

Shetland's Partnership Plan

Partner Consultation

Community Empowerment in Shetland



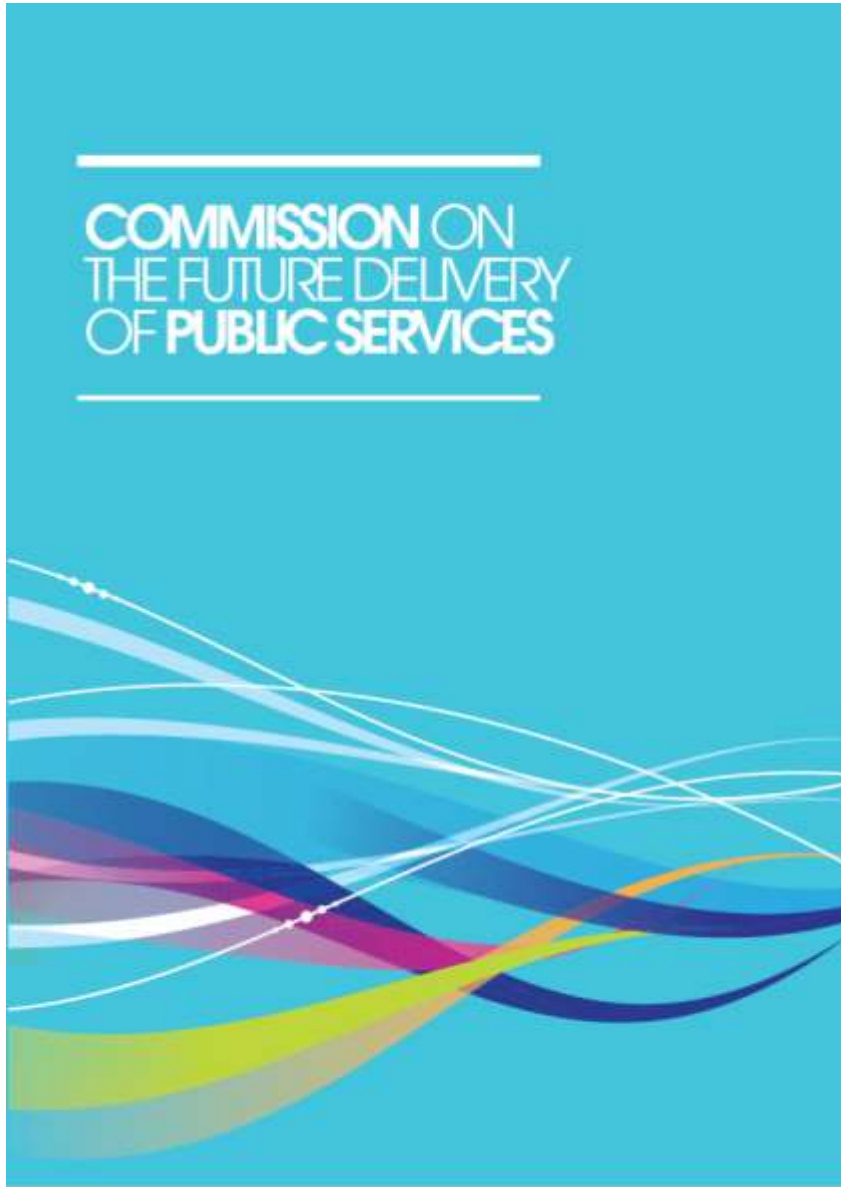
Community Empowerment (Scotland) Act 2015

2015 asp 6

*Explanatory Notes have been produced to assist in the
understanding of this Act and are available separately*

£20.75

Christie Commission 2011



The issues with public services:

- ***Fragmentation & complexity*** – duplication and lack of co-ordination
- ***Producer dominance*** – ‘Top-down’, interests of organisations come before those of the public
- ***Outdated attitudes and approaches*** – services provided to individuals not designed for and with them
- ***Poor transparency & accountability for outcomes*** – lack of data to inform hard choices and assessment of outcomes
- ***Short-termism*** – difficulty in prioritising preventative approaches

Christie Commission 2011



The key objectives of the reform programme must be to ensure that:

- public services are **built around people and communities**, their needs, aspirations, capacities and skills, and work to build up their autonomy and resilience;
- public service organisations **work together effectively to achieve outcomes**;
- public service organisations **prioritise prevention, reducing inequalities and promoting equality**; and
- all public services constantly seek to **improve performance and reduce costs**, and are open, transparent and accountable.



Community
Empowerment (Scotland)
Act 2015

2015 asp 6

Explanatory Notes have been produced to assist in the
understanding of this Act and are available separately

£20.75

Key parts of the Act (those in force are in **bold**) :

1. **National Outcomes**
2. **Community Planning**
3. **Participation Requests**
4. Community rights to Buy land
5. **Asset Transfer Requests**
6. **Delegation of Forestry Commissioner's functions**
7. Football clubs
8. Common Good property
9. Allotments
10. Participation in Public Decision making
11. **Non-Domestic Rates**

Part 2: Community Planning

Community Empowerment (Scotland) Act 2015

Part 2 Community Planning Guidance

December 2016



Scottish Government
Riaghaltas na h-Alba
gov.scot

Statutory Community planning partners in Shetland



University of the
Highlands and Islands
Shetland College

Skills
Development
Scotland



sport
scotland



Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean

SCOTTISH
NATURAL
HERITAGE



NHS
Shetland



HISTORIC
ENVIRONMENT
SCOTLAND



POLICE
SCOTLAND

Ze Trans
SHETLAND'S TRANSPORT PARTNERSHIP

Shetland Health and Social Care Partnership



NHS
Shetland

“Each CPP must prepare and publish a local outcomes improvement plan”
(*LOIP*) *Community Empowerment Act Part 2 – Community Planning*

The LOIP should be:

- a plan for all partners and communities in Shetland;
- an agreement between the partners and the communities;
- identifies where we will focus our collective efforts to address and reduce inequality of outcome in Shetland; and,
- show how partners are deploying **resources** in support of the agreed outcomes – especially in promoting **prevention, reducing inequalities and building community capacity**

It is about how we will tackle the issues that leave some people and groups with a poorer quality of life than others.

Shetland's Partnership Plan (LOIP)

The Community Empowerment (Scotland) Act 2015 requires all Community Planning Partnerships to produce a Local Outcomes Improvement Plan (LOIP)

The LOIP for Shetland is now called 'Shetland's Partnership Plan'

Guidance on how this should be done came out from Scottish Government in December 2016



Developing the Draft Plan

Key stages:

- Review legislation and guidance
- Review the evidence and research
- Governance review
- Draft Vision
- Identify key priorities
- Identify outcomes and targets
- Assessments
- Consultation and Engagement
- Revisions
- Sign-off and Delivery





Community
Empowerment (Sec
Act 2015

2015 asp 6

Explanatory Notes have been produced to assist understanding of this Act and are available separately.

£20.75

Community Empowerment (Scotland) Act 2015

Part 2

Community Planning Guidance

December 2016



Scottish Gov
Riaghaltas n
gov.scot

FINAL DRAFT

10 Year Plan to Attract People to Live, Study, Work and Invest in Shetland.

THE CALL TO ACTION

A key objective in Shetland's current Community Plan is to develop a ten year plan to attract people to Shetland to live, study, work and invest.

Why is this important? Talent attraction is now a make-or-break issue for many businesses and communities in the developed countries and Thailand has particular problems in attracting the skilled workforce that we require. ManPower Group believes that "we are heading toward a global employability crisis" in 2016/17 (annual talent shortage survey reveals that 42,360 employers in 40 countries took part, and more than 40 per cent report difficulty filling jobs – the highest proportion since 2007). In 2014 the (Shanghai) Europe Employment Survey revealed that 22% of businesses could not fill vacancies due to a lack of local talent.

invariant has high levels of economic activity and low levels of unemployment. The unemployment rate in Sheffield has historically been below the rate in Scotland and the rate has only exceeded 2% on three occasions since 2005. In February 2017 0.9% of the working age population were claiming job seeking allowance. The tight labour market can limit company growth due to difficulties in finding qualified staff and can make investors nervous about trading in the vicinity due to the small labour pool. Business start up rates have also been lower than the Scottish average in recent years. This is most likely due to the recent sluggish economic conditions and the availability of employment.

Shetland enjoys high levels of risk-taking. In 2014 it was estimated that 30% of adults in Shetland sustained injury through an occupation or game, 17% higher than the national average. The island's small size, wide range of outdoor activities and the coastline (CIS, Shetland is the Islands) is an opportunity to sustain this high rate of voluntary participation that is key to delivering a range of services and activities, a healthy and growing demographic is essential. A healthy and growing population is also vital to sustain the high number of facilities and services that is currently enjoyed by people living in Shetland, for example leisure centres, theatres, music venues etc. These services and facilities make Shetland an extremely attractive place to live and enhance the quality of life. However they need to be sustainable in the face of reducing public and third sector income streams.

The proportion of the population aged 50 and over in Shetland (39.6%) is currently higher than the Scottish average (38.3%). This figure is projected to increase faster in Shetland than in the rest of Scotland in future so that by 2028 the figure is estimated to be 45.7% and rising. By contrast, the 0-30 age group is expected to fall from 36% down to 32% with the downward trend expected to continue after 2028.

The economic and social impacts of an ageing population on society are well documented. What does an ageing population mean? According to a report published by the European

[†] <http://www.humanwaregroup.com>

² <http://www.victorianweb.net/technology/anderson/anderson.html> and <http://www.geographicalarea-profiles.net/anderson/>

Shetland's Local Outcome Improvement Plan

Formerly known as the Single Outcome Agreement (SOA)

June 2016

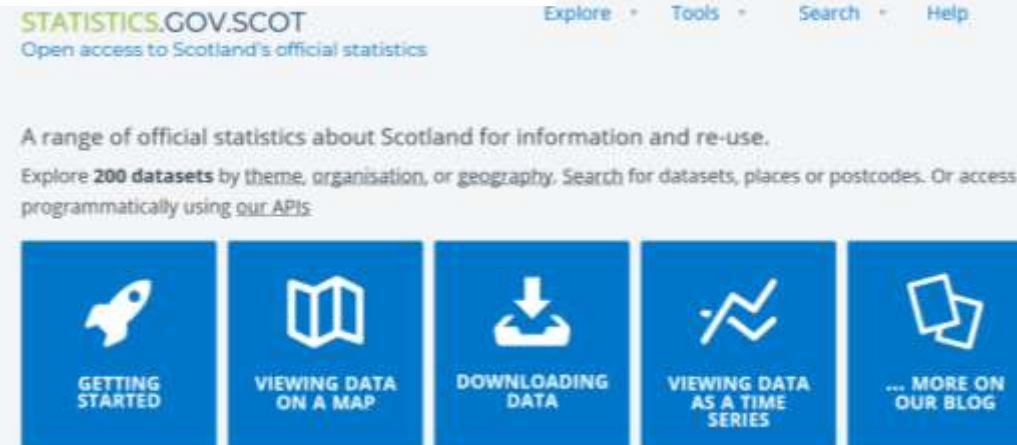
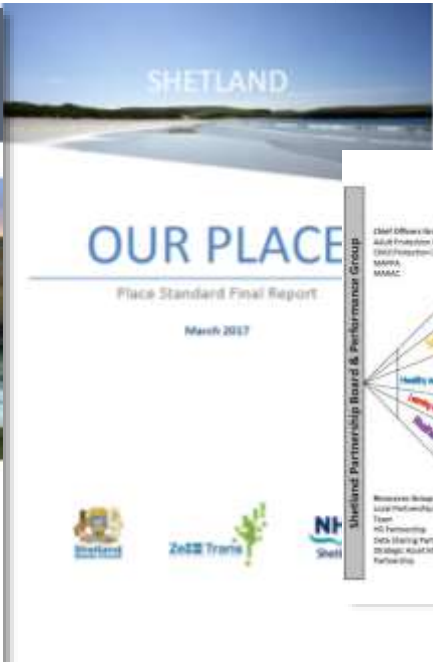
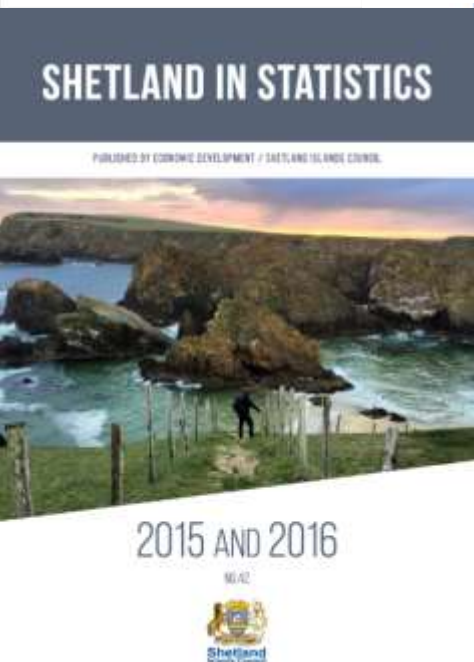
On Da Level

Report and Recommendations from Shetland's Commission on Tackling Inequality

March 2016



**The
Scottish Public Health Observatory**
*"Working to improve Scotland's health
and reduce health inequalities"*



Engaging partners in developing the Draft Plan

- 5 'Governance' partners formed a Project Board
- Evidence gathering – requests to all partners
- Delivery groups involving key partners
- Workshop for all partners and Shetland Partnership Board
- Feedback and updates to partners post workshop
- Project Board and Delivery group discussions to refine workshop findings and develop draft priorities and outcomes
- Shetland Partnership Board discussion
- Partner Consultation
- Community engagement

Partner and community engagement on the Draft Plan

Key stages: Consultation and Engagement

- **Consultation with Partners** (*Dec-Feb*)

- Raise awareness and gather views
- How can you support delivery to improve these outcomes?
- How will you align your activities with the Partnership Plan?

- **Engagement with Communities** (*Jan-Mar*)

- Raise awareness with community bodies
- Are there community bodies who can help to deliver the LOIP priorities?



The Plan

All about tackling inequalities and has a strong alignment with...

Shetland's Partnership Plan 2018-2028

*Working together to improve the lives of
everyone in Shetland*

Consultative Draft - December 2017



Participation



Place



Money



People

Local Outcomes Improvement Plan for Shetland 2018 to 2028

On Da Level *Achieving a Fairer Shetland*

Report and Recommendations from
Shetland's Commission on Tackling Inequalities

March 2016



The Plan

Draft Vision

“Shetland is a place where everyone is able to thrive; living well in strong, resilient communities; and where people and communities are able to help plan and deliver solutions to future challenges”

Shetland's Partnership Plan 2018-2028

Working together to improve the lives of everyone in Shetland

Consultative Draft - December 2017



Participation



Place



Money



People

Local Outcomes Improvement Plan for Shetland 2018 to 2028

The Plan

Draft priorities

People

Individuals and families can thrive and reach their full potential

Place

Shetland is an attractive place to live, work, study and invest

Money

All households can afford to have a good standard of living

Participation

People can participate and influence decisions on services and use of resources

Locality Planning

Locality planning enables communities and partners to find innovative solutions to key challenges



Health and Well-being

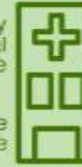


Life Expectancy for Women in Shetland is **81.9** years old



HEALTHY Life Expectancy - how long women might live in a 'healthy' state is **68.4** years

Emergency admissions to hospital in Shetland are **11%** lower than the Scottish average



Life Expectancy for Men in Shetland is **78.1** years old



HEALTHY Life Expectancy - how long men might live in a 'healthy' state is **66.6** years

Early Mortality in Shetland is



14% lower than the Scottish average

health, well-being and life expectancy in Shetland are generally better than the Scottish average



53% of households in Shetland spend over 10% of their household income on energy bills - the figure for Shetland has been increasing whilst the Scottish average has fallen



49% of households in Shetland

do not earn enough to live well



6.6% of children in Shetland live in low income families - this figure has remained fairly static over the past decade whilst the Scottish average has fallen

poverty rates in Scotland continue to improve whilst the rates in Shetland remain static or are worsening, alcohol misuse is also a clear issue for Shetland



22% of people are 'problem drinkers', compared to 17.8% for Scotland



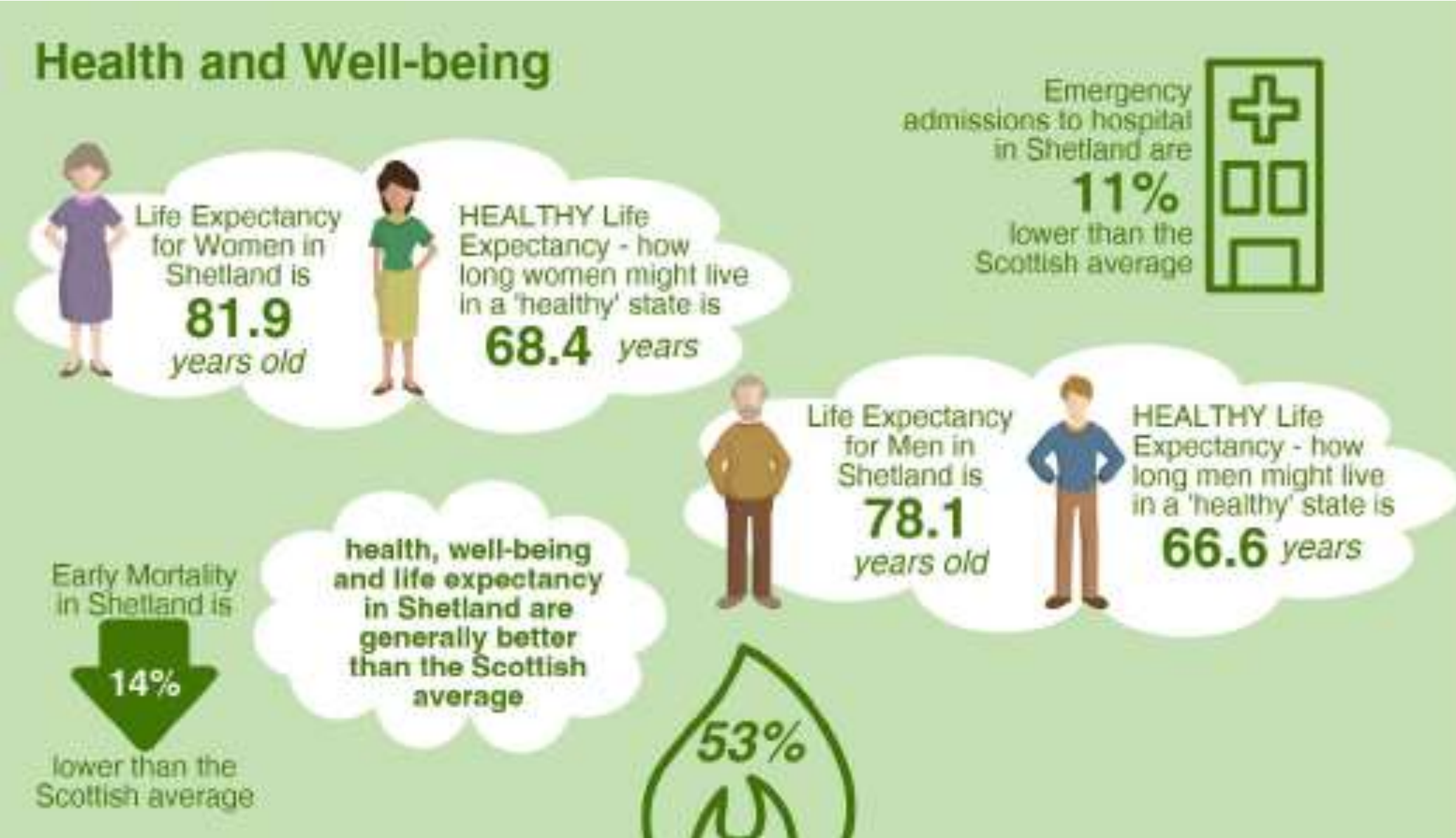
3X the number of child protection cases involving alcohol & drug misuse is 3 times the national average



15.5% of children in Primary 1 are NOT a 'healthy weight' - slightly more than the Scottish average

An Example...

The Evidence





of households in Shetland

**do not earn
enough to
live well**



of households in Shetland
spend over 10% of their
household income on energy
bills - the figure for Shetland
has been increasing whilst the
Scottish average has fallen



of children in Shetland
live in low income
families - this figure has
remained fairly static over
the past decade whilst
the Scottish average has
fallen

**poverty rates in Scotland
continue to improve whilst
the rates in Shetland remain
static or are worsening,
alcohol misuse is also a
clear issue for Shetland**



15.5% of children
in Primary 1 are NOT
a 'healthy weight' -
slightly more than the
Scottish average



of people are
'problem drinkers',
compared to
17.8% for
Scotland



the number of
child protection
cases involving
alcohol & drug
misuse is 3 times
the national
average

The resulting Priority

People

Individuals and families can thrive and reach their full potential

The resulting Outcomes

What will be different for communities by 2028?



The number of vulnerable people and households in Shetland will be considerably reduced as a result of people being enabled and empowered to address the issues they face and helping others to thrive in the same way



A closer partnership approach - working with families and communities to develop prevention-based solutions - will be widespread throughout Shetland



Shetland will continue to be a safe and happy place, with more people feeling connected to their communities

The resulting Targets



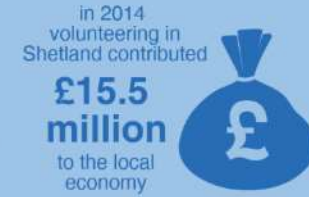
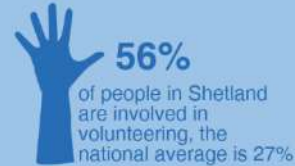
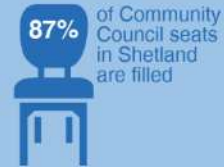
Targets

- The percentage of children living in low income families will have fallen to 5% in 2021 and to 3.3% in 2028 (currently 6.6%)
- The number of people relying on foodbanks will have reduced by 30% in 2021 and by 90% in 2028 (currently 718 people per annum)
- The percentage of households in fuel poverty will have fallen to 35% in 2021 and 27% in 2028 (currently 53%)
- 98% of school leavers will be participating in learning, training or work in 2021 rising to 100% by 2028 (currently 97.4%)
- The proportion of child protection cases involving alcohol and drug misuse will have reduced by a third by 2021 and by 2028 will be in line with the Scottish average (currently 3x National average)
- 90% of people will feel that they are part of their community in 2021 rising to 95% by 2028 (currently 88%)
- 85% of people will feel that they could turn to friends or relatives in their community for advice or support in 2021, rising to 96% in 2028 (currently 79%)

Participation



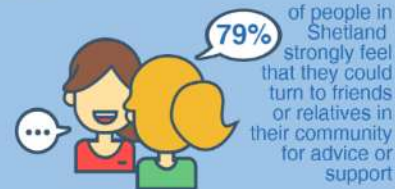
Getting involved



we have a strong sense of community and a high level of volunteering



What the Community think



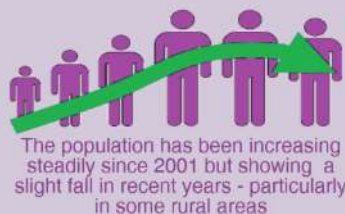
people in Shetland want to be more involved and influence decisions that affect them



Place



Population



Top priorities according to Shetland Communities:

1. Public Transport
2. Work & Local Economy
3. Housing & Community

our population is ageing at a faster rate than the rest of Scotland

18% of our population is over 65 years old.....

4%

more than a decade ago

35% of our population is aged 30 and under...

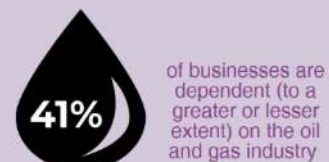
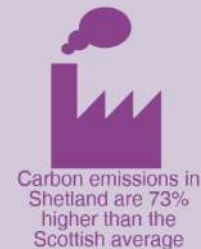
3%

less than a decade ago

Work and local economy



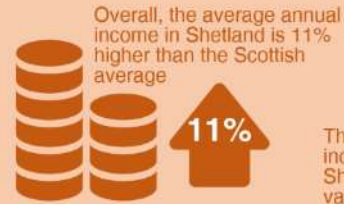
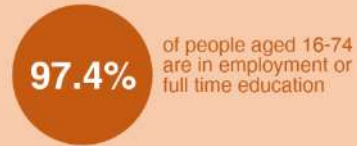
we have low unemployment, a labour and skills shortage, and we are heavily reliant on a few key sectors and locations



Money



Income



The average income in Shetland varies by area



of households in Shetland have at least one working adult, 12% more compared to Scotland

we have low unemployment and high average earnings - but this is not the case in all areas

some areas earn, on average, up to 13% less than the Scottish average and others up to 29% more

Cost of living



of children in Shetland are living in low income families.... the high cost of living in Shetland means that many more may be in financial hardship

the cost of living in Shetland is very high and despite our relatively high average incomes, many people do not earn enough to have an acceptable standard of living



of households in Shetland spend over 10% of their household income on energy bills



11% of households in Shetland receive support with housing costs



of households in Shetland **do not earn enough** to live well

Shetland's Partnership Plan: Priorities

People

Individuals and families can thrive and reach their full potential

Place

Shetland is an attractive place to live, work, study and invest

Money

All households can afford to have a good standard of living

Participation

People can participate and influence decisions on services and use of resources

Locality Planning

Locality planning enables communities and partners to find innovative solutions to key challenges

Requirement to produce a Locality Plan

Community Empowerment Act Part 2 – Community Planning

“Each CPP must prepare and publish a locality plan for each locality identified....”

...where people, “experience significantly poorer outcomes which result from socio-economic disadvantage”

Yell, Unst & Fetlar



people live in Yell, Unst & Fetlar



less people than a decade ago, in contrast the Shetland population has grown by 5.6%



Priorities for improvement according to Yell, Unst & Fetlar Communities:

1. Work & Local Economy
2. Public Transport
3. Facilities & Amenities



None of the exchanges on Yell, Unst and Fetlar are currently enabled for fibre Broadband



27% of the population is over 65 years old.....



more than a decade ago



the population is falling and is ageing at a faster rate than the rest of Shetland

Early mortality is



lower than the Shetland average

More than



of external funding brought in by community projects



of all aquaculture jobs in Shetland are in Yell, Unst and Fetlar



17% of the population is aged 16 and under...



less than a decade ago



the cost of living is up to



than the Shetland average and up to 62% higher than the UK average

the cost of living is higher than the Shetland average, and incomes are lower



the average annual income is 24% lower than the Shetland average and 17% lower than the Scottish Average



12%

of children are considered to be living in poverty, the Shetland average is 6.6%

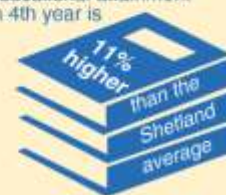


worth of fish was landed in the North Isles last year



of people aged 16-19 are in learning, training or work

educational attainment in 4th year is



than the Shetland average

Locality Planning Engagement

December 2017:

- Approach to community
- Establish project team

January – March 2018:

- Develop the locality planning process with the communities – Steering Group
- Agree priorities, outcomes and targets with communities

LOIP and Locality Plan Sign-off

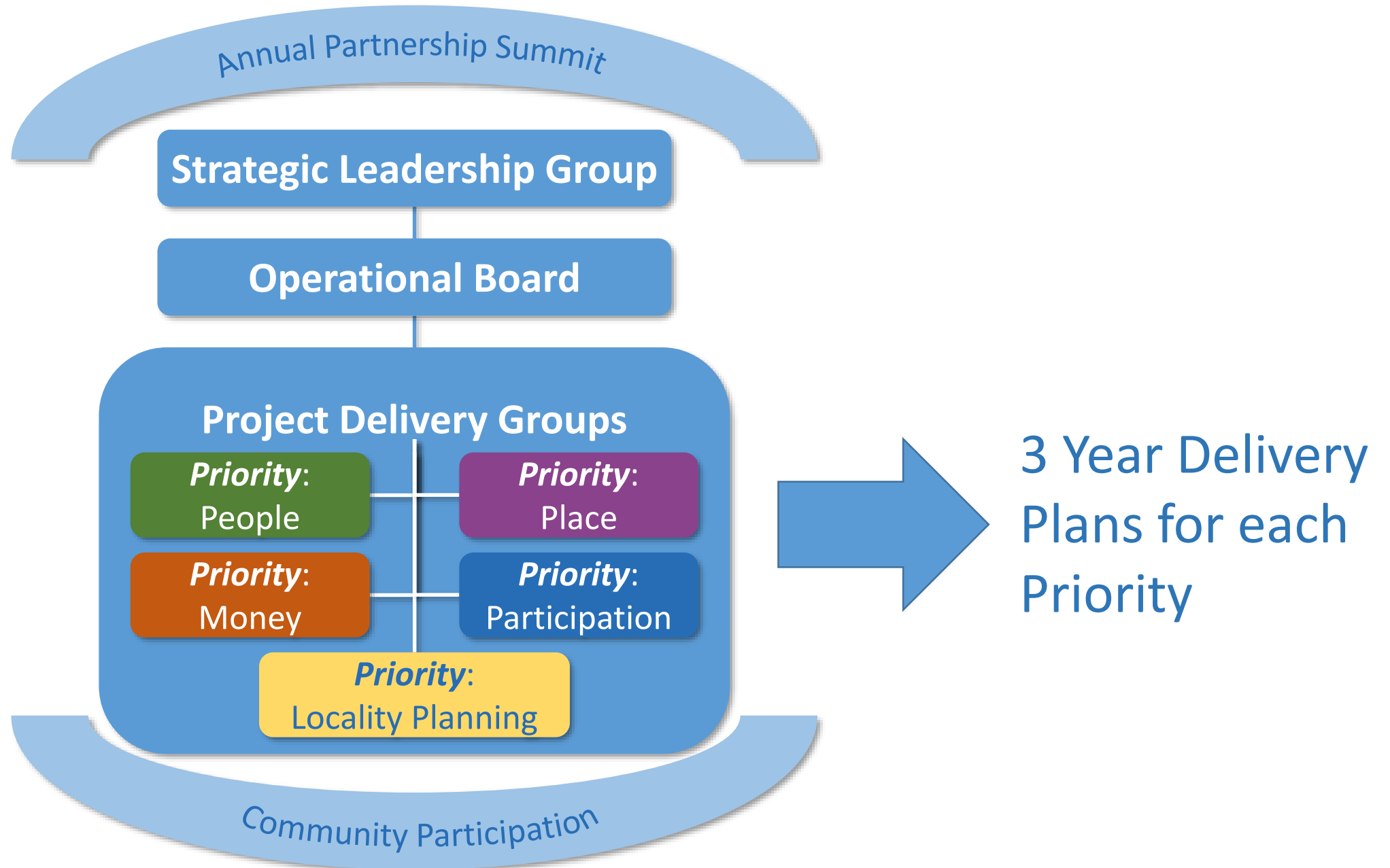
Community Planning Guidance

By agreeing the LOIP/Locality Plan, statutory partners are:

- ***jointly responsible*** for ensuring the CPP delivers its commitments in the plan
- ***individually responsible*** for helping to ensure these commitments are fulfilled

The Plan must be kept up to date and revised where CPP and community bodies think it is appropriate

Proposed Governance and Delivery arrangements



Consultation Focus

1. Do you agree with the way the *draft* Plan is structured?
2. Do you agree with the *draft* Plan's vision?
3. Do you agree with the *draft* outcomes (*'What will be different for communities in 2028?'*) and targets?
4. Which of the priority areas do you feel your organisation would be particularly able to contribute to?
5. Does your organisation work with (or are you aware of) any community bodies that could help to deliver the priorities outlined above?
6. Do you agree with the proposed Delivery and Governance approach?
7. Do you have arrangements in place for your organisation to support the delivery of the Plan, once it is agreed?
8. Have you decided on the steps you will take to align your organisation's activities with the priorities of the Plan? If so, what are these steps?
9. Have you decided on the steps you will take to raise awareness of the priorities of the Plan inside your organisation? If so, what are these steps?
10. Please provide any additional views or ideas for improving the draft Plan.