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# Island Communities Impact Assessments

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## Shetland Place-Based Approach Implementation Plan

Version 2, updated April 2024



**SHETLAND**  
ISLANDS COUNCIL

## Island Communities Impact Assessment

### Shetland Place-Based Approach Implementation Plan

PRELIMINARY CONSIDERATIONS	Responses
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	The Shetland Place-Based Approach Implementation Plan sets out how the agreed Place-Based Approach and Framework will be embedded across the Shetland Partnership. It focuses on leadership alignment, ways of working, community-based practice and learning, rather than the delivery of specific projects or services. The Plan is enabling in nature and applies across Shetland's island communities.
STEP 1 - Develop a clear understanding of your objectives	Responses
What are the objectives of the policy, strategy or service?	To embed a consistent place-based way of working across the Shetland Partnership, ensuring that decisions and actions are informed by local context, community priorities, data and lived experience, and contribute to improved outcomes across Shetland.
Do you need to consult?	Consultation to inform the Place-Based Approach and Framework has already been undertaken through Shetland Partnership engagement and Community Development officer input. The Implementation Plan operationalises this agreed framework and does not require further consultation at this stage.
How are islands identified for the purpose of the policy, strategy or service?	Islands are identified using existing and recognised geographies, including island groupings, Community Council areas, locality planning areas and community-defined places. The emphasis is on being led by the community(ies) identification of themselves, geographically.
What are the intended impacts/outcomes and how do these potentially differ in the islands?	Intended outcomes include more locally informed decision-making, improved alignment of services and plans, and strengthened community participation. Outcomes may differ between islands due to population size, remoteness, connectivity and capacity, which the approach is designed to recognise and respond to.
Is the policy, strategy or service new?	The Implementation Plan is new, but it implements an agreed framework rather than introducing new services or projects.

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STEP 2 - Gather your data and identify your stakeholders	Responses
What data is available about the current situation in the islands?	Existing data includes locality profiles, demographic and socio-economic data, island-specific research, community-led plans, Place Standard data, and lived experience gathered through partnership and community engagement.
Do you need to consult?	No further consultation is required to inform the Implementation Plan.
How does any existing data differ between islands?	There is significant variation between islands in population size, age structure, transport connectivity, service access and economic activity.
Are there any existing design features or mitigations in place?	<p>Yes. The Place-Based Approach is flexible and enabling, avoids one-size-fits-all solutions, and builds on existing plans and engagement to reduce duplication and consultation fatigue.</p> <p>This includes building on existing community-led plans and learning identified through Community Involvement and Development Officer engagement and locality planning activity.</p>
STEP 3 - Consultation	Responses
Who do you need to consult with?	<p>Consultation to inform the Place-Based Approach and Framework has already been undertaken and included:</p> <ul style="list-style-type: none"> <li>• Structured engagement with Shetland Partnership partners during development of the baseline framework;</li> <li>• Input sought from all 21 Shetland Partnership partners, with responses received from a range of partners; and</li> <li>• Engagement with Community Involvement and Development Officers (Community Development team) to inform understanding of existing community-led plans, and to ensure alignment with wider community engagement activity, including work on Locality Plans, locality profiles and ongoing engagement through the Shetland Partnership.</li> </ul>

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	No additional consultation is required specifically for approval of the Implementation Plan.
How will you carry out your consultation and in what timescales?	Consultation informing the baseline framework has already been undertaken as outlined above. Ongoing engagement with island communities and stakeholders will take place during delivery, embedded within existing community engagement, locality planning and partnership mechanisms rather than through standalone consultation exercises.
What questions will you ask when considering how to address island realities?	Questions focus on local priorities, community capacity, access to services, connectivity, sustainability, and how partnership working can best support local circumstances and existing community-led plans.
What information has already been gathered through consultations and what concerns have been raised previously by island communities?	Information gathered through partner engagement and officer input includes learning from existing community-led plans, locality plans and profiles, and wider partnership engagement. No island-specific concerns requiring mitigation at Implementation Plan stage were identified.
Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	Yes. Input was sought from all Shetland Partnership partners, supported by engagement with Community Involvement and Development officers and existing community-led evidence. This provides a proportionate and meaningful basis for considering island impacts at this stage.
<b>STEP 4 - Assessment</b>	<b>Responses</b>
Does your assessment identify any unique impacts on island communities?	No.
Does your assessment identify any potential barriers or wider impacts?	Potential barriers include variation in capacity, remoteness and differing starting points across islands.
How will you address these?	Through proportionate, flexible delivery, alignment with existing plans, and tailoring engagement to local context and capacity.
<p><b>You must now determine whether in your opinion your policy, strategy or service is likely to have an effect on an island community, which is significantly different from its effect on other communities (including other island communities).</b></p> <p>If your answer is <b>NO</b> to the above question, a full ICIA will NOT be required and <b><u>you can proceed to Step SEVEN.</u></b></p>	

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If the answer is **YES**, an ICIA must be prepared and **you should proceed to Step FIVE.**

To form your opinion, the following questions should be considered:

- Does the evidence show different circumstances or different expectations or needs, or different experiences or outcomes (such as different levels of satisfaction, or different rates of participation)?
- Are these different effects likely?
- Are these effects significantly different?
- Could the effect amount to a disadvantage for an island community compared to the mainland or between island groups?

STEP 5 – Preparing your ICIA	Responses
In Step Five, you should describe the likely significantly different effect of the policy, strategy or service:	
Assess the extent to which you consider that the policy, strategy or service can be developed or delivered in such a manner as to improve or mitigate, for island communities, the outcomes resulting from it.	
Consider alternative delivery mechanisms and whether further consultation is required.	
Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	
Identify resources required to improve or mitigate outcomes for island communities.	
STEP 6 - Making adjustments to your work	Responses
Should delivery mechanisms/mitigations vary in different communities?	
Do you need to consult with island communities in respect of mechanisms or mitigations?	
Have island circumstances been factored into the evaluation process?	
Have any island-specific indicators/targets been identified that require monitoring?	
How will outcomes be measured on the islands?	

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How has the policy, strategy or service affected island communities?	
How will lessons learned in this ICIA inform future policy making and service delivery?	
<b>STEP 7 - Publishing your ICIA</b>	<b>Responses</b>
Have you presented your ICIA in an Easy Read format?	No.
Does it need to be presented in Gaelic or any other language?	No.
Where will you publish your ICIA and will relevant stakeholders be able to easily access it?	On the SIC website alongside other Island Communities Impact Assessments.
Who will sign-off your final ICIA and why?	The ICIA will be approved by the relevant Executive Manager or Director, in line with requirements.

ICIA's must be signed off by the staff member who completes it. They must then be approved and signed off by an executive manager or director. If an executive manager completes the ICIA, then the director should approve the ICIA.

ICIA completed by:	Mark Ratter
Position:	Partnership Officer
Signature:	
Date complete:	08/01/2026

ICIA approved by (Executive Manager or Director):	Neil Grant
Position:	Director of Development Services
Signature:	
Date approved:	08/01/2026

Once approved and both the signature boxes are complete, you should publish the ICIA in PDF format on the [Island Communities Impact Assessments](#) page of the Shetland Islands Council website. All services should have a staff member who can edit the website. If not, please contact Community Planning and Development.

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Even if a full assessment is not required (where the answer to Step 4 is no), this should still be published.