

Item: 10

Education, Leisure and Housing Committee: 4 June 2025.

Orkney Physical Activity and Wellbeing Strategy and Action Plan.

Report by Director of Education, Communities and Housing.

1. Overview

- 1.1. The Orkney Physical Activity and Wellbeing Strategy and Action Plan, attached as Appendices 1 and 2, incorporates a number of aims and priorities and will contribute to a vision for Orkney of “A community that has wellbeing at its heart, creating a safe and enriching childhood, to a happy and fulfilling adulthood through the medium of physical activity and sport”.
- 1.2. The national Physical Activity for Health Framework has formed the basis of the approach taken in developing the Orkney Physical Activity and Wellbeing Strategy and Action Plan.
- 1.3. The Orkney Physical Activity and Wellbeing Strategy and Action Plan was informed, and priorities identified, through a variety of collaborative approaches including direct engagement with local and national partners, analysis of relevant data, and scoping to ensure appropriate linkages were made with other strategic partnership plans.
- 1.4. Strategic partner engagement has been instrumental in the development of the Orkney Physical Activity and Wellbeing Strategy and Action Plan.
- 1.5. A collective understanding of priorities was developed and stakeholder input into the plan was assured through a number of one-to-one as well as group working sessions.
- 1.6. The Orkney Physical Activity and Wellbeing Strategy is aimed at professional organisations, agencies and services and informs how partners should plan for and support physical activity and wellbeing.
- 1.7. The priorities of the Orkney Physical Activity and Wellbeing strategy are to:
 - Have a physically and mentally healthy and active community.
 - Develop, educate and empower our people.
 - Design an inclusive pathway in physical activity and sport.

2. Recommendations

- 2.1. It is recommended that members of the Committee:
 - i. Approve the Orkney Physical Activity and Wellbeing Strategy and Action Plan, attached as Appendices 1 and 2 respectively to this report, insofar as they relate to the remit of the Council.

3. National Framework

- 3.1. Local authorities in Scotland have a statutory obligation to ensure ‘the adequate provision of facilities for recreational and sporting activities’ as set out in the Local Government and Planning (Scotland) Act 1982.
- 3.2. Since the publication of the Active Scotland Delivery Plan in 2018, international evidence on the impact of physical inactivity on health has developed significantly, and new evidence-based approaches to improving physical activity have emerged.
- 3.3. On 2 October 2024, the Scottish Government published the Physical Activity for Health – Scotland’s National Framework replacing the Active Scotland Delivery plan.
- 3.4. The Framework was jointly launched with COSLA, in recognition of the vital contribution that local government plays in the planning and delivery of sport and physical activity opportunities.
- 3.5. The Framework was developed over 18 months with system partners including COSLA, the Scottish Government, sportscotland, Public Health Scotland, Community Leisure UK, Paths 4 All, Transport Scotland and Nature Scot; amongst others. This Physical Activity for Health Framework is closely linked to the objective of improving health and wellbeing in the wider Population Health Framework.
- 3.6. The Framework recognises that plans and strategies across transport, education, planning and the environment have as great an impact as do those in health or sport in helping to improve the health and wellbeing of people in Scotland through increasing levels of physical activity and sport.
- 3.7. The Physical Activity for Health Framework applies the systems-based approach to physical activity and outlines a wide range of actions across multiple sectors and settings, including schools, health care and transport.

- 3.8. Systems-based approaches are increasingly being used to respond to complex public health issues and Public Health Scotland have led on the development of this approach to physical activity in Scotland.
- 3.9. The systems-based approach moves away from short term planning that looks at solitary interventions and shifts towards strategic cross sectoral efforts that work in a complementary way to maximise limited resources.
- 3.10. The Physical Activity for Health Framework identifies eight strategic delivery outcomes, detailed below, which closely align to the eight investments identified by the International Society for Physical Activity and Health:
- Active Systems.
 - Active Places of Learning.
 - Active Travel.
 - Active Places and Spaces.
 - Active Health and Social Care.
 - Active Communications.
 - Active Sport and Recreation.
 - Active Workplaces.

For Further Information please contact:

Garry Burton, Service Manager (Leisure and Culture), extension 2440, Email garry.burton@orkney.gov.uk.

Implications of Report

1. **Financial** – None directly relating to the recommendations in this report. Any additional costs associated within the strategy or action plan will need to be met within existing resources.
2. **Legal** – None directly relating to the recommendations in this report.
3. **Corporate Governance** - None directly relating to the recommendations in this report.
4. **Human Resources** – None directly relating to the recommendations in this report.
5. **Equalities** – An Equality Impact Assessment has been undertaken and is attached at Appendix 3 to this report.
6. **Island Communities Impact** – An Island Communities Impact Assessment has been undertaken and is attached at Appendix 4 to this report.
7. **Links to Council Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Council Plan strategic priorities:

- ☐ Growing our economy.
- ☒ Strengthening our Communities.
- ☐ Developing our Infrastructure.
- ☐ Transforming our Council.

8. Links to Local Outcomes Improvement Plan: The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Local Outcomes Improvement Plan priorities:

- ☐ Cost of Living.
- ☐ Sustainable Development.
- ☒ Local Equality.
- ☒ Improving Population Health.

9. Environmental and Climate Risk - None directly relating to the recommendations in this report.

10. Risk - None directly relating to the recommendations in this report.

11. Procurement – None directly relating to the recommendations in this report.

12. Health and Safety – None directly relating to the recommendations in this report.

13. Property and Assets – None directly relating to the recommendations in this report.

14. Information Technology – None directly relating to the recommendations in this report.

15. Cost of Living – None directly relating to the recommendations in this report.

List of Background Papers

Local Government and Planning (Scotland) Act 1982.

National Physical Activity for Health Framework.

Active Scotland Delivery Plan.

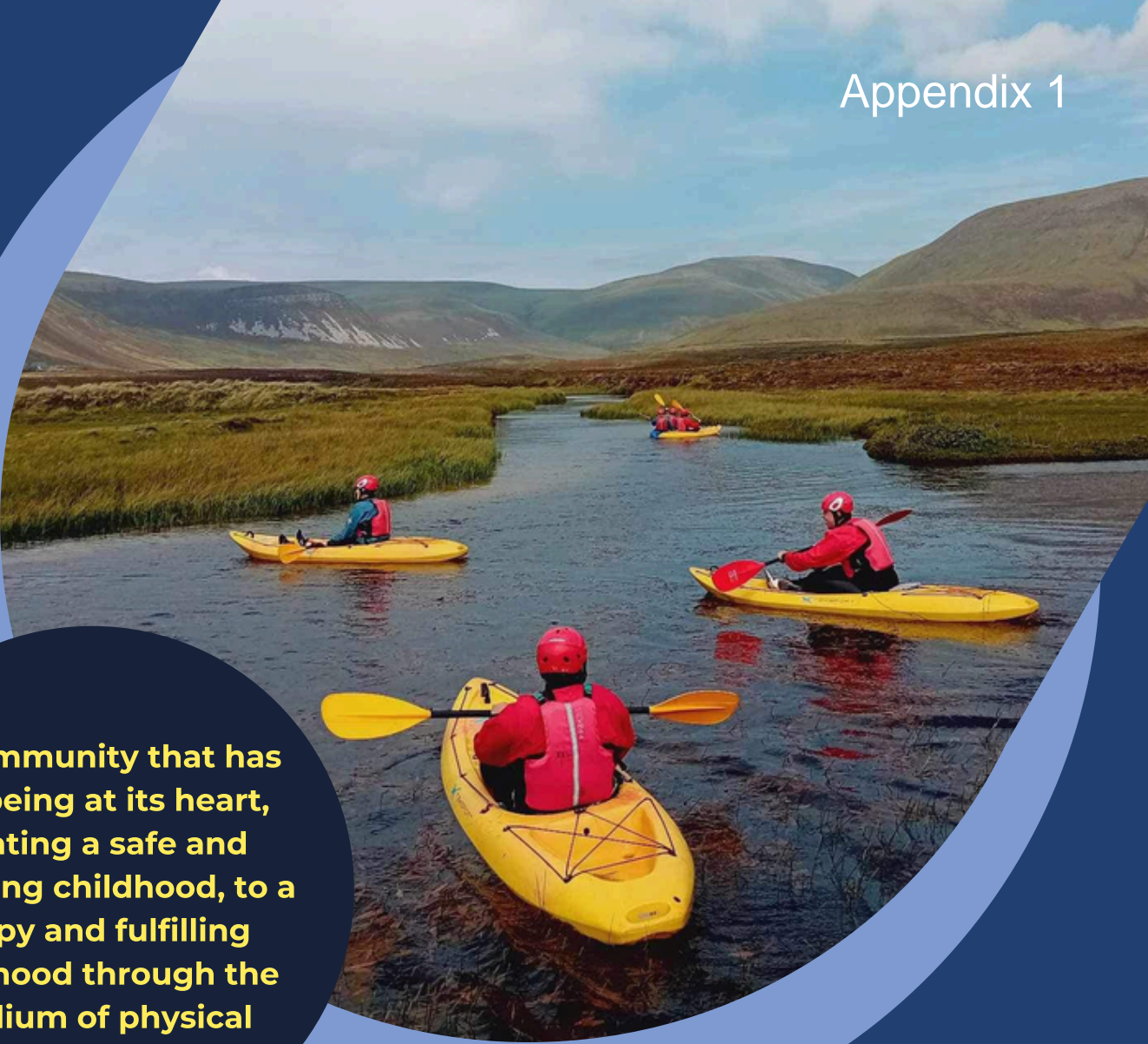
Appendices

Appendix 1 – Orkney Physical Activity and Wellbeing Strategy.

Appendix 2 – Orkney Physical Activity and Wellbeing Action Plan.

Appendix 3 – Equality Impact Assessment.

Appendix 4 – Island Communities Impact Assessment.

A photograph of four people kayaking on a calm river. The kayakers are wearing red helmets and life jackets. The river is surrounded by lush green grass and reeds. In the background, there are rolling hills under a blue sky with some clouds. The image is framed by a large, light blue circular graphic element.

“A community that has wellbeing at its heart, creating a safe and enriching childhood, to a happy and fulfilling adulthood through the medium of physical activity and sport”

A large, stylized graphic of the Orkney flag, featuring a red field with a yellow saltire (cross) and a blue saltire, creating a complex geometric pattern.

ORKNEY'S PHYSICAL ACTIVITY & WELLBEING STRATEGY



**PARTNERS OF THE
WHOLE SYSTEM**

Orkney Islands Council
NHS Orkney
Sportscotland
Public Health Scotland
Voluntary Action Orkney
Orkney Community Planning Partnership
Orkney 2025
The Pickaquoy Centre



TABLE OF CONTENTS

P4 Foreword

Oliver Reid, Chief Executive,
Orkney Islands Council
Laura Skaife-Knight, Chief Executive,
NHS Orkney.

P6 Introduction

Councillor John Ross Scott
Chair of Orkney Physical Activity
and Wellbeing Advisory Group.

P7 Our Vision for Orkney

Orkney Physical Activity and
Wellbeing Groups Vision and
Priorities.

P8 Our Principles and Values

Orkney Physical Activity and
Wellbeing Groups principles and
values.

P9 Orkney in Numbers

Data figures.

P10 Local Context

Orkney Islands Council, NHS
Orkney, The Orkney Partnership.

P12 National Context

COSLA, Scottish Government,
Public Health Scotland and
Sportscotland.

P16 Acknowledgements

Acknowledgments and
contributions towards this strategy.

FOREWORD

Welcome to Orkney's Physical Activity and Wellbeing Strategy.

Physical activity, sport and wellbeing are at the very heart of our communities. They play a vital role in enhancing the quality of life and well-being of individuals, fostering social cohesion, and contributing to the overall development of communities in multifaceted ways. This is something that we see across Orkney with thousands of people across the County playing, watching and enjoying sport and physical activity every day - it's central to Orkney's identity.

People's physical and mental health is a priority in Orkney, and it's important that we remember how much the facilities and services delivered by Orkney Islands Council and its partners contribute to that. The wellbeing benefits of participation in physical activity and sport are now well established, and it was to them that many people turned to during the worst of the COVID - 19 Pandemic. Physical activity and wellbeing clearly matter to the people and communities of Orkney and I suggest that their value considerably outweighs their costs.

The commitment, dedication and professionalism of staff, volunteers and coaches from across all partners is supported by a range of long standing partnerships who have a shared commitment to improving standards and learning to ensure that at all times everything possible is being done to support everyone to be and stay active throughout their lives.



This strategy provides a multi agency approach to increasing and improving opportunities for people to be active by using a systems approach, something that is being increasingly used to respond to complex priorities such as physical activity and wellbeing.

Partnership working is key to tackling some of the complex challenges we face, and I'm confident that the partners involved and priorities detailed in this strategy will make Orkney an even more physically active place to live and work.

Oliver Reid
Chief Executive, Orkney Islands Council

FOREWORD

Being active is incredibly important for our mental, physical and social health. We know from the available evidence that physical activity can help prevent disease and improve wellbeing. Everyday activity can play a vital role, and whilst increasing participation in sport and formal exercise is important, we also need to recognise the importance of being more active in our everyday routines. This can include walking, cycling and active play. These activities don't need to be costly, and we can make them an integral part of our lives based on what works for us as individuals. Active travel can also help us reduce carbon emissions and can be fun.

In my spare time, I enjoy getting out in the fresh air and exploring Orkney and this beautiful place in which we are incredibly lucky to live and work. Being active brings social benefits too, enabling me to connect with friends and family. Sport has also played a hugely important role in my life and has contributed to making me the leader I am today, with a strong focus on teamwork, team spirit and working together towards a common and shared goal, as well of course as the significant benefits for my own personal health and wellbeing and benefits that having a circle of friends and teammates around you can bring.

The Island Games in 2025 will bring a focus on sporting activities and will showcase Orkney – something we look forward to, with NHS Orkney having a hugely important part to play in the planning and preparedness which we remain focused on, working with our multi-agency partners. It will provide an opportunity to further raise the profile of local sports and athletes, and also the importance of recreational physical activity. This is an exciting and unique opportunity and one we very much want to make the most of.



I welcome the collaborative working that has taken place to date to develop this strategic plan and more importantly the whole systems approach that is being taken. The strategic plan covers multiple sectors beyond health and a wide range of settings. We increasingly recognise how our physical environment, our places and spaces, can support people becoming more physically active and we need to continue to work on reducing the barriers to enable everyone to benefit from being more active. It will be key moving forward to follow progress on the ambitions and actions outlined to ensure we are doing all we can to support physical activity in Orkney across all ages.

As a system leader in Orkney, I am completely committed to playing my part in inspiring others when it comes to role modelling the benefits of wellbeing, recognising we have some way to go, and remaining mindful of the positive benefit this can have when it comes to improving health and wellbeing and health outcomes for our wonderful local community.

By working together and in partnership, which is one of Orkney's many strengths, I know that we can do it and make a positive difference

Laura Skaife-Knight
Chief Executive, NHS Orkney

INTRODUCTION

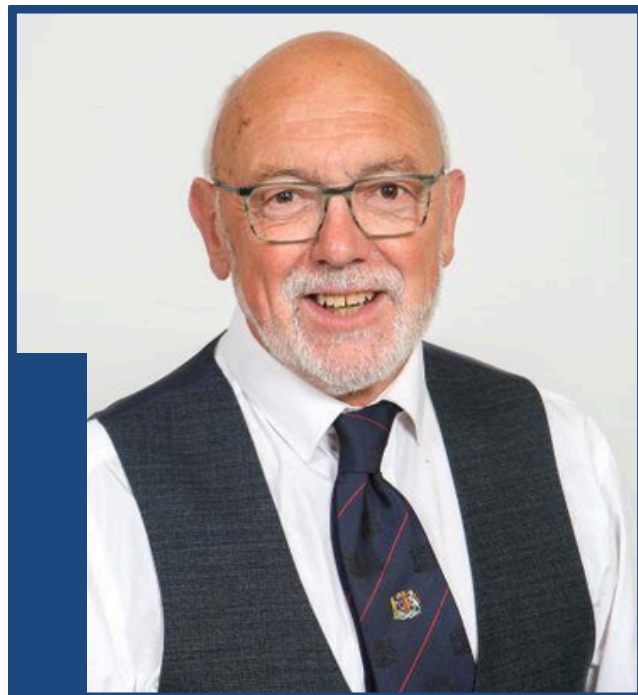
The link between physical activity and health has been well established for years but recent worldwide events like the Covid-19 pandemic and the obesity crisis, have put an even greater emphasis on our health and the need for us all to get more exercise and, in so doing, improve our mental and physical wellbeing.

Orkney has a lot to be proud of in its sport and exercise culture with great facilities, strong clubs and dedicated volunteers who develop and encourage participation and, while not everyone is reached, the philosophy that physical activity provides benefits and long-term outcomes for health is established, with more people walking, cycling and enjoying outdoor and indoor activities.

This Physical Activity and Wellbeing Strategy, developed over many months by a range of partners committed to the cause, aims to make sure that everyone in Orkney has the opportunity to take part in physical activities that suit their abilities and motivations, ensuring a sustainable long-term active-life approach here in Orkney.

To make this happen a wide range of local and national partners and stakeholders will now work collaboratively to plan, resource and deliver the priorities and outcomes that are set out in the framework.

We will focus on reducing the barriers to participation; getting everyone to understand the benefits of being physically active; encouraging a legacy of exercise; helping friends, families and communities to enjoy being active together, and making exercise a normal part of daily life.



Above all, we want the Physical Activity and Wellbeing Strategy – which is aligned closely to the Active Scotland framework and includes NHS Orkney's priorities and sportscotland's outcomes – to be a living document that is reviewed annually and not left to gather dust on a shelf.

Like the people of the county we want it to have a long healthy and, above all, active life and therefore I commend to you the established vision, principles and values within this strategy.

Councillor John Ross Scott
Chair of the Orkney Physical Activity
and Wellbeing Advisory Group

OUR VISION FOR ORKNEY

Our Vision

A community that has wellbeing at its heart, creating a safe and enriching childhood, to a happy and fulfilling adulthood through the medium of physical activity and sport.

Our Priorities

Our priorities have been identified through engagement with partners and stakeholders, and reflect the ambitions of partners and the times that we live in.

Our priorities are:

- **To have a physically and mentally healthy and active community**

We will promote development opportunities for the people across Orkney at every age to be active and promote both physical and mental wellbeing as a way of life in Orkney.

- **To develop, educate and empower our people**

To have vibrant communities that are self-sustaining and provides opportunities for all, we will prioritise, developing people and put them at the heart of our community.

- **To design an inclusive pathway in physical activity and sport**

We will use these opportunities and events to galvanise the community, remove barriers, encourage participation, and inspire the whole of Orkney's Islands to be physically active.

Our priorities associate to the National Physical Activity for Health framework and our action plan sets out a clear alignment to the framework objectives under the 8 strategic delivery outcome headings of: Active Systems, Active Places of Learning, Active Travel, Active Places & Spaces, Active Healthcare, Active Sport & Recreation, Active Communications and Active Workplaces.



OUR PRINCIPLES AND VALUES

We have identified principles and values which describe the way that we will deliver our strategy: We will:



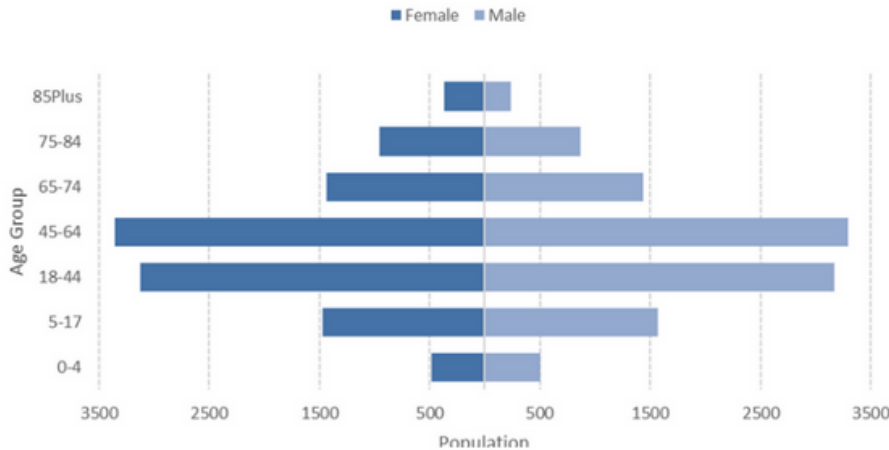
Our approach will be to focus on achieving the aspirations of the people of Orkney and meet the needs of our unique community.

ORKNEY IN NUMBERS

On 30 June 2022, the population of Orkney Islands was 22,020.



Source: National Records of Scotland



The age profile in Orkney is changing, resulting in fewer younger and more older people. National Records Scotland has estimated that there will be 618 fewer children and young people in 2035 than in 2020, a drop of 15%. The number of people aged between 18 and 64 is expected to fall by 1,255, a drop of 10%. However, there is expected to be an increase of 1,716 people aged 65+, which is a 30% increase in this age group overall. Within this population aged over 65, the biggest rate of increase will be in the numbers of people aged 85+, which are expected to double by 2035.

The chart on the left shows the population distribution of the Orkney Islands (source National Records of Scotland).

Source: NHS Orkney Clinical Strategy 2022-27

According to the most recent Scottish Household Survey 2022 88% of the population in Orkney take part in sport including walking (82% Nationally)



Source: Scottish Household Survey 2022

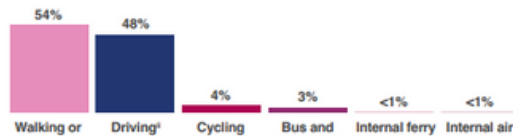
Walking, wheeling and cycling in Orkney

Walking is the most frequent travel mode.

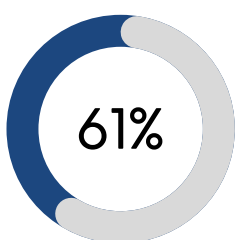
Residents who travel by the following modes at least five days a week in Orkney

87%
of residents walk or wheel at least once a week

18%
of residents cycle at least once a week



Source: Orkney Travel Matters 2023



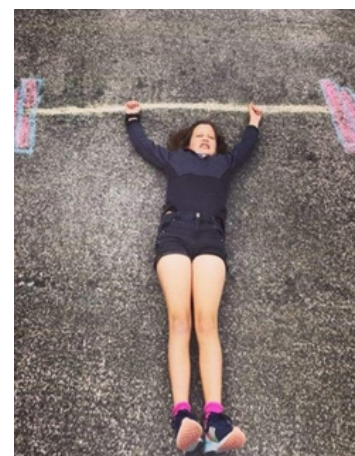
In Orkney 61% of people (55% of females and 67% of males) meet current physical activity guidelines, compared to 65% for Scotland as a whole. Being physically active helps to prevent heart disease, strokes, diabetes, and several cancers; it plays an important part in helping maintain a healthy weight; and reduces the risk of developing depression.

Source: NHS Orkney Clinical Strategy 2022-27

40%

of the 2023/24 school roll participated in Active Schools Activities

Source - Active Schools Monitoring





LOCAL CONTEXT

The following strategic priorities support the improvement of the Orkney Numbers.

WORKING TOGETHER FOR A BETTER ORKNEY



Our promise to you,
our community, and to
Team Orkney

Delivering what matters to our community: 2024-2028

NHS Corporate Strategy 2024-28

Strategic Objectives:

5 strategic objectives (the 5Ps):

1. People By 2028 we will: ensure NHS Orkney is a great place to work.
2. Patient safety, quality and experience By 2028 we will: consistently deliver safe and high quality care to our community.
3. Performance By 2028 we will: within our budget, ensure our patients receive timely and equitable access to care and services and use our resources effectively.
4. Potential By 2028 we will: ensure innovation, transformation, education and learning are at the forefront of our continuous improvement.
5. Place By 2028 we will: be a key partner in leading the delivery of place-based care which improves health outcomes and reduces health inequalities for our community.

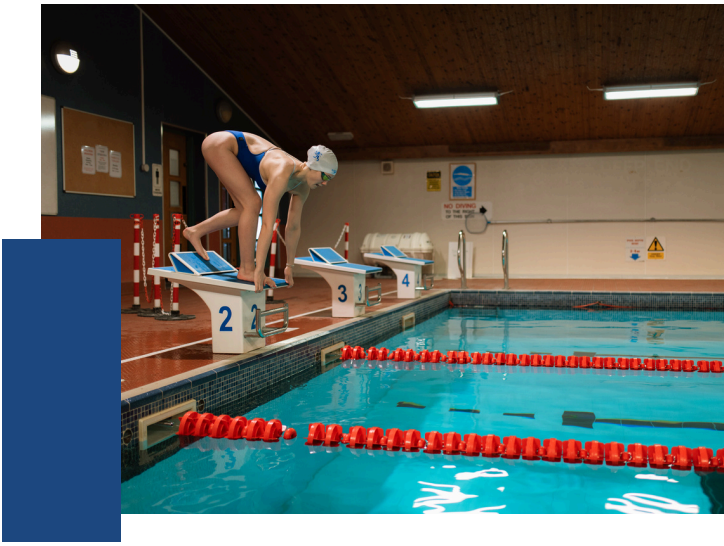
Orkney Islands Council Plan 2023-2028



Strategic Priorities:

The three priority themes are built upon core principles, which will guide future decision-making relating to all our aims. Our core principles are as follows.

- Protecting our environment and combating climate change.
- Equality, fairness and inclusion, particularly for vulnerable and remote communities like the ferry-linked isles.
- Sustainable and accessible services for all.
- Community wellbeing and mental health.
- Community wealth building for future generations.



The Orkney Partnership
Working together for a better Orkney

Community planning brings together local providers of public services to improve outcomes for individuals, families, and communities, and especially to combat inequality and prevent disadvantage. Orkney's Community Plan describes what the members of the Orkney Partnership aim to achieve by working together, and how this adds value to what we can achieve as individual organisations. Our plan also serves as our statutory:- Orkney Community Plan - Local Outcomes Improvement Plan 2023-2030



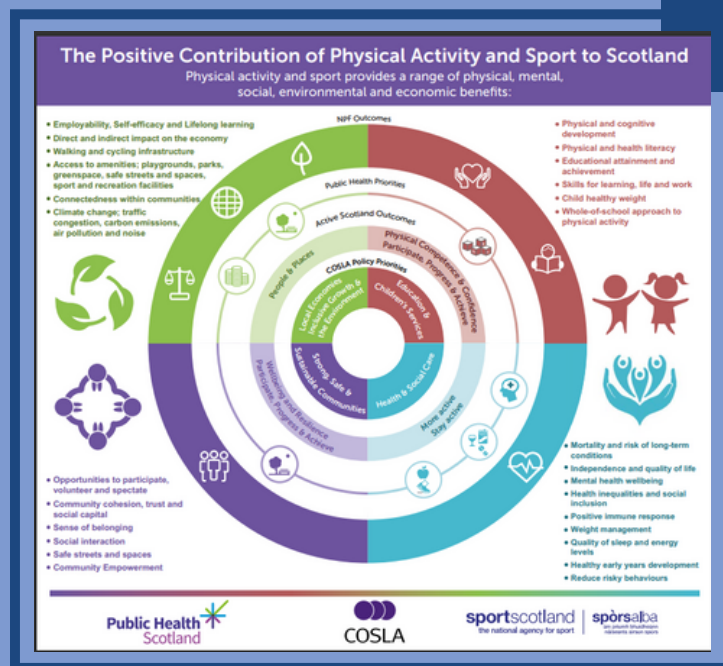
Resilience
Enterprise
Equality
Fairness
Innovation
Leadership
Sustainability

Orkney Community Planning Partnership endorse this strategy and its performance on the outcomes set out within the action plan, and are accountable to the Orkney Partnership.



NATIONAL CONTEXT

The following national organisations worked collaboratively with local organisations to establish this strategy. In doing so the following national strategies were used.



In May 2021 COSLA, Public Health Scotland and **sportscotland** published 'The Positive Contribution of Physical Activity and Sport to Scotland'

Which highlights the benefits of physical activity to local government are substantial and conversely, local government is key to enabling individuals and communities to be more physically active, by weaving physical activity across their relevant functions, including health and social care, education and children's services, community sport and leisure, spatial and neighbourhood planning, transport infrastructure, economic development and regeneration.

There is robust evidence to show that regular physical activity provides a range of physical, mental, social, environmental and economic benefits; reducing the risk of many long-term conditions, managing existing conditions, maintaining musculoskeletal health, developing and maintaining physical and mental function, enabling people to retain independence in later life, supporting social inclusion, helping maintain a healthy weight and reducing inequalities particularly for people with long-term conditions.

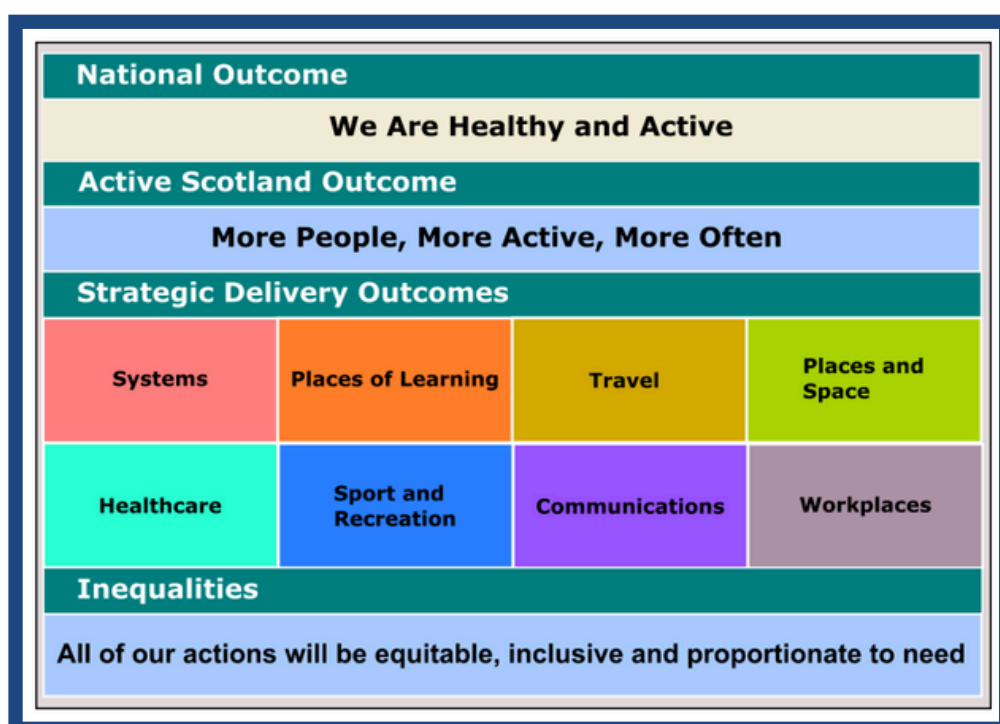


NATIONAL PHYSICAL ACTIVITY FOR HEALTH FRAMEWORK

More People, More Active, More Often

A framework for action, to improve levels of physical activity at both national and local level. It is firmly founded on evidence-based international guidance from the World Health Organization and other global partners as to the approach which is needed to deliver sustainable change. It recognises that plans and strategies across transport, education, planning and the environment have as great an impact as those in health or sport in helping to improve the health and wellbeing of people in Scotland through increasing levels of physical activity.

This document provides a clear collective vision which aims to support and enable more people to be more active, more often. It's vision is based on the recognition that improving levels of activity is vital for the health and wellbeing of the people of Scotland.





A SYSTEMS-BASED APPROACH TO PHYSICAL ACTIVITY IN SCOTLAND: A FRAMEWORK FOR NATIONAL AND LOCAL ACTION

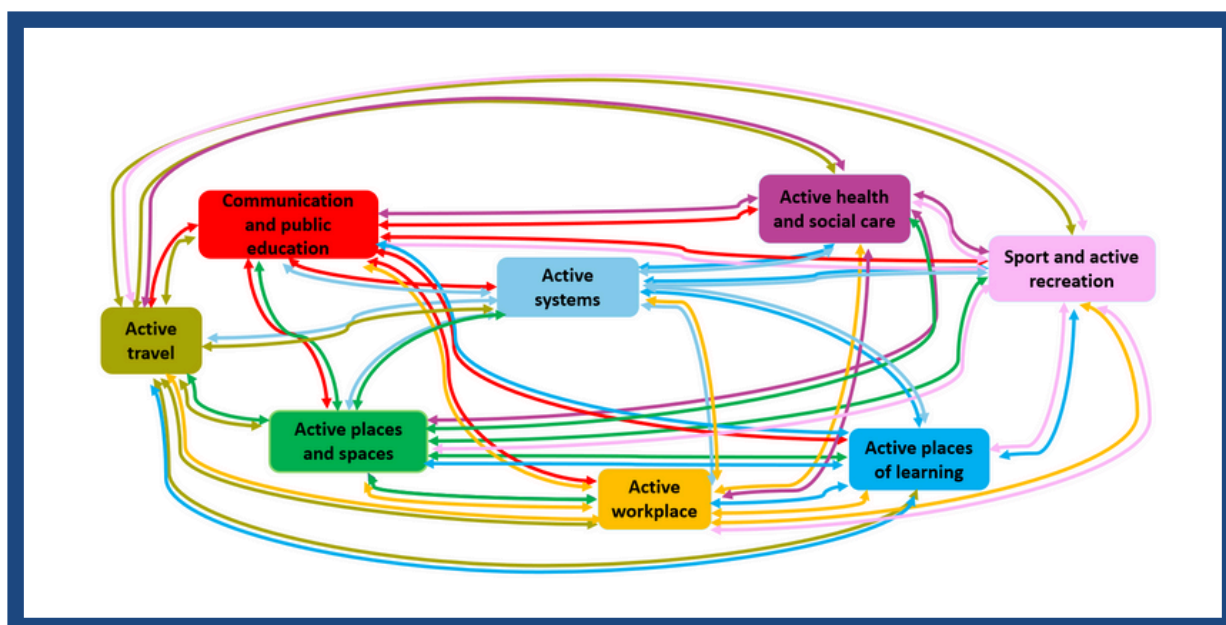
Systems-based approaches are increasingly used to respond to complex public health issues such as physical activity. Public Health Scotland (PHS) led the development of 'A Systems-based Approach' to Physical Activity in Scotland: A Framework for National and Local Action (PHS. 2022). This involved translating the WHO Global Action Plan for Physical Activity (GAPPA) and ISPAH Eight Investments That Work for Physical Activity into a Scottish context.

Underpinned by the core principles of public health, this approach uses methods familiar to policymakers and practitioners including outcomes focused planning, evidence-based knowledge into action and quality improvement methodologies that operate alongside aspects of systems thinking.

A systems-based approach to physical activity moves away from short-term, solitary interventions and shifts our thinking towards strategic cross-sectoral efforts that work in a complementary way to maximise limited resources and facilitate population levels of physical activity. Furthermore, this approach allows partners to achieve the co-benefits of physical activity most likely to resonate with their current priorities. It also enables them to identify their role and to understand how their work contributes to physical activity both by recognising the opportunities that they present for people to be active, as well as acknowledging and overcoming any unintentional barriers that their setting, organisation or sector may present.

Adopted by Scottish Government and national partners, the approach has been used collaboratively to develop the new, National Physical Activity for Health Framework for Scotland.

Working in partnership, sportscotland and Public Health Scotland are supporting local government partners apply the systems-based approach, to guide the development of local evidence-based physical activity and sport strategies and action plans such as this.





SPORT FOR LIFE

Everyone has their own reasons for taking part in sport, whether it's fun, socialising, developing skills, improving our health or winning medals. Sport can change lives and we want people to enjoy as many of its benefits as possible.

Our vision

An active Scotland where everyone benefits from sport.

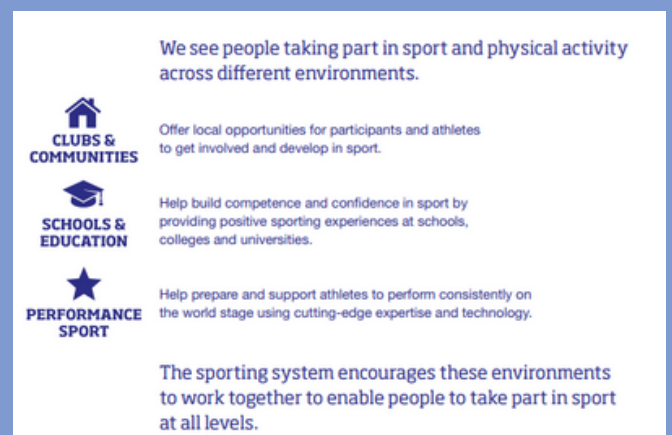
Our mission

To help the people of Scotland get the most from the sporting system.

- Making an impact together
- Making sport more accessible
- Progressing to your level
- Contributing to an active Scotland
- Celebrating the benefits of sport

A sporting system for everyone

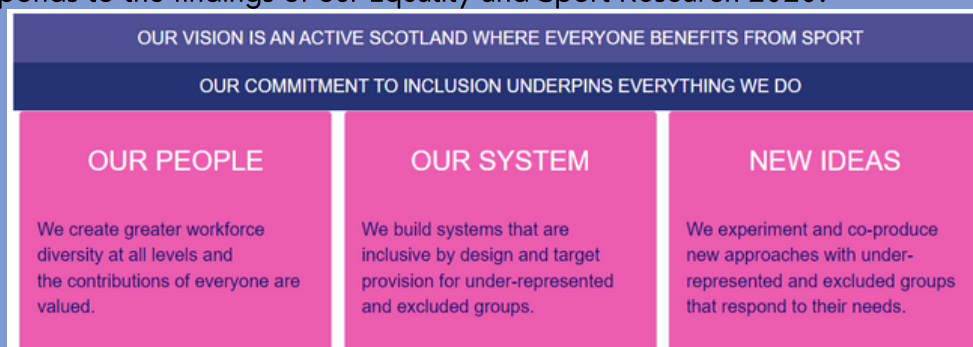
We believe in a world class sporting system that makes the best use of Scotland's assets and adapts to change. It helps the people of Scotland take part in sport at the level they choose



Our approach to equality, diversity and inclusion (EDI) brings this commitment to life. It is part of Sport For Life.

We need meaningful, intentional action to drive this change. We won't achieve this alone, and our EDI approach shows how we will play our part.

Our approach to EDI has three strands aligned to our Public Sector Equality Duties (PSED). Our overall approach responds to the findings of our Equality and Sport Research 2020.





'I am delighted to support Orkney's Physical Activity and Wellbeing Strategy. The evidence is overwhelming that keeping active can play a major part in improving our physical and mental wellbeing. The strategy is designed to help everyone, regardless of age or ability, to stay as active as they can, for as long as they can.'

**Stephen Brown - Chief Officer
Orkney Health and Care**



ACKNOWLEDGEMENTS

Strategy supporting document:- The Physical Activity and Wellbeing Action Plan - [click here](#).

We would like to thank all the partners within the Physical Activity and Wellbeing Development Group for the contribution to this document. With special thanks to Flora Jackson from Public Health Scotland and Garry Reid from SportScotland for their input and support.

Co-ordination and Creators of Strategy -

Orkney Islands Council - Sport and Leisure Service.

Designers of Strategy -

Orkney Islands Council





Contributors to the Strategy:-





www.orkney.gov.uk



Orkney's Physical Activity & Wellbeing Strategy – Action Plan

Orkney's Physical Activity and Wellbeing Strategy is underpinned by the understanding that all stakeholders have a responsibility to improve the physical and mental wellbeing of the people of Orkney through the power of physical activity and sport.



Building Blocks of the Orkney's Physical Activity & Wellbeing Strategy

Part of the System	System Objective	Key Actions
Active System	Collaborative actions established, enabling a whole systems approach to physical activity.	Physical Activity and Wellbeing Steering Group will act on behalf of CPP partners to provide leadership and governance for physical activity and sport across the Orkney Islands.
		Through the investment and staging of the Orkney 2025 Island Games, ensure that the event leaves a legacy in terms of participation, people and facilities.
		Develop Physical Activity Champions to lead the charge on change across all sectors.
		Increase awareness and sharing of current monitoring systems in place across sectors in relation to Physical Activity.
		Use data to demonstrate the social value of physical activity and the benefits to Orkney's communities.
		Work with partners to integrate physical activity across Orkney Islands Council and NHS Orkney policies.
Active Health and Social Care	Physical activity embedded into routine NHS health care and social care services.	Implement the National Physical Activity Pathway across the Health and Social Care system.
		Develop a partnership between NHS Orkney and Orkney's physical activity providers to support the provision of appropriate physical activity opportunities and programmes for different patient populations.
		Strengthen the understanding of physical activity's role in all levels of prevention with relevant staff in health, social care, the third sector, physical activity providers and the relevant populations.

Part of the System	System Objective	Key Actions
Active Sport & Recreation for All	Active participation in sport and active recreation increased across the life course through equitable and inclusive access to appropriate places, spaces and services.	Reduce inactivity levels within adults in Orkney.
		Improved support and increase opportunities for children, young people and families with additional support needs (ASN) in Orkney to participate in sport and active recreation to lead active lives.
		Ensure that concessionary access schemes are in place to ensure the most vulnerable in Orkney's communities can access leisure facilities.
		Provide access to equitable and inclusive sport and active recreation opportunities within our most rural communities and linked isles.
		Increased engagement in sport and physical activity within our school sector within the outer isles of Orkney to ensure that our young people get the best start in life.
		Through the investment and staging of the Orkney 2025 Island Games, ensure that the event leaves a lasting legacy in terms of participation, people and facilities.
		The provision of universally accessible programmes appropriate for people of all ages and abilities.
		Increase and develop the skills and knowledge of Orkney's workforce in physical activity and sport to create greater capacity levels for more people to engage.
Active Workplaces	Everyday physical activity enhanced through the workplace.	Provide Leadership by implementing workplace health initiatives.
		We put our colleagues and our communities at the heart of everything we do.
		Create workplaces that are designed to enable employees and visitors to be physically active.

Part of the System	System Objective	Key Actions
Active Travel	Active travel behaviour influenced and infrastructure for walking, wheeling, and cycling prioritised across Scotland.	Create a strategic approach to active travel delivery, incorporating a list of infrastructure projects and behaviour change initiatives to support allocation of investment.
		Engage Orkney's communities in the creation of the Active Travel Strategy.
		Design, develop and implement the Orkney Road Safety Strategy to 2030.
		Prepare a learning and development plan with and for the Sustainable Travel Group, ensuring planning, transport and roads professionals continue their work to develop a shared understanding of how to create and maintain inclusive and equitable active travel infrastructure.
Active Places of Learning	Everyday physical activity enhanced through the workplace.	Review and refresh the Physical Education curriculum to develop knowledge, confidence, competence and motivation to be active.
		Provide active classrooms and outdoor learning that incorporate movement into classroom and outdoor learning experience across the curriculum.
		Out with school high quality physical activity opportunities.
		Workforce development for teachers, staff, partners and volunteers on the value of active play and how to include people with disabilities and the least active.
		Ensure that active places of learning have good quality facilities which are accessible to all.

Part of the System	System Objective	Key Actions
Active Places & Spaces	Places and spaces are appropriately designed, created, and maintained to enable people to be physically active in their community	Create connected, walkable communities, with equitable and inclusive public space, as well as pedestrian access to a diversity of local amenities for daily living (for example, local shops, services, green areas, and educational facilities).
		Prepare an updated Open Space Strategy and Play Sufficiency Assessment as part of the review of the Local Development Plan which can be used to set out developer requirements and use evidence to engage with other council services.
		Highlight evidence of play needs that are set out by communities and lobby for increasing support for new equipment and adequate support of ongoing maintenance.
		Ensure public sector investment in facilities such as schools, health care, sports and recreation, workplaces and social housing are designed to enable people to be physically active.
		Co-locate local services and destinations e.g. schools, healthcare, workplaces, shops, and leisure facilities.
		Ensure that the importance of walking, cycling and other forms of physical activity are a key priority in the spatial strategy and in policies around developer requirements in the review of the Local Development Plan and future Transport Strategies
		Increase the knowledge and skills of planners, transport engineers and architects to create inclusive active environments.
Active Communication & Public Education	Communications and public education established as an integral component of a systems-based approach to physical activity in Scotland.	Develop a greater shared understanding of the importance of physical activity for communities and the benefits thereafter at the highest level of Local & National Government.
		Ensure that messaging around the wider benefits of physical activity is a core element of our communications.
		Develop a shared approach to maintain and enhance data systems that enable population surveillance across all ages and multiple domains with regards to physical activity levels in Orkney, allowing required communications activity to be identified and tailored to specific groups.

1. Active System

Objective: Collaborative actions established, enabling a whole systems approach to physical activity.

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Create and strengthen leadership, governance, and accountability for physical activity strategically across the system.							
1.1	Physical Activity and Wellbeing Steering Group will act on behalf of CPP partners to provide leadership and governance for physical activity and sport across the Orkney Islands.	1.1.1	Physical Activity & Wellbeing Strategy is approved by the relevant partner committees (Education Leisure & Housing, Orkney Health and Social Care Partnership and NHS Orkney Board).	Apr 2025	OIC Orkney Health & Social Care Partnership NHS Orkney	NHS Orkney Orkney Islands Council (OIC) Sportscotland Orkney CPP	Scottish Household Survey 2022 SHS+2022+-+Annual+Report+-+Tables+-+5+Physical+activity.ods (live.com) Number of adults in Orkney participating in sport or physical activity in the previous 4-week period: Including Walking: 88% (National 82%) Excluding Walking: 51% (National 51%)
		1.1.2	Physical Activity & Wellbeing Strategy is adopted by partner agencies.	Apr 2025	Orkney CPP		
		1.1.3	Physical Activity & Wellbeing Strategy is reported against annually to the committees outlined in 1.1.1.	Mar 2026	Physical Activity & Wellbeing Partnership Group.		
Evidence Base: Establish collaborative ways of working via multisectoral partnerships as a mechanism to maximise the impact of resources and enable the coordinated implementation of action to increase physical activity and reduce sedentary behaviour.							
1.2	Through the investment and staging of the Orkney 2025 Island Games, ensure that the event leaves a lasting legacy in terms of participation, people and facilities.	1.2.1	A legacy impact report to be produced following the staging of the Orkney 2025 Island Games.	Aug 2025	Orkney 2025 Robert Gordons University	Orkney 2025 sportscotland Voluntary Action Orkney (VAO) Pickaquoy Trust (PCT)	N/A

6

1. Active System

Objective: Collaborative actions established, enabling a whole systems approach to physical activity.

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base:: Strengthen workforce development (knowledge, skills, capability and capacity) across sectors							
1.3	Develop Physical Activity Champions to lead the charge on change across all sectors.	1.3.1	Develop a role and remit for Physical Activity Champions within workplaces that will promote and enhance workplace physical activity.	Dec 2025	NHS Orkney	Orkney CPP	To be established.
Evidence Base: Utilise national and local data and evidence to identify priority populations and enable data driven decision making.							
1.4	Increase awareness and sharing of current monitoring systems in place across sectors in relation to Physical Activity.	1.4.1	Research group established to look at Physical Activity Levels in Orkney and develop consistent data for the on-going monitoring.	Jan 2026	Orkney CPP	OIC NHS Orkney OHAC	To be established.
1.5	Use data to demonstrate the social value of physical activity and the benefits to Orkney's communities.	1.5.1	Work with and commission research partners to develop a report to review the benefits of physical activity to Orkney communities and establish a baseline data for ongoing monitoring.	Apr 2026	OIC	NHS Orkney HIE VAO RGU/HWU/UHI	To identify a baseline.
Evidence Base: Strengthen policy cohesion and finance mechanisms that enable the implementation of policies aimed at increasing physical activity and reducing sedentary behaviour.							
1.6	Work with partners to integrate physical activity across Orkney Islands Council and NHS Orkney policies.	1.6.1	Use the cross policy benefits of physical activity to identify policies/strategies/plans where physical activity has an evidenced role and seek opportunities to integrate this over time.	Jun 2026	Orkney CPP	NHS Orkney OIC (E,L&H)	Number of policies/ strategies/ plans inclusive of physical activity.

2. Active Health and Social Care

Objective: Physical activity embedded into routine NHS health care and social care services.

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Integrate the NHS Physical Activity Pathway into routine healthcare and existing clinical pathways as part of treatment and rehabilitation for people diagnosed with long term conditions e.g., heart disease, stroke, diabetes, cancer, and mental health conditions, as well as into the care and services for pregnant women, people with disabilities and older adults.							
2.1	Implementation of National Physical Activity Pathway across Health and Social Care system.	2.1.1	NHS Orkney lead the development and integration of the National Physical Activity Pathway across all appropriate clinical settings.	Mar 2027	NHS Orkney	OHAC	% of identified priority services engaged
		2.1.2	Ensure that the Orkney – A Local Information System for Scotland (ALISS) information is contemporary.	Mar 2026	NHS Orkney	OIC PCT	List of services reflected on ALISS
		2.1.3	Ensure associated resources are accessible to priority clinical areas.	Mar 2027	NHS Orkney	OHAC	% of identified priority services with associated resources available
		2.1.4	Assessment of the quality of services against each standard to identify gaps and areas for improvement with physical activity referral providers and staff across health and social care.	Aug 2025	NHS Orkney	OHAC OIC (E,L&H) PCT	Gap analysis completed
		2.1.5	Development of an improvement plan to better align Orkney provision to the standards.	Mar 2026	NHS Orkney	OHAC OIC (E,L&H) PCT	Plan Developed % actions completed on improvement plan
		2.1.6	Implementation of the improvement plan.	Mar 2027	NHS Orkney	OHAC OIC (E,L&H) PCT	Referral programmes in place
		2.1.7	Development of minimum dataset for physical activity referral.	Mar 2026	NHS Orkney	OHAC OIC (E,L&H) PCT	Number of referrals/participants/success criteria

2. Active Health and Social Care

Objective: Physical activity embedded into routine NHS health care and social care services.

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Develop partnerships with NHS Scotland and physical activity providers across Scotland to embed the provision of appropriate physical activity opportunities and programmes for different patient populations.							
2.2	Develop a partnership between NHS Orkney and Orkney’s physical activity providers to support the provision of appropriate physical activity opportunities and programmes for different patient populations.	2.2.1	Create partnerships between healthcare and community-based physical activity services targeting people who are inactive, with or at risk of long-term conditions.	Jan 2026	NHS Orkney OHAC	OIC (E,L&H) PCT VAO CPP	To be established.
Evidence Base: Integrate physical activity into pre-service and in-service training for all healthcare and social care staff and associated roles, that is medics, nurses and allied health professions, healthcare support workers employed by NHS Scotland and all social care staff governed by the Care Inspectorate.							
2.3	Strengthen the understanding of physical activity’s role in all levels of prevention with relevant staff in health, social care, third sector, physical activity providers and the relevant populations.	2.3.1	Increase the uptake of physical activity learning opportunities relevant to the National Physical Activity Pathway such as the PHS eLearning module 'Encouraging and enabling physical activity'.	Mar 2026	NHS Orkney	OHAC	Number of eLearning completions – PHS Data.
		2.3.2	Increase the uptake of Motivation, Action, Prompts (MAP) Health Behaviour Change training to relevant health and social care staff.	Mar 2026	NHS Orkney	OHAC	Number of courses delivered. Number of participants.
		2.3.3	Development and Implementation of a communications plan across partners to raise awareness of physical activity’s role in all levels of prevention.	Mar 2027	NHS Orkney	OHAC OIC (E,L&H) PCT	% actions completed on communications plan.
Evidence Base: Implement the learning from the Care Inspectorate Care About ... Physical Activity Improvement Programme to enable social care providers to build physical activity into the daily lives of those they support within care settings, residential care homes and care at home.							
2.4							

3. Active Sport & Recreation for All

Objective: Active participation in sport and active recreation increased across the life course through equitable and inclusive access to appropriate places, spaces and services

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Prioritise the least active as well as retaining existing, and returning, participants.							
3.1	Reduce inactivity levels within adults in Orkney.	3.1.1	Work with NHS Orkney to identify the reasons that people are inactive and subsequently look to address this through appropriate opportunities through sport, physical activity or movement in order to get people more active.	Apr 2026	OIC (E,L&H) PCT NHS Orkney	sportscotland SGBs	Scottish Household Survey 2022: Use of Local Authority Sport & Leisure Facilities 2022 Never Used – 44% (National – 36%)
		3.1.2	Bridge the gap between healthcare and community-based physical activity services targeting people who are inactive, with or at risk of long-term conditions.	Jan 2026	NHS Orkney OHAC	OIC (E,L&H) PCT VAO	Programmes and initiatives provided.
		3.1.3	Establish an Orkney route map to reduce the stigma of Mental Health and provide tools and resources to support and improve mental wellbeing locally.	Sep 2025	OIC (E,L&H)	Sportscotland S.A.M.H NHS Orkney	Route map established.
3.2	Improved support and increase opportunities for children, young people and families with additional support needs (ASN) in Orkney to participate in sport and active recreation to lead active lives.	3.2.1	Engage and provide more targeted support to the non-active and active users with Additional Support Needs and establish an inclusive and accessible pathway in sport and physical activity.	Dec 2025	OIC (E,L&H)	PCT OHAC VAO	Baseline number identified of activities provided in programmes in 2024/25. Number of participants within programmes with ASN.
Evidence Base: Strengthen access to places, spaces and services that enable equitable and inclusive access and reduce inequalities; accessible and appropriate places and spaces (indoor and outdoor facilities and amenities, and opportunities through formal and informal clubs and programs), affordable and tailored programmes, opening of the school estate through the shared use of school facilities, enhance active play to enable healthy growth and development in early childhood and adolescents.							
3.3	Ensure that concessionary access schemes are in place to ensure the most vulnerable in Orkney's communities can access leisure facilities.	3.3.1	Increase and add more accessible opportunities where resources allow through Active Life Budget scheme membership.	Dec 2025	PCT	OIC (E,L&H)	Active Life Budget Membership Activity Attendance Data

3. Active Sport & Recreation for All

Objective: Active participation in sport and active recreation increased across the life course through equitable and inclusive access to appropriate places, spaces and services

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Provide universally accessible programmes and mass participation events for people of all ages and abilities across multiple settings; urban and natural environments, community recreation and sports facilities, schools, workplaces and healthcare settings.							
3.4	Provide access to equitable and inclusive sport and active recreation opportunities within our most rural communities and linked Isles.	3.4.1	Create opportunities for the population in Orkney that live in the outer isles and rural backgrounds to be able to participate in physical activity.	Mar 2027	OIC (E,L&H)	VAO PCT NHSO	Number of opportunities offered evidenced.
3.5	Increased engagement in sport and physical activity within our school sector within the outer isles of Orkney to ensure that our young people get the best start in life.	3.5.1	Engage isles communities in a range of participation events; virtual challenges, inter island/school activities.	Mar 2027	OIC (E,L&H)	PCT VAO SGBs	Record of activities and opportunities.
3.6	Through the investment and staging of the Orkney 2025 Island Games, ensure that the event leaves a lasting legacy in terms of participation, people and facilities.	3.6.1	Develop a programme of events and a sustainable infrastructure that creates and increases opportunities to participate in physical activity linked to the Orkney 2025 Island Games .	Aug 2025	OIC (E,L&H)	Orkney 2025 PCT sportscotland SGBs Community Clubs	Legacy Impact Report.
3.7	The provision of universally accessible programmes appropriate for people of all ages and abilities.	3.7.1	Maintain and strengthen the performance pathway and environment for those with athletic potential.	Mar 2027	OIC (E,L&H) PCT	sportscotland SGBs	Increase in performance athletes and podium potential.
Evidence Base: Build workforce capacity; enhance the knowledge, skills and competency of the workforce to engage, motivate and enable, inclusive and equitable opportunities.							
3.8	Increase and develop the skills and knowledge of Orkneys workforce in physical activity and sport to create greater capacity levels for more people to engage.	3.8.1	Develop a programme of education and provide access to learning and development opportunities on Orkney.	Dec 2025	OIC (E,L&H)	VAO NHS Orkney PCT Sportscotland	Baseline to be established

4. Active Workplaces

Objective: Everyday physical activity enhanced through the workplace

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base - Provide leadership by implementing workplace health initiatives to support employees increase physical activity and reduce sedentary behaviour, particularly through increasing incidental physical activity during the working day							
4.1	Provide Leadership by implementing workplace health initiatives.	4.1.1	Build Partnership working to deliver health programmes across Orkney’s Public and Private sector organisations.	Dec 2025	OIC (HR)	NHS Orkney PCT	Develop a workplace activity survey, and monitor outcomes.
		4.1.2	Use the Orkney 2025 Island Games as a springboard for involving colleagues in physical activity that facilities volunteering.	Aug 2025	Orkney 2025	NHS Orkney PCT	Orkney 2025 KPI’s Strategy - volunteering.
		4.1.3	Develop a role and remit for Physical Activity Champions within workplaces that will promote and enhance workplace physical activity.	Dec 2025	NHS Orkney	VAO OIC (HR) PCT	To be developed.
Evidence Base - Develop and disseminate guidance and promote implementation of workplace health programmes aimed at increasing physical activity, reducing sedentary behaviour and promoting incidental physical activity during the working day for employees, in different occupations and settings, with a priority focus on the least active.							
4.2	We put our colleagues and our communities at the heart of everything we do.	4.2.1	Enhance work policies and procedures that ensure colleagues can engage in physical activity in the workplace. For example, Flexible working to allow employees to exercise during the day, especially useful during the shorter days of winter.	Mar 2026	OIC (HR) NHS Orkney PCT	VAO NHS Orkney	Review on work policies and procedures.
		4.2.2	Enhance work policies that provide those with physically and mentally demanding jobs are able to take adequate time for rest, recuperation and rehabilitation.	Mar 2026	OIC (HR) NHS Orkney PCT	VAO NHS Orkney	Review on work policies.

4. Active Workplaces

Objective: Everyday physical activity enhanced through the workplace

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base - Create workplaces that are designed to enable employees and visitors to be physically active in and around the buildings, and access by pedestrians, cyclists and public transport.							
4.3	Create workplaces that are designed to enable employees and visitors to be physically active.	4.3.1	Explore involvement in building design to ensure there are drivers for people to engage in physical activity in the planning applications for commercial buildings, i.e. adequate shower facilities encourage employees to exercise on the way to work and during the day.	Mar 2027	OIC (HR) NHS Orkney	OIC (NS&I)	Compliance with requirements and consideration of recommendations found in the Scottish National Planning Framework 4
		4.3.2	Explore the feasibility of inclusivity by developing workplaces to accommodate physical activity for all.	Mar 2027	OIC (HR) NHS Orkney	OIC (NS&I)	

5. Active Travel

Objective: Active travel behaviour influenced and infrastructure for walking, wheeling, and cycling prioritised across Scotland

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence base: Continue to prioritise investment in walking, wheeling and cycling infrastructure that enables access to destinations and services, as well as actions that influence active travel behaviour to encourage modal shift.							
5.1	Create a strategic approach to active travel delivery, incorporating a list of infrastructure projects and behaviour change initiatives to support allocation of investment.	5.1.1	Draft an Active Travel Strategy.	Sept 2025	OIC (NS&I)	Sustainable Travel Group (STG)	Orkney Travel Matters 2023 evidence to prepare creation of Active Travel Strategy.
		5.1.2	Active Travel Strategy consultation with key partners, organisations and community.	Feb 2025			
		5.1.3	Active Travel Strategy approval by OIC.	Apr 2026			
		5.1.4	Active Travel Strategy delivery.	Apr 2026			
		5.1.5	Active Travel Strategy reporting (annually).	Mar 2027			
Evidence Base: Engage communities in urban and rural transport planning processes to enhance the design of connected and walkable communities.							
5.2	Engage Orkney’s communities in the creation of the Active Travel Strategy.	5.2.1	Carry out community engagement in draft phase of Active Travel Strategy. As per task 5.1.2 above.	Jul 2025	OIC (NS&I)	STG	Community Engagement Complete.
Evidence Base: Accelerate implementation of policy actions to improve road safety and the implementation and enforcement of traffic speed restrictions (for example 20 mph in residential areas and 30 mph on urban roads).							
5.3	Undertake action in relation to the Orkney Road Safety Strategy to 2030 Plan aspirations with regards to speed limits in towns and villages and that reflect the Scottish Government aspiration to speed limits in built up areas.	5.3.1	Public engagement activities.	Completed Dec 2024	OIC (NS&I)	STG	Committee Report presented.
		5.3.2	Report to NS&I committee setting out results of public engagement.	Feb 2025			
		5.3.3	Any actions arising from NS&I report, following member discussion.	Dec 2025			
Evidence base: Upskill local authority transport and planning workforce to create inclusive and equitable active travel infrastructure.							
5.4	Prepare a learning and development plan with and for the Sustainable Travel Group, ensuring planning, transport and roads professionals continue their work to develop a shared understanding of how to create and maintain inclusive and equitable active travel infrastructure.	5.4.1	Assess training needs of Sustainable Travel Group.	Sept 2025	OIC (NS&I)	STG	Assessment of training needs of the STG.
		5.4.2	Deliver the Learning and Development Plan.	Dec 2025			
		5.4.3	Report on Learning and Development Plan and ongoing needs for training.	Feb 2026			

6. Active Places of Learning

Objective: Whole school approach to physical activity adopted by all places of learning

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Whole School Approach to Physical Activity							
6.1	Review and refresh the Physical Education curriculum to develop knowledge, confidence, competence and motivation to be active.	6.1.1	Ensure two hours / periods of quality PE is delivered in 100% of Orkney Schools to increase pupil participation.	Aug 2025	OIC (E,L&H)		Percentage of schools meeting PE provision target: School Healthy Living Survey. Annual monitoring.
		6.1.2	Provide resource and support to ensure all pupils have access to appropriate PE kit.	Sep 2025	OIC (E,L&H)	VAO	Kit for all. Participation levels are reported at around 60% in Primary Schools due to lack of appropriate kit.
		6.1.3	Establish a curriculum syllabus to create a pathway from primary schools swimming/ Learn 2 Swim to club.	Dec 2025	OIC (E,L&H)	sportscotland PCT	Primary school swimming has targets at P4 and P5 classes who have a 7/8-week block of 40-minute lessons. Learn 2 Swim Participation Data OASC Club Statistics.
6.2	Provide active classrooms and outdoor learning that incorporate movement into classroom and outdoor learning experience across the curriculum.	6.2.1	Growth in Outdoor Learning offers for all ages and abilities - Eg. DofE.	Jun 2026	OIC (E,L&H)		Participation Data from Outdoor Education service. CLD statistics for Outdoor Classes.
		6.2.2	Increase the resource and number of pupils participating in Play on Pedals and Bikeability Programmes.	Jun 2026	OIC (E,L&H)	OIC (NS&I) STG	Register/list of participating schools/classes from Active Schools.
		6.2.3	Increase number of schools participating and signed up to the Daily Mile programme.	Jan 2026	OIC (E,L&H)	sportscotland	Register/list of participating classes from schools.
		6.2.4	Work with Education Service Managers to review active movement within the classroom environment and establish next steps if required.	Jun 2026	OIC (E,L&H)		Identify active movement within classrooms.

6. Active Places of Learning

Objective: Whole school approach to physical activity adopted by all places of learning

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Whole School Approach to Physical Activity							
6.3	Out with school physical activity opportunities.	6.3.1	Develop volunteers to increase physical activity and wellbeing opportunities.	Jun 2025	OIC (E,L&H)	PCT VAO	Active Schools Monitoring Online Delivers Data DofE/ Saltire Awards/ Youth Achievement/ Coach & Official Development Data
		6.3.2	Transport provision for participants that require help to remove barriers in participation.	Mar 2027	OIC (E,L&H)	sportscotland	Young Scot Card Data School Sport Competitions
Evidence Base: Preservice and in-service workforce development for teachers; enhance knowledge and teaching skills on the value of active play, physical education, adaptative physical activity, fundamental movement skills and physical literacy, and on how to include people with disabilities and the least active.							
6.4	Workforce development for teachers, staff, partners and volunteers on the value of active play and how to include people with disabilities and the least active.	6.4.1	Gain an understanding around teachers, staff, partners and volunteers needs in terms of development.	Mar 2026	OIC (E,L&H)	PCT VAO	Needs Analysis to identify baseline.
		6.4.2	Improve links with partner agencies such as Scottish Disability Sport, to provide Inclusion Training for workforce.	Dec 2025	OIC (E,L&H)	sportscotland VAO PCT	Participation rates on training.
Evidence Base: Develop and implement design guidelines for education and childcare facilities; create accessible and safe environments for children and young people to be physically active.							
6.5	Ensure that active places of learning have good quality facilities which are accessible to all.	6.5.1	Consultation with key stakeholders with regards to physical activity is carried out with all new build education facilities to optimise the opportunity for curriculum and community use for physical activity.	Jan 2026	OIC (NS &I) (E,L&H)	VAO sportscotland NHS Orkney	N/A

16

7. Active Places & Spaces

Objective: Places and spaces are appropriately designed, created, and maintained to enable people to be physically active in their community

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Integrate urban design and land-use policies; to enable and promote walking, cycling and other forms of physical activity by creating connected, walkable communities, with equitable and inclusive public space, as well as pedestrian access to a range of local amenities for daily living.							
7.1	Create connected, walkable communities, with equitable and inclusive public space, as well as pedestrian access to a diversity of local amenities for daily living (for example, local shops, services, green areas, and educational facilities).	7.1.1	Develop an evidence base to enhance the baseline knowledge of where there are key gaps in terms of infrastructure relating to movement and show this spatially.	Dec 2025	OIC (NS&I)	Hi-trans	To be develop evidence bases which aligns to National Islands Plan Survey: final report - gov.scot Main Findings 3.3.2
		7.1.2	Local Development Plan will set out priority areas and policies to facilitate connected walkable communities in our towns and villages where people can access a range of services without the need to use a car.	Dec 2025	OIC (NS&I)	Hi-trans	The Orkney Local Development Plan Delivery Plan will measure progress of policy implementation.
Evidence base: Strengthen access to good quality public and green open spaces, green networks, recreational spaces (including blue spaces such as river and coastal areas), play spaces and sports amenities through spatial design and community engagement.							
7.2	Prepare an updated Open Space Strategy and Play Sufficiency assessment as part of the Review of the Local Development Plan which can be used to set out developer requirements and use evidence to engage with other council services.	7.2.1	Undertake community engagement to prepare a play sufficiency assessment and updated open space strategy.	Dec 2025	OIC (NS&I)	OIC (E,L&H) VAO	Robust evidence base established to inform future priority areas.
7.3	Highlight evidence of play needs that are set out by communities within the Council and lobby for increasing support for new equipment and adequate support of ongoing maintenance.	7.3.1	Work with Community groups and organisations to develop successful funding bids to improve the community play provision.	Jul 2025	OIC (E,L&H) OIC (NS&I)	VAO	Annual funding awarded to different communities and organisations to improve community play facilities.

7. Active Places & Spaces

Objective: Places and spaces are appropriately designed, created, and maintained to enable people to be physically active in their community

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Develop and or apply design guidelines for public amenities; schools, health care, sports and recreation facilities, workplaces and social housing, designed to enable people to be physically active.							
7.4	Ensure public sector investment in facilities such as schools, health care, sports and recreation, workplaces and social housing are designed to enable people to be physically active.	7.4.1	Use procurement process to ensure these types of requirements are outlined in contracts for tenders.	Jan 2026	OIC (NS&I)	NHS Orkney	Improved facilities within public buildings.
7.5	Co-locate local services and destinations e.g. schools, healthcare, workplaces, shops, and leisure.	7.5.1	Use place-based engagement to facilitate cross service discussions that look at future investment and opportunities for co-location.	Dec 2025	OIC (NS&I)	NHS Orkney	Creation of investment plans to deliver co-location.
Evidence Base: Co-locate local services and destinations e.g schools, healthcare, workplaces, shops and leisure.							
7.6	Ensure that the importance of walking, cycling and other forms of physical activity are a key priority in the spatial strategy and in policies around developer requirements in the review of the Local Development Plan and future Transport Strategies.	7.6.1	Undertake extensive engagement with different key stakeholders including transport officers and the sustainable travel group for input in the Local Development Plan and Transport Strategy.	On-going to Mar 2027	OIC (NS&I)		The Local Development Plans and Transport Strategy's established key opportunities.
Evidence Base: Increase the knowledge and skills of planners, transport engineers and architects to create inclusive active environments.							
7.7	Increase the knowledge and skills of planners, transport engineers and architects to create inclusive active environments.	7.7.1	Use the Sustainable Travel Group to put in place and to encourage cross-service learning.	Dec 2025	OIC (NS&I)		Number of Sustainable Travel Group meetings held.

8. Active Communication & Public Education

Objective: Communications and public education established as an integral component of a systems-based approach to physical activity in Scotland.

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Follow the ‘best practice principles’ for physical activity communications to develop and implement a physical activity for health communications plan that operates alongside the proposed actions identified across physical activity system.							
8.1	Develop a greater shared understanding of the importance of physical activity for communities and the benefits thereafter at the highest level of Local & National Government.	8.1.1	Develop an Orkney cross agency communications group to look at the promotion of physical activity and its benefits .	Dec 2025	Orkney CPP	OIC (Comm’s) NHS Orkney PCT	Orkney Agency Communications Group Established.
		8.1.2	Develop a greater shared understanding of the importance of physical activity for communities and the benefits thereafter at the highest level of Local & National Government.	July 2026	NHS Orkney	OHAC OIC (Comm’s) Sportscotland PCT	Group communication ahead of 8.1.3.
		8.1.3	Development of communications plan across partners to raise awareness of physical activity’s role in all levels of prevention .	Jan 2027	NHS Orkney	OHAC OIC (Comm’s) Sportscotland PCT	Utilise the University of Edinburgh Physical Activity Messaging Framework Guide to evidence-based physical activity messaging and communication to create communications plan.
		8.1.4	Ensure that clear and consistent positive messaging around Health & Wellbeing is coming from the highest level and cascading down organisations.	Mar 2027	NHS Orkney	OHAC OIC (Comm’s) Sportscotland PCT	Timeline to be identified.

8. Active Communication & Public Education

Objective: Communications and public education established as an integral component of a systems-based approach to physical activity in Scotland.

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Follow the ‘best practice principles’ for physical activity communications to develop and implement a physical activity for health communications plan that operates alongside the proposed actions identified across physical activity system.							
8.2	To ensure that communications activity on physical activity and sports is coordinated across the community amongst local authority services, schools, local leisure facilities and clubs.	8.2.1	Create a calendar of communications, activity to be shared across all partner agencies, for example key events such as Orkney 2025 and national campaigns such as Women and Girl in Sports week.	Dec 2025	OIC (Comm’s)	PCT VAO NHS Orkney	Creation of Communication Calendar.
		8.2.2	Improve information available on the Council website about sport and leisure in Orkney, thereby providing a central resource for signposting and promotion.	Sep 2025	OIC (Comm’s)	PCT VAO NHS Orkney	Website Traffic/ Engagement.
		8.2.3	Create a hashtag for physical health and wellbeing promotion in Orkney, thereby allowing activity to be tracked online and on social media channels.	Aug 2025	OIC (Comm’s)	PCT VAO NHS Orkney	Hashtag engagement records.
8.3	To ensure that communications are better targeted across the community, ensuring that specific groups are accessed through planned out and tailored communications activity, particularly those described as ‘hard to reach’ or unlikely to engage with physical activity services.	8.3.1	Carry out training to embed the OASIS framework (identification of Objectives, Audiences, Strategy, Implementation and Scoring/Evaluation) across all communications planning.	Dec 2025	OIC (Comm’s)	PCT VAO NHS Orkney	Training Dates and Opportunities.
		8.3.2	Identify opportunities to provide and promote inclusive communications including the availability of other formats such as languages other than English, BSL and braille.	Dec 2025	OIC (Comm’s)	PCT VAO NHS Orkney	Increased formats of communication.
		8.3.3	Expand the social media channels that are used to Instagram and TikTok.	Dec 2025	OIC (Comm’s)	PCT VAO NHS Orkney	Social Media Channels created.

8. Active Communication & Public Education

Objective: Communications and public education established as an integral component of a systems-based approach to physical activity in Scotland.

Ref No	Emerging Action	Ref No	Tasks (How will it be achieved?)	Timeframe	Lead	Support	Indicator/ Outcome
Evidence Base: Follow the ‘best practice principles’ for physical activity communications to develop and implement a physical activity for health communications plan that operates alongside the proposed actions identified across physical activity system.							
8.4	Ensure that messaging around the wider benefits of physical activity is a core element of our communications.	8.4.1	Development and Implementation of a communications plan across partners to raise awareness of physical activity’s role in all levels of prevention.	Mar 2027	NHS Orkney	OIC (Comm’s) PCT	Development of communications plan.
		8.4.2	Include details on the wider benefits of physical activity in the marketing materials for the Active Life/Active Islands scheme.	May 2026	PCT	OIC (Comm’s)	Number of marketing materials including physical activity benefits.
8.5	Develop a shared approach to maintain and enhance data systems that enable population surveillance across all ages and multiple domains with regards to physical activity levels in Orkney, allowing required communications activity to be identified and tailored to specific groups.	8.5.1	Increase awareness of current monitoring systems in place across sectors and establish a shared approach to data management.	April 2026	OIC (Comm’s)		To be collated and shared.
		8.5.2	Use data to demonstrate the Social value of physical activity and the benefits to communities.	April 2026	OIC (Comm’s)	NHS Orkney HIE VAO	Social Value Engine analysis.



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Orkney Physical Activity and Wellbeing Strategy
Service / service area responsible.	Education, Leisure and Housing – Leisure and Culture
Name of person carrying out the assessment and contact details.	Garry Burton 01856 873535 ext 2440 garry.burton@orkney.gov.uk
Date of assessment.	08/01/2025
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	New

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	To inform how partners should plan for and support physical activity and wellbeing
Is the function / policy / plan strategically important?	Physical activity and wellbeing are of local, national and international importance, and are an extremely important factor in people's everyday life.
State who is, or may be affected by this function / policy / plan, and how.	All Orkney residents and partner agencies.

How have stakeholders been involved in the development of this function / policy / plan?	A collective understanding of the work of the strategy was developed and stakeholder input into the development of the Action Plan was assured through a number of one to one as well as group work sessions.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	National and International data regarding health inequalities. Active Scotland Delivery Plan Physical Activity for Health Framework
Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Guidance for Public Bodies for further information.	There are significant inequalities that exists between different groups and pose a challenge. The 2022 Scottish Health Survey reported that 57% of adults living in the most deprived areas met recommended levels of physical activity compared to 73% in the least deprived, a gap that has remain relatively stable over the last 10 years. Data also shows that disabled adults, those with mental health challenges and those belonging to ethnic minority groups are also less active. There are also geographical inequalities linked to rurality and people living in Orkneys outer isles.
Could the function / policy have a differential impact on any of the following equality areas?	The Orkney Physical Activity and Wellbeing Strategy aims to improve levels of and access to physical activity and wellbeing, therefore there should not be any differential impact access groups.
1. Race: this includes ethnic or national groups, colour and nationality.	No
2. Sex: a man or a woman.	No
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No
4. Gender Reassignment: the process of transitioning from one gender to another.	No

5. Pregnancy and maternity.	No
6. Age: people of different ages.	No
7. Religion or beliefs or none (atheists).	No
8. Caring responsibilities.	No
9. Care experienced.	No
10. Marriage and Civil Partnerships.	No
11. Disability: people with disabilities (whether registered or not).	No
12. Socio-economic disadvantage.	No

3. Impact Assessment

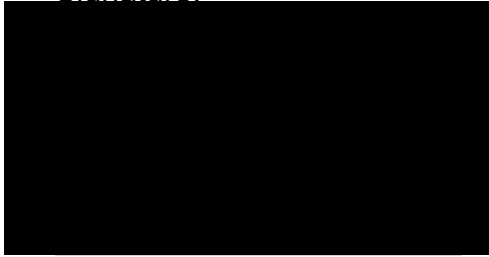
Does the analysis above identify any differential impacts which need to be addressed?	No
How could you minimise or remove any potential negative impacts?	
Do you have enough information to make a judgement? If no, what information do you require?	Yes

4. Conclusions and Planned Action

Is further work required?	Yes
What action is to be taken?	Work through the actions and priorities detailed within the strategies Action Plan
Who will undertake it?	Established Working group
When will it be done?	ongoing
How will it be monitored? (e.g. through service plans).	Proposed annual report to Council and Orkney Health and Care Social Partnership.

Signature:

Date: 08/01/2025



Name: GARRY BURTON

(BLOCK CAPITALS).

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrsupport@orkney.gov.uk

Island Communities Impact Assessment
Orkney Physical Activity and Wellbeing Strategy

Preliminary Considerations	Response
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	Orkney Physical Activity and Wellbeing Strategy
Step 1 – Develop a clear understanding of your objectives	Response
What are the objectives of the policy, strategy or service?	Have a physically and mentally healthy and active community. Develop, educate and empower our people. Design an inclusive pathway in physical activity and sport.
Do you need to consult?	No
How are islands identified for the purpose of the policy, strategy or service?	The strategy is for all inhabited islands within Orkney Islands Council's authority.
What are the intended impacts/outcomes and how do these potentially differ in the islands?	Improve levels of and access to physical activity and wellbeing for all.
Is the policy, strategy or service new?	New
Step 2 – Gather your data and identify your stakeholders	Response
What data is available about the current situation in the islands?	Scottish Household survey, Active Schools ASMO data for schools.
Do you need to consult?	No
How does any existing data differ between islands?	Access to facilities and services are different between the outer Isles and mainland Orkney.
Are there any existing design features or mitigations in place?	Options to increase virtual provision of activities, upskilling of people living on individual islands to deliver activity and other wellbeing initiatives.

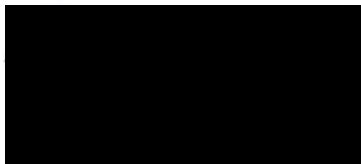
Step 3 – Consultation	Response
Who do you need to consult with?	
How will you carry out your consultation and in what timescales?	
What questions will you ask when considering how to address island realities?	
What information has already been gathered through consultations and what concerns have been raised previously by island communities?	
Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	
Step 4 – Assessment	Response
Does your assessment identify any unique impacts on island communities?	Yes
Does your assessment identify any potential barriers or wider impacts?	Yes
How will you address these?	Options to increase virtual provision of activities, upskilling of people living on individual islands to deliver activity and other wellbeing initiatives.
<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 you can process to Step 6.</p> <p>If the answer is Yes, an ICIA must be prepared and you should proceed to Step 5.</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? • Are these effects significantly different? • Could the effect amount to a disadvantage for an island community compared to the Scottish mainland or between island groups? 	
Step 5 – Preparing your ICIA	Response
In Step 5, you should describe the likely significantly different effect of the policy, strategy or service:	Improving levels of and access to physical activity and wellbeing for all may differ according to location given that facilities will differ.
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.	Various options can be considered such as facilitating access to virtual provision and upskilling people locally to assist with delivering active options
Consider alternative delivery mechanisms and whether further consultation is required.	Options to increase virtual provision of activities, upskilling of people living on individual islands to deliver activity and other wellbeing initiatives.
Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	As above.
Identify resources required to improve or mitigate outcomes for island communities.	Existing partner resources in addition to external funding
Stage 6 – Making adjustments to your work	Response
Should delivery mechanisms/mitigations vary in different communities?	Yes
Do you need to consult with island communities in respect of mechanisms or mitigations?	Yes

Have island circumstances been factored into the evaluation process?	Yes
Have any island-specific indicators/targets been identified that require monitoring?	No
How will outcomes be measured on the islands?	By monitoring monthly statistics of partners and other national surveys and studies.
How has the policy, strategy or service affected island communities?	It has sought to improve levels of and access to physical activity and wellbeing for all across all areas.
How will lessons learned in this ICIA inform future policy making and service delivery?	The potential impacts of changes will always be considered and help inform future decision making.
Step 7 – Publishing your ICIA	Response
Have you presented your ICIA in an Easy Read format?	Yes
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?	Orkney Islands Council's Website with relevant Education, Leisure and Housing Committee Report .
Who will signoff your final ICIA and why?	Frances Troup, Head of Community Learning, Leisure and Housing – Head of Service.

ICIA completed by:	Garry Burton
Position:	Leisure and Culture Service Manager

Signature:	
Date complete:	14/05/2025

ICIA approved by:	Frances Troup
Position:	Head of Community Learning, Leisure and Housing
Signature:	
Date complete:	14/05/2025