

Island Communities Impact Assessment

Locality Plan for Shetland’s Islands with Small Populations

PRELIMINARY CONSIDERATIONS	Responses
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	Locality Plan for Shetland’s Islands with Small Populations
STEP 1 - Develop a clear understanding of your objectives	Responses
What are the objectives of the policy, strategy or service?	“The people living within Shetland’s Islands with Small Populations can thrive and are actively influencing decisions on services and the use of resources.”
Do you need to consult?	Yes: consultation took place through an event in June 2023, bringing together senior managers from partner agencies with community representatives. There have been ongoing conversations, and visits to island communities.
How are islands identified for the purpose of the policy, strategy or service?	Shetland’s five islands with small populations: Fair Isle, Fetlar, Foula, Papa Stour, Skerries.
What are the intended impacts/outcomes and how do these potentially differ in the islands?	<p>Collective:</p> <p>A. Communication between agencies and communities is clear, considerate and effective and relationships are trusting, such that challenges can be teased out and constructively overcome.</p> <p>B. Issues with operational service delivery are resolved in a timely and considerate manner.</p> <p>C. Communities and agencies will work together when redesigning services, where possible improving outcomes for communities and reducing public sector spend.</p> <p>D. Action to increase the working age population of islands is ambitious and holistic, resulting in a step change for the islands’ sustainability.</p> <p>E. All national and local policy considers the impact of implementation on Shetland’s island communities, mitigating negative impacts, where possible.</p> <p>Each Island:</p> <p>Outcomes will differ in each island, this has been taken into consideration with individual plans through working with the</p>

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	<p>island communities. Positive outcomes should be achieved for the five islands with small populations.</p> <p>Other islands including Yell, Unst, Whalsay and Bressay have larger populations and different issues, which will be addressed through the Shetland Partnership Delivery Plan. Work is ongoing to ensure that data is available for Bressay at an island level similar to the islands with small populations, recognising that the Bressay data is tied into Lerwick which is less helpful for the community. Island data is already available for the localities of ‘Whalsay & Skerries’; ‘Yell, Unst & Fetlar’ and the five islands with small populations.</p>
Is the policy, strategy or service new?	Yes, Second Plan
STEP 2 - Gather your data and identify your stakeholders	Responses
What data is available about the current situation in the islands?	Data for the islands can be found in the Plan on median income; cost of living; population, number of school children; challenges faced and priorities for the future. Data comes from community representatives, CACI Paycheck data, and others as listed in the plan. It is difficult to obtain data due to the very small numbers.
Do you need to consult?	Yes, complete
How does any existing data differ between islands?	<p>The Islands with Small Populations (focus of this plan) are all remote from Lerwick with populations of fewer than 100. In addition, their populations are declining and ageing more rapidly than elsewhere in Shetland, while service providers are finding it challenging to recruit staff.</p> <p>In terms of all of Shetland’s islands, some worse economic outcomes appear to be more prevalent in Shetland’s island localities with the evidence available, but it is acknowledged that the data is not comprehensive across all islands. It is clear, however, that most, if not all islands experience a higher cost of living</p>

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	compared to the Shetland mainland, and significantly higher than the UK mainland. In addition, the island groups of “Yell, Unst & Fetlar”, “Whalsay & Skerries” and “Islands with Small Populations” all collectively have lower median incomes than the rest of Shetland.
Are there any existing design features or mitigations in place?	The Plan is focused on Shetland’s 5 islands with distinct socio-economic challenges.
STEP 3 - Consultation	Responses
Who do you need to consult with?	Islands’ Communities, Shetland Partnership Network Organisations
How will you carry out your consultation and in what timescales?	Ongoing dialogue, throughout development, including Workshop (Collective) and direct discussion with Island Communities . Final consultation at start of November.
What questions will you ask when considering how to address island realities?	Framed questions around: achievements and challenges from First Plan / Profile Data / Issues (from Issues Log)
What information has already been gathered through consultations and what concerns have been raised previously by island communities?	See Locality Plan for current challenges.
Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	Yes
STEP 4 - Assessment	Responses
Does your assessment identify any unique impacts on island communities?	Yes
Does your assessment identify any potential barriers or wider impacts?	No
How will you address these?	N/A
<p>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).</p> <p>If your answer is NO to the above question, a full ICIA will NOT be required and <u>you can proceed to Step SIX.</u></p> <p>If the answer is YES, an ICIA must be prepared and <u>you should proceed to Step FIVE.</u></p> <p>To form your opinion, the following questions should be considered:</p> <ul style="list-style-type: none"> • 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? 	

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<ul style="list-style-type: none"> • 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:	The Plan is targeted at these 5 islands, in order to direct more resource to them.
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.	The purpose of the Plan is to target our more vulnerable island communities.
Consider alternative delivery mechanisms and whether further consultation is required.	N/A
Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	N/A
Identify resources required to improve or mitigate outcomes for island communities.	See Locality Plan, for outcomes, objectives and actions
STEP 6 - Making adjustments to your work	Responses
Should delivery mechanisms/mitigations vary in different communities?	They do vary, depending on the best approach for each island.
Do you need to consult with island communities in respect of mechanisms or mitigations?	Complete
Have island circumstances been factored into the evaluation process?	Yes
Have any island-specific indicators/targets been identified that require monitoring?	Yes
How will outcomes be measured on the islands?	Existing monitoring framework
How has the policy, strategy or service affected island communities?	Set outcomes, objective, activity, and resources to support delivery.
How will lessons learned in this ICIA inform future policy making and service delivery?	To use as a good practice example.
STEP 7 - Publishing your ICIA	Responses
Have you presented your ICIA in an Easy Read format?	
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 Council’s website
Who will sign-off your final ICIA and why?	

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ICIA completed by:	Emma Perring and Leanne Gear
Position:	Team Leader, Community Planning / Partnership Officer, Community Planning
Signature:	
Date complete:	30/10/23

ICIA approved by:	Vaila Simpson
Position:	Executive Manager – Community Planning & Development
Signature:	
Date approved:	30/10/23