Feedback so far has been extremely positive, and it has been cited as "the best play



area in Orkney". This has been reflected in its popularity, with children coming from all over Kirkwall.

On a site adjacent to the entrance to the Pickaquoy Centre, the new "challenge park" is designed to accommodate small children right through to teenagers. Phase 2(a) was completed in June 2007. Work on Phase 2(b) is ongoing with the

official opening taking place on 27 June 2008. Glaitness Community Association started their campaign for a state-of-the-art play-park in the area five years ago. They finally had to submit an appeal to the Scottish Government in relation to location and other hurdles but, as a result, the park finally opened to the public in June 2008.

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Engaging young people	
Key service/ project	<p>7. Isles Youth Development Project</p> <p>This project targets equality of access in the outer isles and was started under the auspices of the former Highlands and Islands SIP. The project employs two half-time youth development workers resident on the north isles of Westray and Sanday. The development workers seek to reach all young people in their communities and engage them in projects leading to local improvements, as well as their own personal development.</p>
Lead agency	Orkney Islands Council (Community Education)
Outcome as specified in the ROA	Increased active participation of young people in their communities

Sanday Youth Centre Group has involved eighteen young people, as a sub-group Sanday Development Trust, in developing a plan and taking forward action to set up a Youth Centre in Sanday. Their work was commended by HMIE in November 2008. Five young people from Sanday applied to join the Orkney Youth Council, two young people joined the Young Peoples' Fund Local Panel, and three young people from Sanday attended the Orkney Youth

Conference in March 2007. Various local training opportunities and other activities were delivered in Sanday, providing vocational training and promoting safe healthy lifestyles.

Young people in Westray involved in Youth and Children's sub-group of the Westray Development Trust and in the operation and running of the Hofn Youth Centre. The Hofn has now gone Fairtrade Friendly. Young people were involved in two film projects during the year. Peece Neems heritage project came to a completion with young people involved making presentations of their work. (This project was nominated for Young Scot Heritage Award in Glasgow). Funding from the Scottish Executive Youth Opportunities Fund enabled a series of Winter Workshops to involve young people from Westray, Eday and Papay on issues identified by young people themselves. Young People were also involved in planning and organising these workshops and it is anticipated that further similar projects will be developed to provide increased opportunities for the youth of the smaller islands to get involved.

A key lesson is that getting young people involved in issues that interest them is often a first step towards more broad engagement. The potential for greater inter-island activity involving young people is being explored.

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It has become evident that with high numbers of the young people on the islands having part-time employment e.g. evenings and week-ends, it is proving difficult to hold activities, projects and learning/training opportunities at times suitable for everyone. With this in mind it would be invaluable to have discussions with employers with regard to releasing Young People to take part in the various opportunities being offered.

Nonetheless there has been very positive involvement of young people in taking ownership and being involved in aspects of planning and organising the series of isles workshops. There is enthusiasm from young people to organise further workshops, with adult support, over the summer and to look into applying for further funding to

extend this type of "youth opportunities" in future years. Young people taking part in the Workshops and some of the other activities have started undertaking Dynamic Youth Awards and intend to progress to gaining their Youth Achievement Awards.

Over the year the work and efforts of the young people in the projects they have been involved in has been recognised in the wider community and has fostered very positive relationships with adults, older people and other community groups and organisations. All of this augers well for the future and is something we intend to carry forward and build on in the programmes and projects we develop along with and for the young people.

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Engaging young people	
Key service/ project	8. Orkney Young Scot/Dialogue Youth Orkney Young Scot (Dialogue Youth) seeks to inform, engage and consult with young people in Orkney, and encourage their participation in local democratic processes, as well as facilitating a range of services for their benefit.
Lead agency	Orkney Islands Council (Chief Executive's Department)
Outcome as specified in the ROA	Improved engagement of young people in community planning, consultation, and events

The development of Orkney Young Scot's website www.youngscot.org/orkney has benefited all young people in Orkney, but especially those on the outer isles who are unable to access the tangible information point in Kirkwall. Compared to other Local Authorities, the Orkney Young Scot website is punching above its weight, and has exceeded expectations. Given that the target population consists of 1800 young people, the number of hits per month, although susceptible to fluctuations, is sustaining

an average above 1000 which equates to more than half of that population, and often peaking at over 2000.

The Youth Council has been reconvened to great success, with stronger links with local schools and various other agencies. It meets regularly every 6 weeks and links in with school pupil councils from all over Orkney. An excellent relationship has been forged with the Scottish Youth Parliament; Orkney now has 2 MSYPs, and has held the SYP quarterly meeting in September 2007, which was the best attended on record.

Orkney Young Scot (Dialogue Youth) host 3 peer groups at their Youth Information Point. There is a group for young people with disabilities, a women's aid group and one for single parents. These are peer groups at the moment as they involve vulnerable people, but the aim is to build their confidence so they can eventually join the Youth Council. The young parents group now set their own agenda, and will hopefully become self-sustaining, and integrated into wider groups.



The main challenge is sustaining all the work on a more long-term basis.

More Choices More Chances

For successful outcomes, the project has found that there needs to be close working contact between agencies - education, social work, housing, Careers, Jobcentreplus, Police, NHS, voluntary sector and employers. Multi-agency meetings have been held in Orkney which have acknowledged and progressed this. Further clarification of how agencies work together is needed to ensure a seamless experience for young people progressing from school to work. Orkney has a small working group involving Education, Careers and JobcentrePlus which helps to monitor and improve practice. This group also shares data on an individual basis, whilst a larger data sharing group exists looking at strategy. Given that interventions are often conducted separately by agencies, without full information sharing. Leadership and coordination by a particular post-holder or agency is a major factor for success.

Early and effective intervention combined with ongoing monitoring and tracking is essential. In Orkney, liaison between Careers Scotland and school pastoral care teams in early identification and support starts in S1/2. Successful interventions are often flexible, individual and linked to an activity which the young person enjoys; they

must be agreed with the young person and some Orkney projects have used this approach. Parental support at all levels is important. A leaflet was distributed to households in Orkney raising awareness of support and a website giving advice and information. Appropriate support from an individual the young person trusts is extremely helpful. Orkney projects using this approach were successful in gaining trust and involvement of NEET young people.

Action planning and regular review are needed to ensure progression is maintained. Any problems need early identification and remedy. This is established good practice for groups working with individuals in Orkney. Young people may need more than one chance and flexible approaches to the use of funding is needed. This has taken place within the Orkney projects.

Orkney NEET projects have included: sessional workers for learning input, volunteers for social befriending, and job coaches for engaging supported work placement. Orkney is working to get all areas of education/employability listed in one document. Recognition and support of MCMC needs to be at all levels in all organisations.

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Section 2: Financial commentary

Programme	Total spend for 2007/08 (£'000)	Partners making a financial contribution**	For each of these partners, financial contribution 2007-08 (£'000)***
CRF/CVP			
Local Capacity Building (island development trusts)	25	The 10 trusts each have a wide variety of projects on the go, all of which have a variety of funders.	Some trusts now have a turnover in excess of £250,000, which represents a huge leverage on the £2,500 annual funding the ROA is providing.
Fire prevention – chip pan exchange scheme	1.4	-	-
Orkney Re-use Centre – enhanced furniture project	5	tbc	tbc
Supported employment	20	Big Lottery HIE OIC ESF	20 8.77 8.77 45.87
Youth development work on the outer isles	35.55	-	-
Core support monitoring and evaluation	5	-	-
Orkney Young Scot (CVP)	8.05 30	OIC Quality of Life Fund	25
Youth Café (CVP)	42	Orkney DASAT Social Economy Support Fund Local Action Fund	71.75 15 2.355
Financial Inclusion			
Workforce Plus			
NEET Employability Orkney	131.25 5	-	-
NFF			